



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

Operating Policy and Procedure

HSC OP: 70.23, **Reductions in Force**

PURPOSE: Texas Tech University Health Sciences Center (TTUHSC) is committed to recruiting, developing, and retaining an effective workforce. The purpose of this Health Sciences Center Operating Policy and Procedure (HSC OP) is to provide policy and procedures for implementing a reduction in force (RIF) that affects non-faculty employees of TTUHSC.

REVIEW: This HSC OP will be reviewed in May of each even-numbered year by the Vice President and Chief Human Resources Officer, System Vice Chancellor and General Counsel, and System Office of Equal Opportunity, with recommended revisions forwarded to the HSC President.

POLICY/PROCEDURE:

Reductions in force are governed by Texas Tech University [System Regulation 10.08](#), which can be found [here](#).

VALUES-BASED CULTURE:

Consistent with TTUHSC's Values-Based Culture, Human Resources policies are implemented in accordance with TTUHSC's adopted core values, which can be found [here](#).