



## Section 7: CHANGES IN EMPLOYMENT STATUS

Information regarding available positions is accessible through the [Office of Human Resources webpage](#).

### FACULTY MOBILITY

Faculty members have the option for applying for a faculty promotion-in-rank in accordance with the College's [Promotion-In-Rank](#) policy.

Faculty members may also apply for other positions for which they believe they are qualified and are treated as any other applicant through the application and selection process. The College posts job vacancies online at [Careers at Delgado](#). All applications must be submitted directly through [Careers at Delgado](#).

### UNCLASSIFIED STAFF MOBILITY

Unclassified staff members are encouraged to apply for other positions for which they believe they are qualified. The College posts job vacancies online at [Civil Service Job Seekers Service](#). Existing employees must apply online for other positions and are treated as any other applicant throughout the application and selection process. All applications must be submitted directly through [Careers at Delgado](#).

### CLASSIFIED STAFF MOBILITY

Classified staff members are also encouraged to apply for other positions for which they believe they are qualified. Classified staff must meet the requirements of the position as defined by the Louisiana Department of Civil Service. They must also have a certifiable score for the position, as applicable. Existing employees must apply online at [Civil Service Job Seekers Service](#) and are treated as any other applicant throughout the application and selection process.

### SUSPENSION/ TERMINATION

Depending on an employee's classification--classified staff, unclassified staff, tenured faculty, or non-tenured faculty--the College follows specific suspension and termination procedures. These procedures are in accordance with the [LCTCS Employment Relationship for All Employees](#) policy and the [LCTCS Discipline- For All Employees](#) policy. For specific information regarding the suspension and termination of employees, contact the Office of Human Resources.

### STAFF REDUCTION/ FINANCIAL EXIGENCY

The LCTCS Board of Supervisors recognizes circumstances that may indicate a need for staff reduction at the College, such as financial exigency. The Board has outlined specific procedures to follow in case of such a financial emergency in its [Financial Exigency/Reduction in Force](#) policy. For specific information regarding staff reduction due to emergency circumstances, contact the Office of Human Resources.