Departing Staff Computer Policy

In an effort to better manage SOM assets SOM IT, Business Operations and HR have developed an IT equipment policy for departing staff. The new policy states that departing staff computer equipment will remain the property of the School of Management. If the equipment has no value to the school either financially or functionally, we will offer the departing staff member the option to take the equipment after we have reset the device at no cost.

Effective January 1, 2019

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The primary drivers for a change in this policy are as follows:

- Departments purchase the equipment with school funds. When we sell the equipment to departing staff the department has to re-purchase equipment for the incoming replacement staff.
- The equipment is sold to the departing staff at the depreciated market value of the equipment, the school is not getting the full value out of the equipment investment and pays more to replace the equipment.
- It takes SOMIT staff time to wipe the machine so the user can take it with them, then we have to setup new equipment for the incoming staff member.
- SOM IT uses old equipment as loaners for when equipment fails. Normally a loaner would be a 4-5 year old machine and good enough to get the user by until we have the system repaired. By allowing staff to purchase their equipment, our loaner stock is getting older and what we lend out is more in the 8+ years old which affects staff performance.
- Tracking and processing the reimbursement from the departing staff has been a challenge. It creates added workflow and staff time in HR, Business Operations and IT to coordinate the payment.