



ARKANSAS STATE UNIVERSITY
MID-SOUTH

**Employee Handbook &
Campus Operating Procedures**

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Welcome to Arkansas State University Mid-South!

Welcome to ASU Mid-South. You're now part of a team that shows up with purpose – every day, for every student. We believe in the power of education to change lives, and we're here to help students build skills, build confidence and build their future. That work starts with us. In every classroom, every office and every interaction, we set the tone. Our standards are high, our momentum is real and our impact is growing. This is more than a job. This is where futures are built – together.

Use of This Handbook

This handbook has been prepared to introduce you to employment at Arkansas State University Mid-South (ASU Mid-South). Its purpose is to explain the responsibilities and privileges of employment at ASU Mid-South and to provide a condensed overview of the college's policies and procedures, which employees are required to follow. However, it is impossible to anticipate every employment situation which may arise. Please contact your supervisor or the Director of Human Resources if you have any questions.

This employee handbook supersedes all previous employee handbooks and management memos which may have been issued on subjects covered herein. In the event of a change in any law, regulation, System Policy, or operating procedure cited in this handbook, the current law, policy or procedure will automatically be substituted and applied. Interim changes will be subsequently incorporated into the next published edition.

The Employee Handbook does not constitute an employment contract with ASU Mid-South, either expressed or implied. Employment at Arkansas State University Mid-South is “at will” and may be terminated at any time and without cause by either the employee or the college, with or without cause and with or without notice. The “at will” relationship remains in full force and effect, notwithstanding any statements to the contrary made by university employees or set forth in any documents.

Other policies and procedures related to student life and academic programs are provided in the College Catalog. All employees are expected to be familiar with the contents of both publications. Please refer to the college website for the most recent published versions.

College Mission Statement

The mission of Arkansas State University Mid-South is to enrich lives through high-quality educational programming that fosters student success, workforce development, and lifelong learning.

College Purposes

- To provide community college general education and technical curricula which prepare students for global awareness, an appreciation of diversity, employment, and lifelong learning.
- To provide academic resources, technology, and learning support programming to foster student success.
- To provide extra-curricular activities that promote wellness, leadership development, good citizenship, and cultural growth.
- To foster economic development by providing a training and educational link between the College and business and industry that ensures a competent local and regional workforce.
- To provide local access to baccalaureate and graduate education through partnerships with universities and four-year colleges.
- To support cultural and community events.

College Vision Statement:

LENS (Leading • Empowering • Nurturing • Serving)

Arkansas State University Mid-South distinguishes itself by leading, empowering, nurturing and serving.

- **Leading:** To be recognized as innovative and collaborative in developing and utilizing promising practices that ensure a quality learning environment, strategic organizational efficiency, and regional economic development.
- **Empowering:** To be known for our commitment to celebrating the strength and diversity of our people and our determination to help our students obtain knowledge, self-understanding, and autonomy.
- **Nurturing:** To be recognized for consistently displaying compassion and concern for individuals and providing the learning resources and support services necessary to meet their educational goals.
- **Serving:** To be viewed by our constituents as their educational provider of choice, meeting the diverse educational and cultural needs of our communities; supporting student interests through a range of organizations and activities; meeting the region's employment demands; and broadening access to higher education opportunities.

College Values Statement:

IDEAS (Innovation • Diversity • Excellence • Accountability • Sustainability)

Arkansas State University Mid-South is committed to innovation, diversity, excellence, accountability, and sustainability.

- **Innovation** represents transformative and creative thinking that leads to continuous growth, improvement, and relevancy. We value ingenuity to solve problems and improve efficiencies.
- **Diversity** embraces acceptance, inclusion, and respect. We value understanding each other and ourselves, and moving beyond simple tolerance to embracing and celebrating the richness each individual contributes to our organizational culture.
- **Excellence** represents the standard to which we hold ourselves, individually and collectively, in everything we do. We value exceeding commonly held expectations of quality and professionalism. Excellence is evident when open communication, ethical decision-making, and humility are encouraged, expected, and demonstrated consistently.
- **Accountability** entails an organizational commitment to moral and ethical principles that demand integrity, respect, and compassion. We value transparency and pledge honesty, courtesy, and responsibility in interactions with customers and associates.
- **Sustainability** is being consistently mindful of the environmental, social, and economic consequences of our organizational practices. We value meeting present needs without compromising the needs of the future.

ASU Mid-South Accreditation

Arkansas State University Mid-South is accredited by the Higher Learning Commission and is a member of the North Central Association of Colleges and Schools, 230 South LaSalle Street, Suite 7-500, Chicago, IL 60604-1413, (800) 621-7440, www.hlcommission.org.

ASU Mid-South Employee Handbook

ASSURANCES

Equal Employment

The State of Arkansas does not discriminate in access to employment opportunities or in employment or practices on the basis of race, color, religion, sex, national origin, age, disability, or genetic information. Further, Arkansas State University Mid-South is committed to equal access to education and employment for all qualified persons regardless of race, color, religion, gender identity, sexual orientation, national origin, age, sex, disability, genetic information, veteran status or marital status. No employee of ASU Mid-South shall, on the basis of those characteristics, be subjected to discrimination in recruitment, selection, appointment, advancement, transfer, training, promotion, compensation, continuation, probation, discharge, and/or other personnel actions of the college. It is the responsibility of all departments and all personnel, supervisory and non-supervisory, to see that this policy is fully implemented throughout the college. All employees shall conduct themselves in accordance with this policy in all day-to-day relationships with fellow employees and shall not deprecate another individual or interfere with the performance of job assignments.

Affirmative Action

ASU is committed to the goal of equal opportunity for all. This policy is adopted by the Arkansas State University Board of Trustees. All personnel responsible for hiring employees and recruiting students share a responsibility to support the college's equal opportunity and affirmative action program and to provide leadership in achieving its goals.

Statement of Nondiscrimination

Arkansas State University Mid-South does not discriminate on the basis of race, color, religion, gender identity, sexual orientation, national origin, age, sex, disability, genetic information, veteran status or marital status in any of its practices, policies or procedures, and provides equal access to the Boy Scouts, Girl Scouts, and other designated youth groups. This includes, but is not limited to, employment, admissions, educational services, programs or activities which it operates, or financial aid. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Jeremy Reece
Title IX Coordinator
Arkansas State University Mid-South
2000 West Broadway
West Memphis, AR 72301
Phone: 870.733.6786
Email: jreece@asumidsouth.edu

Dr. Stephanie Krehl
ADA Coordinator
Arkansas State University Mid-South
2000 West Broadway
West Memphis, AR 72301
870.733.6790
accessibility@asumidsouth.edu

For further information on notice of non-discrimination, visit <https://ocrcas.ed.gov/contact-ocr> for the address and phone number of the office that serves our area, or call 1-800-421-3481.

Title IX of Education Amendments

Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX benefits both males and females, and is at the heart of efforts to create gender equitable schools. The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone based on sex. Under this law, males and females are expected to receive fair and equitable treatment in all areas of public schooling including recruitment, admissions, educational programs, and activities, course offerings and access, counseling, financial aid, employment assistance, facilities and housing, health and insurance benefits, marital and parental status, scholarships, sexual discrimination and athletics.

Arkansas State University has designated a Title IX coordinator for each campus. Any incidence of sexual discrimination including sexual harassment or sexual violence should be reported to the Title IX coordinator who will take prompt action to secure a full and equitable review. In the event the sexual discrimination allegation is against the Title IX coordinator, the report should be made to the Office of General Counsel.

The following persons have been designated as Title IX Coordinators for ASU Mid-South:

Jeremy Reece
Title IX Coordinator
Arkansas State University Mid-South
2000 West Broadway
West Memphis, AR 72301
Phone: 870.733.6786
Email: jreece@asumidsouth.edu

Lisa Haggard
Deputy Title IX Coordinator for Employees
Arkansas State University Mid-South
2000 West Broadway
West Memphis, AR 72301
870.733.6741
lhaggard@asumidsouth.edu

Discrimination/Harassment

Discrimination is defined as an improperly motivated personnel decision, an improperly motivated evaluation decision in the case of students, or any adverse action taken against an individual on the basis of race, color, religion, gender identity, sexual orientation, national origin, age, sex, disability, genetic information, veteran status or marital status. Discriminatory behavior can result in harassment when the conduct is sufficiently severe, pervasive or persistent as to interfere with or limit the individual's ability to participate in or benefit from the services, activities or privileges provided by the college.

Arkansas State University Mid-South (ASU Mid-South) does not discriminate on the basis of race, color, religion, gender identity, sexual orientation, national origin, age, sex, disability, genetic information, veteran status or marital status in any of its practices, policies or procedures, and provides equal access to the Boy Scouts, Girl Scouts, and other designated youth groups. Furthermore, federal laws prohibit such discrimination or harassment in any activity or program receiving federal funds. Specifically, Title IX of the Education Amendments of 1972 protects campus constituents from sex discrimination in both educational programs and activities at ASU Mid-South. This protection also includes sexual misconduct.

All college personnel are required to participate in annual discrimination and harassment training and to sign an acknowledgment that they have read and understand the College's policies with regard to discrimination and harassment.

Investigation of discriminatory or harassing behavior is not contingent upon the filing of a formal complaint, and complainants are protected from retaliation by the accused. Behavior which might be considered discriminatory or harassing should be reported to any college employee the victim feels comfortable approaching. If informed even casually about a complaint, all employees should advise the individual of the College's policy against discrimination/harassment to ensure that the complainant is aware of all procedures available for pursuing such complaints. Any employee who is informed of discrimination or harassment allegations, or who observes such problems is responsible for informing ASU Mid-South's Title IX Coordinator, who will take prompt action to ensure a full and equitable review. In the event the sexual discrimination allegation is against the Title IX Coordinator, the report should be made to the Office of General Counsel at the ASU System. College officials who fail to report allegations of discrimination or harassment may be subject to disciplinary action.

Retaliatory Action Prohibited

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by law and Arkansas State University. Any person who needs further explanation or who believes he or she has been retaliated against should contact the Human Resources Department.

Sexual Discrimination

Arkansas State University is committed to providing an educational and work environment for its students, faculty, and staff that is free from sexual discrimination including sexual harassment, sexual assault, sexual violence, stalking, domestic violence, and dating violence, as prohibited by Title IX of the Educational Amendments of 1972, and/or Title VII of the 1964 Civil Rights Act. No form of sexual discrimination will be tolerated.

It is important to preserve all evidence of sexual discrimination, especially if the discrimination is also a criminal offense, such as sexual assault, stalking, domestic violence, or dating violence.

Supervisors and staff members must recognize that their positions necessarily embody unequal power relationships with their subordinates and students. Because of the inherent power differences in these relationships, the potential exists for the less powerful to perceive a coercive element in suggestions relative to activities outside those appropriate to the professional relationship. It is the responsibility of supervisors and staff members to behave in such a manner that their words or actions cannot reasonably be perceived as coercive.

Each campus has a Title IX Coordinator who is charged with investigating certain allegations of sexual harassment, sexual assault, stalking, domestic violence and dating violence, as defined within the Title IX Grievance Procedure herein. Each campus's Human Resources Department is responsible for investigation allegations of sexual discrimination, not covered by Title IX, and in violation of Title VII.

Employees with supervisory responsibilities, including deans, vice chancellors, department chairs, faculty, student services personnel, human resources personnel, athletic administrators, coaches, and university police personnel must report incidents of sexual discrimination, either observed by them or reported to them, to the Title IX Coordinator. The Title IX Coordinator will conduct a prompt, thorough, and objective investigation of any claim that meets the requirements of a Title IX offense, and will refer other claims of sexual discrimination to the campus Human Resources department. If sexual discrimination has occurred, appropriate remedial action, commensurate with the severity of the offense, will be taken, up to and including termination. All reports, complaints, and investigations are treated with discretion and confidentiality is maintained to the extent allowed by law.

The Title IX Coordinator or Human Resources representative, as applicable, will notify the appropriate law enforcement agency of all reports of sexual assault, stalking, domestic violence or dating violence. The person who has allegedly been subjected to sexual discrimination may also contact law enforcement and may seek an order of protection, no contact order, or similar order. The Title IX Coordinator or Human Resources representative will assist the person alleging to be subjected to sexual discrimination and the person alleged to have committed sexual discrimination with locating resources for counseling, medical treatment, legal advice, or other services.

Each campus within the Arkansas State University System provides educational materials and programs on sexual discrimination. Contact the Human Resources Department or Title IX Coordinator for information on awareness and prevention of sexual discrimination.

The University reserves the right to take those legally permitted supportive measures it deems necessary in response to an allegation of sexual discrimination in order to protect individuals' rights and personal safety. Such supportive measures may include, but are not limited to: modification of campus living or employment arrangements; interim suspensions from campus; no contact or communications requirements; leave with or without pay; and, reporting the matter to law enforcement. Persons reporting allegations of sexual discrimination must follow the Staff Grievance Procedure or the Title IX Grievance Procedure, as applicable.

Sexual Harassment

All faculty, staff, and students have a right to work and/or attend college in an environment free of discrimination, including freedom from sexual or gender-based harassment. Therefore, it is the policy of the college that no member of the college community may discriminate against or sexually harass another. Procedures for reporting discrimination and harassment complaints are provided in the catalog, the faculty/staff handbook, and on the college website. Any employee or student will be subject to disciplinary action including, but not limited to, dismissal for violation of this policy.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal, written, or physical conduct of a sexual nature, when:

1. submission to or toleration of such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
2. submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting the individual; or
3. such conduct is so severe, pervasive, and objectionably offensive that it has the purpose or effect of unreasonably interfering with an individual's academic or work performance or of creating an intimidating, hostile or offensive employment or educational environment.

Sexual harassment may involve individuals of the same or different gender. It is most frequently associated with those situations in which a power differential exists between persons involved; however, it also may occur between individuals of the same status, i.e., student-student and employee-employee.

Examples of conduct which may, if continued or repeated, constitute sexual harassment include, but are not limited to:

- unnecessary touching, patting, hugging or brushing against a person's body
- staring, ogling, leering, whistling
- sexually explicit statements, comments, questions, jokes, or anecdotes
- graphic comments about a person's clothing or body
- sexually suggestive objects or pictures in the work place
- harassing use of the electronic mail or telephone communication system
- other physical or verbal conduct of a sexual nature

Because sexual harassment is the subject of an ever-increasing number of lawsuits, employees should take care that they understand what can constitute sexual harassment. Such conduct, whether intended or not, constitutes sexual harassment and is illegal under both state and federal law. Violations of this policy will not be tolerated.

All new employees are required to complete harassment training, and annual refresher workshops will be provided for current personnel. In accordance with Title IX of the Education Amendments of 1972, the college provides information about sexual harassment and reporting procedures to students during new student orientation, in the College Success course for freshmen, and in all college syllabi.

Rehabilitation Act and the Americans with Disabilities Act

ASU Mid-South is committed to providing equal opportunities for qualified employees with disabilities in all programs, activities, and services, in accordance with state and federal laws and regulations, including the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. Disability is defined as any physical or mental impairment that substantially limits one or more major life activities. To ensure equality of access for employees with disabilities, reasonable accommodations shall be provided to enable the employee to perform the essential functions of his/her job and to participate in all college programs and activities. Employees should refer to Chapter 2 of the Campus Operating Procedures section of this manual for detailed instructions on requesting accommodations.

The following person has been designated as the Disability Services Coordinator (DSC) for ASU Mid-South:

Dr. Stephanie Krehl
ADA Coordinator
Arkansas State University Mid-South
2000 West Broadway
West Memphis, AR 72301
870.733.6790
accessibility@asumidsouth.edu

Drug-Free Workplace

Arkansas State University Mid-South is committed to an environment which is free from the influence of unlawful drugs. The use, manufacture, distribution, or possession of drugs, narcotics, and/or chemicals without medical prescription or medical supervision are prohibited on college property or at college activities. Possession, use, and/or distribution of alcoholic beverages in any form must have prior approval from the Chancellor. All employees are required to formally acknowledge their adherence to this policy by signing the appropriate form upon employment.

Smoke-Free Environment

Arkansas State University Mid-South has a vital interest in maintaining a healthy and safe environment for its students, faculty, staff and visitors. Consistent with these concerns and with passage of the Arkansas Clean Air on Campus Act of 2009, the ASU Mid-South campus became a tobacco-and-vapor-free campus effective August 1, 2009. Use of tobacco products, including cigarettes, e-cigarettes, and smokeless tobacco, is prohibited on the ASU Mid-South campus, including in all buildings, grounds, and vehicles. Any person violating this policy will be subject to disciplinary action.

Nursing Mothers

ASU Mid-South complies with the Nursing Mother Amendment to the Fair Labor Standards Act, which provides for unpaid breaks to express breast milk. Please see the Director of Human Resources for further information.

EMPLOYMENT

Hiring Procedures

Each person seeking employment at ASU Mid-South shall file an application for employment with the Human Resources Department. Pre-employment testing may be required in cases where it is necessary to determine minimum qualifications. In those cases, test results will be kept on file and made available, as necessary, to hiring managers and/or supervisors.

To be considered for employment with the university, a person must meet any minimum age limitations required by law. Also, no person who is required to register with the Selective Service System shall be eligible for employment unless the person has signed a statement of selective service status.

The Chancellor of the college is responsible for recommendations to the ASU System Board of Trustees for employment decisions on behalf of the college. Prior to this recommendation, a background check (including, but not limited to criminal, sexual offender, and reference checks) will be performed on the candidate in order to create a safe and secure workplace for students, faculty, staff, administrators, and visitors; to protect funds, property and other assets of the college; and to ensure that employees are qualified to perform duties and responsibilities of the positions for which they apply. An appointment shall be considered temporary pending formal approval by the Board of Trustees.

Disclosure Provisions Required by Executive Order 98-04

The Governor's Executive Order 98-04, effective July 1, 1998, established mandatory guidelines and procedures to be followed in the areas of employment, contracts, grants, and purchasing. State agencies, boards, commissions, and institutions of higher education are subject to the Executive Order, which is intended to prevent waste, abuse, or the appearance of impropriety.

As a condition of obtaining employment at ASU Mid-South, any individual shall disclose whether that individual is a current or former member of the general assembly, constitutional officer, board or commission member, state employee, or the spouse or immediate family member of any of the persons described in this sentence. Likewise, any non-individual seeking to contract with ASU Mid-South shall disclose any position of control, or any ownership interests of 10% or greater, that is held by a current or former member of the general assembly, constitutional officer, board or commission member, state employee, or the spouse or immediate family member of any of the persons described in this sentence.

ASU Mid-South is required to inform potential contractors and employees of the disclosure provisions required under Executive Order 98-04 and provide the forms necessary for compliance.

Employment of Relatives (Nepotism)

Relatives may be employed in the same or different departments within the college, and employment opportunities are offered to spouses or other relatives on a competitive basis unless prohibited by law or regulation.

To avoid potential or perceived conflicts of interest that may arise when an employee participates formally or informally in decisions to hire, retain, promote, or determine the salary of a related person, the college has adopted the following System Policy:

- No employee will have any direct or indirect supervision or direction over any employee to whom they are related by marriage or blood.
- No employee will participate in any peer judgment or administrative review of any employee to whom they are related by marriage or blood.

In some extraordinary and narrowly limited circumstances it may be in the best interest of the System to allow an employee to hold a supervisory position notwithstanding the concurrent employment of a spouse or relative. In such cases, appointment to such a position is only available upon the prior recommendation of the president of the System and approval of the Board of Trustees. In such cases, with input from others within the unit, the Chancellor and the administrative head of the campus or service area shall develop written procedures to protect the employees involved, and the System, from the appearance of bias, prejudice or favoritism.

“Employee” means a person whose employment is not seasonal or temporary and whose actual performance of duty requires fifteen hundred (1500) or more hours during the fiscal year.

“Supervisory employee” means any individual having authority in the interest of the college to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees of the college; or the responsibility to direct other employees of the college, to adjust their grievances, or to effectively recommend an action if the exercise of authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

Employee Identification Badges

ASU Mid-South employees are issued a photo identification badge which should be worn while on campus so that you are easily identifiable to students and visitors. Badges should be turned in to the Human Resources Office when employment ends.

Orientation of New Employees

All new, full-time employees are scheduled for an orientation meeting with a representative of the Human Resources Office to discuss benefits, policies, and procedures within the first month of employment. The first six-months of employment will also serve as an orientation period during which new employees may receive frequent supervisory feedback.

CLASSIFICATION OF EMPLOYEES

Employees are generally classified as part-time (non-benefits eligible), full-time (benefits-eligible), and appointed and contract employees.

Only employees appointed to a benefits eligible position may participate in university benefit programs. Benefits eligible employees who work less than forty (40) hours per week participate proportionately in sick leave. Such employees are eligible for insurance coverage. Those employees in a non-benefits eligible position may not work more than twenty-nine (29) hours per week

Part-time (Not Benefits Eligible) Employees

Arkansas State University Mid-South allows those employees who are in a position that is not benefits eligible to work a maximum of twenty-nine (29) hours per week. Only those employees who are in a benefits eligible designated position may work more than twenty-nine (29) hours in any work week. Based on the classification of the employee in a position that is not benefits eligible, the maximum workload is set as follows:

- Any adjunct employee may teach no more than nine (9) credit hours for any one (1) semester in the Fall and Spring and no more than six (6) credit hours in the Summer.
- Any other employee who is not in a benefits eligible position, including part-time, or extra-help, may work no more than twenty-nine (29) hours per week, and no more than one thousand five hundred (1,500) hours per year.
- Departments employing seasonal employees may request approval from Human Resources in cases where it is deemed necessary for an employee to work more than twenty-nine (29) hours per week. Seasonal employees are those positions for which the customary annual employment is six months or less.

Full-time (Benefits Eligible) Employees

Arkansas State University Mid-South is committed to offering a competitive benefits package to meet the needs of employees and their families. Benefit-Eligible employees are those who are employed by the college in a full-time position (40 hours per week OR in the case of ten-month faculty, 30 hours per week). No fringe benefits shall be provided to temporary, part-time employees.

The college reserves the right to amend the provision of benefits when it is deemed to be in the best interest of the institution. Employees are encouraged to contact the Human Resources Office for copies of policies or contracts which provide detailed information.

Appointed (LOA) and Contract Employees

Qualifications and terms of employment shall be determined by the Board of Trustees and the Chancellor. Employment terms for employees shall be as stated in the contract or letter of appointment (LOA). An employment contract implies no obligation for employment beyond the contracted period, and there are no provisions for tenure at Arkansas State University Mid-South.

Employees under contract with the college may be terminated during the term of the contract due to a demonstrably bona fide financial exigency; program elimination; or due to a violation of the terms of the contract. In the event the legislature or governor eliminates or reduces funding for the college, the Board of Trustees may reduce the salary stated in the contract during the term of the contract. The college has no obligation to offer continued employment beyond the contract period, nor is the employee obligated to accept subsequent offers of employment.

All personnel serve at the will and pleasure of the Chancellor and may be dismissed for cause at any time.

FACULTY

All personnel with instructional assignments must post their office hours in their office area. When regularly scheduled office hours must be temporarily changed, a note should be attached to this posted schedule informing students of an alternate time the instructor will be available.

Faculty Rank and Promotion

Effective July 1, 2023, ASU Mid-South adopted a faculty rank and promotion policy, approved by the ASU Board of Trustees, to ensure all faculty members have equal access to a consistent rank and promotion structure. General qualifications and guidelines have been established to aid in the determination of academic rank. Meeting these qualifications will justify consideration for promotion, but will not be considered as mandating such promotion. The Promotions Review Committee will consider other factors.

Due to the unique nature and differing requirements for academic and technical faculty members, a two-track model is utilized: one track for Academic faculty and the other track for Technical/Occupational faculty, with four levels (ranks) of advancement within each track.

Academic Faculty Rank:

- **Instructor (Level I)**
This rank is the entry-level position and is the rank assigned to newly hired, full-time faculty unless determined otherwise by the Vice Chancellor for Learning and Instruction, in coordination and under the advisement of the appropriate Academic Dean and with the approval of the Chancellor, based upon previous teaching and higher education experience. This rank requires a minimum of a Master's Degree with 18 hours of graduate level courses in the assigned or related discipline.
- **Assistant Professor (Level II)**
This rank requires two years of full-time teaching experience plus completion of a Master's Degree with 18 hours within the discipline or related discipline.
- **Associate Professor (Level III)**
This rank requires three years of full-time teaching experience as an Assistant Professor plus completion of a Master's Degree with 18 hours within the discipline or related discipline.
- **Professor (Level IV)**
This rank requires a Doctorate (Doctorate of Philosophy, Medical Doctorate, Juris Doctorate, Doctorate of Education) plus five years of full-time teaching experience as an Associate Professor.

Technical/Occupational Faculty Rank:

- **Instructor (Level I)**
This rank is the entry-level position, and is the rank assigned to newly hired, full-time faculty unless determined otherwise by the Vice Chancellor for Learning and Instruction, in coordination and under the advisement of the appropriate Academic Dean and with the approval of the Chancellor, based upon previous teaching and higher education experience. This rank requires minimum of the appropriate licensure or certifications and 4 years' experience within the discipline or related discipline.
- **Advanced Instructor (Level II)**
This rank requires two years of full-time teaching experience plus the appropriate licensure or certification and an Associate's Degree in the discipline or related discipline.
- **Senior Instructor (Level III)**
This rank requires a Bachelor's degree, or comparable industry-recognized certifications or licensures, in the appropriate discipline plus three years of full-time teaching experience as an Advanced Instructor.
- **Master Instructor (Level IV)**
This rank requires a Master's degree, Doctorate (Doctorate of Philosophy, Medical Doctorate, Juris Doctorate, Doctor of Education) degree or higher plus teaching five years of teaching experience as a Senior Instructor.

Approved degrees and technical credentials must be from an accredited institution recognized by the Council for Higher Education Accreditation. An official transcript showing degrees and/or

credentials awarded must be received by the Office of Human Resources before promotions will go into effect.

Adjunct Faculty

Adjunct faculty shall meet their assigned classes as scheduled, attend orientations and workshops specifically designated for adjuncts, and keep one regularly scheduled office hour per week for each course taught during the fall and spring semesters and two office hours per week for each course taught during a summer semester.

Adjuncts who teach in the evening must post evening office hours. Adjunct faculty must file an electronic schedule of weekly class and office hours with the Academic Affairs office by the end of the first week of classes.

Employee Standards of Conduct

The conduct of every employee plays an important part in maintaining the well-being of, and continuing respect for, the college. Corrective or disciplinary action, including termination, may be taken whenever an employee conducts himself or herself in a manner that is not consistent with the best interests of the college, its students, and/or other personnel. Examples of actions which may result in corrective or disciplinary action are as follows:

- Failure to meet acceptable professional standards of conduct in dealing with fellow employees, students, and other college constituents.
- Failure to work on assigned tasks and job duties.
- Failure to obtain or maintain required certifications for the position held.
- Failure to complete work in a timely fashion.
- Failure to meet acceptable standards of job performance.
- Excessive absenteeism.
- Excessive tardiness.
- Failure to report accident or injury to the appropriate person.
- Failure to comply with the ASU Mid-South Employee Handbook.
- Failure to comply with the ASU Mid-South College Catalog.
- Engaging in activity during working hours that is not closely related to or part of the employee's work.
- Insubordination.
- Failure to comply with fire and safety rules of the college.
- Excessive waste of materials or supplies.
- Carelessness resulting in the damage to or destruction of tools, equipment, supplies or other property belonging to the college.
- Carrying unlicensed firearms on premises.
- Bringing intoxicating liquor or narcotics onto the premises, or being under the influence of intoxicants or narcotics while on duty or while operating college vehicles.
- Unauthorized alteration or modification of student, personnel, or financial records.
- Sabotage of college computer or alarm systems or records.
- Intentionally giving false or misleading information to a supervisor, auditor, or when applying for employment.
- Pilfering or hiding any property belonging to or in the care of the college.
- Disorderly or immoral conduct on the premises of the college.
- Carelessness resulting in serious injury to fellow employees or students.
- Falsifying records, invoices, documents, any college record, or student record.
- Unauthorized or personal use of college equipment, vehicles, and supplies.
- Being the aggressor, as determined by the college, in a fight with another employee or student.

- Willful violation of state or federal rules, regulations or laws.
- Failure to maintain a positive work atmosphere with co-workers, students and users of the college.
- Accepting gifts from any person, group, or entity doing business or desiring to do business with the college. All business-related gratuities are specifically prohibited except widely distributed advertising items of nominal value.
- Violating the confidentiality of college records by releasing information to unauthorized persons. Student records and applicant status are examples of such information.

No attempt is made here to specify all the possible reasons for corrective or disciplinary action. In general, however, corrective or disciplinary action may be taken whenever an employee conducts himself or herself in a manner that is not consistent with the best interests of the college, its students, and/or its staff. This corrective or disciplinary action may be initiated by the immediate supervisor with the knowledge of the appropriate Vice Chancellor or Chancellor. The corrective or disciplinary action may be a verbal warning, a written reprimand, probationary period, suspension with or without pay, demotion, reassignment, or termination.

Conflict of Interest

All full-time employees of Arkansas State University Mid-South; whether administration, faculty, or staff, are obligated to devote their working time and efforts to college activities. However, involvement of college employees in outside pursuits, both public and private, often serves the interests of the individual, the college, and the general public. Participation in activities outside the college is encouraged so long as these activities do not create either a conflict of interest or a conflict of commitment.

Conflict of Interest

A conflict of interest occurs when a person's personal interests compromise or could appear to compromise that person's ability to make impartial and objective decisions in their official role or responsibility. For example, an employee who helps to select a vendor, but has a close family member who owns one of the bidding companies has a conflict of interest, even if they do not act improperly in the bid selection process.

Conflict of Commitment

A conflict of commitment arises when an individual's outside activities — such as consulting, volunteering, teaching, or running a business — interfere with their ability to fulfill their primary obligations to the college. Commitment refers to time, effort, focus, and availability, as opposed to personal financial gain, which would constitute a conflict of interest.

Every employee shall complete the Disclosure of Conflict of Interest or Conflict of Commitment form on an annual basis. Copies shall be maintained in the employee's personnel file maintained in the Human Resources office. No agreements may be entered into between college employees and outside entities until such time as approval has been given to engage in activities constituting a conflict of interest or conflict of commitment. Therefore, forms must be updated as conditions change.

When an employee desires to participate in an activity in which a potential or actual conflict of interest or conflict of commitment exists, that employee shall complete the Disclosure of Conflict of Interest or Conflict of Commitment form and submit the form to the immediate

supervisor. After consulting with the employee, determining whether an actual or potential conflict of interest or conflict of commitment exists, and considering the ramifications for the college, the supervisor will return a copy of the form to the employee within five (5) working days with a proposed approval, disapproval, or management plan. A management plan may include, but is not limited to, the following actions:

1. Monitoring of an employee's responsibilities, duties, or tasks;
2. Modification of an employee's responsibilities, duties, or tasks;
3. Public disclosure of the conflict of interest or conflict of commitment;
4. Divestiture of a financial interest creating a conflict of interest or conflict of commitment;
- and
5. Severance of the relationship creating the conflict of interest or conflict of commitment.

The immediate supervisor will submit the proposed approval, disapproval, or management plan to his or her supervisor who will take final action within five (5) additional working days and provide a copy of the final decision to the employee and the immediate supervisor. Campus employees may appeal any adverse decision to the chancellor or his/her designee, while system employees may appeal the decision to the president or his/her designee. The decision of the chancellor and president or their designees is final.

Evaluation of Employees

Employee evaluation at Arkansas State University Mid-South provides data and recommendations to support improved programs and services in support of student learning and community responsiveness. All employees participate in an annual review of job responsibilities based upon their job descriptions and pre-established performance criteria. Annual review for employees is provided at the end of the fiscal year by June 30.

Arkansas law and public higher education policy require a report to be submitted each year by each institution on the annual review of faculty performance. This review shall include assessments by students each semester, as well as peer evaluations, self-evaluations and supervisor evaluations at the close of each academic year. Results shall be utilized to ensure a consistently high level of performance and serve in conjunction with other appropriate information as a basis for decisions on promotion, salary increases, and job tenure.

Termination of Employees

Termination of employees is "at will" unless a written agreement approved by the Chancellor is in force. Terminations, when approved by the Chancellor, are final.

Exit Process

All employees leaving employment with the college are required to complete an exit process. An Exit Form should be completed with the necessary signatures to verify that all college property has been returned and all debts have been satisfied. In addition, the employee and his/her supervisor are each asked to complete an Exit Survey.

Documents regarding retirement and insurance options are covered with the employee, including COBRA (Consolidated Omnibus Budget Reconciliation Act) coverage. Final paychecks will not

be released until the approved exit process is completed and all forms are received by the Human Resources Office.

Personnel Records and Employee Access

The college respects the privacy of its employees and ensures the best effort in limiting the use and distribution of private information to those with legitimate business needs for the information. In certain circumstances, the college may be required by law to provide confidential employee information to outside entities.

An employee may review his/her official personnel file after giving written notice to the Director of Human Resources. Such review must take place within five (5) business days from the date of the request in the presence of the Human Resources Director or other college official designated to assure the file is not altered in any way.

Payroll Procedures

Compensation Schedule

Arkansas State University Mid-South issues checks to employees in 26 pay periods, on a biweekly basis. Direct deposit is mandated by the state for all employees except student workers. Adjunct faculty may either be paid bi-weekly or by one check to be issued at the end of the term. Summer stipends will be paid biweekly as the term crosses the end of the fiscal year. Ten-month and adjunct faculty must fulfill all obligations to the Academic Affairs Office in the University Center before their final pay check will be released for any contractual period.

Employee Debt Collection

Arkansas State University Mid-South shall have the right to offset against any payments due to any employee, including a student employee, those amounts due and owing to the college for expenses or charges incurred.

Attendance and Working Hours

All employees must work with their supervisors to determine a work schedule which meets the needs of the college. Each staff member is expected to fill out and file a Work Hours Report Form each semester which is submitted to his/her immediate supervisor for approval. Copies of forms for staff and for faculty are available on Kiva in the Forms folder.

Specific work hours should be determined by the employee and his/her supervisor and approved by the appropriate Vice Chancellor. The following are examples of work hour options:

| Begin Work At | End Work At | Time for Lunch |
|---------------|-------------|----------------|
| 7:30 a.m. | 4:30 p.m. | 1 hour |
| 7:45 a.m. | 4:45 p.m. | 1 hour |
| 8:00 a.m. | 5:00 p.m. | 1 hour |

As long as employees work 40 hours a week (preferably 8 hours a day, 5 days a week), they are in accord with Governor's Policy Directive #5; therefore, a supervisor may establish any combination of beginning and ending work hours, lunch period, and morning/afternoon break(s) which are necessary for a department to run efficiently. Exempt personnel do not earn overtime or compensatory time.

Once an employee's work hours have been approved, any changes should be discussed with and approved by the immediate supervisor. Supervisors are responsible for knowing the working hours of his or her employees.

Employees are expected to provide an explanation to their supervisors when they are tardy or absent during scheduled work hours. Such notifications must be made before the employee is scheduled to arrive on the day that the tardy/absence occurs or as soon as possible when an emergency situation prevents advance notification.

Faculty and Teaching Staff

All faculty are required to be on campus Monday through Friday, unless otherwise approved by supervising Vice Chancellor or designee.

Any employee assigned credit courses in a given semester must file a Faculty Work Schedule with the appropriate Dean within the first five days of the semester. This form must include class designations, times, and locations; office hours for student availability; other campus hours, and meal breaks. Staff members who teach only one or two classes as part of their regular responsibilities must file both forms, the Work Hours Report form with their staff supervisor and the Faculty Work Schedule with the appropriate Dean.

Instructors teaching 15 credit hours or more are required to designate 10 regularly-scheduled office hours per week for availability to students. When full-time faculty are assigned to a specific location or duty on a regular basis (e.g., in the Learning Success Center, for computer support), these campus hours should be so designated on the work schedule. Unassigned campus hours are to be used for activities such as, but not limited to, committee meetings, advising, student life activities, recruiting, college events, grading, course development, data analyses, and report writing or other duties as assigned. Activities and campus hours may vary so faculty must keep the Academic Affairs Office informed about their activities and location during work hours.

Those teaching less than a full load are required to designate one office hour per week per course taught for availability to students. Personnel who teach evening classes shall list evening office hours (5:00 p.m. or later).

Additional information about campus hours, personal leave, and sick leave for full-time faculty is provided under Employee Leave Benefits (p. 24)

Extra pay may be available for approved instructional assignments which occur in addition to the regular work week. Extra-pay courses and the required office hours must also be listed on the Faculty Work Schedule form.

Leaves of Absence from Duty

All leave requests must be approved in advance by the employee's immediate supervisor and appropriate Vice Chancellor. In the event that an emergency or illness precludes an employee obtaining prior approval for leave, the employee must contact his/her supervisor as soon as possible to explain the absence from work and the expected date of return.

Employees who have extended absences without contacting their supervisors may be subject to termination. Similarly, patterns of excessive absences or tardiness may result in disciplinary action or termination.

Leave requests for extended periods of time or special reasons may require approval from the Chancellor, as outlined in specific sections below. Requests for Leave in excess of five days require advance written justification and approval of the Chancellor; or, in the case of illness or other medical reasons when advance notification is not possible, medical documentation, including a doctor's authorization to return to work, must be presented on the day the employee returns to work.

Supervisors or Vice Chancellors may deny leave requests if the employee is needed during critical work periods such as registration or other intense work periods. Therefore, requests may not always be approved for the specific dates and/or lengths of time requested. The minimum increment for annual and sick leave is 15 minutes.

Paid Holidays

All offices will be closed on recognized holidays, unless otherwise directed by the Chancellor. Employees providing essential services may be required to work on any holiday. Employees who work must be approved to do so and shall earn equivalent compensatory time and use this time in accordance with rules governing Compensatory Leave. ASU Mid-South recognizes the following holidays:

| | |
|--------------------------------|--|
| New Year's Day* | Veterans Day* |
| Dr. Martin Luther King Jr. Day | Thanksgiving Day |
| President's Day * | Friday after Thanksgiving (if granted by Governor's Directive) |
| Memorial Day | Christmas Eve* |
| Independence Day | Christmas Day* |
| Labor Day | Employee's birthday* |

*Denotes those holidays which may be observed during the Christmas break

Each year, the ASU Mid-South Finance and Administration department will release a schedule showing the combination of paid holidays and annual leave days that must be taken for Christmas break. Employees who do not have sufficient annual leave may be required to take leave without pay.

Inclement Weather Policy

Inclement weather may cause the cancellation of classes, a shift to remote learning, or in the most severe cases, the closing of the college. Only the Chancellor will determine when conditions justify cancellation of classes or closing of the college. When classes are canceled or the college is closed for inclement weather, an announcement will be posted on the ASU Mid-South website and social media pages such as Facebook and Twitter. A Mass Alert will also be sent to each employee via Regroup using the contact information provided by the employee. If an employee has not added personal contact information in Regroup, his or her ASU Mid-South email address will receive the notification by default.

Cancellation or closing information will also be given to Memphis television stations. However, it cannot be guaranteed that cancellation/closing information provided to these outlets will be broadcast immediately. The college website and social media pages will provide the most up-to-date information.

Notifications regarding day classes will be made by 6:00 a.m., and notifications regarding night classes will be made by 4:00 p.m. whenever possible.

When classes are cancelled, the following procedures will apply:

- All off-site programs affiliated with ASU Mid-South including, but not limited to, Business and Industry classes, Adult Education classes, Literacy Council tutoring appointments, as well as other colleges' classes and public events scheduled on the ASU Mid-South campus, shall also be cancelled. Any exceptions must be approved by the Chancellor.
- Work study students, adjunct faculty, and part-time employees of the college are excused from reporting to work unless otherwise requested by their supervisors.
- Full-time faculty and staff are expected to work their normal schedule unless otherwise instructed by their supervisors. If a full-time faculty or staff member is not able to, or chooses not to, work as advised by his supervisor, personal leave or leave without pay must be taken for the hours missed.

When the college is closed for business due to inclement weather, employees are not expected to report.

Employee Leave Benefits

Annual Leave

Full-time, 12-month personnel shall accrue annual or vacation leave according to the following schedule:

| Years Employed | Monthly | Annually |
|-----------------|----------|-----------|
| Through 3 years | 8 hours | 12 Days |
| 4-5 | 10 hours | 15 Days |
| 6-12 | 12 Hours | 18 Days |
| 13-20 | 14 Hours | 21 Days |
| More than 20 | 15 Hours | 22.5 Days |

Annual leave shall be cumulative up to a maximum of 240 hours through December 31 of each year. Hours in excess of 240 will be lost on December 31 of each year.

Leave hours can be donated by the employee to the Catastrophic Leave Bank program. Employees who will lose excess leave on December 31 will be contacted by an HR staff member to determine their choice in this election. For more information concerning this program, employees should contact the Director of Human Resources.

The use of annual leave shall be by request only and granted at the discretion of the supervisor with the approval of the appropriate Vice Chancellor and, if annual leave exceeds five (5) days, approval of the Chancellor. Annual leave during Registration or Graduation also requires approval of the Chancellor.

Twelve-month faculty earn annual and sick leave in the same manner as other full-time, 12-month ASU Mid-South employees. Twelve-month faculty, however, are encouraged to take annual leave only when classes are not in session.

Personal Leave for 10-Month Employees

Ten-month employees do not earn annual leave; rather, they have time off between semesters, on holidays, and during semester breaks. They also accrue one day of personal leave each semester, all or part of which should be used to cover any necessary absences other than for illness (for which sick leave applies) during class hours, office hours, scheduled committee meetings, or required college events for reasons. Personal leave requests follow the customary annual leave procedures and must be approved by the appropriate Dean. Personal leave hours which are not used by the end of the spring term will be added to employees' sick leave.

Compensatory Time

The Fair Labor Standards Act stipulates that non-exempt employees who work in excess of forty (40) hours in the work week are eligible to earn compensatory time at the rate of one and one-half hours for each hour worked in excess of 40 hours within a work week.

Non-exempt employees may work overtime and claim compensatory time ONLY with prior approval from their supervisor(s) and the Chancellor. When College needs require additional hours, the supervisor must obtain the approval of the Chancellor in writing before approving work hours beyond those required in the normal work day or week.

When compensatory time is accumulated, it must be taken as soon as possible. Compensatory time must be taken before annual or sick leave is used. Exempt employees do not earn overtime or compensatory time.

Sick Leave

Full-time employees shall earn sick leave on the basis of eight (8) hours per month for employees with 40-hour work schedules or 6 hours for those with 30-hour work schedules during the annual contract period. Unless otherwise agreed on with your supervisor, the employee must contact his or her supervisor daily so plans can be made to cover the responsibilities of the office. Sick leave shall be cumulative to a maximum of 960 hours or 120 days.

Ten-month faculty who must miss any part of their scheduled class or office hours because of family or personal illness must take sick leave. Absences for other reasons should be planned for flexed campus hours or covered by personal leave.

Sick leave may be authorized for absences necessitated by sickness, injury, or for medical, dental, or optical treatment, and serious illness or death of a member of the immediate family. Immediate family is defined as the father, mother, sister, brother, spouse, child, grandparent, grandchild, in-law, or any individual acting as a parent or guardian of an employee.

An employee is required to furnish a certificate from an attending physician for five or more consecutive days of sick leave. Such documentation, including a release to return to work, must be presented upon the employee's return. The college may require an employee to furnish a certificate from an attending physician for any use of sick leave.

Part-time employees do not earn sick leave.

Bereavement Leave

Death of the employee's immediate family, defined as the father, mother, sister, brother, spouse, child, grandparent, grandchild, in-law, or any individual acting as a parent or guardian of an employee, is treated as sick leave. Bereavement leave is limited to a maximum of three sick leave days per event. If additional days are needed, annual leave must be taken.

Catastrophic Leave

This policy establishes a Catastrophic Leave Bank Program for full-time, benefits-eligible employees to be administered by Human Resources. This policy creates no expectation or promise of continued employment with ASU Mid-South for employees approved for such leave and is intended simply to assist eligible employees during a catastrophic illness, and upon exhaustion of all earned sick, annual, holiday, and compensatory leave time. Subject to the requirements of the Family Medical Leave Act (FMLA), the Chancellor reserves the right to fill any position.

The Catastrophic Leave Review Committee will meet as needed to review applications for catastrophic leave and then make a recommendation to the Chancellor.

Eligibility requirements are outlined in the ASU Mid-South Catastrophic Leave Bank Policy which can be found in its entirety on the shared drive at K:\Shared\MSCC Employee Benefits. For more information, please contact Human Resources.

Children's Educational Activity Leave (CEAL)

Full-time employees are allowed eight (8) hours of children's educational activity leave (CEAL) per calendar year – not per child. This leave cannot be carried over from one year to another. Child is defined as a person who is a natural child, adopted child, foster child, step child, grandchild, ward of court, or other legal capacity who is enrolled in a pre-kindergarten program (not daycare program) through 12th grade.

Educational activity is defined as any school-sponsored activity including a parent-teacher conference; participation in school-sponsored tutoring; participation in a school-sponsored volunteer program, a field trip, a classroom program, a school committee meeting, and/or an academic competition; assisting with athletic, musical or theatre programs, a prekindergarten program, or an interscholastic activity for home-schooled students.

Employees must request the leave in advance and in accordance with the guidelines for requesting time off. Documentation as to the type of educational leave and the employee's relationship to the child should also be included.

Jury Duty Leave

Leave is authorized for full-time employees called for jury duty but must be documented through the customary leave process. Official notification of jury duty should be attached to the leave sheet when submitted. Employees on official jury duty shall not lose salary. Any compensation paid to employees for official jury duty shall be retained by the employee.

Family Medical Leave Act (FMLA) Leave

Arkansas State University Mid-South provides up to 12 weeks of unpaid, job-protected leave within any 12-month period to eligible employees for certain family and personal medical

reasons as covered under the Federal Family Medical Leave Act (FMLA) of 1993. If both husband and wife work for ASU Mid-South, they will be limited to 12 weeks of leave combined per 12 month period for the birth or adoption of a child. To be eligible, an employee must have been employed by ASU Mid-South for a period of twelve months. An employee should initiate FMLA papers when there is a threat of a serious illness. To do so, please contact the Human Resources office.

The relevant 12-month period is calculated using a rolling 12-month period measured backward from the date an employee uses any FMLA leave. Under this calculation method, an employee's leave entitlement is determined each time leave is requested by looking back over the immediately preceding 12-month period. For example, if an employee took four weeks of leave beginning February 1, 2018, and four weeks beginning June 1, 2018, and then takes four weeks beginning December 1, 2018, the employee would not be entitled to any additional leave until February 1, 2019. The employee would be entitled to four weeks of leave beginning on February 1, 2019, and an additional four weeks on June 1, and so on.

It is the policy of Arkansas State University Mid-South for employees to apply any accrued annual and/or sick leave toward any Family Medical Leave taken. Additional Family Medical Leave taken beyond accrued annual and sick leave will be unpaid. Any compensable leave time will run concurrently.

Maternity Leave

Maternity leave shall be treated as any other leave for sickness or disability. Employee may use accumulated sick leave and annual leave or elect to use leave without pay [Act 129, dated 2-9-83]. Upon return from maternity leave, the employee will be given the same or comparable position to the one she occupied prior to the leave. The employee is expected to give her supervisor as much notice as possible prior to beginning maternity leave and at least two week's notice prior to returning to work.

Leave Without Pay

Once all accrued annual and/or sick leave (as appropriate) has been used, an employee may be granted leave without pay with the appropriate approvals. Leave without pay requests of one month or less require approval from the supervisor and appropriate Vice Chancellor. Leave requests greater than one month also require the approval of the Chancellor.

Any employee on leave of absence without pay shall not accumulate leave time nor receive pay for any legal holidays. When the Family and Medical Leave Act does not apply, employees on leave without pay may lose insurance and retirement benefits. Furthermore, extended leave without pay affects an employee's term of service with the state in computing benefits

Military Leave

Employees who are members of the National Guard or any of the reserve branches of the Armed Forces shall be granted fifteen days of leave annually, plus necessary travel time, for annual training requirements. Leave shall be granted with pay and shall be in addition to regular annual leave time. Employees requesting Military Leave shall file a copy of the official orders with the college.

Employees who are drafted or called to active duty in the Armed Forces of the United States or who volunteer for service in the military shall be placed on extended leave without pay. Such

employees shall, within 90 days after the effective date of release from active duty and upon request, be reinstated to the position vacated or reassigned to an equivalent or higher position at no loss of seniority or any other benefits and privileges of employment.

Rights of re-employment shall conform to all federal government rules and regulations. Employees who enlist or re-enlist for a second consecutive tour of military duty shall forfeit re-employment rights.

Personnel called to active duty to serve in an emergency shall be granted leave with pay not to exceed thirty working days. Leave without pay shall be granted after the thirty-day period. The leave with pay shall be in addition to regular annual leave.

Professional Leave

Employees may request professional leave with or without pay for providing, on behalf of the college or for professional purposes or conferences, educational or related services to other institutions, school systems, or businesses. Requests for professional leave require approvals from the supervisor and appropriate Vice Chancellor. Leave requests for periods greater than one month require the approval of the Chancellor; those in excess of one year require approval from the Board of Trustees.

Religious Holidays

Employees who observe a religious holiday on days which do not fall on a weekend or legal holiday may request days off from employment for such observances. If approved, the days taken shall be annual leave for twelve-month employees, personal leave for a ten-month faculty, or as leave without pay.

Employee Benefits and Services

Health Insurance

Individual and family medical coverage is available through the Arkansas State University System Plan. Coverage eligibility begins the first of following month after employment begins. Changes in coverage may be made during the annual open enrollment period. Please contact the Human Resources Department for more information.

Life Insurance

All benefit-eligible employees are eligible for term life insurance. Basic life insurance for employees is equal to 1.5 times your annual salary up to a maximum benefit of \$50,000 in coverage paid by the college. Employees have the option of buying additional term life insurance. Supplemental term life insurance is also available for dependents.

Long-Term Disability

The college pays the cost of a long-term disability policy for each benefit-eligible employee. After the qualifying disability occurs and the appropriate waiting period has passed, the policy provides for 60% of the employees' gross pay (not to exceed \$6,000 per month) to be continued during the length of the disability until eligibility for Medicare is attained.

Retirement Plans

All benefit-eligible employees are required to participate in one of the several retirement plans offered by the college. Generally, the employee contributes 6% of his/her gross income, and the college contributes an additional 10% into the employee's retirement account. (The college contributes 14% into the employee's retirement account for those employees who have been continuously employed with the college prior to July 1, 2015.) Retirement benefits will only be paid on benefit-eligible employees. Employees may choose to make additional contributions beyond those required. The vesting period for retirement plans is one calendar year. Employees who need additional clarification may contact the Human Resources office.

Retirement Benefits Policy

ASU Mid-South employees are eligible for retirement at age 65. (Employees electing early retirement will receive benefits as set out in the Early Retirement Benefits Policy.)

- **Life Insurance:** A retiree may continue life insurance and accidental death and dismemberment benefits equal to the scheduled amount at the time of the early retiree's retirement at no cost to the retiree until the retiree turns 65. This coverage, however, will not include supplemental life insurance or dependent life insurance.
- **Vision Insurance:** A retiree may make a one-time election to continue the college's group coverage; however, the retiree would be responsible for the premium costs of this insurance.
- **Dental Insurance:** A retiree may make a one-time election to continue the college's group coverage; however, the retiree would be responsible for the premium costs of this insurance.
- **Cash Bonus:** Retiring full-time employees will be paid a one-time cash bonus of \$100 for each year of service to Arkansas State University Mid-South accumulated since October 23, 1992.
- **Compensation for Unused Sick Leave:** Arkansas State University Mid-South shall pay for unused sick leave to all retiring employees in the amounts authorized by Arkansas law in effect on the date of retirement.
- **Other Provisions:** Retiring employees under this plan will continue to receive bookstore discounts, tuition waivers, library access, and invitations to college functions on the same basis as full-time employees.

Early Retirement Benefits Policy

1. Purpose

Employees providing dedicated and lengthy service to Arkansas State University Mid-South may be eligible for early retirement benefits. To the extent allowed by existing financial conditions, early retirement benefits will be available to all Arkansas State University Mid-South employees hired prior to January 1, 2019.

Definitions Related to Early Retirement:

Age: The age to be used for determining initial eligibility is the age the person will be at the last day of employment. The age or date to be used for all provisions effective after retirement is the actual age or date involved.

Salary: The salary to be used as the basis for cash bonus payments for appointed or contract employees will be the amount of the last regular 10-month or annual appointment or contract.

Years of Full-Time Employment: An employee's years of service will be counted from the first full day of continuous full-time employment at the college as a staff or faculty employee. Breaks in service during employment and prior years of service in another State of Arkansas agency or institution will not be counted for service years. Years of full-time employment under this plan will be calculated in whole year increments based on a fiscal or academic year and will require full-time employment for a 10- to 12-month period for each year. For an individual on 10-month appointment, years of employment will be calculated with the fall and spring semester each representing half a year. Leave-without-pay and catastrophic leave status will not be counted in computing years of service. For an individual on a 12-month appointment, fractions of years of employment that are six months or less will be rounded down to the next lowest full year and fractions of years of employment that are greater than six months will be rounded up to the next highest year.

Fiscal Year: The fiscal year for the college begins on July 1 of one calendar year and ends on June 30 of the following calendar year.

2. Arkansas State University Early Retirement Benefits Policy

- A. Employees between the ages of fifty-five (55) and sixty (60) shall become eligible for early retirement benefits in the calendar year in which the sum of their age and the number of years of continuous benefits-eligible service total seventy (70).
- B. Employees sixty (60) years of age and older shall become eligible for early retirement benefits in the calendar year in which they have at least ten (10) years of continuous benefits-eligible service;
- C. Employees who retire under a voluntary retirement window approved by the Arkansas State University System Board of Trustees shall become eligible for early retirement benefits.

3. Process

- A. Employees meeting age and service eligibility requirements, or who retire under a board-approved, voluntary retirement window, are eligible to continue the following benefits, so long as the financial condition of the University allows:
 - I. Medical insurance (including spouse and unmarried dependents, if covered at the time the employee retires) at one-half of the total combined employee and employer premium cost. Draft payments must be established through the payroll director prior to retirement.

Medical insurance provided to early retirees will terminate at the earlier of (a) the age at which the early retiree becomes eligible for Medicare coverage, or (b) the date the early retiree becomes eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured.

Medical benefits for a covered spouse of an early retiree will terminate at the earlier of (a) the date on which such benefits terminate for the early retiree, or (b) the date that the spouse becomes eligible for Medicare. If the covered spouse of an early retiree has not reached the age of Medicare eligibility at the time benefits for the early retiree are terminated, the early retiree may pay the total employee and employer premium cost of continuing medical benefits, until such time as (a) the covered spouse becomes eligible for Medicare benefits, or (b) becomes eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured.

Medical insurance for unmarried dependents, if covered at the time the employee retires, will terminate at the earlier of (a) the date on which they become eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured, or (b) until they no longer meet the dependency requirements of the plan.

II. Tuition discounts for the early retiree, the spouse, and unmarried dependent children in the amount in effect for existing University employees.

- B. Eligible employees under paragraphs 2(A) and 2(B) may continue life insurance and accidental death and dismemberment benefits equal to the scheduled amount at the time of the early retiree's retirement at no cost to the retiree, until the retiree turns 65.

Early Retirement Program application materials are available from the Human Resources Office. An application for early retirement must be approved by the ASU Mid-South Chancellor.

Career Service Recognition

Non-faculty employees with ten (10) or more years of state service in a regular full-time position or positions receive career bonuses.

| Years of Service | Annual Payment |
|------------------------------|----------------|
| 10-14 years of state service | \$800 |
| 15-19 years of state service | \$1,000 |
| 20-24 years of state service | \$1,200 |
| 25+ years of state service | \$1,500 |

Upon eligibility, career service bonus payments will be made the month of the employee's anniversary date of state service.

Employee Assistance Program (EAP)

ASU Mid-South provides an Employee Assistance Program (EAP) to its employees. The program offers private, face-to-face counseling to employees and their families dealing with everyday problems, such as excessive stress, parenting, divorce, addictions, etc. Confidential referrals may be made on behalf of the employee by the employee himself, family members, supervisors or physicians. Each employee is entitled to an unlimited number of free visits each calendar year for themselves and any immediate family member who resides in the household. Counseling services are being provided by CONCERN, Inc. in Memphis, Tennessee, which is associated with Baptist Hospital. The phone number is 1-800-445-5011.

Tuition Waivers for Credit Courses Offered by ASU Mid-South

Full-time employees who have worked at the college at least three months, as well as their spouses or dependents, are eligible for tuition waivers for up to two courses (not to exceed eight hours of credit) taken during the fall and spring semesters. A tuition waiver for one class (not to exceed four hours of credit) is available during the summer term for full-time employees and their dependents as funding is available.

To be considered a dependent for this purpose, the student must be under the age of 24 and considered a dependent on the employee's tax return. The IRS definition of legal dependent will be used for purposes of this policy. An IRS tax return or other proof of legal dependency status must be submitted for a dependent to be eligible for the tuition discount.

Families may utilize multiple waivers in the same semester, but no individual student is eligible for more than two courses (not to exceed eight credit hours). Full-time employees must have prior permission from their supervisors and the appropriate Vice Chancellor to enroll in classes held during their normal work day. (See the General Guidelines for Professional Development section of this handbook.)

Part-time faculty who have been employed to teach a minimum of one course during the semester for which the waiver applies or during the previous semester are eligible for tuition waivers for one course (not to exceed four hours of credit) taken during the fall, spring, and/or summer semesters. Spouses and dependents of part-time faculty are not eligible for waivers.

Part-time staff members who have been employed at least three months are eligible for tuition waivers for one course (not to exceed four hours of credit) taken during the fall, spring, and/or summer semesters. Spouses and dependents of part-time employees are not eligible for waivers, except those of ASU Mid-South security personnel who are licensed law enforcement officers.

ASU Mid-South tuition waivers are not available to other agencies' employees or volunteers who are stationed on the ASU Mid-South campus.

Courses must be taken on a "for-credit," not an audit basis, and waivers may not be used to pay for independent study, credit by examination or credit by portfolio.

Employee waiver requests should be approved by the appropriate supervisor and vice chancellor and submitted to the Business Office prior to enrollment.

Tuition waiver recipients must meet the regular admission requirements of the college and must maintain all academic standards in order to remain eligible for this benefit. Individuals are responsible for any textbook expenses and fees associated with the courses.

When the amount available under this tuition waiver is added to any other scholarship provided with ASU Mid-South institutional scholarship, the total shall not exceed the total of tuition and fees charged for the semester. It is not intended that a cash refund be generated to the student due to an ASU Mid-South scholarship.

Tuition waiver forms are available at <https://www.asumidsouth.edu/faculty-staff/employee-forms/>, on Kiva at \Shared\Forms\Tuition Waiver.doc, from the Academic Affairs Office, and from the Finance Office.

Tuition Waivers for courses offered by Arkansas State University (A-State)

Regular, full-time employees of the Arkansas State University System, their spouses and their unmarried dependent children (dependent children must be 23 years of age or less, unmarried, living at home or in a residence hall, and must be an identified dependent for IRS tax purposes on the annual tax form, or some other form of dependency documentation, such as divorce decree) may enroll for undergraduate studies for credit or for audit on a space-available basis at a 75% discount of tuition.

For graduate level studies, these persons are eligible for a waiver of one-half tuition. Persons who receive the tuition discount will have any university-sponsored scholarships adjusted accordingly. Not all courses are offered at discounted tuition rates. These programs of study are listed in ASU System Board Resolution 11-49 and 13-05.

Tuition discount forms are available at <https://www.asumidsouth.edu/faculty-staff/employee-forms/>.

ASU Mid-South Human Resources office will provide the partner's school with the approved ASU Mid-South Application for Educational Partnership.

The student will make financial settlement with the partner school's Student Accounts Office for remaining charges on their student account.

Wellness/Educational Release Time Benefit

ASU Mid-South employees may use up to three hours per week for wellness or educational purposes. Employees who wish to make use of this benefit should consult their supervisor.

By utilizing the release time benefit, ASU Mid-South employees agree to the following:

1. Supervisors will work with their employees to determine a time that is beneficial to both the employee and the department for their wellness or educational activities. Employees and supervisors must agree that wellness/educational release time is limited to active participation in a wellness or educational activity and is not to be used for any other purpose.
2. Supervisors are not required to keep a record of employee release time. All employees who want to participate should be considered trustworthy. Supervisors who choose to document their employee's release time may do so at their discretion.
3. If, at any time, it is determined that an employee is abusing this benefit, the employee's participation may be terminated.
4. Any injury that may occur during an employee's release time, as a result of participation in activities, or in transit to and from the activities, is not incurred in the course and scope of employment, or in the coming to or going from employment, and is therefore, not covered by workers' compensation. By participating in the release time benefit, an employee personally accepts the responsibility of personal injury or property damage.

Mid-South Foundation Educational Loans

For full-time employees who have worked at ASU Mid-South for at least six months and are contributors to the Foundation, the Foundation will offer a limited number of interest free loans for up to \$500 per employee to use towards a credit class at any accredited four-year college or

university. Funds are limited, so priority will be given to employees whose field of study directly relates to their career development at ASU Mid-South and to the earliest applicants. The loan will be paid back through payroll deduction in equal amounts to ensure that the loan is paid back by the end of the semester for which it is awarded. The application for a professional education loan is available from the Foundation Office.

Professional Development

Continuing professional development contributes to the overall growth of the institution and is a positive contributor not only to the morale of ASU Mid-South employees but also to the college's quest for excellence in programs and services. The college administration both supports and encourages participation in activities that promote better efficiency, improvement in curriculum and instruction, job development, enhanced customer service, and development of the infrastructure. At the same time, deadlines, workloads, and limited human resources require that some constraints be placed on the number and timing of leaves from duty to participate in professional development opportunities or professional service on behalf of the college. Employees who wish to serve as members or officers in professional organizations or who wish to present at conferences which require time away from their regular duties must obtain approval from their supervisors and the appropriate Vice Chancellor in advance of making any commitments.

Enrollment in Non-Credit Courses Offered by ASU Mid-South Courses

Arkansas State University Mid-South does not provide employee waivers for Business and Industry courses. These classes, unlike credit courses which generate state revenues that subsidize our low tuition charges, are offered on a cost-recovery basis.

If a supervisor determines that an employee needs to take a course related to his/her job responsibilities, then the supervisor will approve a purchase order for the tuition, which will be charged to the employee's department. Employees will be required to sign an agreement to remain employed for a mutually agreeable period of time following completion of the course or reimburse the college for the cost of the course.

Because such development is of value to the employee as well as the department, the employee is generally expected to purchase any required text or instructional materials. In the event that the supervisor approves the cost of a textbook or other materials being charged to the department, then those materials remain the property of the department and not the individual and should then be available to others in the department.

Exceptions to these guidelines and restrictions may be granted by the Chancellor.

Funds for Professional Development/Business Travel

Full-time ASU Mid-South employees may request financial support for college-related business travel or professional development. Adjunct faculty and other part-time employees may also be eligible for particular professional development opportunities related to their areas of responsibility.

Funds may be available through the following means:

Department/program area budgets: Funds for attendance at local and state meetings related to the employee's area of responsibility, for participation in professional

development events off-campus, or enrollment in job-related ASU Mid-South non-credit courses may be accessed through department budgets. Enrollment in ASU Mid-South credit classes is supported by tuition waivers for full- and part-time employees. Employees who need professional certifications which support their assigned responsibilities may request reimbursement for the cost of required examinations. The college will pay for the first attempt, but retesting (if necessary) will be at the employee's expense.

Grant funds: Travel funds for grant-related activities are also available. The grant manager and appropriate Vice Chancellor are authorized to approve travel meeting the criteria and objectives of the particular grant. Travel funds and criteria vary by grant. The employee who is interested in using funds to support grant-related travel should consult with the grant manager.

General Guidelines for Professional Development

Benefits-eligible employees who enroll in college credit courses during normal working hours may take advantage of the Wellness/Educational Release Time Benefit.

Employees may request professional leave to enroll in short-term (12 contact hours or less), work-related, non-credit courses, such as those provided through Business and Industry without the required make-up of time. However, only one such activity per employee will be allowed each semester, and supervisors must coordinate both within their own departments and with other work areas to ensure that the absence of the employee will not affect deadlines or projects that are due.

Professional developmental workshops provided on-campus, generally by college personnel but sometimes by consultants or presenters, are viewed as part of an employee's work responsibility and work hours. As such, attendance is generally required or expected. No "make-up" time will be required in such cases. However, compensatory or overtime hours may be approved for non-exempt staff in rare circumstances should time attending the workshop prevent critical work from being completed as expected. Professional employees may be approved for flexible scheduling changes when workshops are set at times when they were not originally scheduled to be on campus.

Departmental travel budgets may include funds for professional conferences essential to employees' areas of responsibility, but all such requests require supervisory approval, including the approval of the appropriate Vice Chancellor. Employees who fail to get the necessary approvals may be held responsible for their registration and travel expenses. Regardless of funding source, professional development requests which exceed approved budgeted amounts may require a signed agreement between the employee and the college.

When the college invests in departmental specific training for an employee to improve the expertise/quality of its programs and/or services, the employee must agree to remain employed by ASU Mid-South for a reasonable amount of time following the investment to ensure that the institution realizes benefits from the training or must agree to reimburse the college for all or a pro-rated amount of the investment. Each employee will be asked to sign a reimbursement agreement.

All employees are expected to take professional leave for off-campus activities; those with instructional responsibilities are expected to identify qualified substitutes and to provide quality lesson plans to be followed in their absence. The names of the substitutes should be submitted to the Academic Lead Faculty. Generally, employees may take no more than two trips annually. Special exceptions may be approved or directed by the Chancellor.

Traffic Regulations

ASU Mid-South enforces all motor vehicle laws. Campus speed limit is 15 mph. Driving in a manner or speed that is not reasonable or proper is prohibited.

Crosswalks must be respected, and pedestrians and bicycles have the right of way at all times. Driving on lawns, sidewalks and other non-roadway locations is prohibited. Parking along curbs, at docks, or other unmarked areas shall not be allowed. (Dock and service entrances are available for courier and package delivery services only.)

Parking

Handicapped Accessible Parking

Handicapped accessible parking spaces are reserved for individuals who require this type of accommodation. Vehicles parked in handicapped spaces must properly display a state-approved handicap parking permit (i.e., a license plate, placard, mirror hang, etc.) as issued through the Arkansas Department of Motor Vehicles or by authorized agencies of other states.

ASU Mid-South cannot issue Temporary Handicapped Parking Permits or otherwise allow vehicles without state-approved handicapped parking permits to park in handicapped spaces for any length of time. However, persons with a medically supported short-term disability may obtain a temporary Handicapped Parking Permit through the Arkansas Department of Motor Vehicles.

According to state law, the person to whom the handicapped parking placard or license plate was issued MUST be in the car when the handicapped accessible parking place is utilized. Appropriate documentation may be requested by Campus Security or Human Resources.

Violators of the Handicapped Accessible Parking Policy are subject to fine and towing by state/local authorities 24 hours a day, 7 days a week, without exception.

No Parking Zones

Certain areas around campus are designated as no-parking zones for the purpose of safety, as well as for fire and emergency vehicle access. Individuals who park in designated no-parking zones may be ticketed.

ASU Mid-South Low-Emitting, Fuel Efficient Policy (LEV)

There are preferred parking spaces designated for fuel efficient vehicles around the Marion Berry Renewable Energy Center on the North Campus. To see if a vehicle qualifies under the LEV policy, please visit <https://greencars.org/>. To park in these identified spaces, a vehicle must be on the list. Please note that parking in the fuel efficient spaces is based on a first-come, first-serve basis; there is no guarantee of a preferred space.

Emergency Procedures

Accidents and Crimes

The Director of Campus Safety and campus security personnel are responsible for law enforcement, security, and emergency response. During the evening hours, campus security personnel provide emergency assistance. To report a crime or emergency, employees or students may contact security personnel by picking up a red phone located in the hallway of any building. If the situation warrants, calls will be routed by these authorized personnel to the West Memphis Police Department or to 911. Security personnel are on duty at all times when classes are in session or events are held.

All college employees have responsibility for ensuring a safe environment by reporting accidents and crimes. To assist them, the Emergency Procedures Quick Reference is provided to all employees.

The Campus Security Act (20 U.S.C. 1092f) requires colleges to disclose an annual crime report detailing specific on-campus crime. For a copy of the annual report or for additional information regarding compliance with the Campus Security Act, employees may contact the Director of Campus Security.

Weapons Policy

Arkansas State University Mid-South has adopted the ASU System Policy regarding weapons. For the full policy, please click the following link:

<http://www.asusystem.edu/dotAsset/e2b43e81-40d6-4a45-8fcd-d7c76e4819d6>

For additional resources regarding the Weapons Policy, click the following link:

<http://www.asusystem.edu/about/policies/weapons/>

Personnel Complaints

Grievances versus Complaints

A grievance is an allegation by an employee that the terms and conditions of that specific individual's employment by the college have been materially adversely affected by a violation, misinterpretation, misapplication, or non-application of written Board and/or College policies, rules, and regulations or that disciplinary action taken by the college was in violation of or arose out of the misinterpretation, misapplication, or non-application of written Board and/or College policies. Formal procedures for filing a grievance are detailed under "Staff Grievance Procedures" below.

A complaint is an expression of discontent by an employee when expectations of appropriate working conditions are not being met. Complaints may be related to physical working conditions, difficulties with coworkers or supervisors or any other work-related issue that causes an employee a level of dissatisfaction or distress. Every effort should be made to resolve complaints quickly and professionally. Complaints should first be shared with the person(s) responsible for the source of discontent. If a resolution cannot be reached, then the complainant should ask their supervisor about appropriate next steps.

Staff Grievance Procedures

Recourse is provided to employees who wish to present formal complaints concerning possible violations of Board or College policies. Student grievance procedures are outlined in the College Catalog; the guidelines below apply to employee grievances. This procedure may be used for complaints alleging discrimination on the basis of protected status other than those which are governed by the Title IX Grievance Procedure. This procedure may also be used for allegations of discrimination, excluding those governed by the Title IX Grievance Procedure, taken against the staff member by students, employees, or third parties. Throughout this process, wherever the role of a Vice Chancellor is mentioned, the term “Chancellor” is implied if the Vice Chancellor is the subject of a complaint.

General Rules for Filing a Staff Grievance

The statement of the grievance shall be limited to a single grievance and shall remain unchanged through each step of the procedure. Any settlement, withdrawal or disposition of a grievance at any step shall not constitute a binding precedent with respect to any similar grievances subsequently filed in the future.

The Human Resources Office shall maintain grievance records in which each grievance filed shall be dated. All action related to each grievance shall be recorded together with the date on which the action or event took place. It shall be the responsibility of each supervisor handling a grievance to promptly notify the individual(s) responsible for recording all actions.

All prescribed actions and time commitments shall be strictly enforced. Failure by the employee to take action within the time prescribed will result in dismissal, with prejudice, of the grievance and adherence to the decision reached at the prior step without further appeal of any kind.

Employees who initiate external proceedings prior to filing a grievance or while grievance procedures are in progress waive their rights to pursue internal grievance procedures.

In the event a grievance is filed against a Vice Chancellor, the Chancellor shall assume duties assigned to the Director of Human Resources or the Vice Chancellor in the grievance process. In the event a grievance is filed against the Chancellor, the President of the ASU System, Chair of the Board of Trustees, or his/her designee shall assume duties for complaint resolution.

Grievance Procedures:

1. A written statement of the grievance shall be submitted to the immediate supervisor within ten (10) working days of the incident, or within ten (10) working days of the date an employee could reasonably be expected to have first knowledge of the circumstances leading to the grievance.

The supervisor shall inform the appropriate Vice Chancellor and the Human Resources Office that the grievance has been filed.

The employee and immediate supervisor must meet to discuss the grievance informally and attempt to resolve the grievance.

In the event that the informal discussion does not resolve a grievance, the following procedure shall be utilized if the employee elects to seek further consideration of the matter.

2. The employee shall file the grievance in writing with the Vice Chancellor who administers his/her assigned area or the Chancellor (in cases of employees who report to the Office of the Chancellor). The employee shall also forward a copy of the grievance to the Human Resources Office. The

statement of the grievance must include (a) a statement of the nature of the grievance, (b) a statement that informal discussion has failed to satisfactorily resolve the grievance, and (c) a statement that all intermediate supervisors (if any) have been notified in writing that a formal grievance is being filed. Grievances must be filed within ten (10) working days of the informal meeting with the immediate supervisor. The Vice Chancellor shall provide the employee with written acknowledgment of the grievance as soon as possible and provide written notification to the employee within ten (10) working days whether or not the grievance may be pursued. Copies of the acknowledgment and the notification shall also be provided to the Human Resources Office within the stated time limits.

3. A decision by the Vice Chancellor with whom the grievance is filed, that the issue raised (a) is not a grievance as that term is defined in this directive, or (b) is already the subject of another pending grievance filed by the same employee, or (c) has been resolved against the employee in a prior proceeding instituted pursuant to this directive, is not reviewable.

If the grievance is not barred for one or more reasons described in (a) through (c) in the preceding paragraph, the Vice Chancellor with whom the grievance has been filed may proceed to investigate it. In such event, a conference shall promptly be scheduled with the employee. Due consideration shall be given to the grievance, and every effort shall be made to arrive quickly and fairly at an equitable solution.

In the event a decision is not given or mailed to the employee within the ten (10) working days, the employee may immediately submit an appeal under 2b.

If the grievance is not resolved under 2a. above, the employee may appeal to the Grievance Review Committee (hereafter called the "Committee") by filing a written notice of appeal (which shall state the basis of the grievance in reasonable detail) with his/her Vice Chancellor.

Any notice of appeal to the Committee must be in writing, signed by the employee and filed within ten (10) working days of the date of the decision rendered under 2a. above. The Vice Chancellor shall forward a copy of his/her decision and justification for it and the notice of appeal from the employee (to which any relevant documents may be attached as exhibits) to the Chancellor within ten (10) working days of the receipt by the Vice Chancellor of the notice of appeal. The Vice Chancellor shall also forward copies of these documents to the Human Resources Office. The notice of appeal and the decision of the Vice Chancellor with other documentation of the grievance, shall be transmitted to the Chairperson of the Committee within ten (10) working days of receipt.

The Chancellor shall appoint a Grievance Review Committee of five members including at least one member who is a peer of the complainant and one whom is designated as the Chairperson with voting privileges. A majority of those members of the Committee who are empowered to review a specific grievance shall constitute a quorum for the purpose of conducting such a review and rendering a decision.

The Committee shall review the grievance by examination of the data submitted and shall take one of the following actions within fifteen (15) working days after the notice of appeal to the Committee is received by the Chancellor:

- a) Uphold the decision rendered under 2a. above.
- b) Modify or countermand the decision.
- c) Schedule a hearing.

If the Committee decides that a hearing shall be held, the employee shall be notified of the date, time, and place. To the extent practicable, the hearing shall be held within fifteen (15) working days of the date of mailing of the notice of hearing to the employee. The decision of the Committee shall be rendered within ten (10) working days of the conclusion of the hearing.

At the hearing, the following procedures will be utilized in the indicated order. The grievance shall be a closed hearing unless both the grievant and the accused agree to open proceedings. In a closed hearing, only the grievance committee, the grievant and the accused may be present during all proceedings. Witnesses may be called to testify and may only be present during their individual testimony. All proceedings will be officially recorded and transcribed by an individual selected by the Committee Chairperson.

If either the grievant or the person charged elects to be represented at the hearing by a person of their choosing, the individual choosing such representation must notify the other party and the Committee Chairperson of the name, address, and telephone number of the representative no less than ten (10) days prior to the hearing. If, upon such notification, the other party also elects to have representation at the hearing, he/she must provide the Committee Chairperson and the first party with the name, address, and telephone number of the representative no less than five (5) days prior to the hearing. Representatives for either party may be present, but shall not speak or otherwise actively participate in the proceedings. Should either party's representative assume an active role as legal counsel, all grievance proceedings shall cease immediately.

Both the grievant and the accused party must deliver to the Committee Chairperson and to each other, at least five (5) days prior to the hearing, a list of witnesses to be called which includes their names, addresses and telephone numbers and copies of exhibits that will be introduced. Failure to deliver such information to the Committee Chairperson or to the other party within the prescribed time will be grounds to deny the testimony of a witness not divulged and to deny the introduction of an exhibit not shared.

The grievant shall present an opening statement indicating the basis for his/her grievance. Such presentation shall be limited to twenty (20) minutes.

The accused shall present an opening statement indicating his/her response to the grievance. Such presentation shall be limited to twenty (20) minutes.

The grievant may call any witnesses to testify. After the grievant questions such witnesses, the accused may question any witness called. Additionally, the committee may ask questions of the witnesses.

The accused may call any witnesses to testify. After the accused questions such witnesses, the grievant may question such witnesses. Additionally, the Committee may ask questions of the witnesses.

The grievant may give a closing statement. Such statement shall be limited to twenty (20) minutes.

The accused may give a closing statement. Such statement shall be limited to twenty (20) minutes.

After the closing statement by the accused, the grievant may elect to present a rebuttal statement, which shall be limited to five (5) minutes.

To assure the objectivity and fairness of all deliberations by the Committee, employees shall refrain from communicating with its members regarding grievances. Similarly, committee members must act with integrity and not discuss or disclose the grievance or committee proceedings with external parties during or after completion of the proceedings.

The Committee shall prepare a written report of its findings with respect to the grievance presented to it. Such report shall briefly summarize the grievance and shall set forth the Committee's conclusions and decision, briefly stating the reasons therefore. One copy of such findings shall be mailed to the employee (by certified or registered mail, return receipt requested) within ten (10) working days of the decision by the Committee. One copy shall be delivered to the Vice Chancellor, one copy shall be sent to the Chancellor, and one copy shall be retained in the Human Resources Office files for seven (7) years or for such other period as the Committee deems appropriate. Decisions of the Committee shall not set a precedent as to other grievances.

If the problem is not resolved to the satisfaction of the parties involved, either party may appeal the decision in writing to the Chancellor. The Chancellor shall review all records of the decisions reached under sections 2a. and 2b. above and provide a written decision to both parties within thirty (30) working days. The decision of the Chancellor shall be final.

Individuals with complaints of discrimination or harassment may file their complaint under either the grievance procedures or the discrimination and harassment procedures. Any individual filing a complaint of discrimination or harassment under one of these procedures waives the right to file the same or similar complaint under the other procedure.

Title IX Grievance Procedure

The Title IX (Sexual Harassment Discrimination) Grievance Procedure applies only to allegations of Sexual Harassment Discrimination occurring in the United States and in an educational program or activity of any campus within the Arkansas State University System, which is made by a person participating in or attempting to participate in an educational program or activity of the campus. Sexual Harassment Discrimination refers specifically to allegations of Sexual Harassment under Title IX, Sexual Assault, Stalking, Domestic Violence, and Dating Violence, as those terms are defined below (collectively, "Sexual Harassment Discrimination"). Sexual Harassment under Title IX is defined as unwelcome gender-based verbal or physical conduct and occurs when:

1. Submission to, or toleration of, such conduct is made a term or condition of instruction, employment, or participation in other university activities;
2. Submission to, or rejection of, such conduct is used as a basis for employment or education decisions affecting the individual; or
3. Such conduct is severe, pervasive, and objectively offensive such that it has the effect of unreasonably interfering with an individual's education or employment performance.

Sexual Assault occurs when a person is subjected to an unwanted sexual act without consent. Sexual acts occur without consent when they are performed by force, in response to a threat, against a person's will, or where a person is incapable of giving consent due to minority, intellectual impairment, or use of mind-altering substances such as drugs or alcohol.

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

Domestic Violence is defined as felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by

a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Arkansas, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Arkansas.

Dating Violence is defined as violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.

Report of Sexual Discrimination

Any employee, student, or visitor participating in or attempting to participate in an educational program or activity offered by a campus in the Arkansas State University System who believes he or she has been subjected to Sexual Harassment Discrimination should report the incident to the applicable campus's Title IX Coordinator utilizing the reporting form available on the Title IX web site for the campus. Employees with supervisory responsibilities including deans, vice chancellors, department chairs, faculty, student conduct personnel, human resources personnel, athletic administrators, coaches, and university police personnel must report incidents of Sexual Harassment Discrimination either observed by them or reported to them to the Title IX Coordinator. In the event the Sexual Harassment Discrimination allegation is against the Title IX Coordinator, the report form should be submitted to the Office of General Counsel. Reporting may be done by telephone, fax, email, or a hard copy communication, and may be submitted during or outside of business hours. In order to ensure timely investigation and remedy, a Sexual Harassment Discrimination grievance should be activated within sixty (60) days from the time the events leading to the complaint occurred as delay in reporting impedes the ability to achieve prompt resolution. Reports of Sexual Assault, Sexual Violence, Stalking, Domestic Violence, and Dating Violence will be reported to law enforcement authorities, if such a report is not prohibited by law.

Criminal investigations by any law enforcement agencies or investigations conducted under the Faculty, Staff, or Student Handbooks may occur simultaneously with a Title IX (Sexual Harassment Discrimination) grievance.

Title IX Coordinator's Response

1. Upon receipt of a report of an allegation of Sexual Harassment Discrimination, the Title IX Coordinator will contact the person alleged to have been subjected to the Sexual Harassment Discrimination (hereinafter referred to as a "Complainant") within two (2) business days. During the initial contact, the Title IX Coordinator shall notify the Complainant of available supportive measures with or without the filing of a formal complaint, the process for filing a formal complaint, and the potential code of conduct violations for knowingly providing false information. If the Complainant decides to file a formal complaint, the Complainant must submit a written and signed statement of the facts surrounding the allegations sufficient to allow the Title IX Coordinator to determine whether:
 - a. the actions alleged to have occurred meet the definition of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking;
 - b. the actions alleged to have occurred were perpetrated against someone who was engaged in or attempting to engage in an educational activity or program offered by the campus;

- c. the actions alleged to have occurred were perpetrated by someone who is a student or employee of the campus, if the person's identity is known;
- d. the acts alleged to have occurred took place against a person located in the United States; and,
- e. the acts alleged to have occurred took place in a location or under circumstances over which the campus exercises substantial control, including but not limited to on campus buildings, buildings owned or operated by registered student organizations, or during off campus class events.

The formal complaint may be submitted electronically or in hard copy format. If the Complainant determines that he or she does not wish to pursue a formal complaint, the Title IX Coordinator shall assist the Complainant with appropriate continued supportive measures, and shall make a determination as to whether or not, based on the information that the Title IX Coordinator has at that time, the Title IX Coordinator will sign a formal complaint. The Title IX Coordinator shall only sign a formal complaint over the objection of a Complainant in the event that, based on the available facts at the time, failure to do so would be clearly unreasonable and would amount to deliberate indifference.

2. Following the receipt of the formal complaint, the Title IX Coordinator will send a Notice of Allegations to both the Complainant, and the person alleged to have perpetrated the sexual discrimination (hereinafter referred to as the "Respondent"). The Notice of Allegations will:
 - a. set forth the allegations outlined in the formal complaint;
 - b. advise the parties on the Title IX Grievance Procedure, including their right to not participate;
 - c. set forth the available supportive measures for the parties, which will be equitably available to each;
 - d. outline the availability of and describe the informal resolution procedure;
 - e. notify the parties that they have the right to have an advisor of their choice, who may but does not have to be an attorney, and that the advisor may attend but not directly participate in any meetings or interviews throughout the investigation;
 - f. notify the parties that they are required to have an advisor for the purposes of the hearing, and the availability of an advisor to be provided by the campus in the event that either party cannot obtain one;
 - g. state the standard of evidence used in the Title IX Grievance procedure is preponderance of the evidence;
 - h. state that the parties each have the right to inspect, review, and respond to all information and evidence gathered, which will be presented to the parties promptly after its receipt by the Title IX Coordinator or investigator;
 - i. inform the parties of the potential code of conduct violations that can be pursued in the event that a party knowingly gives false statements or evidence; and,
 - j. state clearly that the Respondent is presumed "not responsible" unless and until there is a finding of responsibility at the conclusion of the hearing.
3. Immediately following the issuance of the Notice of Allegations, the Title IX Coordinator will review the formal complaint to verify that the conduct complained of meets the definition of sexual harassment, sexual assault, domestic violence, dating violence, or stalking; that it occurred in the campus's education program or activity; and, it occurred against a person in the United States. Following the verification of this information, the Title IX Coordinator will take one of the following actions:

- a. If the allegations in the formal complaint fails to meet any of these requirements, it must be dismissed under the Title IX Grievance Procedure, but can be pursued under the Other Sex-Based Discrimination Grievance Procedure, of which the Title IX Coordinator shall advise the parties. The parties will be notified simultaneously in writing of this action.
 - b. If the formal complaint meets the requirements, but the Complainant requests in writing to withdraw the allegations or formal complaint; the Respondent is no longer enrolled or employed by the campus; or, specific circumstances prevent the Title IX Coordinator from gathering enough evidence to make a determination, the Title IX Coordinator may dismiss the Title IX investigation. In such an instance, the Title IX Coordinator shall notify both parties simultaneously in writing of the dismissal of the formal complaint, and the reason for the dismissal. Either party may appeal this dismissal to the Director of Human Resources (or the Director of Human Resource's direct supervisor, if the Director of Human Resources is also the Title IX Coordinator for the campus). The appeal must be transmitted within five business (5) days of the issuance of the decision by the Title IX Coordinator. The Director of Human Resources (or their supervisor, as applicable) shall review the decision, the rationale for the decision, and the appeal, and shall make the final determination as to whether the Title IX Discrimination Grievance shall be permitted to proceed to investigation, and shall transmit that decision, simultaneously and in writing, to both parties within five (5) business days of the receipt of the appeal.
 - c. If the formal complaint meets the requirements, and the investigation isn't dismissed as permitted or required in Section C.3., the formal complaint shall proceed to the investigation. If the formal complaint meets the requirement set forth in Section A. herein, the allegations of the formal complaint may only be addressed under the Title IX (Sexual Harassment Discrimination) Grievance Procedure.
4. Within forty-five (45) business days after receipt of a formal complaint, the Title IX Coordinator, or investigator, will conduct a full and impartial investigation, considering all available inculpatory and exculpatory evidence, by: interviewing the complainant, the respondent, and any witnesses identified throughout the investigation; considering any expert testimony offered by either party; and, by reviewing any documentary evidence submitted by either party or obtained by the Title IX Coordinator or investigator.

The Title IX Coordinator or investigator will:

- a. not seek or consider any evidence which is protected by a legally acknowledged privilege without the written consent of the party who holds the privilege;
- b. not consider evidence of the Complainant's sexual history or predisposition, unless offered to prove that someone else committed the acts the Respondent is accused of, or specific incident between the Complainant and Respondent are offered to prove consent;
- c. make no credibility assessments based solely on a party's status as a complainant or respondent;
- d. provide any party requested to attend a meeting or interview with written notice of the day, time, location, invited participants, and purpose of the meeting or interview no less than two (2) business days in advance of the proposed meeting;
- e. make ongoing determinations, throughout the investigation, regarding the

appropriateness of available supportive measures, such as: suspension from employment with or without pay; suspension from classes following an individualized determination that based upon the allegations the Respondent poses an immediate threat to a faculty member, staff member, or student; issuance of a no contact directive to both parties; reassignment of job duties; counseling; campus escort services; increased security and monitoring certain areas on campus; or, changing class or classroom assignments. If immediate action is required, the Title IX Coordinator shall work with the appropriate administrator to implement supportive measures.

5. After studying all the pertinent facts and documents, carefully examining any policies involved, and discussing the issue with the parties and witnesses, the Title IX Coordinator shall either:
 - a. propose an informal resolution procedure be utilized to the parties which, if accepted, shall be documented in writing, and, if successful, shall conclude the investigation, or, if unsuccessful, shall result in the investigation proceeding towards a formal hearing, with all informal resolution proceeding documents being maintained and submitted to the Hearing Committee: or,
 - b. gather all evidence collected throughout the investigation that is directly related to the allegations in the complaint and simultaneously submit, in electronic or hard copy, it to the parties and their advisors, if any. The parties shall have ten (10) business days to review and respond to all evidence provided. The Title IX Coordinator or investigator will review and consider the response(s) of the parties before completing its investigative report. The investigative report shall be a formal written report which sets forth:
 - i. the timeline of the investigation, beginning with the formal complaint, and includes all notices given, meetings or interview conducted, and communications received;
 - ii. the allegations contained in the formal complaint;
 - iii. the evidence relevant to the allegations gathered throughout the investigation; and,
 - iv. the specific form of sexual discrimination the Respondent is alleged to have engaged in.
6. Following the completion of the investigative report, the Title IX Coordinator will simultaneously submit, in electronic or hard copy, the investigative report to both parties and their advisors, if any. Both parties shall have a period of ten (10) business days to review the investigative report before the hearing date. Both parties have the option to submit a written response to the investigative report. The investigative report and any written responses by either party shall be submitted to the Title IX Hearing Committee.
7. Timelines may be extended by the Title IX Coordinator in extenuating circumstances and for good cause shown.
8. Allegations of sexual discrimination which meet the requirements of a Title IX offense and which are made by a student against a staff or faculty member shall not be resolved by the informal resolution procedure.

Title IX Discrimination Hearing Committee Composition

The Title IX Discrimination Hearing Committee is composed of members selected by the Chancellor or the Chancellor's designee from the Academic Hearing Committee, the Student Conduct Hearing Committee, and the Staff Hearing Committee for that campus. The Title IX Discrimination Hearing Committee is composed of five (5) voting members, and one (1) ex-officio non-voting chair. A member of the Human Resources department or Human Resources' designee sits as an ex-officio, non-voting chair of the Title IX Discrimination Hearing Committee, making determinations of relevance, overseeing the orderly operation of the hearing, and offering technical assistance on procedural and policy matters. One (1) voting member of the Title IX Discrimination Hearing Committee shall be a student, one (1) shall be a faculty member, and one (1) shall be a staff member. One (1) voting member shall be selected so that his or her primary classification of student, faculty, or staff aligns with the primary classification of the Complainant, and one (1) voting member shall be selected so that his or her primary classification aligns with the primary classification of the Respondent. The Title IX Discrimination Hearing Committee shall have specific training on sexual discrimination under Title IX, and the Arkansas State University System Title IX policy and Title IX Grievance Procedure.

Title IX Discrimination Hearing Committee Functions

The Title IX Discrimination Hearing Committee shall review the investigative report of the Title IX Coordinator, the responses to the investigative report by the party(ies), the inculpatory and exculpatory evidence (that being both evidence which proves and evidence which disproves statements or allegations made by a witness or party) relevant to the allegations gathered by the Title IX Coordinator or investigator, any live testimony offered by the party(ies) and/or witnesses, and any evidence offered by the party(ies) to determine, based on the preponderance of the evidence, whether the Respondent is responsible for a violation of the Title IX policy, and, if so, to recommend an appropriate action to end the discrimination, prevent its recurrence, and remove its effects on the Complainant and the University community.

Each party shall be represented by an advisor, who may but does not have to be an attorney. The advisor will directly participate in the hearing, and question witnesses on the respective party's behalf. If either party is unable to obtain an advisor, the campus will provide a pool of advisors who have been trained on Title IX from which the party may select an advisor. A party who needs the campus to provide them with an advisor shall give notice to the campus no less than five (5) business days prior to the hearing so availability may be determined and the selected advisor can have an opportunity to review all relevant materials. If a party appears at the hearing without an advisor, and without having given notice of his or her need for an advisor, the campus will assign an advisor who is trained on Title IX, and who is selected by the campus based on availability. In the event that either party's advisor hinders the ability to conduct the hearing in an orderly fashion, that advisor may be removed from the hearing by the Chair of the Hearing Committee, and shall be replaced by an advisor to be provided by the campus.

The entirety of the hearing will be recorded by the Chair of the Hearing Committee, and conducted in closed session. At the request of either party, or in the discretion of the Chair of the Hearing Committee, the parties may be located in separate physical locations, but by use of appropriate technology shall be able to simultaneously see and hear each other and the Hearing Committee, and be seen and heard by the Hearing Committee.

During the course of the hearing, the Hearing Committee will call the witnesses interviewed during the investigation for testimony, and each party's advisor shall be permitted to question

those witnesses. Both parties shall be permitted to offer an opening statement, and to testify and offer witnesses, including expert witnesses, to testify. In the event that either party wishes to call witnesses, they will disclose the identity of the witnesses to the Chair of the Hearing Committee no less than two (2) business days prior to the hearing. The Chair of the Hearing Committee will notify each party of the witnesses the other party intends to call. Testimony shall be elicited through direct and cross-examination by both parties, acting by and through their respective advisors, and the Hearing Committee. The Hearing Committee shall draw no inferences based on a party's or witness's refusal to testify. Each party shall be permitted to present evidence for the Hearing Committee's consideration. All evidence collected by the Title IX Coordinator or investigator throughout the investigation will be presented to the Hearing Committee, and both parties shall have the right to utilize the evidence as part of their presentation to the Hearing Committee. Both parties shall have the opportunity to offer a closing statement.

Title IX Discrimination Hearing Committee Findings

Within twenty (20) business days of the conclusion of the hearing, the Hearing Committee shall issue a written decision which will be simultaneously sent to both parties and their advisors by the Chair of the Hearing Committee. The written decision shall include:

1. the timeline of the investigation, beginning with the formal complaint and including all notices, interviews, communications, and the hearing date;
2. the finding of facts from the evidence and testimony presented at the hearing in support of the determination regarding responsibility;
3. the Hearing Committee's determination regarding responsibility based on the preponderance of the evidence;
4. the rationale for the determination regarding responsibility, including the application and analysis of the testimony and evidence presented to the Hearing Committee to Title IX policy to the allegations contained in the formal complaint for each alleged violation contained in the formal complaint;
5. any disciplinary or remedial sanctions to be imposed, which may be up to and including suspension or expulsion, as appropriate;
6. a statement that each party has the right to appeal the decision of the Hearing Committee within five (5) business days on the bases of: procedural irregularity that affected the outcome: new evidence not reasonably available at the time of the Hearing Committee's determination that could affect the outcome; and/or, bias or conflict of interest on the part of the Title IX Coordinator, investigators, or Hearing Committee; and,
7. a statement that the standard of evidence used in the appeal shall be the preponderance of the evidence.

Title IX Discrimination Appeal Committee Procedure

1. Either party shall have five (5) business days following the issuance of the Hearing Committee's written decision to submit an appeal. Either party may appeal on the basis of:
 - a. procedural irregularity that affected the outcome;
 - b. new evidence not reasonably available at the time of the Hearing Committee's determination that could affect the outcome; and/or,
 - c. bias or conflict of interest on the part of the Title IX Coordinator, investigator, or Hearing Committee.
2. The letter of appeal shall be submitted to the Chair of the Hearing Committee, and shall set forth the specific basis or bases for the appeal, and all facts, evidence, and a statement in support of the basis or bases of appeal.
3. Any letter of appeal shall be transmitted to the other party by the Chair of the Hearing

Committee, and that party shall have two (2) business days to respond, in writing, to the contents of the letter of appeal. Any response shall be presented by the Chair of the Hearing Committee to the appealing party, who shall have two (2) business days to respond. Any response by the appealing party shall be presented by the Chair of the Hearing Committee to the other party, who shall have two (2) business days to respond. The letter of appeal, all responses to the same, the Hearing Committee's written decision, the Title IX investigative report, and the recording of the hearing (hereinafter referred to as the "Appeal Packet") will be presented by the Chair of the Hearing Committee to the Title IX Discrimination Appeal Committee for consideration.

4. The Title IX Discrimination Appeal Committee shall be comprised of one (1) student, one (1) faculty member, and (1) staff member selected by the Chancellor or the Chancellor's designee. Each member shall have specific training on sexual discrimination under Title IX, and the Arkansas State University System Title IX policy and Title IX Grievance Procedure. No member of the Hearing Committee may serve on the Appeal Committee for the same formal complaint. The Title IX Appeal Committee shall convene in closed session to consider the Appeal Packet. The Appeal Committee shall use the preponderance of the evidence basis in making its determination on the basis for appeal.

Within ten (10) business days of the receipt of the Appeal Packet, the Appeal Committee shall issue a written recommendation. The Appeal Committee can recommend either that:

- a. the bases of appeal are not supported by the Appeal Packet and confirm the decision of the Hearing Committee; or,
- b. the bases of appeal are supported by the Appeal Packet, and:
 - i. overturn the decision of the Hearing Committee, or
 - ii. confirm the finding of the Hearing Committee but modify the sanctions or remedial measures ordered by the Hearing Committee.

The written recommendation shall state the recommendation of the appeal, and the rationale for the recommendation. The Appeal Committee shall transmit its written decision to the Chancellor. The Chancellor shall have ten (10) business days to review the Appeal Packet and the written recommendation of the Appeal Committee, and issue a written decision accepting or rejecting the recommendation of the Appeal Committee. The Chancellor's decision is final.

Document Collection

When a Title IX discrimination grievance proceeding has been closed, all materials relating to that case shall be retained on file by the Title IX Coordinator for seven (7) years. Care will be taken to ensure that no incomplete or inaccurate information pertaining to the grievance is retained in the file. Title IX discrimination grievance proceedings are considered confidential and no person involved with the grievance may make the documents public except as required or permitted by law.

Retaliatory Action Prohibited

Retaliation against a person who files a charge of discrimination, participates in an investigation, refuses to participate in an investigation, or opposes an unlawful employment practice is prohibited by law and the ASU System. Any person who needs further explanation or who believes he or she has been retaliated against in connection with a Title IX (Sexual Harassment Discrimination) grievance should contact their campus Title IX Coordinator.

Other Sex-Based Discrimination Grievance Procedure

The Other Sex-Based Discrimination Grievance Procedure applies to all allegations of sex-based discrimination that are not covered by the Title IX (Sexual Harassment Discrimination) Grievance Procedure. “Other Sex-Based Discrimination” includes, but is not limited to:

1. Allegations of discrimination on the basis of sex that do not involve allegations of sexual harassment or sexual violence;
2. Allegations of sexual harassment or sexual violence that cannot proceed under the Title IX (Sexual Harassment Discrimination) Grievance Procedure because:
 - a. The allegations do not meet the specific definitions of Sexual Harassment under Title IX, Sexual Assault, Stalking, Domestic Violence, or Dating Violence applicable to the Title IX (Sexual Harassment Discrimination) Grievance Procedure;
 - b. The acts alleged to have occurred took place against a person located outside of the United States; or
 - c. The acts alleged to have occurred took place outside of a location over which the campus exercises substantial control or under circumstances over which the campus lacked substantial control;
3. Allegations of retaliation for reporting or participating in the investigation of any claim of sex-based discrimination; and
4. Allegations of any activity prohibited by 34 C.F.R. § 106.31(b).

The following types of allegations are not grievable under this Other Sex-Based Discrimination Grievance Procedure:

1. Allegations that are subject to the Title IX (Sexual Harassment Discrimination) Grievance Procedure; and
2. Allegations of actions permitted by 34 C.F.R. § 106.14.

Report of Other Sex-Based Discrimination

Any employee, student, or visitor participating in or attempting to participate in an educational program or activity offered by a campus in the Arkansas State University System who believes he or she has been subjected to Other Sex-Based Discrimination should report the incident to the applicable campus’s Title IX Coordinator utilizing the reporting form available on the Title IX web site for the campus. Employees with supervisory responsibilities including deans, vice chancellors, department chairs, faculty, student conduct personnel, human resources personnel, athletic administrators, coaches, and university police personnel must report incidents of Other Sex-Based Discrimination either observed by them or reported to them to the Title IX Coordinator. In the event the Other Sex-Based Discrimination allegation is against the Title IX Coordinator, the report form should be submitted to the ASU System Office of General Counsel. Reporting may be done by telephone, fax, email, or a hard copy communication, and may be submitted during or outside of business hours. In order to ensure timely investigation and remedy, an Other Sex-Based Discrimination grievance should be activated within sixty (60) days from the time the events leading to the complaint occurred, as delay in reporting impedes the ability to achieve prompt resolution. Reports of sexual violence will be reported to law enforcement authorities, if such a report is not prohibited by law.

Criminal investigations by any law enforcement agencies or investigations conducted under the Faculty, Staff, or Student Handbooks may occur simultaneously with an Other Sex-Based Discrimination grievance.

Title IX Coordinator's Response

1. Upon receipt of a report of an allegation of Other Sex-Based Discrimination, the Title IX Coordinator will contact the person alleged to have been subjected to the Other Sex-Based Discrimination (hereinafter referred to as a "Complainant") within two (2) business days. During the initial contact, the Title IX Coordinator shall notify the Complainant of available supportive measures with or without the filing of a formal complaint, the process for filing a formal complaint, and the potential code of conduct violations for knowingly providing false information.

The formal complaint may be submitted electronically or in hard copy format. If the Complainant determines that he or she does not wish to pursue a formal complaint, the Title IX Coordinator shall assist the Complainant with appropriate continued supportive measures, and shall make a determination as to whether or not, based on the information that the Title IX Coordinator has at that time, the Title IX Coordinator will sign a formal complaint. The Title IX Coordinator shall only sign a formal complaint over the objection of a Complainant in the event that, based on the available facts at the time, failure to do so would be clearly unreasonable and would amount to deliberate indifference.

2. Following the receipt of the formal complaint, the Title IX Coordinator will send a Notice of Allegations to both the Complainant, and the person alleged to have perpetrated the Other Sex-Based Discrimination (hereinafter referred to as the "Respondent"). The Notice of Allegations will:
 - a. set forth the allegations outlined in the formal complaint;
 - b. advise the parties on the Other Sex-Based Discrimination Grievance Procedure, including their right to not participate;
 - c. set forth the available supportive measures for the parties, which will be equitably available to each;
 - d. outline the availability of and describe the informal resolution procedure;
 - e. notify the parties that they have the right to have an advisor of their choice, who may but does not have to be an attorney, and that the advisor may attend but not directly participate in any meetings or interviews throughout the investigation;
 - f. notify the parties that they are required to have an advisor for the purposes of the hearing, and the availability of an advisor to be provided by the campus in the event that either party cannot obtain one;
 - g. state the standard of evidence used in the Other Sex-Based Discrimination Grievance Procedure is preponderance of the evidence;
 - h. state that the parties each have the right to inspect, review, and respond to all information and evidence gathered, which will be presented to the parties promptly after its receipt by the Title IX Coordinator or investigator;
 - i. inform the parties of the potential code of conduct violations that can be pursued in the event that a party knowingly gives false statements or evidence; and,
 - j. state clearly that the Respondent is presumed "not responsible" unless and until there is a finding of responsibility at the conclusion of the hearing.
3. Immediately following the issuance of the Notice of Allegations, the Title IX Coordinator will review the formal complaint to verify that the conduct complained of is grievable under this Other Sex-Based Discrimination Grievance Procedure.
4. Within forty-five (45) business days after receipt of a formal complaint, the Title IX Coordinator, or investigator, will conduct a full and impartial investigation, considering

all available inculpatory and exculpatory evidence, by: interviewing the Complainant, the Respondent, and any witnesses identified throughout the investigation; considering any expert testimony offered by either party; and, by reviewing any documentary evidence submitted by either party or obtained by the Title IX Coordinator or investigator.

The Title IX Coordinator or investigator will:

- a. not seek or consider any evidence which is protected by a legally acknowledged privilege without the written consent of the party who holds the privilege;
 - b. not consider evidence of the Complainant's sexual history or predisposition, unless offered to prove that someone else committed the acts the Respondent is accused of, or specific incident between the Complainant and Respondent are offered to prove consent;
 - c. make no credibility assessments based solely on a party's status as a complainant or respondent;
 - d. provide any party requested to attend a meeting or interview with written notice of the day, time, location, invited participants, and purpose of the meeting or interview no less than two (2) business days in advance of the proposed meeting;
 - e. make ongoing determinations, throughout the investigation, regarding the appropriateness of available supportive measures, such as: suspension from employment with or without pay; suspension from classes following an individualized determination that based upon the allegations the Respondent poses an immediate threat to a faculty member, staff member, or student; issuance of a no contact directive to both parties; reassignment of job duties; counseling; campus escort services; increased security and monitoring certain areas on campus; or, changing class or classroom assignments. If immediate action is required, the Title IX Coordinator shall work with the appropriate administrator to implement supportive measures.
5. After studying all the pertinent facts and documents, carefully examining any policies involved, and discussing the issue with the parties and witnesses, the Title IX Coordinator shall either:
- a. propose an informal resolution procedure be utilized to the parties which, if accepted, shall be documented in writing, and, if successful, shall conclude the investigation, or, if unsuccessful, shall result in the investigation proceeding towards a formal hearing, with all informal resolution proceeding documents being maintained and submitted to the Hearing Committee; or
 - b. gather all evidence collected throughout the investigation that is directly related to the allegations in the complaint and simultaneously submit, in electronic or hard copy, it to the parties and their advisors, if any. The parties shall have ten (10) business days to review and respond to all evidence provided. The Title IX Coordinator or investigator will review and consider the response(s) of the parties before completing its investigative report. The investigative report shall be a formal written report which sets forth:
 - i. the timeline of the investigation, beginning with the formal complaint, and includes all notices given, meetings or interview conducted, and communications received;
 - ii. the allegations contained in the formal complaint;

- iii. the evidence relevant to the allegations gathered throughout the investigation; and,
 - iv. the specific form of sexual discrimination the Respondent is alleged to have engaged in.
6. Following the completion of the investigative report, the Title IX Coordinator will simultaneously submit, in electronic or hard copy, the investigative report to both parties and their advisors, if any. Both parties shall have a period of ten (10) business days to review the investigative report before the hearing date. Both parties have the option to submit a written response to the investigative report. The investigative report and any written responses by either party shall be submitted to the Title IX Hearing Committee.
 7. Timelines may be extended by the Title IX Coordinator in extenuating circumstances and for good cause shown.
 8. Allegations of sexual discrimination which meet the requirements of a Title IX offense and which are made by a student against a staff or faculty member shall not be resolved by the informal resolution procedure.

Other Sex-Based Discrimination Hearing and Appeals Process

Once the Other Sex-Based Discrimination grievance is ripe for a hearing, the grievance shall be heard by the Title IX Hearing Committee established under the Title IX (Sexual Harassment Discrimination) Grievance Procedure. In the case of a hearing under this Other Sex-Based Discrimination Grievance Procedure, the Title IX Hearing Committee shall be responsible for determining, based on the preponderance of the evidence, whether the Respondent is responsible for committing an Other Sex-Based Harassment violation, and, if so, to recommend an appropriate action to end the discrimination, prevent its recurrence, and remove its effects on the Complainant and the university community.

The hearing and appeals process shall follow the same processes outlined in the Title IX (Sexual Harassment Discrimination) Grievance Procedure.

Document Collection

When an Other Sex-Based Discrimination grievance proceeding has been closed, all materials relating to that case shall be retained on file by the Title IX Coordinator for seven (7) years. Care will be taken to ensure that no incomplete or inaccurate information pertaining to the grievance is retained in the file. Other Sex-Based Discrimination grievance proceedings are considered confidential and no person involved with the grievance may make the documents public except as required or permitted by law.

Retaliatory Action Prohibited

Retaliation against a person who files a charge of discrimination, participates in an investigation, refuses to participate in an investigation, or opposes an unlawful employment practice is prohibited by law and the ASU System. Any person who needs further explanation or who believes he or she has been retaliated against in connection with an Other Sex-Based Discrimination grievance should contact their campus Title IX Coordinator.

Computer Use

Computer and networking resources are provided by Arkansas State University Mid-South to enhance teaching, learning, service, and the activities which support them. ASU Mid-South is committed to a computing system which effectively meets the needs of users. Employees who need instruction may contact the Associate Vice Chancellor for Technology and Research to request short-term help or consult with their supervisor about enrolling in credit/noncredit classes.

Employees who order software must ensure that orders are sent to the attention of ASU Mid-South's Information Technology Department and that all licenses are held by the Information Technology Department and not by individuals.

Individuals who are granted computing accounts or who use the computing resources of the college accept responsibility with the access which is granted. Each user is expected to use accounts or resources for the educational or administrative purposes approved by the college. Activities beyond these stated purposes are strictly prohibited, and employees have no reasonable expectation that their computer and email files are private. Employees' electronic files, including e-mail, are subject to public inspection and copying under the state Freedom of Information Act, Ark. Code Ann. §§25-19-101et seq.

The Computer Use Policy for ASU Mid-South is stated below. Violations of this directive will be reviewed through established college judicial and administrative procedures and may result in a loss of access as well as other college disciplinary or legal actions. Users may follow the same procedures to challenge actions which restrict computer usage.

- Users shall access only those computer resources which have been authorized for their use. Computer resources include, but are not limited to, computer equipment, software, operating systems, storage media, network accounts, e-mail, WWW browsing, FTP, and wireless access, and accessing them via Internet, Intranet, or Extranet.
- Users shall use computer resources only for authorized purposes, and not for private consulting or personal gain.
- Access to computer resources and the Internet is a privilege granted by ASU Mid-South; it is not an automatic right.
- Users must login using their own approved usernames so that responsibility for the work can be determined and users can be contacted in unusual situations.
- Users are responsible for the maintenance and secrecy of their own passwords to prevent unauthorized usage of their accounts.
- This directive shall not prevent informal communication among students, faculty, and staff. However, recreational activities such as downloading or streaming music, video, and game files or joining in chat rooms are limited since priority is given to academic usage of college computer resources. Should these types of recreational activities interfere with the college's ability to provide adequate service for academic purposes, they may be blocked entirely.
- Users shall not attempt to copy or destroy programs or files that belong to the college or other protected sources without prior authorization from the Associate Vice Chancellor for Technology and Research.
- Programs and data provided by the college may not be taken to other computer sites.
- Individually owned programs and programs acquired at other computer sites cannot be used at the college without authorization.
- Users of software owned by the college must agree to abide by the limitations included in the copyright and license agreements entered into with vendors. Furthermore, it is the user's

responsibility to become familiar with the specific copyrights and licensing agreements for each product before using it. It is unlawful to copy most software products. If other arrangements are made with a vendor, users must abide by stated provisions.

- Intentional introduction of a computer virus is a serious offense subject to the strictest disciplinary regulations of the college. Any user who is notified that a virus was detected on portable media must destroy the media or have an Information Systems staff member disinfect it immediately. Portable media includes, but is not limited to, laptops, CDs, DVDs, jump drives, and hard drives.
- Configurations of lab hardware and software shall not be altered including, but not limited to, the following:
 - Modifying backgrounds, wallpapers, icons, etc.;
 - Downloading and installing screen savers.
- Those users who have access to privileged or sensitive information may not disclose that information for any purposes other than approved official college business. All sensitive information must be stored on authorized network devices or encrypted if stored on portable media.
- Students, employees, and guest users must log off at the end of each session.
- Network administrators may review files and communications at any time to maintain system integrity and ensure that users are using the system responsibly. Users should not expect that files will be private. If deemed necessary, certain types of transmission or websites might be blocked or severely limited.
- Employees should be aware that Facebook and other similar sites are public forums. Information published on such sites is available to the general public including college faculty and staff and can be legally used in criminal or other investigations.
- Inappropriate use of computer resources includes but is not limited to the following:
 - Using someone else's account or sharing a password to allow another person access to an individual's account;
 - Harassing or insulting others;
 - Sending or displaying obscene or pornographic or offensive or defamatory or discriminatory messages, pictures, language, graphics, songs, etc.;
 - Forwarding messages that have been identified as 'virus infected';
 - Engaging in 'phishing', 'spamming', or other fraudulent activities;
 - Installing programs, applications, or social media tools on ASU Mid-South hardware that do not comply with policies of ASU Mid-South and the Arkansas State University System or applicable state and federal regulations..

Arkansas State University Mid-South can support the transfer of college email to employees' telephones. However, doing so creates a possible security risk since email can contain confidential data. By using this service, you consent to the following security procedures: Employees will be required to set up a secure PIN number to access their phone in case a phone should be stolen or lost. In the event a phone is lost or stolen, employees should immediately notify support@asumidsouth.edu. Our technicians can then immediately issue a remote wipe of the phone. Also, five incorrect attempts to enter a PIN will result in a wipe of the phone. In most cases a remote wipe will result in a reset to factory state of the phone. Each phone differs in its results, and the user is responsible for the risk associated with such action.

Employees who request the transfer of their work email to their telephones must agree to PIN access to emails and to immediate notification of support@asumidsouth.edu when a phone is lost or stolen.

ASU Mid-South Campus Operating Procedures

Chapter 1: Governance, Planning and Institutional Effectiveness

Planning and Institutional Effectiveness

Arkansas State University Mid-South Strategic Plan 2022-2025

Strategic Priority 1: Relevant, Accessible, High-Quality Education

Objectives

- We will develop and provide high-value workforce programs and high-quality transfer degrees relevant to regional labor market demand.
- We will creative and targeted marketing solutions to improve awareness of the college and promote program growth.
- We will implement flexible learning opportunities and assess current initiatives to enhance both in-person and online learning.
- We will expand opportunities for community engagement through assessment of local needs and the development of workforce training and community education initiatives.

Strategic Priority 2: Success through Responsiveness

Objectives

- We will engage students, faculty, staff, and community partners to understand strengths, identify opportunities for improvement, and implement strategies designed to move our college and community forward.
- We will promote co-curricular educational activities that strengthen the relationship between instruction, student support, and community engagement.
- We will provide campus life opportunities, student services, and educational experiences that reflect the diverse backgrounds, experiences, and needs of our community.
- We will sustain and enhance effective practices in admissions, advising, and career services to support each step of a student's journey.

Strategic Priority 3: Community and Workforce Development

Objectives:

- We will advance workforce development through increased regional employer engagement and partnerships.
- We will serve the community through lifelong learning, civic engagement, and opportunities to enhance cultural and global awareness.
- We will produce employable graduates with the knowledge and essential skills desired to support regional workforce needs.

Strategic Priority 4: Professional Growth and Employee Engagement

Objectives

- We will develop a culture of engagement that encourages employee participation in activities that promote and support our college and community.
- We will offer quality professional development to support a high level of performance and cultural competence for all employees.
- We will retain employees by promoting a positive work culture with an emphasis on open communication and transparency.
- We will recruit employees by strategically promoting our college to attract a diverse population reflective of our campus community.

Academic Assessment and Institutional Effectiveness

ASU Mid-South is committed to quality evaluation of student learning and institutional effectiveness. The following principles guide institutional improvement:

- Academic assessment efforts focus the college on improving student learning and goal achievement which will result in higher quality instruction, curriculum, and support services.
- Institutional effectiveness procedures involve all areas of the college and seek input from all constituencies in the identification or development of measurement tools and use of the data collected.
- Evaluation procedures are designed, with careful consideration before implementation, to be flexible and accommodating as well as open to rethinking and refinement.
- Evaluation efforts are based upon data collection and analyses to inform institutional planning and budgeting and help the college accomplish its mission and purposes.

The college's annual academic assessment report, along with additional reports and plans, may be found online at: <https://www.asumidsouth.edu/institutional-research/assessment/>.

Chapter 2: *Operational Responsibilities and Procedures*

Building Use Policy

Bottled water and snack food such as chips, granola bars, and candy may be allowed in classrooms, the library, and the Learning Success Center. Catered meals are allowed in MH104, MH106, MH108, NC100, RC103, RC121, MB136, TC102, and JC100 when scheduled with the Facilities Scheduling Coordinator in advance.

Employees and students should not tape, nail, or tack pictures, flyers, or other materials to the walls or doors of classrooms or offices. Maintenance requests should be completed and approved by the employee's supervisor and appropriate Vice Chancellor, so that materials can be hung without damaging the facilities.

Employees must have approval from their supervisor and the Director of Maintenance prior to installing/using any electrical appliances such as coffee pots, hotplates, or space heaters that may create a fire hazard.

Employees should not bring children to campus for extended periods of time. If a circumstance arises which requires a child to accompany his or her parent for a brief time period, it will be at the supervisor's discretion as to whether the child can accompany the employee, or if the employee should take leave.

Business Hours

The college's admissions and business offices are open 8:00 a.m. to 5:30 p.m. Monday-Thursday and 8:00 a.m. to 4:30 p.m. on Friday during the fall and spring semesters. Summer hours vary and are announced prior to the summer term.

Access to facilities when the college is closed for business after normal work hours and during weekends and holidays is restricted. Employees wishing to work on campus after normal business hours must complete and submit an After Hours Facilities Use Form, which can be found in K:\Shared\Forms. Forms must be filled out and approved by the requesting employee's supervisor and by the appropriate Vice Chancellor before being emailed to facilityaccess@asumidsouth.edu.

In the event of an emergency, after-hours access may be provided by contacting a Vice Chancellor or Director of Campus Security.

Civility and Courtesy

All individuals working for the college should treat other employees and those persons accessing the college's services and programs as customers deserving of respect, courtesy, consideration, and prompt assistance or response. Behavior which is rude or disruptive will not be tolerated, nor will behavior be tolerated which is discriminatory in that it creates a hostile working or learning environment. Collaboration and collegiality should take precedence over competition and individual advancement at others' expense. Employees and students who exhibit inappropriate behavior are subject to disciplinary proceedings.

Gifts and Prizes

Door prizes and gift certificates may be purchased for non-employees only. Employees wishing to purchase gifts and prizes must follow the normal requisition/purchase order process and complete the Gift Prize Award Forms found in the Forms folder on the Shared drive. Once the

requisition and the authorization form have both been approved, a purchase order will be created. The Gift Prize Award Receipt Form (also found in the Forms folder) should be completed the day of the event and must be submitted to the Finance Office no later than five days after the event.

Dress Code

Employees are the most important representation of any organization and contribute to the image and reputation of their organization by the way they present themselves. A neat, clean and professional appearance is essential to a favorable impression with students, parents, co-workers, and the greater community.

The following guidelines apply to all ASU Mid-South employees, as well as volunteers and employees of other agencies stationed on the Mid-South campus, while they are engaged in any capacity where they are representing the college. Employees' immediate supervisors are responsible for the enforcement of this policy.

ASU Mid-South employees are encouraged to adopt a "business casual" form of dress. The following are a few suggestions for appropriate dress at ASU Mid-South during regular workdays.

| | | |
|---------------------|---------------------------------|------------------------|
| Khakis | Nice denim (no holes, no tears) | Skirts/dresses/jumpers |
| Polo/golf shirts | Oxford/Button-down shirts | Blouses |
| Vest/sweaters | Ties (optional) | Dress shoes or nice |
| Blazers/Sport coats | Dress slacks | athletic shoes |

The following dress would be considered inappropriate for ASU Mid-South employees during regular workdays.

| | | |
|-------------------------|---------------------------------------|-------------------------|
| Ripped jeans | Sports/casual shorts (except | Tank tops/Halter tops |
| Sweat suits, wind suits | in athletic or intramural activities) | Tube-top dresses |
| Flip-Flops/ Beachwear- | Spandex/Leggings in lieu of pants | Strapless or spaghetti- |
| type sandals | T-Shirts | strap apparel |

Inappropriate clothing can also be defined as low cut, mid-drift baring, form/tight fitting clothing or excessively short skirts (a good rule of thumb is not more than three inches above the knee or below the collar bone). Clothes should always be clean and free from stains, holes, and wrinkles.

While contemporary "business casual" dress is appropriate for most occasions, other occasions may require more "traditional business" attire. Such occasions may include, but are not limited to, formal on-campus meetings involving external constituents and off-campus presentations, conferences or workshops. Your supervisor should communicate to you when traditional business attire is expected. However, if you are unsure, ask.

It is impossible to comprehensively define all apparel that might be considered inappropriate. Therefore, it is the responsibility of each employee to use discretion and common sense. As a rule of thumb, if an employee thinks his/her dress might be too casual, it probably is.

Supervisors are responsible for enforcement of this policy with their staff. Employees should understand that inappropriate dress might result in their being asked to change into appropriate attire in order to continue the workday.

Any disagreements over enforcement of this policy should be worked out first, between the employee and the appropriate supervisor; second, among the employee, supervisor, and the appropriate Vice Chancellor.

Intimate Relationships

ASU Mid-South provides a friendly and supportive environment for students and employees. Employees are encouraged to interact with students and other employees within and beyond the office or classroom, but without establishing intimate relationships or involvement in others' personal lives which exceeds expected professional behavior or responsibilities.

Because friendly interactions with college instructors and staff positively impact student retention, employees are encouraged to develop amiable relationships with students. However, care should be taken to ensure that relationships center upon the teaching and guidance of students and do not become so personal that employees can be accused of favoritism or be subjected to sexual harassment complaints.

Because the community which the college serves is small, inevitably employees and students will have family and personal relationships which can, or can be construed to, affect the workplace or the classroom. Consequently, instructors should not teach family members or persons with whom they have intimate relationships, and they should not establish intimate relationships with students who enroll in their classes. Similarly, staff should not directly supervise family members or persons with whom they have intimate relationships, and they should not establish such relationship with employees who report to them in any capacity.

The following examples suggest interactions appropriate to the ASU Mid-South environment: An instructor may, with the necessary supervisory approvals, invite an entire class to his/her home for a course-related event, but may not invite an individual student to his/her home for dinner, conference, or other purpose.

An instructor may invite an individual student for coffee, lunch, or a snack in the Reynolds Center, but not for an off-campus meeting at a restaurant, bar, night club, or recreational event. An instructor should not date or engage in a sexual relationship with a student in his/her class or one who can be expected to later enroll in one of his/her classes. Similarly, a staff member should not date or engage in a sexual relationship with another employee who reports to him/her. Employees may choose whether classroom or workplace interactions are casual or formal, but employees should avoid behavior or language which is overly familiar or sexually suggestive.

Employees may provide advice to students regarding behaviors or personal problems which interfere with their academic progress, but employees should not assume the role of professional counselor or attempt to resolve students' personal problems. Students who appear to require professional counseling or referrals to community service agencies should be referred to Learning Success Center staff who can direct students to appropriate local agencies.

Leave Requests

Requests for paid and unpaid leave (i.e., professional, sick, annual or bereavement leave) must be submitted on the proper leave request form and receive the appropriate approvals prior to absence from campus. Request for Leave forms are available on Kiva at \Shared\Forms-New\Leave Request – Rev 2022-10.doc. In cases where illness or emergencies preclude prior approval for an absence, the request must be submitted immediately upon return to work. Verification of any leave with pay, excluding vacation, may be requested if the administration determines that additional documentation is needed.

The Human Resources Office administers the request/approval process for leave with pay and maintains current, accurate records of accrual and leave taken.

Leave Payment on Termination

A lump sum payment for unused annual leave up to a maximum of thirty days shall be paid to employees on termination. No payment is made for unused sick leave to terminated employees. The unused annual leave amount due the employee, or estate, shall be included in the final payment for active work, even though the final payment of salary or wages may exceed one twenty-sixth or other fractional amount based upon days, weeks, or months of the employee's annual authorized compensation at the date active employment ceases.

No employee receiving payment for annual leave on termination shall return to state employment until the number of days for which he or she was paid has expired. Payment for unused annual leave shall not be considered as exceeding the maximum salary authorized for the employee's position.

Cell and Data Devices

Arkansas State University Mid-South employees who are issued cell or data devices are required to use those phones for the purpose of conducting business on behalf of the college. On occasion, employees find it necessary to use college issued phones for personal purposes. Such occasional use is considered de minimis under the Internal Revenue Service definitions making the cell or data device a nontaxable fringe benefit.

Hiring New Employees

Supervisors wishing to fill an existing position or to add a new position must submit a job description, performance evaluation criteria, and a job posting announcement and complete a Personnel Request (available on the shared administrative directory at K:\Shared\Forms - New\Personnel Request Form-Rev 2022-05.doc) to the Chancellor. Upon approval, the Chancellor will authorize the release of a position announcement and will review and approve recommendations for search committee members. All searches must follow the procedures outlined in the ASU Mid-South Hiring Procedures and position announcements must indicate that individuals are required to submit to a background check prior to being hired.

No offer of employment may be made without the approval of the Chancellor. Offers of employment will be conditional, pending the results of the background check and ultimately, the approval of the Board of Trustees.

Background Checks

Arkansas State University Mid-South has adopted the ASU System Policy regarding Background Checks. Please click the link below to view the ASU System Policy.

<http://www.asusystem.edu/dotAsset/8658eb69-ba06-44fc-9215-e998240bf389>

Confidentiality and Records

All college employees have a legal obligation to maintain confidentiality regarding a staff or faculty member's health or disability-related information. To that end, Supervisors and the Vice Chancellor for Finance and Administration shall provide information to staff and faculty only when necessary to facilitate accommodations.

Employees and students should be mindful of existing federal laws such as HIPPA and FERPA which prohibit disclosure of certain personal information. Similarly, employees should not release information related to students' disabilities, attendance records, or grades to any non-employee or employee without a "right-to-know."

Emergency Calls/Messages

College personnel may not take messages for students except in the case of an emergency. Telephone calls or direct requests for students which are designated as an emergency should be referred to supervisory staff in the Learning Success Center or to the administrator on duty during the evening hours. The administrator will determine whether or not the student is to be contacted.

Requests for Students or Employees

Under no circumstances should an employee take or direct non-college personnel to a student or to an employee who is on campus. Anyone requesting to see a student should be referred to one of the Vice Chancellors or to the Public Safety officer in charge during the evening hours. When necessary, the student will be informed who the party is and brought to an administrative office to see the person.

Requests for Students' Educational Records

Students' educational records are confidential and are not released to unauthorized persons without the student's consent. Within the college community, only those members acting in the students' educational interest are allowed access to students' educational records. A copy of the full text of the Family Educational Rights and Privacy Act of 1974 is available in the Registrar's Office. Questions concerning the act and the ASU Mid-South student record policy may be referred to the Registrar.

Neither faculty nor staff should release information about students' attendance in classes or grades in classes to third parties or over the telephone to students. All such requests for information should be forwarded to the Registrar's Office. Failure to abide by this policy is a serious offense and may result in termination.

Student Requests for Help

The Learning Success Center is the first place to which employees should refer students who ask about support services of any kind. LSC Staff will make referrals as needed.

Disability Services

Employee requests for disability accommodations should be addressed to the Disability Services Coordinator. Faculty or staff receiving requests from students for physical access-accommodations and/or for academic and auxiliary aids should direct those students to the Disability Services Coordinator. Specific information about student disability requirements, procedures, and accommodations, is available at <https://www.asumidsouth.edu/disability-services/>.

Workplace Accommodations for Employees with Disabilities

The following guidelines have been approved by the Chancellor, and they apply to all college employees.

Policy

ASU Mid-South values, and has an institutional commitment to provide, equal employment opportunities for qualified employees with disabilities in accordance with state and federal laws and regulations, including the Americans with Disabilities Act Amendment Act of 2008 (ADAAA) and the Rehabilitation Act of 1973 (Section 504). Disability is defined as any physical or mental impairment that substantially limits a major life activity. To ensure equality of access for employees with disabilities, reasonable accommodations and auxiliary aids shall be provided to enable the employee to perform the essential functions of his/her job and to participate in all college programs and activities.

Implementation and Responsibility

Employees are responsible for initiating requests for any desired disability-related workplace accommodations. Requests should be made to the Disability Services Coordinator (DSC). (See Requests for Accommodations, below, for details of procedure.)

The DSC is responsible for receiving requests for workplace accommodations and informing employees of the process of determining what workplace accommodations are reasonable. The DSC is responsible for evaluating the request, determining what type of documentation is necessary, and determining if the requested accommodation is appropriate and effective.

When supervisors have reason to believe that an employee's disability precludes the employee from initiating a request, they should consult with the DSC regarding appropriate action to take.

Compliance Officer

The ADAAA/Section 504 Compliance Officer for Employment is the Director of Human Resources, who may be reached in the Reynolds Center or by telephone at (870) 733-6741. The ADAAA/Section 504 Compliance Officer for Employment will assist the DSC by providing information relating to the employment provisions of the ADAAA and employer obligations. The Compliance Officer for Employment may also be contacted for information regarding campus accessibility and resources for obtaining technical and assistive equipment as well as funding sources.

Requests for Accommodations

The employee is responsible for requesting a workplace accommodation for his/her disability.

The college is not required to provide an accommodation that would eliminate an essential function of the job in question or an accommodation or service which is personal in nature, such as a hearing aid or wheelchair. Furthermore, the college is not required to lower performance, production, or conduct standards or to alter attendance requirements expected of all employees.

1. Initiate the request, using the Reasonable Accommodations Request Form

The ADA Reasonable Accommodations request form is available on the shared administrative directory (K:\Shared\Forms - New\ ADA Reasonable Accommodations Form.pdf). The request shall be made to the DSC.

2. Submit the Necessary Documentation

The DSC will evaluate the requested accommodation and will determine what type of documentation is necessary to verify the disability. This may vary depending on the nature and extent of the disability and the accommodation requested. It is the responsibility of the employee to provide the requested documentation regarding his/her disability. In the event the college determines it is appropriate to obtain a second professional opinion concerning the nature or impact of a physical or mental disability, the college will bear the cost of obtaining the second opinion. The request for an accommodation will be evaluated once all documentation has been submitted by the employee to the DSC.

3. Meet with the DSC

After receiving the request and documentation, the DSC will schedule a meeting with the employee and the ADAAA/Section 504 Compliance Officer for Employment to review the request. Additional documentation may be requested at this time.

4. Notice of Approved Accommodation

The DSC shall provide the employee with written notification of the determination within fifteen (15) calendar days of receiving the completed request (including the requested documentation). If the determination includes an accommodation, the DSC shall also notify the ADAAA/Section 504 Compliance Officer for Employment and the employee's supervisor of any approved reasonable accommodation. The notice will include the expected implementation date. If a situation should arise whereby the DSC needs additional time to assess a request or to provide an accommodation, he or she shall provide the employee with written notification of the status of the request and the proposed date of determination.

In the event an employee disagrees with the determination and/or proposed accommodation, an appeal for administrative review may be filed with the Vice Chancellor for Finance and Administration.

Animals on Campus

Arkansas State University Mid-South is committed to providing a safe and healthy environment for the entire campus community. Increasingly, employees have been bringing animals to work with them, without consideration of the potential harm that may cause for others, who may have

severe allergies or phobias. From this point forward, if you are bringing an animal into a campus facility or onto campus grounds when others are present, each of the following criterion must be met, in accordance with the requirements of the Americans with Disabilities Act:

- You, the handler, must be registered with [Disability Services](#) as being diagnosed with an eligible disability, as defined by the [Americans with Disabilities Act](#).
- Your animal must meet the ADA definition of a [Service Animal](#). According to Title II and III of the ADA, a service animal is a dog that is individually trained to do specific work or perform specific tasks for an individual with a disability. Service animals can benefit individuals with a wide range of disabilities, including a physical, sensory, psychiatric, intellectual, or other mental disability. Disability Services is allowed to ask what work or tasks your animal has been trained to perform. **Please note: solely providing comfort or emotional support is not recognized as a task under the ADA. Laws governing emotional support animals fall under the Fair Housing Act and the Rehabilitation Act, which only apply to campus housing.**
- The animal must be under the control of you, its handler, at all times. Under the ADA, service animals must always be harnessed, leashed, or tethered, unless the individual's disability prevents using these devices, or these devices interfere with the service animal's safe, effective performance of tasks. In that case, the individual must maintain control of the animal through voice, signal, or other effective controls. **Note: the ADA allows for removal of a service animal if it is out of control and the handler does not take effective action to control it.**
- The animal must be housebroken. You, the handler is responsible for removing all animal waste, both inside and outside, and you agree to assume all costs for damages to college property caused by the animal. **Note: the ADA allows for removal of a service animal if it is not housebroken.**
- Dogs that are used as service animals on the campus of ASU Mid-South shall maintain current dog licenses and rabies vaccinations, in accordance with West Memphis City Ordinances [Sec. 6-64](#) (Code 1973, § 9.04.080; Ord. No. 1867, § 8, 1999) and [Sec. 6-65](#) (Code 1973, § 9.04.080; Ord. No. 1867, § 8, 1999).

Certain exceptions to these criteria may be made for:

- Animals being used on occasion for instructional purposes, as approved by the Vice Chancellor for Learning and Instruction
- Official live mascots for sporting events, as approved by the Vice Chancellor for Student Services
- Working dogs used by a law enforcement agency for law enforcement purposes

Note: ASU Mid-South is a publicly funded, open campus. Therefore, members of the public occasionally bring animal onto campus grounds with them when they are engaging in personal (not college-sponsored) activities, such as running, walking, soccer, disc golf, and dog training activities. In those instances, individuals are expected to abide by leash laws, as well as all city ordinances pertaining to noise, waste, licenses, and vaccinations, as outlined in West Memphis City Ordinances [Sec. 6.62](#) (Code 1973, § 9.04.050; Ord. No. 1867, § 5, 1999); [Sec. 6.63](#) (Code 1973, § 9.04.060; Ord. No. 1867, § 6, 1999); [Section 6.64](#) (Code 1973, § 9.04.070; Ord. No. 1867, § 7, 1999); [Section 6.65](#) (Code 1973, § 9.04.080; Ord. No. 1867, § 8, 1999) – [Sec. 6.66](#) (Code 1973, § 9.04.090; Ord. No. 1867, § 9, 1999).

Facilities Use by Employees, Students or External Groups

College employees, students and external agencies should contact the Facilities Scheduling Coordinator to request the use of college facilities for meetings or other activities. Events which require support resources, such as maintenance set-ups, technical support, or catering must be approved in advance by the appropriate Associate Vice Chancellor and may incur associated fees charged to the employee's department or to the external agency. Additional information may be

obtained from the Facilities Scheduling Coordinator. Facilities Use forms are available on Kiva at \Shared\Forms\Facilities Use.doc.

Graduation Ceremony

All full-time, exempt employees are expected to assist with and/or attend the annual commencement ceremony. Absences must be approved by the Chancellor. Adjunct faculty, as well as non-exempt and part-time employees are invited, but not required, to attend.

Health and Safety Policies

Accidents and Injuries

Employees who are injured on the job or who witness accidents or injuries to other personnel or students must report such incidents within the first 24 hours after the incident. Accidents and injuries which may involve a workman's compensation claim should be reported as soon as possible to the employee's supervisor. The supervisor/injured worker should immediately call the injury hotline – 1-855-339-1893. The Company Nurse is available 24 hours a day. The Company Nurse gathers information over the phone and triages the situation helping the injured worker access appropriate medical treatment. If the injury is non-life threatening, please call the Company Nurse prior to seeking treatment. Minor injuries should be reported prior to leaving the site when possible. Our Employer Name is Arkansas State University Mid-South; our Search Code is QR139.

The employee should contact the Human Resources Office to complete the required paperwork. Accidents or injuries to others should be reported immediately to a security officer, as well as to a Vice Chancellor and to the Human Resources Office.

Employees and students must complete and file an accident report with the Director of Campus Safety.

Blood-Borne Pathogens

Blood-borne pathogens are potentially infectious body fluids which include Hepatitis B Virus (HBV), Human Immunodeficiency Virus (HIV), and other infectious diseases. Any person who encounters any form of body fluid from another person should report the incident to a college administrator. Care should also be taken to prevent other persons in the area from contacting the body fluid.

Communicable Diseases

ASU Mid-South recognizes the serious implications that the spread of communicable disease has on the health, safety, and welfare of the students, faculty, staff, and general public. Therefore, the College is committed to ensuring that each employee and student be provided with a safe and healthy working/learning environment.

Communicable diseases are spread by direct contact with an infected person, indirect contact with contaminated objects, and by airborne droplets or dust. Persons with communicable diseases will be provided with all reasonable accommodations as long as (1) such persons are able to meet the reasonable performance standards in class or on their jobs and (2) medical evidence indicates that their educational or job-related activities do not pose a threat to their own safety or that of others in the campus community.

Any student or employee who knows or has reasonable basis for believing that he or she has an infectious disease which may pose a threat to others has an obligation to share that information with their supervisor or Vice Chancellor. The college will protect the confidentiality and privacy of persons with serious illnesses as required by state and federal law.

Intellectual Property Rights

Arkansas State University Mid-South has adopted the ASU System Policy regarding Intellectual Property. Please click the link below to view the ASU System Policy.

<http://www.asusystem.edu/dotAsset/ac06f233-bfa4-4eab-860d-b16200c0c45b>

Lost and Found

Articles found on campus should be turned into the Learning Success Center in the Reynolds Center where they can be identified and claimed.

Mailboxes/Phone and E-Mail Messages for Employees

Internal mailboxes are provided for full- and part-time faculty. Personnel, including adjunct faculty, should check their boxes frequently for memos and announcements pertinent to the operation of the college. All full-time employees have voice mail to record telephone messages.

Telephone messages for adjunct instructors will be e-mailed to their college accounts. E-mail accounts are available for all ASU Mid-South employees and should be obtained via the appropriate supervisor. All faculty, full- and part-time, are expected to access e-mail for current notices and announcements.

College e-mail addresses for employees can be accessed through the Outlook Program by clicking on the Address Book icon on the toolbar at the top of the screen.

Maintenance, Equipment, and Supplies Requests

Building Maintenance Requests

Maintenance request forms are available on Kiva at \Shared\Forms\Maintenance Request.doc. Forms must be filled out and approved by the requesting employee's supervisor and by the appropriate Vice Chancellor before being emailed to maint@asumidsouth.edu.

Business Card Requests

Full-time instructional and administrative staff, with supervisor approval, may order business cards through the Marketing and Public Relations Office. The order sheet (Business Card Order Form) is available on the Kiva\Shared drive in the Forms folder. The completed/supervisor-approved form should be sent to the Marketing and Public Relations Office for processing.

Computer/E-Mail Accounts

Requests for e-mail accounts and access to administrative and student record software must include the user's name, office, phone number, type of employment (full- or part-time), and whether or not the individual is a student worker or intern. Requests must be approved by the immediate supervisor and the appropriate Vice Chancellor and then forwarded to the Associate

Vice Chancellor for Technology and Research. Part-time faculty, part-time staff, student worker, and intern accounts expire at the end of each semester.

Computer Maintenance Requests

Maintenance requests for office or classroom computers should be e-mailed to support@asumidsouth.edu and copied to the appropriate supervisor. Paper for printers should be requested on an Internal Supplies Requisition with supervisor approval.

Use of Multi-Functioning Devices

Employees may use any Multi-Functioning Device (MFD) on campus by swiping their ASU Mid-South ID badge. If an employee's ID badge has not been activated for use in the MFD's, the employee's supervisor should contact the Business Office Manager to request activation. If an employee has previously used an MFD or knows his or her account has been activated, but is having technical difficulties with the MFD, he or she should contact support@asumidsouth.edu.

Internal Form Requests

Employees who need to develop or revise forms for internal use should complete the Creative Services Request form found on Kiva and forward it to their supervisor for approval, who will then forward it to the appropriate Vice Chancellor for approval. Approved requests should be forwarded to the Vice Chancellor for Advancement for processing. All approved forms are filed electronically.

Instructional Equipment Requests and Maintenance

Classrooms are equipped with instructor computers and projectors. Instructors who need periodic use of computers should contact the Facilities Scheduling Coordinator.

Maintenance and repair requests for non-computer-related instructional equipment should be emailed to academicaffairs@asumidsouth.edu.

Media and Publicity

Arkansas State University Mid-South has an obligation to keep the public fully informed and to practice open disclosure. At the same time, news releases and public interviews must be handled in a thoughtful manner to assure the accuracy and appropriateness of statements released to the public. Employees and student groups should contact the Vice Chancellor for Institutional Advancement, who serves as the college's public information officer, in advance regarding any media coverage which mentions the college.

All requests from the media for information concerning legal or controversial issues shall be referred to the Chancellor.

The following guidelines and procedures shall be followed in the release of public information.

Brand Guidelines

The ASU Mid-South Brand Guidelines provide instruction on how to properly use the building blocks of our brand's look and feel. Brand guidelines cover logos, fonts, colors, visuals, and other elements that make up brand identity. Every brand guide is unique, but they all serve to help employees maintain brand consistency. ASU Mid-South's Brand Guidelines can be found here: <https://www.asumidsouth.edu/brand-guidelines/>.

Interviews

The Director Marketing and Communication shall coordinate all prearranged interviews with the media. If an individual is contacted directly by the media, the Director of Marketing and Communications should be immediately notified.

News Releases

Members of the faculty, staff, and administration will periodically have information and materials for release through mass media. However, employees shall not submit releases directly to the media. All such information or materials shall be submitted in writing to the Vice Chancellor for Institutional Advancement a minimum of ten days prior to the planned publication or broadcast date for review and approval by the Chancellor or the Chancellor's designee.

The Director of Marketing & Communications shall review, edit, amend as necessary, and authorize release of the item(s) to local, regional and state media, as appropriate. Such items include, but are not limited to, information about faculty and student accomplishments, campus activities, courses, registration and other such announcements.

Public Mailings, Flyers, Advertisements

The college's initial impression on the public is often based on promotional materials or correspondence issued by its employees. To ensure acceptable quality in terms of visual appearance, accuracy, and conformance with approved usage of the college's logo, class schedules, brochures, flyers, surveys, bulk letters and other materials for public distribution must be approved in advance by the appropriate Vice Chancellor and the Director of Marketing & Communications prior to distribution.

The requesting employee should complete a Creative Services Request and obtain the necessary approvals prior to submitting materials to the Institutional Advancement department. The Marketing and Communications staff will provide design and editorial assistance, but employees and their supervisors are responsible for developing content and for providing funding for printing and mailing costs.

Speaking Engagements

Employees who are asked, as formal representatives of the college, to speak to external groups, should obtain prior approval from their supervisor and the appropriate Vice Chancellor and inform the Associate Vice Chancellor for Institutional Effectiveness.

Web Pages

Material readily available to the public through departmental and instructional web pages accessed through the college's website must be approved by the appropriate Vice Chancellor and the Associate Vice Chancellor for Institutional Effectiveness prior to posting.

Creative Services Request forms can be found on Kiva at \Shared\Forms\Creative Services Request.doc).

Social Media

Social media usage at Arkansas State University Mid-South is governed by the same policies that govern all other electronic communications. Employees and students shall maintain the same behavioral standards online as are required in person. Therefore, the same policies, professional expectations, and guidelines for interacting with students, parents, alumni, donors, media, and other college constituents apply online as well.

Arkansas State University Mid-South will maintain an official presence on various social media outlets to support the college in accomplishing its mission and achieving its goals and objectives. These guidelines are broad in nature to accommodate any differences in online venues while maintaining a universal code of conduct.

- **Students, Staff, and Faculty Use**

Arkansas State University Mid-South welcomes the responsible use of social media technologies to support engaged and transformative learning and to reach out effectively to the broader community. Rich and diverse use of social media allows the college to share, in a public way, the many qualities and strengths of the academic institution. From that perspective, ASU Mid-South intentionally uses social media to advance the institution and build relationships with important constituencies like prospective and current students, donors, and alumni. The venues to accomplish this are numerous and include Facebook, Twitter, Instagram, Linked In, and YouTube in addition to the college's web presence. Through these venues, the college can communicate important information and engage others in areas of mutual interest.

The college also recognizes the open nature of social media which is often used for both personal and professional purposes. However, it may not always be clear when one is speaking on behalf of the college. To avoid confusion, anything published by an employee or student online should never be attributed to the college or appear to be endorsed by it – unless the individual is specifically authorized to speak or act on the college's behalf..

Students and employees are also expected to follow the social media guidelines outlined below.

- **Content**

By participating on social media profiles and websites officially administered by Arkansas State University Mid-South, students and employees should understand that user-generated content does not reflect the opinions or interests of Arkansas State University Mid-South or its officers and must not be inappropriate in nature (see below). All participation and user-generated content appearing on Arkansas State University Mid-South social media profiles is subject to this policy.

Content to ASU Mid-South's social media profiles that is false and/or purposely misleading, threatening, obscene, a violation of intellectual property rights or privacy laws, or otherwise injurious or illegal may not be posted.

- **Confidentiality**

Posting confidential or proprietary information about ASU Mid-South, students, employees or alumni is prohibited. All applicable college privacy and confidentiality

policies will be enforced. Employees and students should be mindful of existing federal laws such as HIPPA and FERPA which prohibit disclosure of certain personal information. In addition, social media users should remember to practice good, ethical judgment.

- **Respect Copyright and Fair Use**

When posting, students and employees should be mindful of the copyright and intellectual property rights of others and of the college. Permission to use or reproduce copyrighted works is required unless the intended use is clearly permitted under the “fair use” exemption. This includes music, art, literary works, copyrighted photographs or texts, video clips, audiovisual works and audio recordings.

- **ASU Mid-South’s Official Social Media Channels**

The Marketing and Communications Department administers the college’s official social media channels. To contribute information to the channels as an official message from the college, please complete a Creative Service Request and submit to your supervisor. Once the form has all of the approval signatures, it will be forwarded to the Marketing and Communications team. The team will determine if the message aligns with the college’s brand standards, communication priorities and platform strategies before scheduling or posting.

To maintain consistent messaging and brand integrity, the creation of any social media accounts representing ASU Mid-South—whether for a program, department, grant-funded initiative or other college-affiliated entity—is not permitted without prior approval.

Only the Marketing and Communications Department is authorized to create official college social media pages or accounts. Any request for a new account must be submitted to the Director of Marketing and Communications through the Creative Service Request process and will require approval from the Executive Senior Staff before the account can be established.

All existing social media accounts previously created on behalf of the college or any of its programs also fall under the ownership and management of the Marketing and Communications Department.

This process ensures that all external communication channels representing ASU Mid-South reflect the college’s brand, voice and strategic priorities.

Recording of Telephone Calls

ASU Mid-South frequently engages in marketing campaigns which generate phone leads to the college. Calls generated from such leads are recorded and may be reviewed for quality assurance or training purposes. Each of these phone calls will record from the moment the caller dials into campus until the call is disconnected, so the recording will include all segments of calls transferred between offices prior to disconnection.

Notices, Solicitation and Distribution of Literature on College Property

Employees, individual students, and college-sanctioned student organizations wishing to post signs and notices on campus bulletin boards or wishing to distribute literature on the campus must inform and obtain approval from their supervisor and from the appropriate Vice Chancellor.

No one may post or distribute materials which are libelous or obscene; which violate or encourage the violation of federal, state, or local laws; or which attempt to exploit the name, image, or reputation of the college for commercial purposes.

ASU Mid-South is not responsible for the validity of items posted on the public bulletin boards or materials distributed on the campus. Posted items will be removed, and the bulletin boards cleared at the discretion of the Vice Chancellor for Institutional Advancement.

Solicitations by External Agencies

Requests by external agencies to distribute flyers, post notices, or otherwise advertise their services, programs, or products must be approved in advance by the Associate Vice Chancellor for Institutional Planning & Effectiveness. Generally, solicitation for private businesses or goods for sale is prohibited.

Political Activity

Employees are restricted by state law from using a college position or the college name in any form of political persuasion or influence including:

- giving the impression that a political party, a political candidate, a political issue, or a partisan activity has the official or unofficial endorsement or support of the college.
- using a position with the college to directly/indirectly influence the voting or political affiliation of co-workers.
- causing any co-worker or student to give time, money, loans, or gifts to the support of any political organization or cause.

Freedom of Speech

The college is committed to affording each member of the community the opportunity to engage in the peaceful and orderly exchange of ideas. This commitment extends to organized gatherings, demonstrations, and protests, with the caveat that the institution has responsibility for ensuring the protection of college property, as well as for maintaining a secure environment for participants and other members of the college community. Such activities must not disrupt the operation of the college. No amplification equipment may be used, and no structure(s) may be erected. Groups or individuals are encouraged to contact the Vice Chancellor for Student Affairs in advance of an activity to ensure availability of their desired area; however, this is not a requirement.

The college maintains a position of neutrality as to the content of any speech or demonstration.

Refreshments

No food may be purchased with state/federal funds for ASU Mid-South employee only meetings, unless the meeting has been approved as an Official Function. Events falling within the official functions designation can generally be categorized into one of the following major areas:

- Meetings of official institutional (in-house) committees and advisory groups;

- Meetings of official external committees and advisory groups, such as those giving their time in an advisory capacity to the institution;
- Visits by official guests of ASU Mid-South, such as persons conducting accreditation visits;
- Receptions, honors, and staff functions for special events, such as for award recognitions, retirement recognitions, or in honor of special guests;
- Convocations of faculty and staff at a limited number of functions;
- Activities related to recognition of students for academic achievements and honors, such as banquets or awards ceremonies;
- Activities related to interviewing of prospective university employees;
- Meetings or events associated with the work of the Board of Trustees and/or Board of Visitors;
- Miscellaneous functions directly in support of the College's mission, but not obviously fitting one of these categories, with the approval of the Chancellor.

External organizations, ASU Mid-South organizations, or other meetings with non-employee or student attendees may provide food when they are using a room where food is allowed.

Departmental budgets provide a limited amount of funding to support advisory committee meetings, grant program meetings or other events that include non-employees. Some grant programs do not support any refreshment expenses, so employees should check grant guidelines and departmental resources in advance. When resources are not available, employees and, in some instances, guests, must plan to purchase their own food.

All catering must be set up as part of the Facilities Request Form and approved in advance using the electronic requisition process.

With prior approval from the Café Grill Manager and dependent on availability, serving dishes and/or utensils may be borrowed from Café Grill. However, the meeting organizer is responsible for returning serving dishes and utensils to the Café Grill the same day the event is held. Failure to return borrowed items within 24 hours could result in future requests being denied.

Employees need to assist with cleaning up meeting rooms when events have ended by ensuring tables are cleared and leftover materials are taken or thrown away.

Pot-lucks and other employee furnished meals may be held **ONLY** in rooms approved for food use, not in the Café Grill, the Reynolds Rotunda, or the University Center, unless prior approval has been obtained from the Facilities Scheduling Coordinator.

Food may be shared in office areas but should be kept out of areas accessible to the public.

Rental of Equipment

Employees who need to rent equipment for special use, such as conference presentations, student activities, instructional demonstrations, etc. must obtain advance approval from their supervisor and the Vice Chancellor for Finance and Administration. Requests should be made in writing at least three weeks in advance.

Fraud, Waste, and Abuse

ASU Mid-South is an organization with strong values of responsibility and integrity that is committed to an environment where open, honest communications are expected. We want all employees to feel comfortable in approaching their supervisors or senior management in instances where violations of Institutional or System policies or standards may have occurred.

However, employees may choose to report cases of fraud, waste, and abuse of college resources using an anonymous and confidential third-party hotline, provided by EthicsPoint. The information provided will be transmitted by EthicsPoint to the System Office for investigation by Internal Audit. Reports submitted to the hotline are taken very seriously and thoroughly investigated.

Internal Audit Services

The purpose of Audit Services is to assist Arkansas State University personnel by conducting internal audits of University operations in a comprehensive, professional and objective manner.

Audits include evaluating compliance with applicable laws, rules and regulations, policies and procedures; review of internal controls; evaluating efficiency of operations. Type of audits by Internal Audit include:

- **Financial Audits**, which ensure an organization's financial statements are a fair and accurate representation of its financial transactions.
- **Operational Audits**, which focus on the effectiveness, productivity, and cost efficiency of the operations of the business.
- **Compliance Audits**, which are formal evaluations or assessments of an organization's adherence to regulatory frameworks and/or requirements.
- **Investigative or Fraud Audits**, which identify the facts and circumstances of possible fraud or misappropriation of the organization's assets.
- **Miscellaneous Audits**, which generally cover legal, accounting, taxation and risk management issues.

To Make a Report

Either of the following methods can be used to submit a report:

1. Visit <http://www.asusystem.edu/fraud>; select "Make a Report"; OR
2. Call 855-382-7963 (Toll-free, within the United States, Guam, Puerto Rico, and Canada)

After completing the report, you will be assigned a unique code called a "report key" and a password. Write down the report key and password and keep them in a safe place. After 5-6 business days, the report key and password can be used to check the report for feedback or questions.

Reports to ASU System Internal Audit should be made in good faith in an attempt to prevent illegal use and mismanagement of ASU System Resources or to report information concerning fraud, waste, and abuse of such resources. All other concerns should be reported using the procedures outlined in the Personnel Complaints section of this handbook.

Research Policy

Anyone at Arkansas State University Mid-South who is conducting research that involves human subjects must obtain approval in advance from the Institutional Review Board (IRB), which is coordinated by the Associate Vice Chancellor for Technology and Research. The IRB is charged with approving the initiation of research involving human subjects and conducts periodic reviews of that research to ensure that all projects comply with Federal regulations. These regulations are strict, and ASU Mid-South urges all employees to consult with the IRB before beginning any research involving living subjects. More information on the IRB process may be found on our website: <http://research.asumidsouth.edu/index.php/institution-research-b/>

Use of College Equipment, Property, and Vehicles

Employees are responsible for the conscientious use of college equipment, property, and vehicles. Computers, fax machines, and other office equipment are the property of the college and not of the individuals to whom they are assigned. College equipment should not be used for personal business or recreation. The college reserves the right to reassign equipment on a temporary or permanent basis depending upon institutional need. Employees should understand that privacy is not guaranteed since maintenance personnel, computer support personnel, and security personnel have access within the scope of their responsibility. Any office, filing cabinet, or computer may be subject to search with approval of the Chancellor.

Certain items such as laptop computers, projectors, and overhead projectors may be checked out by employees for work-related, off-campus use. Employees must fill out an Equipment Checkout form and obtain the necessary approvals before taking college equipment off-campus.

Employees who alter room set-ups for classes or meetings should return the furniture to its original configuration when finished.

Upon receipt of an approved Maintenance Request form, maintenance personnel will assist employees with major furniture rearrangement, with office moves, and with hanging pictures and bulletin boards.

College employees may use college vehicles for approved in-district and out-of-district travel. Procedures are explained in Chapter 3.

Use of Personal Property on College Premises

Employees should not use their personal possessions to furnish college facilities or to perform work assignments. The college cannot be held responsible for damage to or theft of such items.

Chapter 3: Financial Services

Internal Requisition of Supplies

Employees may request copier supplies and logo items by submitting internal supply requests which are available on Kiva at Shared\Forms\Internal Request for Supplies.xls. Supply requests must be approved by the appropriate supervisor. Typical items include copy paper, letterhead, ink cartridges, and envelopes. Forms must be filled in completely and approved by the budget manager. Charges will be allocated to the appropriate budget at the end of each month.

Items not available from internal supplies may be purchased by submitting an electronic requisition.

Upon arrival, all supplies ordered will be placed in employees' mailboxes or left for them in their supervisor's office.

Purchase Requisitions

In order to purchase materials, supplies, and/or equipment from external sources, employees must submit an electronic purchase requisition for approval and processing through Banner Finance Self-Service. The originator of the request enters the information into the system including vendor, description of items, quantities, amount, and the Fund, Organization, Account, Program, Activity, and Location (FOAPAL) to be charged. Banner automatically routes requisitions for approval based on the FOAPAL entered, but employees are encouraged to notify those in the approval sequence that a requisition has been entered for their review. If funds are insufficient to cover expenses, a budget transfer must be completed before a requisition can be entered. Instructions for completing a requisition are available on the shared administrative directory (K:\Shared\Policies & Procedures\Finance Self Service Requisitions Procedure Guide_FINAL.pdf), and employee training is available by contacting the Business Office Manager in the Finance Office. Requests involving transfers from special funds must be approved by the Chancellor.

Travel Requests, Reimbursements, and Advances

ASU Mid-South Travel Procedures Guidelines are available on the shared administrative directory (K:\Shared\Forms\Travel). Employees are responsible to read, understand, and follow procedures which govern car rentals, lodging costs which exceed approved rates or which extend beyond conference dates, airline tickets, allowable meal costs, local travel in destination cities, as well as other restrictions on reimbursable expenses. Those who do not follow policy may forfeit reimbursement.

Mileage for in-district travel is not reimbursable. Exception: Personnel whose job responsibilities involve frequent in-district travel to high schools, businesses, or other agencies within the county may seek prior approval from the Chancellor to claim mileage reimbursements when they must use their personal vehicles. In these cases, employees must keep and submit a mileage log on a monthly basis. Exceptions to standard procedures must be approved by the appropriate supervisor and Vice Chancellor for Finance and Administration in advance.

College personnel must complete an Out-of-District Travel Request for all travel outside of Crittenden County. All forms must be approved by the supervisor and appropriate Vice Chancellor. Electronic travel request and reimbursement (TR-1) forms, travel procedures, information, meal rates, and a mileage chart for Arkansas cities are available on Kiva at \Shared\Forms\Travel.

The college has a limited number of laptops and air cards which may be requested for professional travel. They may be checked out from the Information Technologies Department. The ASU Mid-South Computer Use policy applies, and any student or employee data should be encrypted on portable drives and not saved on the laptops. Employees should ensure they have personal insurance to cover the loss or theft of college equipment.

College Vehicles

Employees should use college vehicles in lieu of personal vehicles whenever possible. To reduce travel costs, van use or car-pooling is required when multiple employees are traveling to the same location. College vehicles are to be used only for approved college-related business and activities. Prior to using college vehicles, employees must complete the college Authorization to Operate Vehicle form and provide the Maintenance Office with a copy of their driver's license and automobile insurance coverage. The form is available on Kiva at \Shared\Forms\Travel. When a change is made to the driving record of employees who have an Arkansas license, the college is notified automatically. Employees without valid driver's licenses and/or insurance may not operate college vehicles. Employees who do not have an Arkansas license must update annually, in August, to document continued eligibility to operate college vehicles.

Authorized college employees may request use of a college vehicle by submitting a Vehicle Request form with approval from their supervisor to the Vice Chancellor for Finance and Administration who will forward the request to the Maintenance Office. This form is available on Kiva at \Shared\Forms-New. If approved, the employee will pick up a copy of the form, keys, and credit cards for the purchase of gas and minor maintenance needs from the Maintenance Office. Documentation of all such expenses, as well as mileage driven, must be submitted to the Maintenance Office upon return of the vehicle. Employees should list any maintenance and repair needs on the Vehicle Request form before returning it to the Maintenance Office. Procedures to follow in case of an accident are listed on the Vehicle Request form.

To promote safety and avoid increased liability, employees using state vehicles should take care to follow all traffic regulations, use seatbelts, and refrain from using telephones while the vehicle is in motion. No use of tobacco products is permitted in college vehicles.

Usage of college vehicles is subject to availability, and the Vice Chancellor for Finance and Administration reserves the right to assign priority according to the number of passengers or to the economy of use.

Employees driving state vehicles are expected to observe Arkansas State Vehicle Safety Program guidelines provided with ASU Mid-South Authorization to Operate Vehicle forms.

Requests for Key Assignment

Employees requesting keys to rooms and/or offices should access the key request form on Kiva at \Shared\Forms-New\Key Authorization and Receipt.doc. The form should be completed and approved by the supervisor and appropriate Vice Chancellor or Associate Vice Chancellor. Upon termination or when the key is no longer needed, it must be returned the Director or Assistant Director of Maintenance. Employees will be charged \$5 for each lost key. Final payroll checks following the termination of employment will not be issued until all keys are returned.

Request for Telephone Service

Existing employees who relocate within the college must request telephone service by emailing the IT department at support@asumidsouth.edu and copying their supervisor and appropriate Vice Chancellor. IT will move or delete services as required. The supervisor of new employees should email IT and copy their appropriate Vice Chancellor to set up initial service for the employee.

Special Funds

Employees may voluntarily contribute to the flower fund through payroll deduction. These funds support the provision of flowers to employees only in cases of illness that require hospitalization. These funds also support the provision of flowers to employees and their immediate families in cases of bereavement. Immediate family is defined as the father, mother, sister, brother, spouse, child, grandparent, grandchild, in-law or any individual acting as parent or guardian of an employee. Flower fund is contingent upon available funds.

Employees of ASU Mid-South are also encouraged to contribute to the ASU Mid-South Foundation. An institutional goal of 100 percent participation by our full-time employees has been established. These funds are used to promote ASU Mid-South activities and provide scholarships for many ASU Mid-South students.

Chapter 4: Academic Policies and Procedures

Academic Policies and Procedures

In addition to the policies and procedures outlined in this chapter, all instructors are expected to be familiar with the college catalog. Material in the catalog is not duplicated in this handbook.

Academic Advising

Full-time faculty and designated staff shall serve as academic advisors to students in helping them plan their academic programs and class schedules. Academic advisors must be knowledgeable about program requirements, course pre-requisites, and articulation agreements with transfer institutions, so participation in advisor training each semester is required. Effective advisors take a personal interest in students, taking time to learn about their job and family commitments, their career goals, and their academic preparation. Advisor training workshops and other professional development opportunities regarding advising are offered each semester.

Adjunct Faculty Support

Copy Requests

Adjunct faculty members can use their ID badge to make copies at copy machines on both the North and South Campus.

Office/Instructional Supplies

Office and classroom supplies may be ordered by contacting the appropriate Dean. The college provides such items as paperclips, file folders, markers, pens, roll books, and post-it notes.

Classroom Keys

Adjunct faculty may request a master classroom key by submitting a Key Request form in Academic Affairs.

E-Mail Accounts

Each semester, e-mail accounts are established for adjunct faculty. E-mail is the primary means of communication at ASU Mid-South, so adjunct faculty members are encouraged to check not only the campus mailboxes, but their e-mail messages frequently. E-mail accounts may be accessed from off-campus through the My Mid-South link on the college's website.

End of Semester Checkout Procedure

End of semester checkout requires the update of attendance records and all grades in Canvas and the submission of final course grades into Banner by the due date each semester. Supervisor approval is required prior to final paychecks being released. Adjuncts must turn in classroom master keys, textbooks and supplemental materials, signed attendance sheets, and copies of major tests/assignments.

Attendance Records and Rosters

Faculty are required to keep accurate attendance through the census date and are strongly encouraged to keep accurate attendance records thereafter. Faculty must keep accurate grade records for their classes.

On the 11th day of the fall and spring full-term semesters, on the 5th day of all summer terms and fall and spring short-term semesters, the Registrar's Office issues a "No Show" roster on

which faculty must designate those students whose names appear on their class roll, but who have never attended the class. The Registrar will verify such students' enrollment status and notify faculty of any students who have dropped or withdrawn from the course.

Faculty must also send any student who is attending the class, but whose name is not on the roll, to the Registrar's Office. Faculty should not allow students whose names do not appear on their rolls to attend additional class meetings unless the students present an ASU Mid-South Add/Drop form and evidence that they have paid for the course.

The drop and withdrawal processes are explained in the College Catalog. Instructor signatures are required on all drop and withdrawal forms to ensure that instructors are aware of students' intent and have the opportunity to intervene.

Final Grade Rosters are provided electronically at the end of the semester. Instructors are to enter students' final grades for their course. Instructors may not list "W's," which are not grades, but rather indicate a student's enrollment status. Only the Registrar's Office assigns "W's" to students who have officially dropped or withdrawn from the college.

Instructors should ask students to provide their telephone numbers at the beginning of each course. Having this information enables instructors to easily contact all students who fail to attend class. A personal call from the instructor is the most effective measure in encouraging students to return to class.

If a student indicates a problem requiring external assistance, faculty should follow the Early Alert procedure to notify the student's faculty advisor. If necessary, the faculty advisor should refer the student to the Dr. Barbara C. Baxter Learning Success Center for necessary support and assistance.

Changes in Class Times and Locations

Instructors must notify [their](#) supervisor in advance when they cancel or suspend a class meeting or when they change the location or time of a class meeting. Such changes in location include library assignments, field trips, or use of the Learning Success Center for special assignments. This information is needed to answer student inquiries and in case students need to be contacted for an emergency.

Requests for room changes should be made to the Facilities Scheduling Coordinator and approved in advance to ensure the change does not conflict with another class or scheduled college activity.

Classes should begin on time and should last for the time period specified in the schedule of classes. In the rare instance that a class begins late or is dismissed early for a research assignment or other instructional activity, the instructor should inform their supervisor and remain in the classroom to be available to students who need assistance. Three-hour classes are scheduled to include 10 minutes breaks halfway through the class period, and instructors should ensure that breaks do not last longer than scheduled.

Classroom Maintenance

Bottled water and snack food such as chips, granola bars, and candy may be allowed in classrooms, at the discretion of the instructor. Instructors who want to plan a special event with their students should notify the appropriate Dean and reserve a special facility for that purpose by contacting the Facilities Scheduling Coordinator.

Posters, flyers, or other materials should not be taped or stapled to the walls or doors. Instructors should see that classrooms are left in order for subsequent use. Chairs and desks should be returned to their original positions and boards wiped clean for the next class. Instructors teaching in computer classrooms should ensure that all students have left the rooms and that the doors are closed and locked. Instructors should ensure that all computers and projectors are turned off before they leave a classroom.

Urgent facility and equipment repair and maintenance needs should be reported to the Director of Maintenance. Other needs are to be reported on a maintenance request form and sent to your supervisor.

Copyright Regulations

Federal copyright law prohibits the use of copyrighted material without written permission from the copyright holder. The principle of “fair use” included in the Copyright Act of 1976 does allow some copying and other uses of copyrighted works in teaching, research, and criticism situations. However, “fair use” is a loosely defined term, and copyright law is complex, particularly in the area of electronic reproduction and distribution.

ASU Mid-South employees are strongly encouraged to seek advice before reproducing copyrighted print materials; incorporating copyrighted materials (including music and images) into electronic files to be posted on the ASU Mid-South web page; making derivative works from copyrighted materials; copying or editing computer programs; making back-up or archival copies of any copyrighted works; or performing, displaying, or making other uses of copyrighted works. Conscientious adherence to fair use guidelines and the best advice available may protect the employee and the college in cases of alleged copyright infringement; failure to do so may leave employees personally liable in potential lawsuits.

Compliance with copyright law is the individual responsibility of each employee. For guidance in reproduction and distribution of copyrighted works, employees should contact the Director of the Sandra C. Goldsby Library.

Since “copyright” applies to any original expression in a fixed form, the best solution to issues related to the use and reproduction of copyrighted materials is to get permission from the copyright owner. However, the following general guidelines should be followed when using materials from other sources:

Employees should

- avoid copying and distributing the same printed material for more than one semester.
- avoid copying of substantial or otherwise significant portions of copyrighted works.
- avoid copying and distributing more than two works by any author.
- not direct others to reproduce copyrighted materials for them.

- assume that everything on the Web is copyrighted and seek appropriate permissions for electronically reproducing or distributing it (including incorporating links).
- note the source of the material (author, title, copyright and publication information) on the reproduced work.
- plan ahead to obtain permissions to use copyrighted works to avoid delays, unexpected expenses, or other complications.
- not assume that educators may make any use of copyrighted works that they choose.

Disability Accommodations for Students

Students with disabilities are asked to register with the Disability Services Coordinator prior to enrolling for a semester so that appropriate accommodations can be made to support their academic success. The DSC will notify all instructors regarding requested and approved reasonable accommodations. Whereas ASU Mid-South encourages all instructors to be sensitive to students' needs, instructors should not provide individual accommodations, unless appropriate paperwork is on file in the Disability Services Office. A verbal statement from a student indicating a disability is insufficient to make special accommodations for that individual. Additional information is available at <https://www.asumidsouth.edu/disability-services/>.

Electronic Delivery of Courses

Full-time faculty who teach electronically delivered courses or hybrid courses as part of their regular loads are still required to be on campus a minimum of 30 hours a week and provide the appropriate number of office hours for availability to students.

Instructors teaching electronically delivered courses on an adjunct or extra-pay basis are not required to hold on-campus office hours, but must schedule the appropriate number of virtual office hours for each course taught. Instructors may be asked to provide on-campus hours if student performance indicates a need for such support. Hybrid courses require on-campus office hours.

Evaluations of Instruction

All Mid-South instructors are expected to participate in the evaluation of instruction. Student evaluations of instruction are conducted each semester. Instructors should ensure that students know how to access the course survey instrument on the LMS. To protect student anonymity, instructors should not observe or supervise students while they are completing the survey. Electronic tabulations and student comments will be shared with instructors after grades are turned in for the semester.

Observations of classroom instruction are also conducted by a supervisor, an Academic Dean or designated Lead Faculty member.

Field Trips

Instructors are encouraged to plan field trips related to course objectives. Before scheduling the event, a Field Trip form must be approved in advance by the appropriate Dean. Vice Chancellors' signatures should be obtained before the trip is taken.

Field Trip Request forms are completed by any individual (Faculty/Staff member) or organization requesting to take a trip. Approval of the trip must be obtained before the trip is scheduled and documentation filed in the Student Affairs Office before the trip is taken.

Minimum documentation required is a list of students participating in the trip and a Field Trip/Parental Permission/Medical Waiver Form for each student. If students are minors, the Parental Permission section must be completed and signed. Forms can be found on Kiva/Shared/Forms. If students are traveling to participate in an intramurals game, a Club Sports Intramural Sports Open Gym Waiver and Medical Authorization Form must be completed and on file with the Wellness Coordinator.

If students will miss other classes because of a scheduled field trip, they should be reminded to inform their other instructors in advance to ensure they will not be penalized for the absence and that no work is missed.

Final Examinations, Other Evaluations

Instructors are expected to include a final examination, paper or project in each course they teach at the assigned date and time in the published exam schedule. The final examination may or may not be comprehensive at the instructor's discretion.

Community college students benefit from frequent, formative evaluation so that they know how they are progressing during the term. Instructors are encouraged to provide a minimum of four, and often more, graded assignments at frequent intervals during the semester. Instructors are also encouraged to provide students with models of papers, rubrics, or projects so that they have a clear understanding of the instructors' expectations and grading standards.

Guest Lecturers

Instructors are encouraged to invite guest lecturers to enrich their courses. However, advance approval is required by the appropriate Dean.

Grading Policies

The ASU Mid-South Grading Scale is provided in the college catalog.

Grading policies that state clearly how course grades are determined must be included in course syllabi. Students should be informed at the beginning of each course precisely how many and what types of assignments and tests to expect during the term and what percentage each contributes toward the final course grade. Any deviation from the published list of assignments and corresponding grades as outlined in the course syllabus should be communicated to students in writing and a revised syllabus should be published.

Graded assignments, tests, and exams should clearly relate to course learning objectives and be a part of the learning process in each course. Students who understand the grading standards and who receive timely feedback about their progress learn more and are less likely to appeal their final grades.

Retention of Attendance/Grade/Academic Assessment Records

Instructors must maintain attendance (through the census date) and grade records (including how the final course grades were determined and measurements of student learning outcomes) for each class they teach for a minimum of one calendar year following the class.

Instructional Duties and Responsibilities

Quality, effective teaching that advances student knowledge and skills is the primary obligation and duty of all ASU Mid-South instructors. Instructors are expected to teach assigned classes in accordance with approved ASU Mid-South syllabi and the established goals and objectives of the course.

Full time 12-month instructors are expected to be on campus or on approved off-campus duties a minimum of 40 hours a week, and 10-month instructors are expected to be on campus or on approved off-campus duties a minimum of 30 hours per week. All faculty should have an instructional load of 15-18 credit hours and 10 scheduled office hours during the fall and spring terms, to serve as academic advisors to students, to serve on various college committees, and to participate in curriculum and instructional development and the assessment of student learning. Professional responsibilities may require additional on-campus hours.

Adjunct instructors generally teach 3-6 credit hours and participate in the assessment of student learning. Adjunct instructors must provide one office hour per week per course taught for the fall/spring terms and two office hours per course per week for the summer term. They are encouraged, but not required to participate in curriculum and instructional development activities.

Instructors are expected to be in the classroom prior to students' arrival and to hold class for the scheduled length of time. Instructors teaching hybrid classes are expected to be on campus for availability to students for a period of time equivalent to the total number of assigned class hours.

Instructors have responsibility for maintaining college equipment and resources. They should take care to account for all equipment at the end of a class period, ensure that computers, lights, and machinery, if applicable, are turned off and the classroom door is locked. Any missing or malfunctioning items should be reported immediately to the appropriate Dean.

Each instructor is expected to perform the duties outlined in the position description which accompanies his/her annual contract.

Instructor Absences and Substitutes

All instructors are expected to meet their classes as scheduled. When they must be absent during one or more scheduled classes, they should inform the appropriate Dean in advance of their absence, arranging for a qualified substitute who will be temporarily responsible for the class or publishing a lesson for students in Canvas to be completed in lieu of the class meeting. The appropriate Dean or lead faculty will assist adjunct faculty in the identification of appropriate substitutes, if necessary. Instructors should not expect the Dean or lead faculty to serve as their substitutes.

Substitutes must be provided with a lesson plan, a class roll, and other materials necessary to the class meeting. Simply having someone take roll and cancel class is not acceptable.

Under no circumstances should an instructor leave a student in charge of a class, and only in rare circumstances should a class be canceled because of an instructor's absence.

Most short-term absences can be covered by other instructors in reciprocal arrangements or by the absent instructor compensating the substitute(s). In the event of extended absences of more than a week, the college will hire a substitute to assume the classes and may adjust the salary of the absent instructor accordingly. Full-time faculty must take leave for any missed class or office hours. Adjunct or extra-pay faculty who miss more than three contact hours of instruction in a semester may have their pay reduced by \$35 per contact hour beyond the three hours of allowed absences. Please note that finding a substitute does not waive the reduction in pay for absences beyond the 3 allowed contact hours. Reductions for hybrid and online classes will be handled on a case by case basis.

Faculty who are not in their classrooms during scheduled class times, who are not in contact with students via email/chats/discussion boards for on-line classes, and who have not informed the appropriate Dean of a change in schedule will be considered absent.

Office Hours

Full-time faculty must provide 10 office hours per week, and adjunct faculty must provide 1 hour/week per class taught for the fall/spring terms and 2 hours/week for the summer term.

All instructors must provide their office hours to students in writing on class syllabi. In addition, full-time employees with instructional assignments should post their office hours outside their office doors to notify students when they are available for consultation and assistance. Adjunct instructors must provide their office hours in writing to the appropriate Dean.

Student Retention

Arkansas State University Mid-South is committed to the retention and academic success of students. In support of those commitments, instructors should:

- take roll at each class meeting and attempt to contact students who have two consecutive, unexplained absences. When contact efforts are unsuccessful, instructors contact the Learning Success Center. Staff in the Learning Success Center will attempt to contact the students, resolve any problems, and provide the instructor with a progress report. When instructors perceive that students have academic problems or problems which interfere with class attendance, they should refer them to the staff in the Learning Success Center. Learning Success Center staff will provide feedback to instructors regarding student referrals.
- state course goals, objectives, and grading systems clearly so that students know exactly what is expected in order to successfully complete a course.
- engage students in active learning activities that promote involvement and responsibility for learning.
- keep students informed regarding their progress in the class by returning assignments and tests promptly, learning their individual strengths and weaknesses, and by providing concrete suggestions for improvement when necessary.
- ask for periodic feedback from students regarding the effectiveness of the course, e.g., the assignments, lectures, lab work, tests, etc. so that adjustments can be made before the course is over.
- make reasonable allowances for absences and make-up work because adult students have family and job obligations which occasionally may interfere with their college work.
- be willing to help students outside of class and refer them to other resources such as the tutorial services available in the Learning Success Center.
- learn students' names within the first few class periods, call on students by name so that they stay actively involved in the class, and treat them with respect and personal interest and never ridicule or criticize harshly.

Understanding and accommodating adult learners can be key to retaining students long enough for them to achieve their personal academic goals. Additional information regarding the characteristics of adult learners and how to start a course off right with the first class meeting is provided at the end of this chapter.

Syllabi

Instructors are expected to provide their students with an approved syllabus and general course orientation during the first week of class. Each instructor must submit the syllabus for each course and section through Simple Syllabus by the due date for approval each semester. Faculty must adhere to syllabus policies, any changes or deviations must be approved by supervisor.. All Arkansas State University Mid-South syllabi are available in the syllabus library on the website.

Teaching Loads

A full-time instructional load is 30-36 credit hours and 360-648 Student Semester Credit Hours (SSCHs) for the academic year (determined by 11th-day enrollments) usually allocated as 15 or 18 credit hours each for the fall and spring semesters. This SSCH range predicts enrollments of 12 to 18 students per class for five to six three-hour classes or four four-hour classes per semester, although other configurations are possible. Loads may be adjusted each semester according to other approved duties such as, but not limited to, academic advising, recruiting, master course development, and club sponsorship.

Instructors with fewer than five three-hour classes or four four-hour classes, or who have semester SSCHs below 180 or 192 (average of 12 students per class) respectively for a fall or spring semester will be required to assume other duties as assigned. Instructors without advising/tutoring responsibilities, committee assignments, recruiting responsibilities or other sanctioned institutional and/or student support responsibilities will be required to teach 18 hours as a regular load. Final staffing assignments are at the discretion of the appropriate Dean.

Extra Pay Classes for Full-Time Faculty/Staff

Instructors with full loads may request to teach one or more extra pay classes during the fall or spring semesters. Such assignments are subject to approval by the appropriate Dean and extra pay stipends may not cause a faculty member's salary to exceed the annual maximum outlined by the state appropriation act.

Extra-pay contracts will be awarded at the same salary rates paid to adjunct instructors (see Adjunct/Summer/Extra-Pay Salary Scale). Extra-pay stipends for full-time instructors will be figured according to the largest class possible once an average of 15 students per class is established for the instructor's full load. See Table A in the Appendix to this handbook.

Class hours and additional office hours per week for each extra-pay course must be scheduled in addition to the customary work week and be listed on work schedules filed in the Academic Affairs Office.

Full-time faculty extra-pay stipends for fall or spring semesters are divided among the pay periods in the semester and added to the regular pay check.

Adjunct/Summer Extra-Pay Salary Scale

The recommended course load per semester for adjunct instructors and for ten-month faculty who teach on an adjunct basis may not exceed 9 credit hours for spring and fall semesters or 6 credit hours during the summer. Exceptions may be granted by the Vice Chancellor for Learning and Instruction.

The base pay for adjunct faculty and for extra-pay stipends is \$600 per credit hour for traditional courses. One lecture hour and two lab hours equal 1 credit, so typically classes with three lecture hours equal 3 credits; and classes with 3 lecture and 2 lab hours equal 4 credits. In cases where actual contact hours exceed the typical lecture/lab ratios, adjuncts may be entitled to additional compensation.

Special stipends for independent study are outlined below. The college reserves the right to prorate the pay for courses with small enrollments (see Table A in the Appendix to this handbook). Faculty members are not, however, obligated to accept a class with pro-rated pay. Adjunct faculty teaching in disciplines without full-time faculty may earn up to \$100 for completing required assessment reports with approval of the Vice Chancellor for Learning and Instruction.

The college has no obligation to provide summer employment for ten-month faculty, nor are ten-month faculty obligated to accept the assignment of summer term classes. Should ten-month faculty request summer employment, and appropriate courses are available for them to teach, the Vice Chancellor may give them preference of assignment over adjunct faculty.

Minimum enrollments are determined as of the 11th day of the fall and spring full-term semesters, as of the 5th day of the summer full-term and fall and spring short-term semesters, and as of the 3rd day of the summer short-term semesters.

Classes with enrollments of 12 or more students will earn a stipend of \$600 per credit hour: (See "c" for stipends for independent study courses taught by adjuncts or for extra-pay).

For classes with enrollments below 12, the total stipend (rate per credit hour times the number of credit hours) may be multiplied by $n/12$ (with n =number of students in the class). If a class with less than 6 students is permitted to make, the stipend shall not be lower than that awarded for 6 students. See Table A in the Appendix.

Televised, interactive video, and Internet courses developed by an instructor with weekly student contact will earn stipends at the regular credit hour rate according to enrollment.

Independent study courses for one to two students which are taught on an adjunct or extra-pay basis shall earn \$500 for three credit hour courses and \$550 for four credit hour courses.

Extra Pay Classes

The designation of extra-pay classes may be determined by listing the class enrollments in ascending order (C1....C6) and applying the following formula:

- (a) If C1-C5 yield SSCHs >180, then C6 is the extra-pay class. If not, go to (b)
- (b) If (C1-C4) + C6 yield SSCHs >180, then C5 is the extra-pay class. If not, go to (c)
- (c) If (C1-C3) + C5+C6 yield SSCHs >180, then C4 is the extra-pay class. If not, go to (d)

- (d) If $C1+C2+(C4-C6)$ yield SSCHs >225 , then C3 is the extra-pay class. If not, go to (e)
- (e) If $C1+(C3-C6)$ yield SSCHs >225 , then C2 is the extra pay class. If not, go to (f)
- (f) C1 is the extra-pay class

Base Pay

$1/12 \times \text{no. students} \times \text{base stipend}$

| ≤ 6 students | 7 students | 8 students | 9 students | 10 students | 11 students | 12-18 students |
|----------------------|------------|------------|------------|-------------|-------------|-------------------|
| 275 | 321 | 366 | 413 | 459 | 504 | 550 |

3 credit hour classes

$1/12 \times \text{no. students} \times \text{base stipend}$

| ≤ 6 students | 7 students | 8 students | 9 students | 10 students | 11 students | 12-18 students |
|----------------------|------------|------------|------------|-------------|-------------|-------------------|
| 825 | 962 | 1100 | 1238 | 1375 | 1512 | 1650 |

4 credit hour classes

$1/12 \times \text{no. students} \times \text{base stipend}$

| ≤ 6 students | 7 students | 8 students | 9 students | 10 students | 11 students | 12-18 students |
|----------------------|------------|------------|------------|-------------|-------------|-------------------|
| 1100 | 1276 | 1466 | 1650 | 1833 | 2015 | 2200 |

5 credit hour classes

$1/12 \times \text{no. students} \times \text{base stipend}$

| ≤ 6 students | 7 students | 8 students | 9 students | 10 students | 11 students | 12-18 students |
|----------------------|------------|------------|------------|-------------|-------------|-------------------|
| 1375 | 1595 | 1833 | 2063 | 2283 | 2519 | 2750 |

Textbooks/Supplementary Materials for Instructors

The college provides instructors with textbooks and related instructional materials at no charge. These materials are the property of the college and therefore may not be sold. They are checked out to instructors through the Academic Affairs Office and must be returned at the end of a semester by adjunct faculty or at the termination of employment by full-time faculty.

Publisher Review Copies

Review copies provided by publishers to promote textbook adoption are the property of the college and therefore may not be sold. Even when sent to individuals, such materials are provided for institutional adoption, not for personal libraries. Review copies which are adopted will be inventoried and checked out as instructional materials to instructors. Those which are not adopted may be forwarded to the Learning Success Center or to the Library Media Center or released to faculty as additional resources.

Transcripts and Vitae

Instructors should ensure that up-to-date transcripts and curriculum vitae are on file in the Office of Human Resources. Instructors must provide these documents upon request.

Characteristics of Adult Learners

Adult learners bring with them a large number and a wide variety of experiences, perspectives, learning styles, and knowledge. Because of this variety and because of the characteristics associated with aging and maturation, adults require different teaching approaches from those generally used with children and young teenagers. “Adult” learners may be 18 years old – or they may be any age past the young teenager years.

The characteristics listed below are only a few characteristics which apply to adult learners, but they provide the basis for understanding some of the patterns instructors may observe in their classroom(s). They also may have implications for how instructors may wish to deliver the instruction in a particular course without lowering standards and expectations.

Please note that these characteristics are generally descriptive of adult learners, but they do not necessarily apply to all. Some of the characteristics may also appear contradictory – partly because different learners exhibit different patterns and partly because all of us behave at times in contradictory ways!

Finally, some of the general characteristics may be sources of conflict in terms of instructors’ expectations versus students’ expectations. For learning to occur, these conflicts have to be resolved.

Characteristics

Adult learners tend to be pragmatic and goal-oriented. Frequently, their goal is to get a job, hold a job, or get a promotion in the job they now have. Thus, they don't always understand or accept applicability of courses which don't relate directly to their occupational goals. They want learning to be "relevant" to their occupational goals, and they expect to find relevance both in the objectives and in the methods employed. They have a strong need to apply what they have learned and to be competent in that application, but they may need guidance in HOW to apply.

Adult learners have often been out of school for a while or maybe they may have never matured as learners in high school. Therefore, they:

- often don't know how to study or have forgotten how to study.
- want to learn but sometimes don't know how.
- may not be prepared for heavier demands of college; they may avoid coming to class regularly, reading their assignments, and submitting work on time.
- may have unrealistic expectations: for example, they may believe they can work full time and carry nine hours or more of college work without making sacrifices.
- have had numerous experiences which give them a knowledge base, but the knowledge may have gaps and it won't necessarily be integrated. They need help in connecting this knowledge and experience with the concepts, principles, and theories they are encountering in their academic work.
- may experience high anxiety and frustration and are particularly vulnerable to feelings of depression and anger.
- may bring with them a set of myths, fears, and unpleasant memories about school, all of which can serve as blocks to their learning and to positive student-teacher interactions.
- may be resistant to change and intimidated by challenges to their beliefs, attitudes, knowledge, and values.

Adult learners have a diversity of knowledge and experience which may affect how they view or approach learning tasks:

- they may want to memorize everything and expect teachers to test accordingly.
- they may not understand what they need to learn.
- they usually learn better when their own experiences and observations are tapped and then linked with the concepts, principles, methods, problems, etc. that are the focus of the course; they need instructors to help them link the concrete experiences and information to the abstracts of the course.
- they have a strong need to be told expectations of a learning task or a course and how to accomplish them.
- they have a strong need for structure and organization with flexibility allowed when it is appropriate.
- they tend to be product-oriented rather than process-oriented: they often are more concerned with the outcome of the task or assignment rather than the process of getting there; they need guidance in working through a process and learning from it.
- they tend to need constant reinforcement of learning, and they may differ from you in the way they learn best.
- they tend to need time to preview or anticipate new learning tasks, tend to need reinforcement of successful behaviors, tend to need immediate knowledge of results. These tendencies get stronger after age 35.
- Adult learners may be experiencing a variety of aging patterns and/or may have physical disabilities which will require accommodations or adjustments. Without appropriate accommodations, learning may be more difficult, uncomfortable, and even painful. Examples of such accommodations:
 - using ivory-colored paper to soften glare found on stark white paper.
 - letting hearing impaired sit close to the front of the classroom--but also take care of older students who may not be aware that they cannot hear as well as they have in the past.
 - using enlarged print on handouts/tests.
 - providing special desks/tables.
 - having tests read aloud for visually impaired.
 - repeating questions from the group so whole class can hear them.
 - providing more illumination for reading for older adults.

Adult learners often are typically busy people and may have conflicting priorities or an inability to structure their time – family, job, church, social life, illness can conflict with academic tasks. Good advising and guidance in prioritizing their choices and managing their time may be helpful.

Older adults may have more trouble with short-term memory tasks than long-term memory tasks and therefore may need to be shown methods which will help them hold on to short-term memory material. They may also have trouble learning when it requires reassessment of old material or revision of previous learning. In addition, they may have trouble with initial learning activities and subsequent recall when learning activities are fast-paced, complex, or unusual; instructors may need to demonstrate ways they can learn and review material outside of class.

Special Note

The Sandra C. Goldsby Library and Dr. Barbara C. Baxter Learning Success Center provide resources and suggestions to help instructors with instructional challenges related to these characteristics.

Suggestions For First Class Meeting

- Print out class roster from Banner.
- Have students sign in on attendance sheet to verify students officially enrolled.
- Begin learning students' names, perhaps using a brief get-acquainted exercise. Give a brief survey to them that will provide you with information that will help you get to know them better.
- Discuss procedural matters: distribute course description or syllabus, and discuss your attendance policy, withdrawal from class, various assignments, the grading scale and how much assignments and tests count toward the final grade. Discuss the kinds of tests and quizzes you typically give and the criteria you use to evaluate written projects.
- Discuss the fundamental question of why this course is important: discuss the content of the course and its objectives, and how the course relates to previous courses taken or other courses in the curriculum. What will students know when they have completed this course?
- Preview the course and textbook with your students. Ask about some fundamental issues or concepts that will be covered in the course. Get students to thinking about the course objectives by preparing a scenario that illustrates some of the major principles or taps their experience.
- Relate their experiences to the concepts of the course.
- Share something about yourself. Tell who you are, why you are teaching this course, why you enjoy teaching college students, why you majored in this subject, some of your college experiences, etc.
- Encourage collaborative learning. Urge your students to learn each other's names and phone numbers and to meet in study groups during the semester.
- Remember that the first day should set the tone for the rest of the semester. Say what you mean and mean what you say! Also remember that many of your adult students have been out of school for a long time and are nervous (so is the 18-year-old group). Be firm but also encouraging and supportive.
- Briefly summarize the academic support, student services, and counseling services available to them.