



# **Salve Regina UNIVERSITY**

## **STAFF HANDBOOK**

Revised September 1, 2021

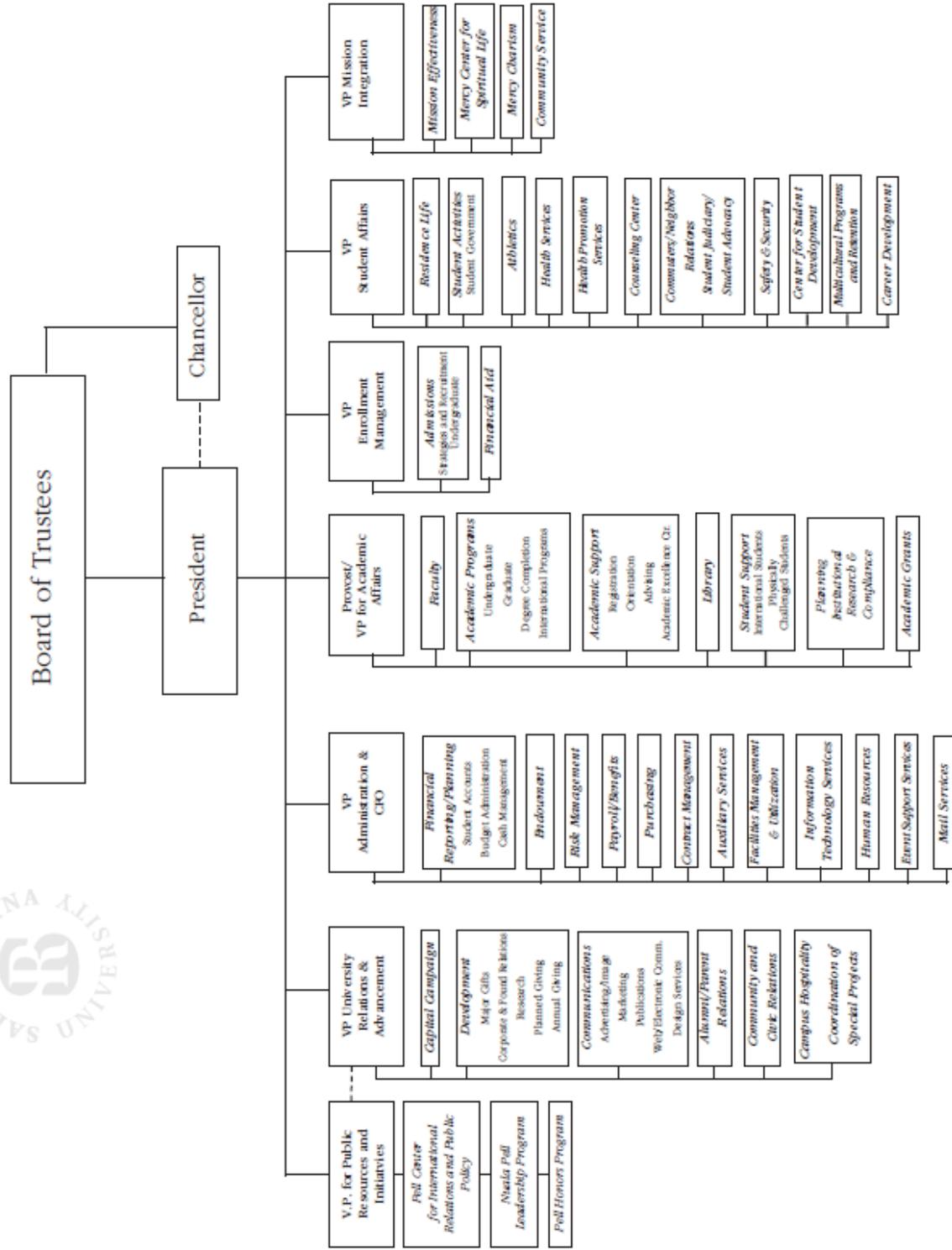
# Salve Regina UNIVERSITY

## STAFF HANDBOOK

Revised September 1, 2021

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## **INTRODUCTION**

This handbook reflects the collective efforts of many people at the University. Produced by the Office of Human Resources (HR), it describes current staff policies, procedures and protocol, sanctioned by the President, to promote effective and efficient University operations. The provisions contained herein do not constitute a contract of employment. Rather they offer guidance for employer-employee relations. The President may suspend procedures that, in her judgment, do not support institutional objectives and reserves the right to make modifications without notice.

This publication introduces University philosophy, organization and regulations to new staff and serves as a ready reference for current employees. It addresses staff responsibilities, benefits, policies and services. It is hoped that all who use the handbook will make a conscientious effort to understand and abide by its contents. Other regulations, interpretations and details may be found by consulting catalogs, student handbooks, administrative memoranda, supervisors or HR.

When employees join the Salve Regina community, it is understood that they are here to further the University mission in an atmosphere of freedom and responsibility. Within this context, freedom means an ability to exercise choice; responsibility means exhibiting sound judgment and trustworthy performance. Salve Regina relies on these qualities more than rules to govern its staff.

Staff may request changes to employee policy. Before doing so, however, they are asked to become familiar with the section in this handbook on University Governance. Written requests should be submitted along with rationale to the Director of HR who directs senior administrators to review them and make recommendations to the President according to Presidential guidelines. Requests that require Trustee action are sent to the Board by the President. Staff who suggest changes receive written notification from the Director of HR of the action taken.

Timely efforts are made to communicate new and revised information through e-mails, office memoranda, University publications and new handbooks. The official staff handbook is located on the Salve Regina Human Resources webpage and in the Employee portal under *Human Resources-Documents-Staff Handbook*. Staff are advised to consult the online version for official staff policies, procedures and protocol.

## **ABOUT SALVE REGINA**

Founded by the Sisters of Mercy in 1947, Salve Regina is a private, coeducational university offering a comprehensive and innovative liberal arts education in the Catholic tradition that fosters the development of each student's distinct and individual talents. Salve Regina has one of the most unique campuses in the country and encompasses more than 80 acres. Offering what the National Trust for Historic Preservation has described as a "tour of the great architectural works of the Gilded Age," the campus is set on seven contiguous estates and features 21 structures of historic significance that have been sensitively adapted to meet University needs while also preserving their status as treasures of the 19th and early 20th centuries.

Accredited by the New England Association of Schools and Colleges, the University enrolls more than 2,500 undergraduate and graduate students from across the U.S. and around the world. Salve Regina's diverse range of academic programs is complemented by community service initiatives, extracurricular activities and a full athletics program featuring varsity, intramural and club sports.

Comprised of three interconnected components - the Core Curriculum, the major and elective courses - Salve Regina's curriculum reflects the University mission and provides immeasurable opportunities for students to customize their educational journey. By providing breadth of study in the Core Curriculum and depth of study in the major, it seeks to prepare students to become lifelong learners and responsible, contributing citizens of both their local community and the world.

The undergraduate course of study at Salve Regina is designed to further intellectual, social and spiritual growth that will encourage students to seek wisdom and work for a world that is harmonious, just and merciful. The University's graduate and continuing education programs are tailored to the unique needs of adult students, combining the integration of knowledge and personal values with the development of greater competency in both theory and practice.

## **MISSION**

As an academic community that welcomes people of all beliefs, Salve Regina University, a Catholic institution founded by the Sisters of Mercy, seeks wisdom and promotes universal justice.

The University, through teaching and research, prepares men and women for responsible lives by imparting and expanding knowledge, developing skills and cultivating enduring values. Through liberal arts and professional programs, students develop their abilities for thinking clearly and creatively, enhance their capacity for sound judgment, and prepare for the challenge of learning throughout their lives.

In keeping with the traditions of the Sisters of Mercy and recognizing that all people are stewards of God's creation, the University encourages students to work for a world that is harmonious, just and merciful.

## **SISTERS OF MERCY**

The Sisters of Mercy were founded in Ireland in 1831, by heiress Catherine McAuley, a gifted woman with a driven concern for applying Christian principles to the root problems of society. The Mercy community was established in the United States and Latin and Central America in 1843 when seven sisters journeyed from convents in Ireland and England to this side of the Atlantic.

The Mercy congregation remains one of the larger groups of active religious women in the Church, with members serving in 44 countries worldwide. Sisters of Mercy of the Americas number 6,500 members with women serving in the United States, Canada, Argentina, Belize, Chile, Guatemala, Guyana, Honduras, Jamaica, Mexico, Panama, Peru, Bahamas, Haiti and Puerto Rico. The Institute of the Sisters of Mercy of the Americas, formed in 1991, currently consists of 25 regional communities.

The Sisters of Mercy are specifically charged to fulfill their name. Lives of prayer, community and service embody Catherine McAuley's hope of offering relief to the poor, sick, and ignorant of the world. The Sisters minister practically and concretely through education, health care, and allied social service programs to those in pain, suffering and isolation and especially to poor women and children. Their expressions are grounded by a belief in human dignity, teachings of Christian faith and by their own traditions. Through their sponsorship they strive to affirm the presence of mission and values as an organization's energizing force.

## **NORTHEAST COMMUNITY**

Education has been a focus of the Northeast Community with Sisters ministering in sponsored institutions and teaching in numerous elementary and secondary schools, colleges and universities. They have founded and served in nonprofit agencies with comprehensive child enrichment programs that focus on family literacy, health care and career training. The Sisters care for the sick in sponsored nursing homes and offer pastoral and health services to the sick, elderly and those in rehabilitation. They address the need for systemic change through a Peace and Justice Office and sponsor local soup kitchens and housing facilities where they tend to social and educational needs. They concentrate on religious education and pastoral work and offer service to orphans and emotionally needy children.

Efforts of the Northeast Community extend to Belize and Honduras in Central America and to more than twenty-one dioceses in the US and other countries. In Belize, most Sisters work in Community-owned educational institutions. As well, they own and operate a clinic for the sick and elderly and a kitchen for the elderly poor and make pastoral visits to the poor and imprisoned. In Honduras, Sisters

work in the barrios and Christian communities where they own and run a secondary school and serve in a house of prayer.

### **A COMMUNITY RESOURCE**

The University is a cultural and academic resource for the community. It offers events, distinguished guest lectures, special symposia, and other programs to educate both the University community and the public. These offerings extend from Newport County and the State of Rhode Island to southeastern New England and national and international academic communities.

### **GOVERNANCE**

*The Corporation* is charged with safeguarding the integrity and assets of the University according to the intentions of the original incorporators as expressed in the Charter. Their responsibilities are identified in the University By-Laws. The body consists of at least five Sisters of Mercy from the Northeast Community who are known as Members-of-the-Corporation. Each year at the Annual Meeting, The Board of Trustees' Committee on Trustee Matters nominates the President of the University, Chair of the Board of Trustees, a Vice- Chair, Treasurer and Secretary as Officers of the Corporation.

The Corporation empowers a subordinate *Board of Trustees* to operate the University. It is a self-perpetuating body endowed with the responsibility and legal authority to manage the affairs of the Corporation. Board functioning is described in the University By-Laws. Responsibilities include:

- Appoint, support and assess the performance of the President
- Clarify the University mission
- Ensure faculty, staff and student wellbeing
- Ensure responsible University resources management
- Ensure adequate financial resources
- Preserve institutional autonomy
- Interpret the campus to the community Interpret the needs of society to the campus
- Provide for long-range planning
- Assess its own performance

## **EMPLOYMENT**

### **NOTICE OF NON-DISCRIMINATION**

Salve Regina University strives to provide equal opportunity in employment and education to all employees, students and applicants. No employee, student or applicant shall be discriminated against or harassed on the basis of race, color, national and ethnic origin, sex, sexual orientation, gender identity or expression, religion, disability, age, marital or parental status, military or veteran status, genetic information or any other basis protected by applicable federal or state law, in the administration of Salve Regina's employment policies, education policies, admission policies, scholarship and loan programs, athletic and other University administered programs. In accordance with Title IX, it does not discriminate on the basis of sex in any of its educational programs or activities. Salve Regina is also committed to making its programs and campus accessible to its visitors and compliant with all applicable non-discrimination laws.

Sexual harassment, including sexual violence, is a form of sex discrimination that is illegal under both federal and Rhode Island state law, including Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and [Section 28-51-2](#) of the General Laws of Rhode Island.

To review Salve Regina's policy and procedures on unlawful discrimination and harassment (including sexual harassment, gender-based harassment and sexual misconduct), please reference the following document:

- [Sexual Harassment and Anti-Discrimination Policy](#)

### **Contact Information**

Salve Regina University will investigate reports of unlawful conduct prohibited under this Notice in a prompt, fair and impartial manner. Any Salve Regina student or employee that has a question about this Notice or about reporting unlawful conduct prohibited under this Notice should contact either the Office of Human Resources or the Office of the Dean of Students.

#### **Title IX Coordinator**

Emily Diomandes, Assistant Dean of Students  
Miley Hall (401) 341-2640  
[emily.diomandes@salve.edu](mailto:emily.diomandes@salve.edu)

Director of Human Resources/Deputy Title IX Coordinator  
Nancy Escher  
Walgreen Hall (401) 341-2157  
[nancy.escher@salve.edu](mailto:nancy.escher@salve.edu)

For further information on notice of non-discrimination, contact:

Office for Civil Rights  
US Department of Education  
8th Floor  
5 Post Office Square  
Boston, MA 02109-3921  
Telephone: 617-289-0111  
FAX: 617-289-0150; TDD: 800-877-8339  
Email: [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

## **EQUAL OPPORTUNITY**

Salve Regina University does not unlawfully discriminate on the basis of age, sex, race, religion, color, national or ethnic origin, veteran status, disability, sexual orientation or any other basis protected by applicable federal or state law, in the administration of its employment policies, educational policies or financial aid programs. Salve Regina University neither condones nor tolerates discriminatory conduct and expects all faculty, staff and students to promote an environment that is free of discrimination and supportive of this policy.

## **AMERICANS WITH DISABILITIES ACT (ADA)**

As indicated in the University's Equal Opportunity statement, the University is committed to complying with all Federal and State laws, including the Americans with Disabilities Act (ADA). The ADA prohibits discrimination against a qualified person with a disability in all employment practices. It also requires that employers provide reasonable accommodations to qualified individuals with disabilities.

Any requests made by a faculty or staff member for a reasonable accommodation must be made to HR. HR will work, on a case-by-case basis, to make reasonable accommodations for a qualified individual with a disability, provided that such accommodation does not impose an undue hardship on the University. An individual with a disability is required to self-identify that fact and provide HR with documentation before a reasonable accommodation can be considered. Contact HR at ext. 2137 with any questions. Likewise, the University will comply with applicable laws requiring the accommodation of employees' religious preference. To request such an accommodation, employees must contact HR.

## **REASONABLE ACCOMMODATION OF PREGNANCY/CHILDBIRTH** (update 9/2015)

The University does not discriminate against any employee or applicant due to pregnancy, childbirth or related medical conditions. The University will reasonably accommodate an employee's, or applicants, condition related to pregnancy, childbirth, or a related medical condition. The University may provide pregnant employees with longer breaks, light duty, assistance with manual labor, a temporary transfer to a less strenuous or hazardous position, or a modified work schedule as a reasonable accommodation. The University also may grant a leave of absence for a pregnant employee to recover from childbirth. The University may refuse to grant a reasonable accommodation if the accommodation would pose an undue hardship on the University. Any request for a reasonable accommodation must be made to Human Resources (HR). HR will work, on a case-by-case basis, to make reasonable accommodations to eligible employees, provided that such accommodation does not pose an undue hardship on the University. An individual who has a condition related to pregnancy, childbirth or a related medical condition is required to self-identify that fact and provide HR with documentation before a reasonable accommodation can be considered. Should you have any questions regarding this policy, contact HR at extension 2137.

## **AT-WILL EMPLOYMENT**

Most employment at Salve Regina University is not governed by any written or oral contract and is considered an at-will arrangement. This means that an employee is free, as is the University, to end the employment relationship at any time, for any reason, so long as there is no violation of any applicable federal or state law.

## **FAIR LABOR STANDARDS ACT (FLSA) CLASSIFICATIONS**

*Staff* are all non-faculty employees of Salve Regina University and are classified as follows:

### EXEMPT STAFF:

*President's Cabinet:* President and Vice Presidents. The Cabinet members are University decision-makers. As Chief Executive and Academic Officer, the President works with administrative officers,

faculty, staff and students to ensure that institutional governance policies are carefully formulated and implemented. The President appoints her Cabinet members, is the spokesperson for the institution and has general leadership responsibility.

*Executive, administrative and managerial employee:* Salaried staff whose positions of responsibility at times require extended work hours without added compensation.

They are not subject to the overtime provisions described in the FLSA.

**NON-EXEMPT STAFF:**

Clerical, maintenance, grounds, security, etc. Hourly employees whose positions warrant extra pay when extended work hours are required. As support staff, they are subject to the overtime provisions described in the Fair Labor Standards Act.

**EMPLOYEE WORK CLASSIFICATIONS** (Updated 7/2018)

REGULAR FULL-TIME EMPLOYEES work 35 hours per week for at least 9 months.

REGULAR PART-TIME EMPLOYEES work at least 20, but less than 35, hours per week for at least 9 months.

OTHER PART-TIME EMPLOYEES work less than 20 hours per week for either a calendar or academic year and are not eligible for any holiday/President's Day pay or any benefits with exception of paid sick and safe leave as required by the RI Healthy and Safe Families and Workplaces Act.

ACADEMIC YEAR EMPLOYEES work at least 20 hours per week during the academic year (usually September through the end of May). Their work schedule usually corresponds with the school year calendar (i.e., off during semester and spring breaks, etc.). These employees are only paid for holidays that do not fall in the academic breaks or intercessions (i.e. spring break, Thanksgiving and Easter breaks, etc.). Academic year employees are typically entitled to be paid for Presidents' Day (in February) and Columbus Day (in October). In the event that a University holiday falls within their specific work schedule (i.e., Labor Day), they are entitled to payment for that holiday, as well.

ORIENTATION PERIOD EMPLOYEES are individuals who are new to the institution or current Salve employees who assume a new University position. They undergo a trial period for training and evaluation that usually consists of the first ninety days on the job. During that time, the University and the employee decide whether the work is satisfactory. Leave accruals (i.e., vacation, sick and safe) will start to accrue at the date of hire, but will not be available for use until the end of the 90 day orientation period.

TEMPORARY EMPLOYEES are workers hired for short-term positions at the University. They are not considered part of the regular staff and are not eligible for any University benefits with the exception of paid sick and safe leave as required by the RI Healthy and Safe Families and Workplaces Act. These employees may be:

- employed through a temporary agency,
- hired through the university

In some instances, an existing part-time employee at the university may serve in an additional temporary part-time role. Managers in each affected area must agree upon a schedule that will enable the employee to be successful in both positions.

ESSENTIAL PERSONNEL are members of the Security, Grounds and Maintenance Departments. During the academic year, when students are on campus, the definition of essential personnel is expanded to also include Athletics, Health Services, Library, Residence Life, Shuttle Driver, Gerety Hall Student Center and Computer Lab employees. These workers are required to be on campus during an emergency, when work and/or classes have been cancelled.

## **JOB POSTINGS**

Job vacancies are not filled automatically. Rather, the University evaluates and justifies the need for each position.

In most cases, current staff are apprised of open positions through e-mail notices to all faculty and staff and all open positions are posted on the HR website. Interested staff who meet the qualifications of the position are encouraged to apply for a position by submitting a letter of intent and current resume through the job posting on the [HR Employment webpage](#), informing their Supervisor and by sending an e-mail to the Director of HR indicating his/her desire to apply for the position. The University will only accept applications for open positions. When a vacancy can be filled by someone currently in the Salve Regina community, the University may reserve the right to effect the change without posting the job.

The University does not place staff and relatives with the same supervisor or in positions that might influence decisions about either employee's continued employment, promotion or compensation. (For more information, see section entitled, "Promotions, Transfers and Upgrades "on [page 12.](#))

## **HIRING PROCEDURES**

### **Requests to Create New Positions and to Fill Vacated Positions**

Department directors determine the need to create a new position or to fill a vacated position and must submit the respective requisition through [Interview Exchange](#). The Vice President, President, and AVP of Finance/Controller will review and approve the position. Human Resources (HR) will then post the position to the Salve career page, HigherEdjobs.com, ChronicleVitae.com and HERCjobs.org. For additional advertising, contact HR.

### **Hiring an Applicant**

To recommend an applicant to be hired, the hiring manager must complete the, "Recommend for Hire" requisition through [Interview Exchange](#). HR will receive the requisition and conduct a background check (via Hire Image) and reference check (via SkillSurvey) on the candidate. The requisition will then be reviewed and approved by the stakeholders (department head, Vice President, AVP of Finance/Controller). Upon final approval, the hiring manager will extend the offer of employment to the candidate. HR will then onboard the new employee.

Refer to the [Managers Tool-kit](#) for instructions on completing requisition forms and details on the hiring process.

### **Requesting Temporary Assistance**

Temporary help may be needed during unusually busy work periods, times of illness or staff departure. To request temporary help, the "Request for Temporary Assistance" requisition must be completed through [Interview Exchange](#). The requisition will then be reviewed and approved by the stakeholders (department head, Vice President, AVP of Finance/Controller). Once approved, HR will coordinate onboarding for the new temporary hire.

## **USE OF VOLUNTEERS (Updated 1/2018)**

### **Purpose**

Salve Regina University values the contributions and services of volunteers and seeks to provide unique opportunities for volunteers to gain and develop professional and practical skills. In an effort to maximize the benefits of the volunteer experience and to ensure compliance with University policies and federal and state employment laws, the University has developed the following policy, guidelines and requirements with respect to volunteer opportunities at Salve Regina University.

### **Statement of Policy**

Salve Regina University is committed to providing a safe environment for work, study and outreach and to upholding the reputation and integrity of the University. To that end, Volunteers for all university departments will be required to complete a Volunteer Agreement and be subject to a background screening that will include, at minimum, a Sex and Violent Offender Registry Check. Any individual listed on a registry that is part of the University's Sex and Violent Offender Registry Check or who has been convicted of an offense for which he or she must register as a sex or violent offender may not serve as a Volunteer. No department may discriminate in selecting Volunteers based on race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran.

### **Requesting a Volunteer**

Volunteers must be formally requested and processed through the HR requisition system before they are authorized to perform in a volunteer role at Salve. The Request for Volunteer requisition must be completed through [Interview Exchange](#). HR will receive the requisition and conduct a background screening via Hire Image on the potential volunteer. The requisition will then be reviewed by the department head. Once approved, HR will notify the supervisor of the volunteer's authorization to perform in a volunteer role at Salve.

### **Guidelines and Requirements**

Supervisors of volunteers and volunteers must adhere to the specifications outlined in the University's Use of Volunteers – Guidelines and Requirements document located in the [Manager's Toolkit](#) on the Human Resources website.

### **Volunteer Agreement**

All University volunteers must complete and sign a Volunteer Agreement prior to commencing a volunteer assignment.

### **Exclusions**

The following categories of individuals are not subject to the guidelines and requirements of this policy.

- Current faculty and staff, including adjunct faculty members, affiliate staff appointees and visiting scholar appointees
- Currently enrolled students
- Requests for other exclusion(s) must be submitted for approval in writing to the Director of Human Resources.

These exclusions do not limit the University's right to conduct Sex and Violent Offender Registry Checks on individuals in these categories or its right to prohibit an individual who is listed on a registry that is part of the University's Sex and Violent Offender Registry Check or who has been convicted of an offense for which he or she must register as a sex or violent offender from serving as a Volunteer.

### **Employee Volunteers**

If any employee wishes to volunteer for another Salve Regina University department or function during their normal working hours, they must obtain their supervisor's approval. Non-exempt employees must be compensated for any volunteer work for the University during normal working hours and may be compensated while volunteering for the university outside of normal working hours, as determined on a case by case basis.

## **PERFORMANCE APPRAISALS**

### **ORIENTATION PERIOD**

New and transferred employees receive formal performance appraisals following a ninety-day orientation period. If work has been satisfactory, the employee moves to a regular employee status. If the supervisor's review indicates that the staff member has not met expectations or the worker is not satisfied with the position, employment may be terminated, or a training and evaluation period extended. This review is not usually accompanied by a salary increase.

During their orientation period, staff are expected to receive informal, ongoing counseling from their supervisors. Employment may end anytime if performance is below expectations or otherwise unsatisfactory. A written evaluation is discussed with the employee and a copy of the evaluation is given to the employee and also filed in HR.

### **ONGOING PERFORMANCE REVIEWS**

Performance reviews are meant to promote discussion between employee and supervisor. These discussions should include duties and responsibilities, problems/concerns, potential University career opportunities and other pertinent topics. Performance reviews are intended to help employees meet University needs while pursuing personal and professional growth. To be effective, open and honest discussions between both parties are required.

The University believes a minimum of one annual formal discussion between supervisor and staff is needed but recommends that they occur more frequently. The annual, formal evaluation cycle begins in May of each year with a completion date in July. HR will provide the timing and the required forms to each supervisor at the beginning of the process.

## **PROMOTIONS, TRANSFERS AND UPGRADES**

Salve Regina encourages internal promotions and University career development. Job preference is given to Salve candidates, when possible, after considering ability, qualifications, experience, growth potential and affirmative action goals.

A *promotion* is a change from one position to another either in the same or another office; it is classified at a higher level, has more responsibility and is usually accompanied by a salary increase.

It is expected that any staff member promoted into a supervisory role will participate in a University sponsored supervisory workshop.

A *transfer* is a lateral change from one position to another where the employee retains the same salary level and job classification. It usually does not involve a salary increase.

Once a transfer or promotion has been granted, the change date (which normally should not exceed two weeks) must be mutually agreed upon by the current and new supervisors. Promotions are determined primarily by qualifications and University service. When all factors are equal, preference is given to a current employee in the department with the opening. Transferred or promoted staff serve the first ninety days in an orientation and review period regardless of number of years of University service. All internal transfer candidates must inform their supervisor of their intentions to apply for a position by submitting a letter of intent. In addition, the candidate must e-mail the Director of HR indicating his/her desire to apply for the position.

A *position upgrade* is the result of a job review by the Director of HR and the department's senior administrator. This higher-grade level job classification usually follows a change and increase in staff duties, a decision not to replace a departing employee or increased office responsibility. The department supervisor's request must be accompanied by an updated job description, recommendation and approval from the appropriate senior administrator.

## **OUTSIDE EMPLOYMENT**

Personal situations sometimes require employees to have additional jobs outside the University. Such commitments must not interfere or compete with Salve Regina work, should not be done on University time or premises or with its services, supplies or equipment.

## **STAFF TEACHING**

In the interest of a proper focus on the primary role of staff members, the following policy will be implemented effective September 1, 2012:

Only exempt staff members may teach, and may teach not more than four credit hours per semester. Vice Presidents whose exempt staff members teach courses closely aligned with their job responsibilities will regularly review teaching for possible integration into job responsibilities. Exceptions to the four credit hour limitation would be at the suggestion and with the approval of the Provost and the employee's respective Vice President only.

## **THE WORKDAY** (Updated 7/1/2013)

University offices are usually open from 8:30 a.m. to 4:30 p.m., Monday through Friday, and are to remain open throughout the day. Offices with educational functions that require longer hours operate beyond the normal workday.

For Summer Work Schedule, [see page 33](#).

## **LUNCH** (Updated 7/1/2013)

Lunch breaks for full-time employees are non-work periods that are usually one hour in length. They are generally taken between 11:30 a.m. and 2 p.m. and do not include basic or overtime wages. Staff who work less than six hours a day do not have lunch breaks.

Supervisors schedule lunch arrangements to fit office needs. Offices with two or more people are expected to stagger lunches so that service is not interrupted. In one-person offices, efforts need to be made to have a student worker cover the office. If this is not possible, telephone calls should be forwarded or messages should be changed to indicate when staff will be back in the office.

## **OFFICE PARTIES**

Parties are not allowed in campus offices. The University encourages acknowledgement and recognition of birthdays, anniversaries, etc., but group celebrations should be planned outside office hours.

## **CONFLICT OF INTEREST**

Associate Vice Presidents, Deans, Directors and others who have direct access to financial resources of Salve Regina University (the "University") shall avoid placing themselves in positions in which there may be a conflict between their personal interest and their duties to the University. It is not practical to attempt to define every instance that may give rise to a conflict of interest. Faculty and staff should not participate directly or indirectly, in any transaction involving the University which would result in personal benefit at the expense of the interests of the University, nor should any faculty or staff member, or any member of their families accept gifts, services or other favors under circumstances from which it might be inferred that such actions were intended to influence the performance of duties for, or on behalf of, the University. ( TO ACCESS THE FULL POLICY PLEASE REFER TO THE [CONFLICT OF INTEREST POLICY](#) AND DISCLOSURE STATEMENT LOCATED ON THE SALVE CAMPUS WEBSITE).

## **CONFIDENTIALITY AND PRIVACY LAWS**

Confidentiality and privacy laws are designed to protect student, employee or other person's identifiable information from being shared with anyone whom does not have a legitimate business reason for accessing

such information. Salve Regina University has implemented various safeguards to ensure such information is handled with the utmost discretion. ( TO ACCESS THE FULL POLICY PLEASE REFER TO THE [CONFIDENTIALITY AND PRIVACY LAWS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **DRUGS AND ALCOHOL** (Updated 12/2016)

In keeping with the Drug-Free Workplace Act of 1988 and the Drug- Free Schools and Communities Act Amendments of 1989, alcohol use or possession on University property is not permitted except at officially sanctioned University functions. It is illegal to manufacture, distribute, dispense, possess, or use controlled substances on University property. Employees must notify the University within five days of any criminal drug arrest, arraignment and conviction.

The University is committed to the safety and wellbeing of community members and a drug-free workplace. Excessive alcohol consumption or use of illicit substances impairs individual functioning, changes behavior and subjects users to serious health risks, including disease, addiction and death. Confidential information about various drug and alcohol counseling and rehabilitation programs is available through The Office of Counseling Services and the Employee Assistance Program. If an employee violates this policy, the University may:

- take immediate disciplinary action that could include dismissal, require completion of an appropriate rehabilitation program,
- report the employee to appropriate officials for prosecution under Rhode Island and United States law where penalties may include fines, imprisonment or both.

The University also expects all employees to adhere to its policy and guidelines on Employee Alcohol Use which addresses the following:

- Use of alcohol by faculty and staff in their relationships with students
- Use of alcohol by employees at University-sponsored gatherings and social events at which no students are participants
- Use of alcohol by employees in the company of alumni of the university
- Responsibility of employees in the event of obvious abuse of alcohol by other employees

(TO ACCESS THE FULL POLICY PLEASE REFER TO THE [EMPLOYEE ALCOHOL USE POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **EMPLOYEE COMPLAINT AND GRIEVANCE RESOLUTION**

Salve Regina University has implemented an employee complaint and grievance resolution policy to provide employees with a formalized process for resolving complaints and grievances arising from personal conflicts and dissatisfactions or the interpretation, implementation and alleged violations of University policies, procedures and practices. ( TO ACCESS THE FULL POLICY PLEASE REFER TO THE [EMPLOYEE COMPLAINT AND GRIEVANCE RESOLUTION POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **SEXUAL HARASSMENT AND ANTI-DISCRIMINATION POLICY**

It is the policy of Salve Regina to prohibit all forms of discrimination and harassment on the basis of an individual's actual or perceived membership in a protected class. Salve Regina prohibits all forms of discrimination on the basis of sex in the education program and activity that it operates and is required by Title IX of the Education Amendments of 1972 ("Title IX") and it's implementing regulations not to discriminate in such a manner. Please see Salve Regina University's full policy here: [Sexual Harassment & Anti-Discrimination Policy and Grievance Procedures](#).

## **SMOKE AND VAPE-FREE WORKPLACE**

Salve Regina University is committed to providing a safe and healthy workplace/environment and to promote the health and well-being of its employees, students, visitors and vendors. As such the following Smoke and Vape-Free Workplace Policy has been adopted and applies to:

- All faculty, staff, students, visitors and vendors,
- All University-owned and -leased property and facilities including, but not limited to, common work areas, classrooms, conference and meeting rooms, private offices, elevators, hallways, stairs, restrooms, employee lounges, cafeterias, vehicles and all other enclosed facilities;
- All University grounds including, but not limited to, parking areas, loading docks of university facilities, athletic and recreational facilities,
- All University lectures, conferences, meetings and social events held on university property.

In accordance with the Rhode Island's "Public Health and Workplace Safety Act", effective March 5, 2005 and modified July 1, 2018 smoking, including the use of vaporizers, e-cigarettes similar products designed for electronic, vapor or aerosol delivery of nicotine is strictly prohibited in places of employment. To ensure we remain compliant with the RI State Law Salve Regina University strictly prohibits smoking or vaping in all enclosed facilities within places of employment without exception. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [SMOKE AND VAPE-FREE WORKPLACE POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

## **WHISTLEBLOWER POLICY**

This Policy is intended to address issues related to the reporting and investigation of suspected violations of law, external regulations or University policy of a financial nature or misuse of University resources and is not intended and may not be used for personal or employment grievances, general compensation or benefits complaints or opinions or questions on policy.

Salve Regina University expects its employees to perform their duties in accordance with applicable laws and regulations, University policy and procedures, and high ethical standards. The University is committed to compliance with the laws and regulations to which it is subject. Its internal controls and operating procedures are intended to detect and prevent or deter improper activities. However, even the best systems of control cannot provide absolute safeguards against irregularities. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [WHISTLEBLOWER POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

## **LEAVING THE UNIVERSITY**

### **TERMINATION**

Consistent with an "employment-at-will" relationship, the University or the employee may terminate employment, with or without cause, at any time unless the relationship is governed by written contract.

Although the University intends to follow its guidelines for discipline and termination, nothing contained in this section alters the "at-will" employment status.

### **INVOLUNTARY TERMINATION** (Updated 10/2015)

The University retains the right to dismiss employees at any time, with or without cause, at its sole discretion and option.

There are several types of involuntary termination, including, but not limited to:

1. Failure to successfully complete the probationary period
2. Discharge – Due to either
  - a. Substandard job performance
  - b. Failure to complete a required formal performance improvement plan
  - c. Violation of the University Code of Conduct or University policies or procedures. This discharge is usually without prior notice.

An employee discharged for cause may not be eligible for rehire, however, this will be at the discretion of the University. Salve Regina University reserves the right to discipline employees on a case-by-case basis and to terminate employment without prior notice.

### **REDUCTION-IN-FORCE**

There are two types of reduction-in-staff:

1. Job elimination
2. Layoff – Due to temporary lack of work.

Severance pay is provided to employees involved in a layoff, job elimination, or similar circumstance. In such cases, benefit eligible staff are entitled to receive severance pay and applicable benefits based on their years of completed service, as follows:

<u>Completed Years of Service</u>	<u>Weeks of Severance Pay</u>
Less than 3	2
3-5	3
6-9	4
10-14	6
15-19	8
20 and over	10

This is in addition to any other accrued vacation pay or eligible sick and safe leave payout to which the employee may be entitled by policy. If eligible, staff may continue, at their own expense, University health and dental plans under COBRA provisions after severance ends.

Employees discharged for cause are not eligible to receive severance pay.

### **VOLUNTARY TERMINATION**

Resignation refers to a staff member's voluntary decision to end University employment. Employees are required to submit written notice of the decision to supervisors and the Director of HR as soon as possible but no later than two weeks or ten working days before leaving.

These employees are entitled to all earned pay, including accrued vacation pay. Deans, Directors and supervisors are asked to provide at least one month's notice. If the supervisor considers immediate termination to be in the University's best interest, an employee may be required to leave immediately rather than continue to work during the notice period. When this occurs, the employee receives pay in lieu of notice; the maximum amount being for two weeks based on the number of hours in employee's established work week at the employee's straight hourly rate or salary.

An employee who is absent from work for five (5) or more consecutive working days without notifying or receiving permission from his/her supervisor (barring any unusual circumstances that preclude timely notification) is assumed to have resigned his/her position.

### **EXIT INTERVIEW**

HR attempts to meet with departing staff during the last two weeks of employment to discuss reasons for leaving, review benefits, verify key return, credit cards or other college materials and to try to respond to any questions the employee may have. HR also requests that the departing employee complete an Exit Interview questionnaire.

**BRIDGING OF SERVICE PERIODS** (Updated 7/2018)

Former employees who leave the University in good standing may be considered for re-hire. Periods of University service may be joined together (or “bridged”) if an employee completed at least two full years of service (including periods of authorized leaves of absence) in a regular full-time or part-time (20+ hour) benefit-eligible position immediately prior to their last separation. Temporary positions are not counted when determining service for bridging purposes.

The rate of pay for the returning employee will be determined by the applicable salary administration guidelines for the current position.

Employees who return to regular full-time or part-time service will be required to complete a new ninety-day orientation/probationary period.

Employees being rehired will be subject to a background check, which may include work history, degree history, criminal background check and/or motor vehicle history report.

***For re-hires within three months of separation:***

Employees will retain the service date in effect during the previous employment period, and will be eligible to participate in the current benefit plans (based on plan eligibility requirements) if they left in good standing, were in a benefit-eligible position and re-hired in the same or another benefit-eligible position. These employees will maintain their original date of hire and vacation time will accrue based on the original date of hire, but is not available for use until the end of a successful orientation period. Full-time and regular part-time employees will have their forfeited accrued sick and safe leave time reinstated and available for use at the re-commencement of employment. Other Part-time employees will be credited with leave in accordance with the Sick and Safe Leave policy.

***For re-hires after a separation of more than three months but less than four years:***

Employees must fulfill all benefit service requirements (based on plan eligibility requirements). An adjusted service date will be calculated by adding the amount of time of separation to the original service date. These employees will accrue vacation based on their newly calculated service date, but is not available for use until the end of a successful orientation period. Full-time and regular part-time employees rehired within 135 calendar days will have their forfeited accrued sick and safe leave time reinstated and available for use at the re-commencement of employment. Other Part-time employees will be credited with leave in accordance with the Sick and Safe Leave policy. When the rehire takes place more than 135 calendar days after separation, forfeited sick and safe leave time will not be reinstated.

***For a break in service of greater than four years:***

The date of rehire will be the new service date. Employees must fulfill all benefit service requirements (based on plan eligibility requirements). Vacation accrual will be based on the new service date, and follow current policy. Forfeited sick and safe leave time will not be reinstated.

## **CONDUCT**

Staff are reminded that attitude and conduct are significant parts of employment and that it is everyone's job to be courteous to co-workers, students, parents, alumni and campus visitors. Staff are expected to maintain standards that promote orderly, effective and efficient University functioning. Inappropriate behavior includes violations of rules and regulations, unsatisfactory work performance and off-duty behaviors that adversely affect the employment relationship.

Employee conduct bears directly on public opinion of the University. Therefore, it is imperative that staff respect the rights of others and conduct themselves professionally.

## **CONFLICT OF INTEREST POLICY**

Associate Vice Presidents, Deans, Directors and others who have direct access to financial resources of Salve Regina University (the "University") shall avoid placing themselves in positions in which there may be a conflict between their personal interest and their duties to the University. It is not practical to attempt to define every instance that may give rise to a conflict of interest. Faculty and staff should not participate directly or indirectly, in any transaction involving the University which would result in personal benefit at the expense of the interests of the University, nor should any faculty or staff member, or any member of their families accept gifts, services or other favors under circumstances from which it might be inferred that such actions were intended to influence the performance of duties for, or on behalf of, the University. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [CONFLICT OF INTEREST POLICY](#) AND DISCLOSURE STATEMENT LOCATED ON THE SALVE CAMPUS WEBSITE).

## **WHISTLEBLOWER POLICY**

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Salve Regina University expects its employees to perform their duties in accordance with applicable laws and regulations, University policy and procedures, and high ethical standards. The University is committed to compliance with the laws and regulations to which it is subject. Its internal controls and operating procedures are intended to detect and prevent or deter improper activities. However, even the best systems of control cannot provide absolute safeguards against irregularities. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [WHISTLEBLOWER POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

## **APPROPRIATE ATTIRE**

Personal neatness and appropriate attire are left primarily to employee discretion and good judgment. Since staff appearances reflect upon the University, supervisors and department heads may establish standards for attire that are appropriate to tasks and working conditions.

## **CONSENSUAL AMOROUS RELATIONSHIPS POLICY (Updated 12/2016)**

University strives to provide all faculty, staff and students with an environment that is safe and free from possible conflicts of interests. As such, participation in consensual amorous relations between colleagues is advised against. Consensual amorous relationships between employees and students for whom they have a "direct professional responsibility" for are prohibited unless an exemption to the policy is approved by the President or Provost. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [CONSENSUAL AMOROUS RELATIONSHIPS](#) LOCATED ON THE SALVE CAMPUS WEBSITE.)

## **IDENTIFICATION WITH THE UNIVERSITY**

Salve Regina employees have a responsibility to the University when they express personal opinions in public, or through the media, and are asked to be sensitive to the importance of their words and actions. Staff who are identified with the University may be erroneously perceived as official spokespeople. They are asked to clarify that their affiliations are only for identification and that their personal opinions do not necessarily coincide with the views of the University, its faculty, staff or students.

## **HARASSMENT**

The University strives to provide an environment that is free of harassment and other unreasonable interference. Although Salve Regina promotes freedom of expression, this freedom implies a responsibility to observe the rights of others. Conduct that diminishes, exploits or abuses another's position or personal worth is not acceptable, and harassment in any form is not tolerated.

## **SEXUAL HARASSMENT AND ANTI-DISCRIMINATION POLICY**

It is the policy of Salve Regina to prohibit all forms of discrimination and harassment on the basis of an individual's actual or perceived membership in a protected class. Salve Regina prohibits all forms of discrimination on the basis of sex in the education program and activity that it operates and is required by Title IX of the Education Amendments of 1972 ("Title IX") and its implementing regulations not to discriminate in such a manner. Please see Salve Regina University's full policy here: [Sexual Harassment & Anti-Discrimination Policy and Grievance Procedures](#).

## **DISCIPLINE** (Updated 12/2016)

Staff who violate a university policy are discourteous or disruptive or who reflect unfavorably on co-workers or the University are subject to discipline. Disciplinary action may include, however not be limited to the following:

1. **Verbal warning** – an official verbal notice to the employee that their behavior is not acceptable and may have violated this University policy. Documentation of the delivery of a verbal warning should always be placed in the supervisors file on the employee.
2. **Written warning** – an official written notice to the employee that their behavior is not acceptable and may have violated this University policy. This written notice is signed by the employee and the employee's supervisor and is placed in both supervisor's file on the employee and the employee's file in the Office of Human Resources.
3. **Developmental sanction** – an assigned task or tasks intended to involve the employee in a positive learning experience appropriate to the violation. Developmental sanctions of this could include, but are not limited to training, mediation, coaching or a performance improvement plan.
4. **Change in responsibilities or supervisory role** – a modification of the employee's job duties or a change in a supervisory role.
5. **Suspension with pay** – a separation of the employee from the University for a definitive period of time with pay.
6. **Suspension without pay** – a separation of the employee from the University for a definitive period of time without pay.
7. **Termination** – a permanent separation of the employee from the University

The form of discipline depends upon the employee's misconduct and disciplinary record. Suspension or termination may result from one act of serious misconduct or from repeated but less serious acts. Termination need not be preceded by other disciplinary action. The University reserves the right to dismiss employees who violate university policy and whose performances are unacceptable. Employees found to be engaged in activities, such as but not limited to, theft of University property, insubordination, conflict of interest, moral turpitude or other acts that show willful disregard of University interests or policies, are

disciplined up to and including termination. Possession and/or use, conviction for possession and/or use or delivery, of illegal substances or conviction for felonies, may be grounds for dismissal. Alcohol use during the workday, or arrival at work under its influence, may result in immediate termination. (SEE PAGE 17, DRUGS AND ALCOHOL.) When an employee is faced with possible termination, it is expected that conversations between the employee and supervisor will take place regarding the situation. Termination for misconduct is documented in employee files and neither salary continuance nor severance pay is allowed.

### **EMPLOYEE COMPLAINT AND GRIEVANCE RESOLUTION**

Salve Regina University has implemented an employee complaint and grievance resolution policy to provide employees with a formalized process for resolving complaints and grievances arising from personal conflicts and dissatisfactions or the interpretation, implementation and alleged violations of University policies, procedures and practices. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [EMPLOYEE COMPLAINT AND GRIEVANCE RESOLUTION POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE.)

### **CONFIDENTIALITY AND PRIVACY LAWS**

Confidentiality and privacy laws are designed to protect student, employee or other person's identifiable information from being shared with anyone whom does not have a legitimate business reason for accessing such information. Salve Regina University has implemented various safeguards to ensure such information is handled with the utmost discretion. ( TO ACCESS THE FULL POLICY PLEASE REFER TO THE [CONFIDENTIALITY AND PRIVACY LAWS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

## **GENERAL UNIVERSITY POLICIES**

### **ANIMALS ON CAMPUS POLICY AND REQUEST FORM**

Salve Regina seeks to focus on providing an environment that is aimed at accomplishing the work of the University. Frequent or extended presence of animals in the workplace during work hours generally is inappropriate due to the potential for decreased employee productivity and increased liability to the University. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [ANIMALS ON CAMPUS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **CHILDREN AND VISITORS IN THE WORKPLACE POLICY**

Salve Regina University desires to provide a safe and welcoming environment that is committed to developing student excellence and promoting an educational atmosphere conducive to learning. To achieve these objectives and minimize disruption, frequent or extended presence of children and visitors should be limited. While we understand emergency situations arise and accommodations can be made, it is ultimately the sole responsibility of the employee to make proper arrangements for the care of their children while at work. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [CHILDREN AND VISITORS IN THE WORKPLACE POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **INFORMATION TECHNOLOGY - CYBERSECURITY, COMPUTER AND NETWORK USE**

The University computer and Internet resources for faculty, staff, students and other authorized individuals to use in support of Salve Regina's academic research and instructional and administrative objectives. The cybersecurity incident response policy contains the University's requirements governing faculty, student, staff and other members of the community in their use of the University's information technology resources as it related to reporting and managing cyber security incidents which may arise. University e-mail and internet resources are for business use only. Personal use during work hours is prohibited. After-hours use with supervisor approval is permitted. Users are responsible for all transactions made with their identification (ID) codes. The Computer and Network Use Policy (Policy) contains the University's philosophy and requirements governing faculty, students, staff and other members of the community in their use of the University's information technology resources. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [COMPUTER AND NETWORK USE POLICY, CYBERSECURITY INCIDENT RESPONSE AND INFORMATION TECHNOLOGY POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **INFORMATION TECHNOLOGY - GRAMM-LEACH BLILEY ACT**

In order to protect confidential information and data, and to comply with federal laws, this document summarizes the University's comprehensive written Information Security Program (the "Program"). The Gramm-Leach Bliley Act of 2000 (the "GLBA") mandates that financial institutions must take steps to safeguard the security and confidentiality of customer information. Compliance with the GLBA involves compliance with 1) the privacy provisions of the GLBA and 2) provisions regarding the safeguarding of customer information. The GLBA mandates that the University appoint an Information Security Program Coordinator, conduct a risk assessment of likely security and privacy risks, institute a training program for all employees who have access to covered data and information, oversee service providers and contracts, and evaluate and adjust the Program periodically. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [INFORMATION TECHNOLOGY POLICY – GRAMM-LEACH BLILEY ACT](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **FIREARMS AND WEAPONS (Effective 10/15/2015)**

All members of the Salve Regina University community, as well as visitors, are strictly prohibited from possessing firearms, explosives or weapons (hereafter referred to as "weapons") on the premises of the University. Possession, display, transportation, manufacture, use, sale, or distribution of these "weapons" that may endanger the welfare of individuals or the community, on University premises are prohibited

other than in strict compliance with the exceptions contained within the policy. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [FIREARMS AND WEAPONS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **UNMANNED AERIAL SYSTEMS (UAS) OR DRONE**

The use of Unmanned Ariel Systems (UAS), commonly referred to as Drones, has increased in popularity during the past 5 years. Although most often associated with military operations, drones have numerous law enforcement and civilian applications, including reconnaissance and land surveillance, wildlife tracking, search and rescue operations, disaster response, border patrol and firefighting and in higher education. Unless used responsibly and safely the use of drones can be dangerous to the public. These dangers include operation near airports and over large crowds. Privacy issues are also a concern. With that said all members of the Salve Regina University community, as well as visitors, are prohibited from operating a UAS or drone on the premises of the university. Operation of a drone may endanger the welfare of individuals or the community, on University premises and are prohibited other than in strict compliance with the exceptions contained below. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [UNMANNED AERIAL SYSTEMS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **AOD (ALCOHOL AND OTHER DRUGS)**

This report is distributed annually in compliance with The Drug-Free Schools and Campuses Act of 1989. Part 86, the Drug-Free Schools and Campuses Regulations, requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an Institution of Higher Education (IHE) must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Salve Regina University, as an institution of higher learning, exists to enhance the mental, physical, and spiritual development of each and every member of its community. Substance abuse is at odds with the basic purposes of any learning environment. The University remains dedicated to the reduction and elimination of substance abuse within the University community. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [AOD POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **WORKPLACE ACCIDENT AND INJURY REPORTING POLICY**

Salve Regina University is committed to providing a safe working and learning environment, and to supporting any individual who may incur a workplace injury. Utilization of the Workplace Accident and Injury reporting process will ensure we are able to provide proper care and medical attention to those in need. This Policy is not intended to supplant, but rather to complement and supplement, existing University policies. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [WORKPLACE ACCIDENT AND INJURY REPORTING POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

### **SAFETY OF MINORS**

Salve Regina University is committed to creating a safe and welcoming environment for all members of the community, including Minors. This statement sets forth Salve Regina university's policy regarding children under the age of 18 (Minors) who participate in events, activities, or programs (collectively, programs) on campus, or off-campus but under the authority and direction of Salve Regina faculty, staff, students, volunteers, vendors, third-party organizations or contractors. Salve Regina expects all members of the University community to adhere to and act in accordance with this policy. Failure to comply with the requirements set forth in this policy may lead to disciplinary action and/or revocation of the opportunity to use Salve Regina's facilities and/or run Salve Regina-affiliated Programs.(TO ACCESS THE FULL POLICY PLEASE REFER TO [THE SAFETY OF MINORS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

### **SEVERE WEATHER POLICY**

As a residential campus, we carefully balance the essential services we provide our students and staff with the need for altered schedules during severe weather conditions. Our general practice is to keep the University open unless local conditions and overall safety are a concern, at which time we may occasionally delay opening, close our administrative offices and/or cancel classes. (TO ACCESS THE FULL POLICY PLEASE REFER TO [SEVERE WEATHER POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

### **INTELLECTUAL PROPERTY: INVENTIONS AND PATENTS POLICY** (Revised November 2020)

Salve Regina University, subject to the rights of government and other sponsors as well as any exceptions contained in this policy, owns all intellectual property arising from the work of the University. Any member of the faculty or staff, or any Covered Students of the University resources, must promptly disclose the Covered Intention to the Provost and must also disclose the circumstances under which the Covered Intention was conceived. (TO ACCESS THE FULL POLICY PLEASE REFER TO [INTELLECTUAL PROPERTY: INVENTIONS AND PATENTS](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

### **University Copyright Policy** (Revised November 2020)

Legitimate concerns about liability and uncertainty about copyright rules can adversely affect teaching, learning, and publication and may even result in a decrease in the use of appropriate materials by faculty and staff, including those delivered electronically, it is thus important to clarify copyright rules and reassure faculty and staff about what should and should not be done in some common situations. (TO ACCESS THE FULL POLICY PLEASE REFER TO [UNIVERSITY COPYRIGHT POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE)

## **COMPENSATION**

### **PAYROLL CHECKS**

The University uses a bi-weekly pay schedule. Electronic timesheets are completed and approved by supervisors every other week with pay date the following Friday. The University encourages direct deposit of pay and provides online access of employee's pay information and W-2 Forms.

### **OVERTIME** (Updated 07/2013)

**NON-EXEMPT EMPLOYEES:** Non-exempt employees work overtime only at their supervisor's request. Overtime wages are paid at one-and-one-half times the regular pay rate for "eligible" hours worked in excess of forty in one week. However, for hours worked on official federal or state holidays, employees will be paid for the holiday plus one and one-half times their regular rate for all hours worked on the holiday. (This does not include Salve Regina University President's Days, such as Good Friday.) SEE LISTING ON [PAGE 33](#).

Eligible hours used to calculate overtime are actual hours worked, plus approved vacation and personal leave, but exclude sick and safe leave. Staff who frequently refuse over-time work may be disciplined.

To ensure continuous University coverage, it is necessary for some staff to work when others do not, or when the University is closed unexpectedly because of storm or natural disaster.

(FOR INFORMATION ON ESSENTIAL PERSONNEL, SEE [PAGE 9](#).)

Following an official University closing, including President's holidays, employees who work during such times will receive an equal amount of time off (up to 8 hours) at a later date.

When the University closes unexpectedly and non-essential personnel are told they may leave early, they are paid at their regular rate until the end of their regularly scheduled day. Whenever (including paid holidays) service personnel are called to campus for an emergency, they are guaranteed three hours of regular pay regardless of actual time worked. When the University is closed due to inclement weather, employees who have scheduled in advance the use of vacation, sick and safe, or personal time on those days are still charged for the time. However, vacation and personal time is not deducted for President's Days or official University holidays.

**EXEMPT EMPLOYEES:** Exempt employees are not subject to the overtime provisions of the law. They are executive, administrative and managerial employees as defined by the Fair Labor Standards Act, who by virtue of the responsibility inherent in their positions, are expected to work the hours required to complete assigned tasks.

### **COMPENSATORY TIME OFF**

Salve Regina University's current policy on Compensatory Time Off is as follows:

1. For non-exempt staff:
  - a. Compensatory time off, in lieu of overtime pay for hours worked over 40 in one week, is not allowed by the FLSA or the University.
  - b. Compensatory time off, in lieu of pay for time worked over 35 hours up to and including (but not over) 40 hours in a given work week, may be granted within the same week. Otherwise those hours worked will be paid at the regular rate.
2. Compensatory time off for exempt staff who work excessive hours is a prerogative of the supervisor. Exempt staff generally set their own professional pace and are expected to work beyond scheduled work hours, as necessary, to accomplish their responsibilities.

**SALARYREVIEWS**

Annual salary reviews for all staff hired before June 1 are conducted in the summer. Staff hired on or after June 1 are eligible for salary review in September of the following year. Salary increases are not automatic. Supervisors make recommendations to the appropriate Vice President and the Director of HR who act to coordinate equity within and between departments. Determining factors include qualifications, job performance, level of responsibility, length of service, internal equity and cost-of-living changes. All salary increases must be approved by the President.

## **BENEFITS**

**This section is only a guide to your benefits package - for more detailed information, consult your plan documents or call HR 2137.**

### **LIFE INSURANCE**

**BASIC LIFE:** Life insurance coverage is provided to staff who work a minimum 30 hours per week. It becomes effective on the first day of the month following three months of employment. It is paid by the University equal to \$50,000 (reduced to 65% at age 65; 50% at age 70). If accidental death occurs, the normal amount of insurance coverage doubles. There is a conversion right at retirement or termination.

**SUPPLEMENTAL LIFE:** Staff who work a minimum of 30 hours per week may purchase an additional policy equal to one, two, three or four times their basic annual salary up to a maximum of \$300,000. Group-rate premiums are deducted from biweekly paychecks and bonded according to age. There is a portability right at termination.

**DEPENDENT LIFE:** Staff who work a minimum of 30 hours per week may purchase life insurance coverage for dependents. Premiums are deducted biweekly from staff paychecks. Spouses can be insured for \$10,000, \$20,000 or \$30,000 and eligible children (to age 19 or full-time students to age 23) for \$5,000 each. There is a portability right at termination.

**NOTE:** Staff who enroll in supplemental or dependent life programs when first eligible are not asked health-related questions. Those who decide to join later must complete a certificate of insurability and possibly a physical exam.

### **DEATH BENEFIT STIPEND**

Staff employees who work 20-29 hours per week are not eligible for a life insurance benefit under University policy. In the event that they die while employed by the University, their legal beneficiary will receive a death benefit stipend in the amount of \$1,000 to assist with family expenses.

### **HEALTH INSURANCE** (Updated 07/2013)

The University provides comprehensive health care plans to staff who work a minimum of 30 hours per week. They are eligible for health benefits on the first day of the month following 30 days of employment. Staff with eligible dependents may choose individual-plus-one or family coverage.

Employees contribute towards the cost of the health insurance. Annually, the University determines the cost to employees. The amount assumed by staff is deducted biweekly from paychecks once the employee is eligible for benefits and elects coverage by completing and submitting an enrollment form to the Benefits office.

Employees who work 20–29 hours per week and who are enrolled in the health plan as of July 1, 2013 are grandfathered for coverage. The cost for coverage is 50% of the premium and deducted biweekly from paychecks. Should employment for these individuals end or coverage end for any reason, their grandfather status shall end as well for both themselves and their dependents. Employees employed for at least 30 hours per week prior to July 1, 2013, who later reduce their hours to below 30 per week, are not grandfathered for health insurance.

Just prior to age sixty-five, employees may elect to continue their regular insurance and/or apply for one of many supplemental Medicare health insurance policies. (SEE SOCIAL SECURITY, [PAGE 28](#) FOR MEDICARE DETAILS.)

For more information about staff health-care plans, contact HR at extension 2332.

### **DENTAL INSURANCE** (Updated 07/2013)

The University offers a comprehensive dental insurance policy to employees. Those who work a minimum of 30 hours per week are eligible for dental benefits on the first day of the month following 30 days of employment. Staff with eligible dependents may choose family coverage.

Employees contribute towards the cost of the dental insurance. Annually, the University determines the cost to employees. The amount assumed by staff is deducted biweekly from paychecks once the employee is eligible for benefits and elects coverage by completing and submitting an enrollment form to the Benefits office.

Employees who work 20–29 hours per week and who are enrolled in the dental plan as of July 1, 2013 are grandfathered for coverage. The cost for coverage is 50% of the premium and deducted biweekly from paychecks. Should employment for these individuals end or coverage end for any reason, their grandfather status shall end as well for both themselves and their dependents. Employees employed for at least 30 hours per week prior to July 1, 2013, who later reduce their hours to below 30 per week, are not grandfathered for dental insurance.

### **TEMPORARY DISABILITY INSURANCE (“TDI”) AND TEMPORARY CAREGIVER INSURANCE (“TCI”)**

Rhode Island’s [TDI/TCI](#) program provides paid leave benefits to eligible RI workers. The program is financed by employee payroll deductions and is administered by the Rhode Island Department of Labor and Training. TDI provides benefit payments to injured RI workers for weeks of unemployment caused by a temporary disability or injury. If you have become ill or injured and meet all of the following requirements, you may be entitled to receive TDI benefits. (TO ACCESS THE FULL POLICY PLEASE REFER TO [THE FAMILY AND MEDICAL LEAVE ACT \(FMLA\) POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **COBRA**

Salve Regina University complies with all applicable laws, including COBRA, regarding eligibility for continuation of coverage under Salve’s applicable benefits plans. Per COBRA requirements an employee who has a “qualifying event” including separation of employment, an extended leave of absence or a reduction in work hours, such that the employee is no longer eligible to participate in the University applicable benefit plans will be provided the opportunity to elect and receive continued coverage of applicable benefits, subject to certain conditions and payment contributions. ( TO ACCESS THE FULL POLICY PLEASE REFER TO THE [COBRA POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

### **WORKERS’ COMPENSATION**

This University-paid program covers staff who incur work-related injuries, medical expenses and lost wages. All accidents are to be reported immediately to supervisors and an accident report completed in HR. If supervisors cannot be reached, staff must promptly notify the Associate Director for HR and Benefits to ensure proper claim documentation. After normal working hours, reports may be completed in the Safety and Security Office. All workers’ compensation injuries that require an absence from work will also fall under the medical leave guidelines of the Family Medical Leave Act (FMLA).(SEE [PAGE 35](#).)

### **DISABILITY INSURANCE**

The University carries long-term disability insurance (LTD) for faculty and staff. After one year of employment, all staff who work a minimum of 30 hours per week are eligible for the program.

There is a 180 day waiting period before coverage begins. After meeting the total or partial disability requirement as defined in the LTD contract, eligible staff are entitled to up to 60% of their basic annual salary (not to exceed \$10,000 per month). A cost-of-living adjustment is included. The maximum length of benefits depends on the staff member’s age when total disability begins. The program features a retirement security benefit, for pension plan participants of at least three months that pays into the

employee's University-sponsored retirement plan. The maximum monthly retirement benefit is 12% of a staff member's basic monthly earnings (not to exceed \$2,000 per month).

For more detailed information on the LTD benefit, consult the policy handbook or call Benefits at extension 2332.

### **EMPLOYEE ASSISTANCE PROGRAM**

The University sponsors a voluntary and confidential counseling and referral service for staff and their families that is designed to promote health and well-being. The Employee Assistance Program (EAP) is intended to identify and assist with:

- Marital or family problems (aging parents, troubled children, divorce, etc.)
- Drinking/drug abuse problems
- Legal/financial concerns
- Emotional distress (depression, job pressures, etc.)
- Relationship issues

Staff or family members with personal difficulties are encouraged to contact the EAP office at 1-800-445-1195, from anywhere in the U.S., to speak with a professional case consultant. Some problems can be quickly identified and resolved. In other situations, referral can be made to outside agencies and practitioners.

The University pays EAP program costs. Additional professional referrals that may be set up could involve fees and should be aligned with University health plans.

### **SOCIAL SECURITY**

All staff pay is subject to Social Security and Medicare tax deductions according to the Federal Insurance Contributions Act (FICA). Deductions are matched by the University.

*Social Security* is a federal insurance program that provides income at retirement and during periods of total disability and survivor benefits. Employees must apply for Social Security retirement benefits three months before they intend to stop working.

*Medicare*, a federal health insurance program managed by the Health Care Financing Administration, provides hospital and medical insurance to people age 65 and older as well as to those with kidney failure and other disabilities. Hospital insurance helps to pay for inpatient care and some follow-up services. It is financed through part of Social Security (FICA) taxes. Voluntary medical insurance helps pay for doctor and medical services and other items. It is financed by monthly premiums of those enrolled and by general federal revenues. Local Social Security offices accept Medicare applications, provide claims assistance to beneficiaries and program information.

Although optional, it is important for staff to enroll in Medicare Part A when first eligible, even if they plan to retire later, since Social Security may impose penalties when enrollment is deferred.

Those who work beyond age 65 may continue their University health plan coverage and use Medicare as a secondary resource. Staff who decline University coverage will use Medicare as their primary provider.

### **SELF-SERVICE RELOCATION ASSISTANCE**

A self-service relocation portal is available to newly hired employees to assist with relocation. Features and benefits include, but are not limited to: scheduling a free virtual move survey, pricing quotes from various moving companies, move checklist and helpful tips and recommendations. For more information, contact HR at 2137.

## **RELOCATION EXPENSE REIMBURSEMENT POLICY**

Salve Regina University provides relocation expense reimbursement to eligible newly hired, executive staff relocating their residence by at least 100 miles. Under IRS Regulations the reimbursement of all approved expenses including those expenses billed by a third party are considered taxable wages and will be reported in the employee's paycheck and are subject to all income and employment taxes. Know that these taxable wages will be reported on the employee's W-2. The employee will be solely responsible for the payment of all income and employment taxes. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [RELOCATION EXPENSE REIMBURSEMENT POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE.)

## **TUITION BENEFITS POLICY** (Updated 02/2020)

Salve Regina University promotes a continuous learning environment. Eligible staff may receive tuition benefits earning up to two degrees and one certificate of graduate studies (exchange CAGS) from the University. Eligible dependents may earn up to one undergraduate degree. Staff and dependents must meet all eligibility and waiting period requirements and must remain in good academic standing to continue receiving tuition benefits. (TO ACCESS THE FULL POLICY, PLEASE REFER TO THE [TUITION BENEFITS POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE.)

## **TUITION EXCHANGE POLICY** (Updated 07/2019)

Salve Regina University is part of the Tuition Exchange Program (TEP), a non-profit organization which provides a method of allowing qualified dependents of employees to participate in full scholarships at other TE institutions. The program is based on a balanced "import/export" system, in which we must "import" as many students as we "export," in order to continue to offer these scholarships. The number of students the University may export into the TEP each year is dictated by TEP regulations and the current import credit balance. (TO ACCESS THE FULL POLICY, PLEASE REFER TO THE [TUITION EXCHANGE POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE.)

## **RETIREMENT** (Updated 9/2014)

The University provides comprehensive fixed and variable retirement annuities and mutual funds to employees through TIAA as well as additional benefits through the Social Security program.

Employees over age 21 are eligible for participation following one year of benefit eligible service (minimum of 1000 hours per year) either at Salve Regina or a higher educational institution immediately prior to joining the University. This benefit does not apply to work study employees. The University has a discretionary contribution and a matching contribution. Employees working at least 1,000 hours per year are encouraged to make optional tax-deferred contributions for additional retirement security and to receive the University's matching contribution.

Contributions may be divided among investment funds by percentages or, if desired, allocated in their entirety to one fund. Retirement plans are transferable when employees leave the University. Eligible employees who are members of a religious order, may enroll in TIAA or have an amount paid to a religious community retirement fund that is equivalent to what the University pays its lay employees. Although there is no longer a mandatory retirement age, the University's plan was established for retirement at age 65. Some employees retire earlier and others work beyond age 70.

## **LEAVE (TIME OFF)**

### **SICK AND SAFE LEAVE** (Updated 7/1/2018)

In accordance with the RI Healthy and Safe Families and Workplaces Act, effective July 1, 2018, all Salve Regina University employees, other than Federal Work Study students, are eligible for paid sick and safe leave.

The benefit of paid sick and safe leave is provided to prevent a financial loss to the employee who is occasionally absent due to the following reasons:

- The employee's or family member's mental or physical illness, injury, or health condition, or need for preventive medical care
- The closure of the employee's workplace or a child's school or place of care due to a public health emergency
- Reasons relating to domestic violence, sexual assault, or stalking

### **ACCRUAL OF SICK AND SAFE LEAVE**

**Full-time staff** accrue one day of sick and safe leave for each month of service. Hours are credited bi-weekly. For example, a full time employee working 12 months a year with a 35 hour a week schedule, would receive 7 hours a month or 84 hours of sick and safe leave annually. Those who work during the academic year, but not in the summer, are allowed sick and safe leave time at the same accrual rate, but only for months worked.

**Regular part-time staff working at least 20 but less than 35 hours per week** accrue safe and sick leave hours on a pro-rated basis, which is credited bi-weekly. For example, a part time employee working 12 months a year with a 25 hour a week schedule, would receive 5 hours a month or 60 hours of sick and safe leave annually.

Unused sick and safe leave for regular full-time and part-time employees will be carried over to the next fiscal year. Regular full-time and part-time staff hired after July 1, 1998 are limited to 120 days of accrued sick and safe leave. Those hired prior to that date may, as established in an earlier policy, accumulate unlimited sick leave. Full-time and regular part-time staff members who do not use any sick time during a fiscal year (July 1 - June 30) are granted one additional personal day for the following fiscal year.

**Other Part-time employees working less than 20 hours per week including staff, adjunct faculty, coaches and non-federal work study students** will receive the specific amounts of paid sick and safe leave listed below, at the beginning of each fiscal year, as opposed to being credited bi-weekly.

- 2018/2019 fiscal year, 28 hours available on July 1, 2018
- 2019/2020 fiscal year, 36 hours available on July 1, 2019
- 2020/2021 fiscal year and beyond, 40 hours available on July 1 of the fiscal year

Please note that Other Part-time employees that are hired within a fiscal year will receive a prorated amount of sick and safe leave, which will be available for use after their 90 day orientation period. Additionally, unused sick and safe leave time given to Other Part-time employees at the beginning of each fiscal is not carried over from year to year or paid out at the end of the fiscal year.

**Temporary employees** hired through Salve are eligible for sick and safe leave based on their status as either Full-time staff, Part-time staff, or Other Part-time and may be used after a 90 day waiting period.

Temporary employees employed through a temporary agency are eligible for sick and safe leave after a 180 day waiting period.

#### USE OF ACCRUED SICK AND SAFE LEAVE

**Orientation Period** – Paid sick and safe leave is not available to new employees who are in their 90 day orientation period. For full-time and regular part-time employees, accruals begin at the date of hire, however, they are not available for use until the end of the orientation period. For Other Part-Time employees, as defined above, all allotted sick and safe leave time becomes immediately available after their orientation period.

**Notification** – Accrued paid sick and safe leave may be used upon the request of the employee. It is expected that the employee will notify his/her supervisor of the inability to work either orally, in writing, via email or any other means acceptable or requested by the supervisor, as soon as reasonably possible. When the use of sick and safe leave time is foreseeable, employees must provide notice of the need for such time to their supervisor in advance of the use the time and shall make a reasonable effort to schedule the use of sick and safe leave time in a manner that does not unduly disrupt the operations of the employer. Paid sick and safe leave cannot be used as an excuse to be late for work without an authorized purpose.

**Documentation** – Employees that request to use sick and safe leave time of more than three consecutive days may be required to furnish reasonable documentation signed by a health care professional to confirm that the leave time was used for a covered reason as described above. The University may also require reasonable documentation for an employee's request to use sick and safe leave within two weeks prior to the employee's final scheduled day of work before voluntary or involuntary termination of employment. If an employee is exhibiting a clear pattern of taking leave on days just before or after a weekend, vacation or holiday, reasonable documentation may also be requested.

**Exceptions** – If an employee is absent from work for any covered reason, and by mutual consent of the supervisor and employee, the employee works an equivalent number of additional hours or shifts during the same pay period as the hours or shifts not worked due to covered reason, an employee shall not be required to use accrued sick and safe leave time for the employee's absence during that time period and the University shall not be required to pay for time taken during that time period.

#### USE OF SICK AND SAFE LEAVE TIME FOR FAMILY MEMBERS:

An employee may use their accrued sick and safe leave to care for a family member. Per the RI Healthy and Safe Families and Workplaces Act, family member is defined as child, parent, spouse, mother-in-law, father-in-law, grandparents, grandchildren, domestic partner, sibling, care recipient, or member of the employee's household. Please note that the definition of family member here differs with other university policies.

#### SICK AND SAFE LEAVE TIME WITH TDI AND/OR FMLA:

During absences due to illness, staff may receive payment under Workers' Compensation or Rhode Island Temporary Disability Insurance (TDI). These payments are in addition to any University sick and safe, vacation, or personal leave being used. For additional information on medical leave for more than one week, or intermittent leave for medical reasons, see details within the Family and Medical Leave Act (FMLA).

**GRANDFATHERED SICK AND SAFE LEAVE TIME:**

Staff are not compensated for unused sick and safe leave time when they leave the University. However, for staff members hired prior to July 1, 1998, a benefit was established to enable those who retire at age 55 or over and who have at least 10 years of service as a staff member to redeem up to 60 unused sick and safe days. Days must be used immediately before retirement. During retirement sick and safe leave, staff retain full benefits.

<u>Years of Completed Service</u>	<u>Sick Days Available for Retirement</u>
10	30
11	33
12	36
13	39
14	42
15	45
16	48
17	51
18	54
19	57
20 and over	60

**VACATIONS**

Vacations provide paid time away from work for recreation, rest and relaxation. Staff are encouraged to take time off to avoid job burnout and health-related absences. Vacation time is accrued bi-weekly with the amount determined by an employee’s date of hire as follows:

**NONEXEMPT:**

YEARS OF SERVICE	VACATION DAYS PER YEAR
Less than 5	10
5 through 9	15
10 or more	20

**EXEMPT:**

YEARS OF SERVICE	VACATION DAYS PER YEAR
Less than 5	15
More than 5	20

Part-time staff who work at least 20 hours per week, and those who work less than five days per week, receive prorated vacation time. All accruals are based on regular weekly hours. Vacation days are not available to staff who are in their orientation period. They start to accrue at the date of hire but are not available for use until the end of a successful orientation period.

**REQUESTING LEAVE TIME:**

Employees must schedule vacation time in advance, and all time requested must be approved by supervisors, who will work with employees to provide the vacation time requested but, who have the right to disallow time off if the time is deemed to be detrimental to the department or University functioning. Only earned leave time may be taken.

The University does not advance vacation time nor put an employee’s leave account in the “negative.” If an employee has no appropriate leave time available, time off will be considered unpaid. Staff must use all accumulated vacation and personal time before requesting time off without pay.

Vacation time is to be used each year by June 30. However, when necessary, on July 1 staff may carry forward vacation days equivalent to the number they earn each year and forfeit the excess. (Ex: Employees who earn 10 days a year may carry 10 days into the new fiscal year.)

**LESS THAN 12 MONTH STAFF:**

Staff who normally work less than 12 months of the year, accrue vacation time for the months they actually work. Staff with schedules that correspond with the school calendar (no work during spring or intersession break, etc.) do not accrue vacation days.

Terminating staff are paid for unused accrued vacation days which may not exceed twice the year's accrual.

**PERSONAL LEAVE DAYS**

Staff receive personal leave days each year based on years of service:

YEARS OF SERVICE	NUMBER OF DAYS
Less than 20	2
20 or more	4

They are to be scheduled with supervisors, in advance, and should not interfere with departmental operations. They may not be used during an employee's orientation period and may not accumulate from one fiscal year to the next. Staff are not compensated for unused personal days when they leave the University.

*New staff earn personal days as follows:*

DATE OF HIRE	NUMBER OF DAYS
July 1 to Oct. 31	2
Nov. 1 to Feb. 28	1
March 1 to June 30	—

**HOLIDAYS**

*Federal/State Observed:*

New Year's Day	Labor Day
Martin Luther King Day*	Columbus Day
President's Day	Veterans Day*
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
Victory Day	* Postponed to Christmas week

**PRESIDENT'S DAYS AND EARLY RELEASE DAYS**

Good Friday and Thanksgiving Friday are considered President's Days and the University will be closed. In the event the President authorizes an early release day, only those full time employees that are working that day are entitled to the time off benefit. Employees that have scheduled time off on the early release day, must charge the full day against their accrued leave time

*Full-time staff* members receive compensation for these official University holidays and President's Days. To receive holiday pay, staff members must either work one day before and after a holiday, or be on authorized paid leave. (FOR INFORMATION ON COMPENSATION FOR WORKING ON THESE DAYS, SEE [PAGE 24.](#)) If the academic schedule requires that the University be open on an official holiday, Salve Regina reserves the right to give employees a replacement day off instead of the actual holiday. *Regular part-time staff* members are paid only for holidays that fall on their regular workday. *Other part-time staff* members working less than 20 hours per week are not eligible for paid holidays or President's holidays. (FOR FURTHER INFORMATION ABOUT HOLIDAYS AND PAYMENT, SEE SECTION ON OVERTIME ON [PAGE 24.](#))

#### CHRISTMAS BREAK

Postponement of staff observance of the Martin Luther King and Veterans Day holidays, coupled with the Christmas and New Year's holidays and "President's Days," will enable the University offices to be closed each year from Christmas Eve through New Year's Day.

#### SUMMER WORK SCHEDULE

In the event the President authorizes a summer work schedule (Friday early release at 12pm within the months of July and August), only those full-time employees that are working on Fridays until 12pm will receive the time off benefit.

#### FAMILY AND MEDICAL LEAVE ACT (FMLA)

University faculty/staff meeting Federal and/or RI State FMLA eligibility requirements are permitted to utilize job-protected leave time for up to 13 weeks in a 12-month period. FMLA was designed to help employees balance their work and family responsibilities by allowing them to take reasonable leave for certain family members and medical conditions. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [FAMILY AND MEDICAL LEAVE ACT \(FMLA\) POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

#### TEMPORARY DISABILITY INSURANCE ("TDI") AND TEMPORARY CAREGIVER INSURANCE ("TCI")

Rhode Island's [TDI/TCI](#) program provides paid leave benefits to eligible RI workers. The program is financed by employee payroll deductions and is administered by the Rhode Island Department of Labor and Training. TDI provides benefit payments to injured RI workers for weeks of unemployment caused by a temporary disability or injury. If you have become ill or injured and meet all of the following requirements, you may be entitled to receive TDI benefits. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [FAMILY AND MEDICAL LEAVE ACT \(FMLA\) POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

#### BEREAVEMENT LEAVE

The University grants all staff up to three days of paid leave upon the death of a parent, guardian, sibling, spouse, child, parent-in-law, daughter-in-law, son-in-law, or grandchild. One day leave is granted to attend the funeral of an aunt, uncle, grandparent, niece, nephew or brother/sister-in-law. Staff are expected to arrange bereavement leave directly with supervisors and may, with permission, augment it with accrued vacation or personal days.

#### MILITARY RESERVE LEAVE

Salve Regina University is committed to protecting the job rights of employees absence from work due to military leave. In accordance with the Federal Uniformed Services Employment and Reemployment Rights Act (USERRA) and state laws, it is the University's policy not to discriminate against individuals due to that person's membership in or obligation to perform service for any of the Uniformed Services of the United States. Specifically, no individual will be denied employment, reemployment, promotion or other benefit of employment based on such membership. Furthermore, no person will be subjected to retaliation or adverse employment action because such person has exercised his or her rights under applicable law or this policy. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [MILITARY LEAVE OF ABSENCE POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

#### LEAVE OF ABSENCE

A *leave of absence* at Salve Regina is an unpaid period of time away from the University for professional growth, personal needs or enrichment, or academic study that leads to a terminal degree. (For leaves due to medical reasons, refer to Family and Medical Leave Act, [page 34](#)). It is usually granted for up to three months. In unusual circumstances, however, it may be approved for up to one year.

Staff may participate, at their own expense, in University Group Health and Dental insurance plans for up to 18 months through COBRA and may be covered on the University's Group Life and Long- Term Disability plans until the end of the month in which the leave of absence begins. Leaves of absence do not count toward years of service or accrual of either Vacation or Sick and Safe Leave.

All full-time staff are eligible, at the University's discretion, except for leaves provided under applicable state or federal law. Length and quality of service, attendance, likelihood of continued University employment, reason for the leave, and departmental needs are considered when deciding whether it will be granted. A written request to the supervisor must include:

- Evidence of eligibility
- Evidence that leave will increase individual effectiveness, produce academically or socially useful results or meet personnel needs. (A detailed rationale is required to justify the request.)
- If leave is for study, a full description of the program
- Statement of intent about returning to the University

Requests must precede proposed leave by the following number of days: 90 for professional, 30 for personal and 14 for FMLA. Supervisors, Directors/Deans/Vice-Presidents coordinate the procedure by sending the request and recommendations to the Director of HR who forwards it to the President for a final decision. Staff receive written notification of the decision.

It is understood that staff will use all of their available vacation and personal time prior to or concurrent with this leave. All proceedings are confidential. Those who do not return by the agreed- upon date are considered to have voluntarily resigned.

#### **LEAVE FOR PRIVATE REASONS**

Unpaid leaves of absence for private reasons/good cause are granted directly by the President. For guidelines regarding an unpaid Leave of Absence for less confidential reasons, see the previously stated policy.

When personal leave is granted, it is understood that staff use all of their vacation days at the beginning and that at the end of the leave there is no guarantee they will be returned to the same position. Those who do not return by the agreed-upon date are considered to have voluntarily resigned.

#### **LEAVE FOR JURY AND WITNESS DUTY**

The University recognizes that staff have civic duties as jurors or witnesses and grants temporary leave to workers summoned or subpoenaed to appear in state or federal court during regular working hours. When subpoenaed, staff must immediately notify the Department Director and the Payroll Office in writing. While on leave, staff receive their regular University paychecks and their benefits remain unaffected. Any remuneration from the courts may be retained by the employee. When staff are discharged from jury duty before 2 p.m., they are to report to work for the remainder of the workday. This policy does not apply to staff who appear in court on their own behalf.

## **OTHER SERVICES**

### **AFTER HOURS BUILDING USE**

To protect Salve's community and property, the Office of Safety and Security monitors buildings after hours and logs pertinent information.

Normal building hours:

*Monday through Friday*

Ochre Court	7:30 a.m. - 5 p.m.
All other buildings	7:30 a.m. - until scheduled closing

*Saturday and Sunday*

Library [See current schedule](#)

### **AFTER HOURS BUILDING ACCESS**

The President's Cabinet may provide the Security Office with a list of staff and faculty who are authorized to enter their office/Ochre Court after normal building hours. Security will activate the Salve Regina I.D. card for access after normal business hours. All access via I.D. cards is turned off from midnight until 6:00 a.m.

Those who enter secured buildings may need to show University identification. Those permitted after-hours use must secure exterior doors upon arrival and notify Safety and Security at extension 5500 from University phones and 401-341-2325 from cell phones to indicate where they will be. When leaving, notify Security; turn off lights and equipment, close windows and lock doors.

### **BOOKSTORE**

Salve Regina's Bookstore, located on the ground level of Miley Hall, supplies textbooks, reference books, stationery supplies, campus novelties, and clothing to the University community. All purchases, other than textbooks, are available to Salve Regina staff at a 10% discount. It is leased and operated by Follett Bookstores.

### **BUDGET**

The University uses integrated financial planning and management control systems to support quality education at reasonable cost. The systems are the result of cooperative efforts by administrators, department heads and staff who strive to control costs and improve methods. The budget establishes standards against which actual performance is measured and reported and facilitates ways to identify financial variances so that action may be taken as needed. The budget:

- identifies contributions to the University from government loans, private grants, gifts and student tuition;
- reports departmental and line-item financial and statistical information;
- enables management to fix responsibility, performance and/or non-performance; indicates, in advance, the impact of capital expenditures on the University's long-range plans.

### **BUSINESS OFFICE**

The Business Office maintains the University's financial and budgetary records. It is responsible for all incoming and outgoing University funds and is supervised by the Vice President for Administration/CFO. All student bills and fees are paid to this office and all student program and residency changes are to be reported here as well. To be fully registered, students must comply with Business Office regulations. Staff are expected to support these procedures.

## **CAMPUS DINING**

Dining facilities, operated by Sodexo Services, are available to staff in O'Hare's Jazzman Café and Sandella's, McKillop Library Café, and in the Miley Hall Cafeteria. Food may be purchased with either cash or a prepaid Salve Regina University ID card. All faculty and staff who add money to their Salve IDs will receive a 10% discount off of the Salve Community Door price at the Miley Hall main dining facility. The Business Office (Ochre Court – second floor) can assist you with this transaction.

## **CAREER DEVELOPMENT**

The Office of Career Development provides services to Salve Regina staff and their families, offering assistance with resume development, interview preparation, and general job search strategies. Please call the office for additional information and to schedule an appointment with one of our Advisors.

## **CENTER FOR ADULT EDUCATION** (Implemented 2/27/2014)

In September 2013 the University opened its Center for Adult Education at 144 Metro Center Blvd. in Warwick, Rhode Island. The Center houses continuing education programs at the undergraduate level, graduate courses, certificate programs, and other University-related functions. On a space-available basis it may be rented to outside groups and organizations.

## **COPY CENTER**

Salve Regina's Copy Center, located on the Garden Level of McKillop Library, is open and staffed from 8 a.m. to 5 p.m. Monday through Friday. It provides copying, duplicating, laminating, cutting, folding and GBC binding services.

Faculty and staff are asked to use the Copy Center for their printed materials. One or two originals to be reproduced 10-20 times may be copied within departments. It is requested, however, that larger jobs be sent to the Copy Center. (TO ACCESS FULL POLICY PLEASE REFER TO [THE UNIVERSITY DESIGN SERVICES POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

## **UNIVERSITY DESIGN SERVICES**

Design Services, on the Garden Level of the McKillop Library, provides graphic design services to the University community. Any official University communication to students, faculty, staff, alumni or parents and any printed material sent off-campus must be reviewed by Design Services with approval by the Office of University Relations. The Office strives to cost-effectively and consistently create, produce, and approve all University publications that include posters, brochures, newsletters, flyers, invitations, booklets, programs, tickets, advertisements, forms, applications, manuals and catalogs. (TO ACCESS FULL POLICY PLEASE REFER TO [THE UNIVERSITY DESIGN SERVICES POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

## **EXTERNAL REPORTING**

Offices that receive requests for institutional data should consult the Office of Institutional Research and Effectiveness to discuss appropriate response.

## **FACILITIES MANAGEMENT**

The Office of Facilities Management is responsible for coordination, maintenance, repair and construction of campus buildings, utilities and grounds. Staff are asked to cooperate with the department by:

- Reporting facilities problems and concerns.
- Being good stewards of the environment by being mindful of utility usage.
- Recognizing that staff are held personally responsible for University keys and must see that they are not used by unauthorized persons. Returning all Salve Regina keys and property to the appropriate Director/Dean/Vice President upon leaving the University. (Master key control is a critical responsibility. Copying is grounds for dismissal.)

## **FINANCIAL AID QUESTIONS**

Financial aid awards are predetermined by federal and state government formulas. Reconsideration requests are first examined in the University's Office of Financial Aid. Those who want to appeal an Office of Financial Aid reconsideration decision should send complete written information to the Director of Financial Aid for review by the Appeals Committee. The person making the appeal will receive written notification of the action following the review. More complete financial aid information is available in the Admission and Aid section of the Salve Regina website.

## **FIRE PREVENTION AND DRILLS**

Fire prevention measures involve the entire University community. Fire drills are held periodically. Although staff are responsible for their own safety, protection is improved when they understand that:

- Fire doors are to be kept closed at all times.
- Direct means of egress (exits) should be located.
- Buildings, in which they work, should be familiar to them.
- When a fire alarm sounds, staff must leave the building quickly and quietly and move at least 100 ft. away.
- Staff should assist in evacuation of students if it is safe to do so.

## **FUNDRAISING**

Individuals or groups are not permitted to initiate or engage in any form of fundraising on University property or on behalf of the University or any of its constituencies without prior written approval from the President of the University. Student requests are to be made via the Vice President for Student Affairs. All other requests are to be made to the Vice President for University Relations & Advancement.

## **FUNDS FROM UNIVERSITY EVENTS**

Funds from University-sponsored activities are to be deposited in the Business Office on the first business day following receipt of the funds. A detailed account of the funds' sources is to be included.

## **HEALTH SERVICES**

Established primarily for students, the Office of Health Services, located in Miley Hall, assists the entire University community directly and through professional referral. It is staffed Monday through Friday, during the academic year, by nurse practitioners when classes are in session.

## **IDENTIFICATION CARDS**

IDs are required in various on-and off-campus situations. Upon employment, all staff receive an identification card free-of-charge at the Card Office, located at User Support Services in the Garden Level of McKillop Library. The ID cards can be used as stored-value cards for purchases on campus or at various vendors off campus. They also provide access to the RIPTA bus routes and certain buildings based on your function at the University.

## **INFORMATION TECHNOLOGY - CYBERSECURITY, COMPUTER AND NETWORK USE**

The University computer and internet resources for faculty, staff, students and other authorized individuals to use in support of Salve Regina's academic research and instructional and administrative objectives. The cybersecurity incident response policy contains the University's requirements governing faculty, students, staff and other members of the community in their use of the University's information technology resources as it relates to reporting and managing cyber security incidents which may arise. University e-mail and internet resources are for business use only. Personal use during work hours is prohibited. After-hours use with supervisor approval is permitted. Users are responsible for all transactions made with their identification (ID) codes. The Computer and Network Use Policy (Policy) contains the University's philosophy and

requirements governing faculty, students, staff and other members of the community in their use of the University's information technology resources. (TO ACCESS THE FULL POLICY PLEASE REFER TO THE [COMPUTER AND NETWORK USE POLICY, CYBERSECURITY INCIDENT RESPONSE AND INFORMATION TECHNOLOGY POLICY](#) LOCATED ON THE SALVE CAMPUS WEBSITE).

## **LIBRARY**

All staff may borrow circulating materials from McKillop Library, as well as from any of the libraries in the HELIN consortium (<https://salve.on.worldcat.org/>). Materials may be borrowed in person at the library, or by placing an online request using the library catalog. Materials requested online will be delivered within two to three days. Staff have access to all of the services of McKillop Library, as well as off-campus access to electronic resources and services via the library website. Staff may also visit other HELIN libraries and may borrow materials onsite by presenting a valid Salve Regina ID card.

*Interlibrary loan:* Materials not available at any of the HELIN libraries may be requested through interlibrary loan. Borrowers should allow up to two weeks for delivery of some of these items.

*University Archives and Special Collections:* The university archives are the official repository for university records, including documents, correspondence, publications, yearbooks, dissertations, and photographs and media. The special collections consist of items that have significance to the university but which originated outside of it, including rare books and manuscript collections and material related to Newport and the Religious Sisters of Mercy. Staff can make an appointment with the archivist in advance to view any of these items, which do not circulate. Additional information may be found at <http://library.salve.edu/archives/>.

## **LITURGIES** (Updated 6/4/2013)

Catholic Mass schedule:

Staff and their families are welcome to attend Mass throughout the year at Our Lady of Mercy Chapel. Regular Sunday Masses are at 11 a.m. and 7 p.m. Weekday Masses are celebrated Monday through Thursday at 12:15 p.m. In general, there is no 7 p.m. Mass on Sunday when the students are on vacation. Please contact the Mercy Center for Spiritual Life at extension 2326 regarding the schedule for holy days, Christmas, Easter and the spring and summer breaks.

## **MAIL SERVICES**

Mail Services, located on the Garden Level of McKillop Library, is open Monday through Friday 8:30 a.m. to 4:30 p.m. All outgoing mail must be received before 4 p.m. for same day processing. The UPS and Federal Express pick up time is also 4 p.m. All outgoing mail must have a return address and a zip code. Zip codes for domestic mail can be obtained at [www.usps.com](http://www.usps.com). International mail must have the country name written in full on the last line of the address. International packages and large envelopes must be accompanied by a content list, value and phone number of the recipient. They sell books of stamps as well as postage for packages, UPS and Federal Express. They stock Priority Mail supplies, padded envelopes and recycled packing materials for your convenience.

## **PARKING AND REGISTRATION**

Staff who want to use on-campus parking facilities must register their vehicles with the Office of Safety and Security. A decal is provided for the outside of the rear windshield. The decal must be placed in the bottom left corner on the outside of the rear windshield. Specific parking spaces are not guaranteed. However, some employees do have designated spots because of their job responsibilities. Courtesy parking permits, issued to employees for temporary vehicle use, are to be returned when no longer needed. The Office of Safety and Security is authorized to tow cars, at owner's expense, that are on University property and in violation of posted parking signs and University Parking regulations.

## **PUBLICITY/ADVERTISING**

Publicity about University people and programs is generated through the Office of University Relations. News and features about administrators, staff, faculty and students are regularly sent to area print and broadcast media. Media advertising that promotes courses, cultural events, public programs, undergraduate and graduate recruitment must be approved through the Office of University Relations. Photographers for University events are scheduled upon request. Departments with specific ideas and requests are encouraged to contact the Office of University Relations at extension 2183 or via SRUnews@salve.edu.

## **PURCHASING**

The Purchasing Department is dedicated to assisting the community with the timely and cost effective procurement of good and services. Purchasing endeavors to maximize the University's purchasing power through competitive bidding and the negotiation of special pricing agreements and contracts. Through the process, the University is successful in obtaining maximum value for the monies expended and establishing standards of vendor performance, which benefit the University. For specific information on purchases, purchase orders and procurement cards, contact the Purchasing Office at extension 2950.

## **SAFETY AND SECURITY**

The Office of Safety and Security, located in Tobin Hall, operates 24 hours a day, seven days a week to protect the University community. The office can be reached using extension 5500 from University phones and 401-341-2325 from cell phones. The Director and staff safeguard all campus buildings and monitor parking facilities.

## **TELEPHONE SERVICE**

All campus offices may be direct dialed. Campus directories are available online through MySalve or through the directories button on all campus phone sets.

## **UNIVERSITY CANCELLATIONS**

Salve Regina University is fully committed to the safety of our campus community. As a residential campus, we carefully balance the essential services we provide our students and staff with the need for altered schedules during severe weather conditions. Our general practice is to keep the University open unless local conditions and overall safety are a concern, at which time we may occasionally delay opening, close our administrative offices and/or cancel classes.

The following messages related to the level of University operation may be disseminated via the SALVE ALERT (ENS), community-wide email, Salve Regina website and/or Salve Regina social media.

- **The University is under Full Operation** - open and scheduled as normal.
- **The University is under Limited Operation (delayed opening)** - will have a delayed opening. All classes at the Newport and/or Warwick campus have been delayed until a specified time. All staff should report on time or at a specified delayed time.
- **The University is under Limited Operation (closing early)** – offices will be closing at (time). All classes have been canceled as of (time).
- **The University is under Suspended Operations** - offices closed, classes canceled, residence halls open. Only essential staff report to work.

In certain situations (typically during Suspended Operations), SALVEtoday may also be used to communicate continuous updates regarding campus resources, event cancellations, delays and new hours.

Authorized announcements may also be made over the following broadcast systems, depending upon the University's current level of operation:

- Rhode Island Broadcaster's Association (RIBA)

- Television stations and their websites - Providence
  - WPRI-TV CH 12
  - WJAR-TV CH10
  - WLNE-TV CH 6

For more information on communications and levels of operations during severe weather, refer to the [Severe Weather policy](#).

### **UNIVERSITY COMMUNICATIONS PROTOCOLS**

The Office of University Relations developed the [University Communication Procedures and Media Protocol](#) which provides guidance related to University communications, media, broadcast e-mail, event promotion and scheduling and print materials. This information, is designed to help you share the good work being done at Salve Regina so that University Relations, in turn, may share it with others.

### **UNIVERSITY-SPONSORED TRIPS**

University-sponsored student, faculty or staff trips are announced in official Salve Regina publications and sanctioned by senior administrators either individually or as part of the academic planning process.

Faculty, staff and students - as groups or individuals - who sponsor trips independently or in conjunction with a travel agency may not use the University's stationery, logo, on-campus bulletin boards, class discussions, interoffice mail, or University phone numbers for their purposes. Such actions could place the University in a position of unwarranted liability.

Travel agencies working with University groups or individuals must not indicate a University affiliation with non-sanctioned trips. Misuse of Salve Regina's copyrighted name and logotype is subject to legal action. Sketches of faculty, staff or students appearing in advertisements and identifying their Salve Regina position should clarify that the University is not sponsoring the activity or trip.

### **USE OF PERSONALLY OWNED VEHICLES FOR BUSINESS PURPOSE**

When a privately owned vehicle is used for Salve business purposes, the motor vehicle operator's personal auto insurance will be considered the primary coverage and the University's automobile insurance coverage will be secondary. The motor vehicle operator's personal auto insurance will remain the ONLY source of insurance relief for damage to the motor vehicle operator's personal auto. The University holds liability insurance that extends to employees driving vehicles for work related business on approved work time. This coverage is provided for liability related to auto accidents, but does not cover collision or physical damage to property. It is recommended that employees using personal vehicles for work related business carry collision including business use, on personal auto insurance, as well as bodily injury as indicated. Please note that lending your personal vehicle to a fellow employee or student does not qualify as a University business purpose.

### **CLAIM REPORTING**

If Staff are involved in automobile accidents while on University business that involves any type of bodily injury or third-party property damage, they must complete a University accident form immediately.

### **USE OF SPACE ON CAMPUS**

Salve Regina University staff who want to reserve University facilities need to fill out a Live 25 online request form that gets submitted to the Office of Conferences & Events. Any questions from Salve Regina University staff regarding use of space on campus should be directed to the office at 401-341-2197.

Outside agencies and individuals, or a Salve Regina University staff member acting on their behalf, need to submit a written request to the Office of Conferences & Events to use University facilities. Any questions from outside agencies and individuals should be directed to the same office at 401-341-2460

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