PART-TIME FACULTY EMPLOYEE HANDBOOK

2018-2019
# Contents

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>HISTORY OF AUGUSTANA UNIVERSITY</td>
<td>3</td>
</tr>
<tr>
<td>NOTICE TO ALL EMPLOYEES</td>
<td>6</td>
</tr>
<tr>
<td>THE AUGUSTANA UNIVERSITY APPROACH</td>
<td>7</td>
</tr>
<tr>
<td>AMERICANS WITH DISABILITIES ACT (ADA) POLICY</td>
<td>7</td>
</tr>
<tr>
<td>WORKPLACE VIOLENCE PREVENTION</td>
<td>31</td>
</tr>
<tr>
<td>ID CARDS</td>
<td>32</td>
</tr>
<tr>
<td>PARKING</td>
<td>32</td>
</tr>
<tr>
<td>SALE, SOLICITATION AND DISTRIBUTION</td>
<td>36</td>
</tr>
<tr>
<td>ETHICAL STANDARDS</td>
<td>36</td>
</tr>
<tr>
<td>CAMPUS CONDUCT HOTLINE</td>
<td>37</td>
</tr>
<tr>
<td>TITLE IX / HARRASSMENT</td>
<td>38</td>
</tr>
<tr>
<td>BREASTFEEDING POLICY</td>
<td>38</td>
</tr>
<tr>
<td>ALCOHOL/DRUG RELATED PROBLEMS</td>
<td>38</td>
</tr>
<tr>
<td>PAYROLL</td>
<td>40</td>
</tr>
<tr>
<td>HOLIDAYS</td>
<td>41</td>
</tr>
<tr>
<td>RELIGIOUS DAYS</td>
<td>41</td>
</tr>
<tr>
<td>JURY DUTY</td>
<td>41</td>
</tr>
<tr>
<td>TICKET POLICY</td>
<td>43</td>
</tr>
<tr>
<td>CHAPEL</td>
<td>43</td>
</tr>
<tr>
<td>USE OF MAIL / TELEPHONES</td>
<td>44</td>
</tr>
<tr>
<td>COMPUTER LABORATORY PRIVILEGES</td>
<td>44</td>
</tr>
<tr>
<td>EMPLOYEE CONFIDENTIALITY STATEMENT</td>
<td>46</td>
</tr>
<tr>
<td>&quot;AUGUSTANA FACULTY NEWS&quot;</td>
<td>51</td>
</tr>
<tr>
<td>AUGUSTANA CAMPUS LEARNING CENTER FOR CHILDREN</td>
<td>51</td>
</tr>
<tr>
<td>RECREATIONAL SERVICES</td>
<td>52</td>
</tr>
<tr>
<td>DINING SERVICE</td>
<td>52</td>
</tr>
<tr>
<td>SERVICE ANIMALS, EMOTIONAL SUPPORT ANIMALS AND PETS</td>
<td>53</td>
</tr>
<tr>
<td>TIAA</td>
<td>54</td>
</tr>
</tbody>
</table>
HISTORY OF AUGUSTANA UNIVERSITY

Higher education in the early days of this country was dominated by private colleges originated by religious groups who saw in them a means to provide leadership for their churches, schools, communities, and ethnic heritage groups. Scandinavian immigrants to the country were no exception.

This institution which was to become Augustana College began with the foundation of Hillsboro Academy in Hillsboro, Illinois, in 1835. By 1846, a Lutheran group had changed the name to "The Literary and Theological Institute of the Evangelical Lutheran Church of the Far West."

The ambitious new name set the pace for the institution as it moved with the tide of immigration into America's West. The school was moved to Springfield, Illinois, where it became Illinois State University and numbered among its students John Hay, who later became the nation's Secretary of State, and Robert Todd Lincoln, son of Abraham Lincoln.

In 1860, due to differences over matters of doctrine, Professor Lars Paul Esbjorn and a group of followers moved to Chicago and established the Augustana College and Seminary with Esbjorn as first president. The University has chosen to mark this institution as its beginning.

The name Augustana is drawn from the origin of the Lutheran Church in the Augsburg Confession in 1530 during the time of the Reformation. The Latin designation of this document was the Confessio Augustana.

Following the Civil War, the fledgling Augustana College was caught up in the westward movement of pioneers. The school moved with its constituents to Paxton, Illinois, in 1863; then in succession to Marshall, Wisconsin, in 1869; to Beloit, Wisconsin, in 1881; and to Canton, South Dakota, in 1884.

In 1918, following the union of three Lutheran synods, the College was moved to Sioux Falls where it merged with the Lutheran Normal School to form the institution.

September 1, 2015, Augustana College changed the name to Augustana University. The term "university" enhanced the already-strong identity as a rigorous, expansive and dynamic institution of higher education. Students still enter to learn and leave to serve. At this time, the Augustana experience will move to the next level – inspire undergraduate and graduate students from around the world, serve the needs of a changing society and a growing city, and produce graduates who not only have the skills necessary to build meaningful careers, but who can live lives of purpose and service.

Twenty-four presidents have served Augustana since its founding: Lars Esbjorn (1860-1863); T.N. Hasselquist (1863-1869); August Weenaas (1869-1870); J. Anderson (1870-1876); David Lysnes (1876-1884); M.D. Miller (1884-1889); C.S. Salveson (1889-1890); Anthony G. Tuve (1890-1916); P.M. Glasoe (1916-1918); H.S. Hilleboe (1918-1920); C.O. Solberg (1920-1928); H.J. Glenn (1928-1929); O.J.H. Preus (1929-1932); C.M. Granskou (1932-1943); Lawrence M. Stavig (1943-1965); Charles L. Balcer (1965-1980); William C. Nelsen (1980-1986); Sidney

Augustana University is a University of the Evangelical Lutheran Church in America. The immediate management and control of the University is vested in the Board of Trustees elected by the Augustana University Association composed of the congregations of the South Dakota Synod, the Western Iowa Synod, the Southwestern Minnesota Synod, and the Nebraska Synod. The Association is incorporated under the laws of South Dakota.

Mission, Values, and Vision

We believe that the preparation of our students for a life of service involves more than ensuring that they find excellent jobs when they graduate; it includes helping our students determine what their gifts are and how they might use those gifts productively in a variety of settings across their whole lifetimes. Students are educated to be well-informed, engaged citizens and servant leaders in their communities, churches, and across the world.

Mission Statement

Inspired by Lutheran scholarly tradition and the liberal arts, Augustana provides an education of enduring worth that challenges the intellect, fosters integrity and integrates faith with learning and service in a diverse world.

Our Shared Core Values

Christian

Built on a Lutheran tradition of higher education, Augustana professes that God’s transforming grace in Jesus Christ invites and challenges us to be seekers of truth, lovers of wisdom, and bearers of compassion. We are inspired in study and worship, reflection and action to engage faith, encounter God and explore creation. At Augustana, we believe we are called to live freely and in daring boldness so that we can love and serve our neighbor.

Liberal Arts

Augustana offers a dynamic, comprehensive educational program that engages students in learning about a broad range of subjects through our shared liberal arts core along with specialized study in one or more disciplinary areas. All of our students learn to think critically and creatively, to communicate effectively through written, oral and visual means, to understand multiple perspectives, to apply ethical standards, and to care for one another and the world. Engaging with the intellectual practices embodies in the liberal arts prepares our graduates to lead and serve effectively in the workplace, the community, the family, and the church. At Augustana, we affirm a commitment to teaching and learning as central and lifelong.
Excellence
To pursue excellence is to be committed to high standards, striving for quality in all we do. At Augustana, we recognize that excellence may be demonstrated in many different ways in a wide variety of areas. Thus, we seek to provide a broad range of opportunities and experiences that promote risk-taking and learning from success and failure. We commit ourselves to use our gifts to the best of our abilities to achieve our dreams and to serve the world with vision and hope.

Community
Living, learning, and serving in community, we acknowledge the importance of fellowship and care for one another and the world. As Augustana citizens we learn to be mutually accountable for how we each respond to the human needs of kindness, compassion, encouragement, support and respect for individual differences. We seek to empower and support one another in order to strengthen community. Living in community affirms a shared sense of purpose and mission.

Service
We become whole when we accept the call of servanthood, reaching out to others, and giving freely of our time and talent. A wide variety of experiences prepare us to live a life of service to God and society. We recognize that accepting a call to servanthood commits us to put others before self and to promote generosity and justice. At Augustana, we commit to integrating faith with learning in order to be appropriately prepared to serve in a diverse world.

Vision
Augustana University aspires to become one of America’s premiere church-related Universities.
NOTICE TO ALL EMPLOYEES

Introductions

The purpose of this Handbook is to provide you with information about Augustana University and its policies. Please read it carefully and retain it for future reference. The policies described in this Handbook are subject to change at the discretion of the University. From time to time, you may receive updated information concerning change in policy. In the event of a conflict between these policies and state or federal law, the terms and conditions of the law shall prevail. Augustana University specifically reserves the right to repeal, modify, or amend any of these policies with or without notice.

Should you have any questions regarding any policies, please contact the Human Resources office.

Disclaimer

This Handbook does not confer a contract of employment. The policies, procedure, rules and benefits listed in this Handbook are subject to change. These policies are provided as a reference of present policies and not a guarantee of employment or specific employment benefits.

Augustana University does not recognize verbal or implied contracts for employment. Only the president of Augustana University, or his/her designee, with the approval of the Board of Trustees, has the authority to enter into an agreement of employment for specified durations.

NOTICE OF NON-DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY

Augustana adheres to all federal and state civil rights laws banning discrimination in institutions of higher education.

Augustana is committed to providing equal access to and participation in employment opportunities and in programs and services, without regard to race, color, religion, creed, sex, pregnancy, sexual orientation, gender identity, genetic information, national origin, ancestry, age, veteran status, or disability. Augustana complies with Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Rehabilitation Act, and other applicable laws providing for nondiscrimination against all individuals. Augustana will provide reasonable accommodations for known disabilities to the extent required by law.

This policy covers nondiscrimination in employment and in access to educational opportunities. Therefore, any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational, employment, residential and/or social access, benefits and/or opportunities of any member of the campus community on the basis of their actual or perceived membership in
the protected classes listed above is in violation of Augustana policy on nondiscrimination. When brought to the attention of Augustana, any such discrimination will be appropriately remedied by Augustana according to the procedures below. This Policy is not intended to create a contract between Augustana University and any other person.

Inquiries or concerns should be directed to: Beth Elam, Title IX Coordinator & Assistant Dean of Students, Dean of Students Office — Edith Mortenson Center #116, 605.274.4124, belam@augie.edu, www.augie.edu/titleix

No official at the University will retaliate against an employee who makes a complaint of discrimination. All Employees who file and employees who participate in any investigation regarding a claim of discrimination are protected against retaliation.

THE AUGUSTANA UNIVERSITY APPROACH

The Augustana Approach is our commitment to you and it is the basis for all our policies. During your employment with the University, you will see and understand the Augustana University Approach in action.

- To provide the climate and resources that will enable all employees to advance on merit as far as their talents and skills will take them, without regard to race, color, religion, creed, sex, pregnancy, sexual orientation, gender identity, genetic information, national origin, ancestry, age, veteran status, or disability, except that, as an institution of the Evangelical Lutheran Church in America, the University reserves the right to use a qualification based on religion if such qualification is related to a bona fide religious purpose or is otherwise permitted by applicable law.

- To offer pay and benefits that are fair and competitive.

- To make certain that ideas, concerns, and problems are identified and that two-way communication is effectively maintained.

- To provide an environment that identifies, encourages and rewards excellence, innovation, and quality.

- To remember always that respect for human dignity is fundamental to our mission.

AMERICANS WITH DISABILITIES ACT (ADA) POLICY

It is the University’s policy not to discriminate against qualified individuals with disabilities with regard to all terms and conditions of employees. The University is also committed not to discriminate against any qualified employees or applicants because they are related to or
otherwise associated with a person with a disability. Any employee seeking an accommodation of his or her disability should submit a written request to Human Resources. The University will make reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship.

Please consult the entire policy and procedures online at http://www.augie.edu/sexual-misconduct.
ADMINISTRATIVE AND SUPPORT STAFF FOR REFERENCE

*Most questions about your assignments should be answered by your department chair. However, at times you may find it useful to get in touch with another university administrator.

**Associate Registrar and Director of Advising, Sara Vande Kamp** .......................... 274-4037
Advisor assignments, degree audits, general advising questions, class lists, independent study, internships, veteran services

**Associate Vice President for Academic Affairs, Mitch Kinsinger** .................................. 274-4724
General education, curriculum, faculty development, assessment, accreditation, innovative use of technology, summer courses

**Associate Vice President for Graduate & Continuing Education**
**Jerry Jorgensen** ................................................................. 274-4045
Graduate programs, continuing education and workshops

**Director of Academic Operations, Karen Madsen** ...................................................... 274-4042
Academic affairs operations, contracts

**Director of International Programs, Ben Iverson** ......................................................... 274-5050

**Director of Accessibility and Academic Support, Susan Bies** ..................................... 274-5503
Services for students with disabilities, academic monitoring, test outs/proficiency examinations, CLEP/AP

**Executive Director of Student Success Center, Billie Streufert** .................................. 274-4123

**Help Desk Coordinator IT Systems, Cheryl Swanson** ............................................... 274-5331
e-mail, computers, software updates.

**Registrar and Assistant Dean for Instructional Data, Joni Krueger** .......................... 274-4015
Classroom scheduling, petitions, academic policies/questions, grading; incomplete grades, grade changes, academic status, catalog, FERPA, interdepartmental majors

**Senior Vice President for Academic Affairs and Dean, Colin Irvine** .......................... 274-5417
Full-time faculty staffing, curricular revisions, academic budgets

**Acting Dean of Students, Mark Blackburn** .................................................... 274-4124
Personal counseling, absence policy, withdrawal from University, disciplinary problems

**Vice President for Human Resources, Deanna Versteeg** ...................................... 274-4110
Human Resources policies, procedures, and benefits as it relates to part-time employees
DIVISION COORDINATORS

<table>
<thead>
<tr>
<th>Division</th>
<th>Coordinator</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanities</td>
<td>Karie Frank</td>
<td>274-4621</td>
</tr>
<tr>
<td>Natural Science</td>
<td>Chery Holzapfel</td>
<td>274-4711</td>
</tr>
<tr>
<td></td>
<td>Marlys Vant Hul</td>
<td>274-4710</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>Alexis Fredin</td>
<td>274-5226</td>
</tr>
</tbody>
</table>

DEPARTMENTAL / PROGRAM COORDINATORS

<table>
<thead>
<tr>
<th>Program</th>
<th>Coordinator</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletics</td>
<td>Juli Peterson</td>
<td>274-4311</td>
</tr>
<tr>
<td>Nursing</td>
<td>Jennie Holland</td>
<td>274-4727</td>
</tr>
<tr>
<td>Music/PVA</td>
<td>Natalie Hecht</td>
<td>274-5451</td>
</tr>
<tr>
<td>Education</td>
<td>Chris Assmus</td>
<td>274-4629</td>
</tr>
</tbody>
</table>
ACADEMIC PROCEDURES
http://www.augie.edu/registrar
605-274-4122

Admission to Class

Prior to the first day of class, obtain a class list. Access instructions are as follows:

• Go to https://my.augie.edu
• Login (same Augie login, same as email)
• Password – Please change your default password if you have not already done so by using the Password Management line found on my.augie.edu
• Click Faculty and Staff
• Select the Academics tab
• Under Academics – select “courses and Grades” from the left side navigation.
• Make sure your Term is set correctly (FA 2017)

If a class is “closed” (i.e. has reached enrollment limit), clearance by the instructor is required for a student to be admitted. Each semester's schedule bulletin publishes the date of the last day a class can be added without an instructor's clearance. This date is usually one week after the beginning of the semester. To grant clearance:

• Go to https://my.augie.edu
• Login (your Windows access login)
• Password – You will have been assigned an 8 digit (random number) password, and should change it to a password you can remember.
• Click Faculty and Staff
• Choose Course Information
• Open Course Authorization
• Click on Course List (bottom of the page)
• Select the course (if your course is cross-listed either authorize for both prefixes, or find out the one the student wants)
• Click on Add New Authorizations
• Find the student by Name or ID
• Select the reason for authorization
  - Capacity if the class is full
- Schedule Conflict if there is another class/lab/etc. that conflicts with your class, but you have made arrangements for the student to still take the course

- Requisite / Course Requirement – Select both of these if the student is missing a pre-requisite, or if the course is set up to require a faculty signature to allow the student to register

Withdrawal from Class

During the first week of a semester students may withdraw from a course online. From the second week up to one week after mid-term students may withdraw from a course with a grade of W (withdraw). The instructor’s signature is required, and students must take the signature to the Registrar’s Office to be withdrawn.

Beginning the second week after mid-term, students must have the approval of the Registrar to withdraw from a course without having an “F” recorded. Specific dates are found on the printed schedule and on the web site.

The necessary forms for withdrawing from a course are available in the Registrar’s Office or online at http://www.augie.edu/registrar

Final Examinations

The schedule for final examinations for each semester is found on the Registrar’s Office web page: www.augie.edu/registrar.

All final examinations must be given at the time listed on the master examination schedule unless a change has been authorized by the Registrar. Classes in which no final examination is given will have their last class meeting at the time scheduled for the final examination. Classes in which a unit test is given instead of a final examination will have that unit test the time scheduled for the final examination.

A student’s final examination paper should be available for review by the student in the event that the student makes such a request within four weeks after the close of the semester.

Grading Procedures

Full grading procedures can be found in the University Catalog or online at www.augie.edu/catalog. Select General Academic Procedures.

The assignment of grades is the responsibility of the instructor. At the beginning of each semester students should be given a course syllabus which describes the objectives of the course, general content, and the methods to be used in evaluating their work.

If you need to assign an “F” or “I” grade to a student, we are required to report the Last Date of Attendance (LDA) to the federal government for any student who has any federal grants or loans. You must enter the LDA for each “F” or “I” grade assigned.
The distribution of grades should be reviewed by each faculty member in consultation with the department chair. Statistics which may be useful in establishing general norms are available in the Registrar’s Office.

**Faculty Absences**

If for any reason a faculty member is unable to meet his/her classes, Offices of the Registrar and Academic Dean should be notified. If prior notice of absence has not been given to students, a colleague or division coordinator/secretary should be notified so that an announcement of the absence can be posted and an e-mail sent.

If a faculty member will be out of town for any reason, information as to how the faculty member can be reached during that time should be left with the Academic Affairs Office.

**Student Attendance Policy**

Class attendance is expected of all students. Each teacher will outline his/her specific attendance policies during the opening meeting of the class. These attendance expectations are also to be included in the course syllabus.

Students who find it necessary to be absent because of illness or for other reasons should notify their instructor before the class period. Students missing class or arriving late assume responsibility for communicating with the instructor. Instructors may on occasion require students to secure verification of reasons for absence.

Faculty and staff wishing to take students off-campus for field trips, conferences, tours, athletic competition, etc., must submit to the Student Services Office a roster of student who will miss class sessions at least one week in advance. Instructors are encouraged to make arrangements to accept course work and administer examinations ahead of time, but maintain the freedom to accept make-up work.

**Syllabus Guidelines**

For required syllabus statements and other syllabus related material, see: Academic Affairs > Syllabus info, etc. (Note: you must be logged in with your augie.edu account in order to access this Google Team Drive).

**HONOR CODE**

*(for complete information see: http://www.augie.edu/honor-code. For any questions contact the Associate VPAA at 605-274-4724)*

**Student Code of Conduct**

As a community of scholars, the students and faculty of Augustana University commit to the highest standards of excellence by mutually embracing an Honor Code. As a University of the Evangelical Lutheran Church of America, we understand the individual and collective responsibility we have in fostering integrity. Ultimately, our purpose is to be an engaged body of academically excellent, highly articulate, and morally centered persons who learn about and
examine the world together. We believe that only when we are honest with ourselves and each other can we begin to contribute to the world in a meaningful manner.

Augustana’s Honor Code consists of inter-related elements that guide scholarship and learning; the Honor Pledge, the Honor Board, and a set of judicial procedures that guide the University’s adjudication of academic integrity violations.

The Honor Code states the principles that guide our work together. Students will sign an honor pledge on every examination and other assignments deemed appropriate by the faculty member. The Honor Pledge is as follows:

“On my honor, I pledge that I have upheld the Honor Code, and that the work I have done on this assignment has been honest, and that the work of others in this class has, to the best of my knowledge, been honest as well.”

Filing an academic integrity policy complaint:

Any member of the Augustana University community may file an academic integrity policy complaint against a student. The complaint is brought forward to the appropriate faculty member or to a different faculty member or administrator.

The faculty member or administrator who receives the complaint will forward the complaint to the appropriate faculty member.

When a faculty member has evidence of academic dishonesty committed by an Augustana student, the student will be informed of the details of the charge and will be shown supporting evidence.

Complaint Resolution Process, two ways of resolving an academic integrity complaint:

The faculty member has authority to handle the matter independently.

A student found guilty of a violation of the Honor Code by a faculty member will experience a penalty that may result in a failure or a grade of zero for the assignment or exam in question, or a failure of the course in question.

The faculty member will forward a letter detailing the facts of the case and the imposed sanction to the Associate Vice President for Academic Affairs.

The Associate Vice President for Academic Affairs will send the student a disciplinary warning letter.

A student on record for a previous violation of the Honor Code may experience a greater penalty including disciplinary probation, suspension or expulsion, and the case may be forwarded by the Associate Vice President for Academic Affairs to the Honor Board.
The faculty member may forward the matter to the Honor Board.

When a faculty member wishes to forward a case involving academic dishonesty to the Honor Board, the faculty member contacts the Associate Vice President for Academic Affairs who informs the Honor Board that a hearing will be required.

The Honor Board shall inform the accused student of the reasons for the hearing with sufficient information and sufficient time to ensure opportunity to prepare for the hearing.

The Honor Board will set a date and time for the hearing that will entitle the accused student to an expeditious hearing of the case. The hearing may take place no sooner than ten days after the date of notification unless all parties agree that an earlier hearing shall be scheduled.

The Associate Vice President for Academic Affairs (or designate) will inform the accused student of the process and the student’s rights pertaining to the hearing.

STUDENT AFFAIRS DIVISION

The Student Affairs Division, under the direction of Jim Bies, the Vice President for Student Affairs and Dean of Students, is a comprehensive set of departments and offices dedicated to providing rich student-centered programming that supports, challenges and advocates on behalf of our students. These departments include: Dean of Students Office, Campus Safety (security), Center for Campus Life (housing, residential education, student activities, volunteer services), Dining Services, Counseling Services, Health Services, Diversity & Inclusion Programs, Recreational Services, Bookstore, and Campus Learning Center for Children (childcare).

Key points about student affairs:
The classroom is not the sole province of student learning on our campus. Learning is integrated throughout the Augustana experience - from the day students begin their new student orientation program until the day they receive their diploma at commencement.

- Care for Students
  Each student is unique in their own personal experiences, circumstances and needs. Accordingly, each is entitled to be treated with dignity, respect and fair treatment in all interactions they experience with classmates, faculty and staff.

- Housing
  As a residential university, we are committed to providing a safe and healthy living and learning experience in all of our campus housing settings. The Center for Campus Life provides leadership and oversight for the areas of Housing and Residential Education, Student Engagement and Activities, The Viking Voyage (new student orientation and welcome week), First-Year Programs, and Volunteer Programs.

  More than two-thirds of all full-time students live in the University’s (6) residence halls, (4) apartment complexes and (10) theme houses. Augustana has a two-year residency requirement and unique programming and support services define a variety of living
environments depending on academic classification, age and preference. All first-year students reside in three traditional residence halls; Bergsaker, Solberg and Tuve Halls.

- **Code of Student Conduct**
  The following summary of policy, standards and rules apply to all students, whether undergraduate, or graduate, in settings that take place on campus, at university-sponsored events, and may also apply to off-campus settings including the online environment when the conduct affects a substantial university interest. The [Code of Student Conduct](#) is presented in its entirety in the [Student Handbook](#).

- **Academic Integrity** is vital to the academic classroom at Augustana because it involves the search for and acquisition of knowledge and understanding. Any willful misrepresentation of the relation between the work being evaluated and the student’s actual state of knowledge is a violation of the [Honor Code](#).

- **Alcoholic Beverages.** The possession and use of alcoholic beverages on the premises and at university sponsored functions is prohibited.

- **Drugs.** The use and/or possession of drugs except when prescribed by a physician, and the distribution of drugs and is prohibited on the premises and at university sponsored activities.

- **Tobacco-Free Campus**
  Augustana is a [tobacco-free campus](#). The use of tobacco products in or on University property is prohibited and includes: Cigarettes, cigars, pipes, all forms of smokeless tobacco, clove cigarettes and any other smoking devices that use tobacco, such as hookahs, or simulate the use of tobacco, such as electronic cigarettes.

- **Computer and technology resources** are provided by Augustana University is a privilege made available to students, faculty, staff and approved guests of the university to facilitate and enhance their work, teaching, learning and scholarly research. These resources include university-owned hardware, software, accompanying network resources, and technology support personnel. Computing accounts are provided for non-commercial, academic use. It is expected that technology users will apply a normal standard of academic integrity, polite conduct and respect for the rights and privacy of others. All technology users should keep personal devices up to date and use anti-virus software and to prevent the spread of viruses and malware. All users are expected to act responsibly and abide by all state and federal laws.

Augustana uses campus email as a primary way of communicating with students and staff. It is expected that all students, faculty and staff will check their university assigned e-mail regularly.

- **Harassment, Dating Violence, Sexual Misconduct and Stalking** are forms of discrimination that may be created by oral, written, graphic, or physical conduct
that interferes with, limits or denies the ability of an individual to participate in or benefit from university-sponsored programs, activities, or opportunities. Augustana is committed to a safe environment that promotes dignity and respect and will not tolerate the actions in any form.

Any such discrimination will be appropriately remedied according to the Equity Grievance Process. The following acts constitute a violation of this policy; sexual harassment, non-consensual sexual intercourse, non-consensual sexual contact, and sexual exploitation. These acts are presented in detail as part of the University’s civil rights policies and procedures.

• **Disorderly conduct** is prohibited on university premises and at university-sponsored activities. Disruptive conduct is an act that intentionally obstructs teaching, research, administration, disciplinary procedures, freedom of movement, and other lawful activities on the campus and at university-sponsored events.

• **Weapons** defined as all firearms, air guns, sling shots, bows, knives with blades over 6 inches in length, etc. are prohibited on the premises and at Augustana sponsored activities. Secure storage for hunting weapons is available in the Campus Safety Office.

**Co-curricular Activities (Participation)**
Student eligibility for participation in select co-curricular activities such as athletics, music, theatre, and student publications require that students are in academic good standing. The Dean of Students Office serves as a point of certification and information for faculty members who advise/direct/supervise student groups. Exceptions shall be considered on their merits.

**Early Alert System (EARS)**
EARS is an early identification and intervention tool for faculty and other campus personnel to refer concerns that present obstacles to student success. The Dean of Students Office administers the EARS Program and works closely with a designated team of staff representing support services associated with the Success Center, Campus Life Center, International Programs Office and Registrar's Office.

• **EARS alerts are submitted online.**
• When an EARS alert is received, the reporter (*faculty or staff submitting the online form*) receives an immediate acknowledgement. Depending on the nature of the concern, the reporter and/or the student's academic advisor may be contacted for additional information and/or shared findings deemed helpful to supporting the student as circumstances might dictate.

• **EARS alerts are responded to with respect for confidentiality and sensitivity to the unique circumstances of the specific concern.**
COUNSELING SERVICES
605-334-2696

Counseling services work with a variety of resources to meet every student's emotional health and well-being. Our counselors are also associated Sioux Falls Psychological Services which offers students with access to a comprehensive and multidisciplinary group of more than a dozen mental health professionals. Students receive confidential, short-term individual counseling for a variety of personal issues such as adjustment to university, self-esteem, anxiety, depression and loss.

The Counseling Center is located on the lower level of Sioux Falls Seminary, across the street from the Mikkelson Library.

Students are seen by appointment on weekdays during the academic year and during summer when classes are in session. There is no cost for full- and part-time students who have paid the student activities fee.

HEALTH SERVICES (CAMPUS CLINIC)
605-274-5552

Sanford Clinic Family Medicine is Augustana’s health service provider. The clinic is located on the lower level of Solberg Hall (southwest entrance). Services include outpatient medical care typical of an acute care clinic (i.e., diagnosis and treatment of illness, immunizations, travel consultation and limited diagnostic testing and laboratory services). Faculty and staff as well as students are welcome to receive services on campus.

The Campus Clinic offers students, faculty and staff walk-in access to a registered nurse during weekdays when classes are in session. Students who require physician services are seen by appointment on Mondays, Tuesdays, Wednesdays, and Thursdays at the Campus Clinic. For those who may require further medical care, they may be seen at the Sanford Clinic-Family Medicine, 6110 S Minnesota Avenue (SE corner of 69th Street and Minnesota Avenue).

- **Clinic Hours**
  Monday - Friday: 8:30 a.m. - 3:30 p.m.

- **Certified Nurse Practitioner Hours**
  Monday, Tuesday, Wednesday, Thursday: 10 a.m. - 12 p.m.

- **Student Costs**
  There is no cost for students and staff when seen by a university nurse at the Campus Clinic in Solberg Hall. Patients will be expected to pay for services provided by the nurse practitioner (CNP) and physicians at both clinic locations. Fees will also apply for diagnostic testing and injectable medications.
• **Insurance (Students)**
  The University recommends that all students have health insurance or other medical plan coverage that complies with the Affordable Care Act. Students receiving treatment will need to supply their insurance card for services provided by the Certified Nurse Practitioner, laboratory testing and immunizations.

**HOUSING & RESIDENTIAL EDUCATION**
605-274-5215

As a residential university, Augustana believes that student engagement and residential education enhance the mission of the institution through the provision of safe and healthy living and learning experiences marked by engaging programs, vibrant residential communities, and intentional relationship development. The Center for Campus Life provides leadership and oversight for the areas of Housing and Residential Education, Student Engagement and Activities, The Viking Voyage (new student orientation and welcome week), First-Year Programs, and Volunteer Programs.

More than two-thirds of all full-time students live in the University’s (6) residence halls, (4) apartment complexes and (17) theme houses. Augustana has a three-year residency requirement and unique programming and support services define a variety of living environments depending on academic classification, age and preference. All first-year students reside in two traditional residential facilities; Bergsaker and Solberg Halls located adjacent to each other on the south end of the campus.

**STUDENT RECORDS**
605-274-4121

Augustana University keeps the education records of current and former students confidential according to provisions of the Family Educational Rights and Privacy Act of 1974 hereafter referred to as FERPA. The University will not disclose information contained in education records to anyone outside of the institution without the student's consent except to officials of another school in which the student seeks or intends to enroll, and to federal, state and local agencies and authorities as permitted under FERPA.

Education records are documents that relate directly to a student and include academic transcripts and supporting documents, student judicial records, financial aid records, and career placement records. These records may be disclosed to Augustana University personnel with legitimate educational interest without prior consent. (NOTE: The University may disclose financial records to parents or guardians of a dependent student as defined by the Internal Revenue Code of 1964. Parents or guardians of students under the age of 21 may also be notified if their son/daughter violates the University's alcohol and drug policies per the Higher Education Act Amendments of 1998.)

Listed below is information not considered a part of a student's education record and therefore are not subject to FERPA provisions:
• personal records kept by a member of the university staff that are not revealed to others and are kept in the sole possession of the staff member; and
• student employment records that relate exclusively to the student in the capacity of an employee; and
• records of the University's Campus Safety Department which are maintained solely for law enforcement purposes; and
• medical records maintained by the Student Health and Counseling Services Center (health and counseling services) and other recognized professional and paraprofessional, if those records are used solely for treatment and made available only to those persons providing treatment.

Request for Review
Students have a right to review their education records as provided by the provisions of FERPA. Items requested for review shall be made available no later than 45 calendar days following receipt of the written request. Note: No official academic transcript will be released until all accounts, including loan funds administered by the University, are paid in full or are current according to established repayment schedules.

Limitations on Student Rights
There are some limitations on the rights of students to review their records. Students shall have no right to inspect or review:
• confidential letters and recommendations associated with admission, employment, or job placement if a student has signed a waiver, or the receipt of an honorary recognition;
• education records containing information about more than one student, in which case the University will permit access only to that part of the record pertinent to the inquiring student;
• financial records of the student's parents or guardians.

Directory Information
Items of public or directory information contained in education records may be released at the discretion of Augustana University officials without the student's prior consent. This public information includes: name, place and date of birth, names of parents and home address, university address, photograph in university directory, verification of degree including honors, previous schools attended, and participation in recognized activities.

Request to Withhold Disclosure
A student may choose to refuse disclosure of education records including items of public or directory information without prior consent by contacting the Student Services Office within ten days of the student's first academic term of the current academic year. The request to withhold information will remain in effect as long as the student continues to be enrolled or until the student files a written request to discontinue the withholding.

Challenge to Contents of Education Records
Any student who believes their education record contains information that is inaccurate or misleading or otherwise in violation of their privacy is encouraged to informally discuss this concern with a university administrator responsible for the department or area in which the
record is located. If the University decides to not amend the record as requested, the student may contact the Student Services Office relative to an appeal hearing.

Students have a right to file a complaint with the U.S. Department of Education concerning alleged failures by the University to comply with requirements of FERPA. The name and address of the office that administers FERPA is: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW., Washington, DC, 20202-4605.

**RELIGIOUS ACTIVITIES**

Christian faith deeply values education—faith seeks understanding. The promise of the Gospel undergirds the freedom of inquiry and calls us to serving our neighbors. Students at Augustana are invigorated and strengthened by a sense of community grounded in worship and lived in service.

As a University of the Evangelical Lutheran Church in America, Augustana cherishes and serves a heritage of dialog—between reason and faith, among diverse perspectives, remembering the past, attentive to the present and inspiring hopeful future. The Gospel frees us to welcome one another; to listen to the gifts and strengths, the limitations and distortions of each expression of faith.

At Augustana, students and staff are embraced by a compassionate and caring diverse community. Everyone is welcome at worship! All are challenged and invigorated in service. The campus pastors coordinate worship and student leadership and are available for counsel, encouragement, and support. Faculty, staff and student leaders support each and all in discerning their gifts and callings in ministry and service.

**STUDENT SUCCESS CENTER**

success@augie.edu
605-274-4127

Welcome new faculty! Located in the northeast corner of the Edith Mortenson Center, the Student Success Center exists to support student learning and teaching by providing the following resources:

- **Accessibility Accommodations**: Augustana is committed to equal educational opportunities for students with disabilities. This mandate comes not only from federal and state laws, but also from the vision of the University where inclusion and diversity are among our most cherished values. Reasonable accommodations are tailored to individuals’ documented needs. After students register with our office, the Success Center provides professors an accommodation letter. Please direct students who are requesting accommodations that do not have a letter to our office.

- **Academic Support**: A student persistence team (i.e., the Dean of Students Office, Registrar’s Office, IPO and Student Success Center) meets weekly and invites you to share concerns at any point during the semester via an online form. In addition, faculty
provide information on students’ academic progress at the end of the first quarter (through a program called SOS: Student Outreach & Support) and midterms. The Registrar’s Office will send you instructions for providing this information later this semester.

- **Career Exploration & Development:** In support of the career and academic advising faculty provide, the Success Center helps students select a major, network with alumni, write resumes, prepare for interviews, and apply to graduate or professional school. Please refer students to our office who need this assistance.

- **Internships:** Each year the Success Center posts thousands of jobs and internships in an online system called Augie Opportunities (augie.edu/opportunities). As you network on behalf of Augustana and learn about open jobs or internships, please share the information with the Success Center so we can advertise these positions in this database. We offer many programs to equip our students with information and success strategies throughout the year. Visit [www.augie.edu/academics/success-events](http://www.augie.edu/academics/success-events) for a complete listing of our events. In addition to the resources available through our office, each academic department has identified an internship coordinator. Speak with your department chair to identify who this individual is for your respective area.

- **Learning Strategy Acquisition:** Designed to teach students effective learning principles, staff in the Success Center routinely provide individual support to students. Students who are on academic probation are required to use this service. Occasionally we may contact you to ask about the behavior of students (e.g., assignments, class attendance – not grades) and the ways we can best support them, especially when they miss appointments with us.

- **Tutoring Services:** The Success Center provides specialized tutoring in each academic area. You may also host study cafes and review sessions around the time of exams. Contact Susan Bies to learn more. The Success Center only hires students endorsed by the respective academic department. Speak with your chair if you would like to endorse someone for a tutoring position. Tutoring services are advertised at augie.edu/tutoring.

**MIKKELSEN LIBRARY**

library.augie.edu

The Mikkelsen Library serves as the information center for the Augustana community through its development of local and digital collections, support of the instructional process, and encouragement of independent learning and research. The staff of the Mikkelsen Library is committed to providing excellent library service. The library is open over 97 hours per week.

During regular semesters, library hours are as follows:

<table>
<thead>
<tr>
<th>Monday – Thursday</th>
<th>7:30am – 12:00 midnight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday</td>
<td>7:30am – 6:00pm</td>
</tr>
</tbody>
</table>

**Contact Us:**

Phone: (605) 274-4921
Library Hours line: (605) 274-4925
Collections/Electronic Resources

The library’s homepage (library.augie.edu) is the gateway to resources and services offered by the library. The online catalog enables users to search local holdings as well as those available in other libraries. All electronic resources (including e-books, general and discipline-specific databases) are available from any computer on campus. Most resources are also available off-campus and can be accessed with your Novell/my.augie login.

InterLibrary Loan

Books, media and copies of journal articles that are not owned by the Mikkelsen Library may be obtained from other libraries via interlibrary loan (ILL). ILL service is offered to current faculty, students, and employees of Augustana.

ILL requests may be submitted by emailing augustanaill@gmail.com, phoning the library at 274-4921, requesting items at the circulation desk, or from within many of the library databases.

Materials obtained for faculty through ILL will be delivered via email (in the case of electronic resources) or via Mikkelsen Express, the library’s delivery service. There are return boxes in each academic building where faculty may return library items and ILLs.

Media Services

Media Services, located in the lower-level of the library, provides assistance with audiovisual equipment, printing posters, laminating, and other multi-media projects.

Library Instruction

Augustana’s librarians are committed to promoting information literacy skills and welcome the opportunity to collaborate with faculty to incorporate information resources/research into their courses. Librarians are available for classroom presentations, to demonstrate search strategies and source evaluation, and to create research guides for specific courses.

Library Staff:

<table>
<thead>
<tr>
<th>Ronelle Thompson</th>
<th>Library Director</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:ronelle.thompson@augie.edu">ronelle.thompson@augie.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deb Hagemeier</th>
<th>Assistant Director</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:deb.hagemeier@augie.edu">deb.hagemeier@augie.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

Each department is assigned a librarian as liaison:

<table>
<thead>
<tr>
<th>Lisa Brunick</th>
<th>Biology, Chemistry, Education, Psychology, Sociology, Graduate Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:lisa.brunick@augie.edu">lisa.brunick@augie.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Craig Johnson</th>
<th>Communications, Exercise and Sports Sciences, Nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:craig.johnson@augie.edu">craig.johnson@augie.edu</a></td>
<td></td>
</tr>
</tbody>
</table>
BOOKSTORE
605-274-4417

Barnes and Noble University Bookstores, Inc. manage more than 700 University and university bookstores across the United States and Canada. We are proud to be a partner with Augustana, where we have operated the campus bookstore since 1990. The Augustana Bookstore is dedicated to providing a quality retail establishment that will serve the needs of the campus.

Textbook Services
The Augustana Bookstore is the exclusive on-campus buyer and seller of all required, recommended or suggested course materials, including textbooks, coursepacks, software, materials published or distributed electronically, and rental textbooks.

Textbook Ordering Process
Prior to each term, the Bookstore staff will collect required and recommended title information for every class offered through Augustana. Each title is given an estimated sales total and the textbooks will be ordered to arrive prior to the start of classes. Textbook information requests are distributed to faculty with the following guidelines agreed upon in the contract for services:

Spring and Summer textbook information submitted through Faculty Enlight on or before November 1st.

Fall and Interim textbook information submitted through Faculty Enlight on or before April 1st.

Fall term information returned to the Bookstore on or before April 1st.

Textbook Disclosure Requirement
Effective July 2010, Augustana is required by Federal regulation to make textbook information available to students by the date that they register for their classes. The intent of this Federal requirement is to encourage University’s (faculty and administration), textbook publishers and bookstores to identify ways to decrease the cost of course materials while supporting the academic freedom of faculty.

In order to meet the Higher Education Opportunity Act (HEOA Section 133) requirement, Augustana must disclose the title, ISBN number and cost of required textbooks at the time that course schedules and student registration information is made available.
Early textbook information requests are critical to the successful research and notification of impending new editions or out-of-print titles. Early requests also allow for the completion of the textbook buyback service provided by the Bookstore.

Coursepacks
All coursepacks require copyright clearance. When submitting coursepack hard copies, a listing of all sources used in the coursepack must also be submitted so that copyright clearance can be obtained. A copy of the acknowledgment page from each source is also acceptable.

Buyback
At the end of every term, the Augustana Bookstore will offer a textbook buyback period. The Bookstore will conduct retail and wholesale buyback for titles used during the prior term.

- Retail buyback: When the Bookstore has been notified by a faculty member that a book will be used the following semester, we will pay 50% of the selling price until we have met our estimated sales for that title.
- Wholesale buyback: In the absence of a notice that a title will be used, or when our estimated sales have been met through retail buyback, we will purchase textbooks at wholesale prices. The prices set by the wholesale buyer are determined by national demand for each title. Books purchased at buyback are shipped out of the Bookstore to a wholesale buyer. Titles that are not used from one term to the next will be purchased at wholesale prices. Titles that do not have a written request for use are purchased at wholesale prices until a written request is submitted to the Bookstore.

Desk Copy Requests
Due to the personal information that publishers require when placing orders for desk copies, the Bookstore cannot place these orders. However, we are happy to provide faculty with the publisher information so that orders can be placed by the individual faculty member.

Textbook Returns
Starting around the fourth week of the fall term and the fourth week of the spring term, the Bookstore will begin the process of returning textbooks to the publishers. All remaining textbooks are inventoried and returned to the publishers and wholesale providers over the course of the remaining term.

Other services
Faculty and staff discounts: All full-time faculty and staff may receive a 10% discount on supplies, clothing and gift items available at the Bookstore, with the following exceptions; adopted textbooks, special order merchandise, clearance or sale items, and convenience merchandise.

Department charges: Augustana faculty, staff and departments may receive a 20% discount on clothing, supplies and gift items available at the Bookstore when these items are purchased with a University issued purchase card. Please note the following exceptions; adopted textbooks, special order merchandise, clearance or sale items and convenience merchandise.
Clothing and gift items: The Augustana Bookstore is the exclusive on-campus provider of supplies, gift items, clothing, clothing accessories, jewelry and class rings, that contain an Augustana logo, emblem, or insignia.

Special order services: The Bookstore will special order any title that is available through the publisher for all faculty, staff and students.

Commencement gown and invitations: Faculty gowns and campus commencement announcements are provided through the Bookstore.
The Augustana Bookstore is the on-campus provider of items typically sold or distributed through a university bookstore.

**CENTRAL SERVICES**
605-274-4331

Central Services, located in the Nelson Service Center on the west side of campus, provides the entire Augustana community with a wide variety of printing and mail services. Central Services is open 8:00 AM to 5:00 PM, Monday through Friday; post office hours are 8:30 AM to 4:30 PM.

**Printing**
Digital copies and printing are available to all departments and student organizations. The print shop also provides services to individuals and to off campus customers. A request may be submitted to Central Services on a printing request form or by contacting 274-4331 for information on submitting a request electronically. For small copy jobs needed in a hurry, you can submit and wait for short runs during these hours:

You may submit and wait for short runs during these hours:

- Monday: 8:30 - 9:00 AM
- Tuesday - Friday: 8:00 - 9:00 AM
- Monday - Friday: 10:30 - 11:30 AM

A short run is 250 copies or less, and is run only on 8.5 x 11, #20 bond paper (white or colored) or Augustana letterhead. A short run does NOT include, folding, cutting, and other special services. Any emergency requests for large orders, phone 274-4331 to make arrangements.

**Mail**
The post office located in Central Services is an approved shipper for U.S. Postal Service and can serve your needs for stamps and postal services. Stamps and basic services are also available at the Post Office in the Commons between 8:00 AM and Noon, and the Commons Information Desk keeps a small supply of stamps available for purchase.

During the school year there are pickup locations on the ground floor of the Madsen Center, Froiland Science Complex, and the Humanities Building at 9:30 AM and 2:00 PM. (Mail
dropped off at the Commons concourse is processed the same day if it is at those boxes before Noon, Monday through Friday.) Mail pickup time on the ground floor of the Administration Building is at 9:00 AM and 2:00 PM, Monday through Friday.

Please secure your outgoing first class letters that are to be metered with a rubber band. Group sealed and unsealed envelopes separately. All letters and packages must be marked with the department account number in the upper left hand corner to receive same day service at Central Services. Mail service to foreign countries is not available for packages; however, letters and cards can be processed and should be identified as international. Mail must be delivered to Central Services by 2:30 PM for it to be processed and sent out that same day. Express services are also available, and must be at Central Services by 2:30 PM to be processed that day.

**United Parcel Service (UPS)**
Packages may be sent by departments using an Augustana account number. UPS services are available for personal use at a small cash fee. UPS pick-up is at 3:00 PM daily.

**AUGUSTANA UNIVERSITY HUMAN PARTICIPANTS IN RESEARCH POLICY (IRB)**

605-274-5417

Augustana University is required by federal law to establish a committee responsible for reviewing such proposed research to ensure that the rights and welfare of the subjects are protected. The rules governing human subject research are described in the Code of Federal Regulations (CFR) at 45 CFR 46.

To comply with these regulations, Augustana University has established the Institutional Review Board for the Protection of Human Subjects in Research, "the IRB." IRB policy includes the minimum guidelines established by the regulations, as well as additional policies for research conducted at Augustana University. Augustana University IRB policy requires that all research involving human subjects, whether funded or regulated by an external organization or not, must comply with Augustana University and federal regulations.

Persons conducting research involving human subjects have an ethical as well as professional obligation to ensure the safety, protection, and rights of participants. It is the intent of Augustana University, through the IRB, to assist investigators engaged in human subject research to conduct their research along ethical guidelines reflecting professional as well as community standards. Augustana University has a duty and obligation to protect the rights and welfare of human subjects of research, regardless of the source of funding.

**Before conducting any research with human subjects, you must have your research proposal reviewed and approved by the IRB Committee. A copy of the full IRB proposal and proposal forms may be found on the Augustana web site on the Academic Affairs page.**

[http://www.augie.edu/institutional-review-board-irb](http://www.augie.edu/institutional-review-board-irb)
You should report any unsafe or hazardous conditions in your work area to your Division Chair/Administrator/Vice President.

You should also notify your Division Chair/Administrator/Vice President if you become ill or injured on the job or witness an accident anywhere on University premises.

The Director of Campus Safety issues and updates safety and fire prevention regulations and procedures. He or she is responsible for implementing the safety program and works with your supervisor to insure that safe and healthful work conditions are maintained for you.

- **Bomb Threat Response Action**

In the event a bomb threat is received by telephone, in writing, or if it is reported by another employee, the following response should be followed: notify Campus Safety, notify your supervisor, and document as much information as possible.

If the threat is received by phone, attempt to establish the following: location of bomb, time of bomb detonation, purpose or motive, and identity of caller. It is important to compose a written record of the time, location, and receiver of the call.

When receiving a written threat, save all materials including any envelope or container.

Do not dismiss any threat of this nature as a hoax. Report it immediately.

- **Active Threat/Active Shooter on Campus**

Active shooter situations are unpredictable and evolve quickly. When faced with an individual with a weapon, the goal is to create space between yourself and the threat. Be aware of your environment and any possible dangers; take note of the two nearest exits at the facility; if you are in an office, stay there and secure the door; if you are in a hallway, get into a room and secure the door; if you can safely get out of the building, get away as quickly as possible; as a last resort, attempt to take the active shooter down. When the shooter is at close range and you cannot flee, your chance of survival is much greater if you try to incapacitate him/her.

When possible, contact authorities immediately by calling 911 and Campus Safety at 605.274.4014.

- **Tornado/High Wind Procedures**

In the event a tornado warning or high wind advisory is issued, seek shelter immediately. The best protection is offered on the lowest level of a building with rigid structural framing. The following safety guidelines are suggested: go to an interior space without exterior walls; avoid spaces with large spans, windows, and skylights; and go to spaces with short overhead spans such as closets, restrooms, offices, and utility rooms.
• **Personal Property**

Facilities are provided so you can keep your personal property such as coats, purses, and briefcases secure and out of public access and view.

You should utilize these facilities to keep valuables out of sight and, when possible, locked up, if you are away from your work area.

Even with precautions which the University takes to safeguard personal property, thefts may still occur. We cannot accept responsibility or make reimbursements for damaged or stolen property; however, we will investigate any loss immediately after it is reported.

• **Snow Days/Emergency Shut-Down Policy**

In the event the University is required to shut down operations, the following will apply: The President, or a designated representative, has the responsibility for making decisions relative to closing the campus in the event of severe weather or other emergencies. Decisions to reduce normal operations must be weighed against a number of important issues for which the University is responsible. When winter storms occur, it will be normal practice to remain open and offer classes as scheduled. In the event of severe storm conditions, the President will determine the necessity to shut down operations for both University offices and classes.

When possible, the decision and announcement to alter schedules or close the University will be made by 6:00 a.m. Closings due to weather will normally cover only the day of the announcement. If it is intended to cover a longer period, the time covered will be specifically identified in the announcement. Notice of the status of the University will be broadcast over Sioux Falls radio, television stations and via the campus Emergency Notification System (ENS).

Critical staff, those so designated by their supervisor, will be required to come to work or be asked to remain at work when operations are canceled and will be paid two (2) times their hourly salary for time worked or for the remainder of their shift.

Non-critical staff are NOT to be at work during an emergency, and they will be paid straight time for their regularly scheduled hours while not at work.

For emergencies declared during the working day, all staff will be paid at straight time until the emergency is declared. At that time, non-critical staff will be asked to go home by their supervisors and will be paid straight time for the remainder of their shift.

When driving conditions are very poor during normal hours for travel to and from work, Augustana University may grant you a grace period of up to two (2) hours so you may arrive safely to work in the morning or at home in the evening. You may use vacation or sick leave hours during this time. If the University is open and you are unable to get to work at all, you may use sick leave, vacation or unpaid time for the work hours missed. Your supervisor must be notified should either of these situations occur.
During normal operations, there are over 1,000 students living on campus and many more living in close proximity to the campus. Classes will be held or canceled based on local weather conditions, even though there may be a blizzard raging elsewhere in the state or adjoining states.

Regardless of administrative decisions made because of winter storms, it is clearly understood that each individual is best able to judge his or her own circumstances and make appropriate decisions. The University does not encourage anyone to place themselves in dangerous or life threatening situations.

- **Emergency Notification System**

Augustana University has implemented a service that will allow University administration and security professionals the ability to reach all students and staff with time-sensitive information during unforeseen events or emergencies using voice, e-mail, and text messaging. During critical situations, Augustana University officials can use the notification system to broadcast pertinent information and provide details on appropriate response.

(Example: School closing due to inclement weather, chemical spills, acts of violence, etc.)

The system is only as good as the information provided by our students, faculty and staff. The information you provide will not be shared with other entities, and it will be kept private and confidential. The information provided will be used for Augustana University emergency communication purposes only.

To enroll or update this information on the employee portal, please go to: https://www.my.augie.edu/ICS/Faculty_and_Staff/Human_Resources

**Annual Safety and Security Report and Daily Campus Safety Log**

The vast majority of our students, faculty and staff and visitors do not experience crime while at Augustana University. However, despite our best efforts, crimes sometimes occur. This information is provided because of our commitment to campus safety and in compliance with the federal law, The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act). It is meant to be useful to you. If you have any concerns, questions or comments about federal law requirements or Augustana University's compliance with these laws, contact the Director of Campus Safety, Rick Tupper, at 605.274.4014.


A paper copy can be obtained by stopping by the Department of Campus Safety.

In addition to the Annual Report, the Department of Campus Safety maintains a daily campus safety log documenting activities on and around campus that Campus Safety officers deal with. The Daily Campus Safety log can be viewed on-line at: http://www.augie.edu/campuslife/campus-safety/daily-log
General Safety Information

Residence Hall Access
For the protection of students living on the campus, all perimeter doors to residence halls are secured 24 hours a day, 7 days a week. Student ID key cards are programmed for access to the exterior doors.

Escort Services
Campus Safety personnel are available to escort students and university personnel after dark within the confines of the campus (call ext. 4014). Since officers maintain a patrol schedule for all campus buildings, it may be necessary to wait a short period of time for the escort to arrive; however, every attempt will be made to respond within 5 minutes.

Telephones
Most campus buildings are equipped with telephones in public areas that have 911 emergency access. Each residence hall has a telephone located on the exterior of the building at or near its parking lot entrance.

Lighting, Shrubbery and Trees
The University maintains a program of adding exterior lighting to minimize dark areas used by pedestrians on the campus. All facilities on the campus are accessible by sidewalks that are well lit. Individuals are cautioned to avoid dark places that may be the shortest distance between two buildings. Stay on the lighted sidewalks and walk with another person that you know!

Emergency Call Box
The University has strategically placed emergency call boxes on campus for the purpose of providing a means for a student to seek immediate assistance. The call boxes are connected with the Campus Safety dispatch center by pushing the red button. The black button allows the caller to call any campus phone line.

WORKPLACE VIOLENCE PREVENTION

The University is committed to preventing workplace violence and to maintaining a safe work environment. Given the increasing violence in society in general, the University has adopted the following guidelines to deal with threats of (or actual) violence that may occur on its premises.

All regular employees and temporary employees, should be treated with courtesy and respect at all times. Employees are expected to refrain from fighting, “horseplay,” or other conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from University premises without proper authorization.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to Campus Safety. This includes threats by employees, as well as threats by students, vendors, or
other members of the public. When reporting a threat of violence, you should be as specific and
detailed as possible.

All suspicious individuals or activities at the University should also be reported as soon as
possible to Campus Safety and your supervisor. Do not place yourself in peril. If you see or hear
a commotion or disturbance near your work station, do not try to intercede or see what is
happening.

The University will promptly and thoroughly investigate all reports of threats of (or actual)
violence and of suspicious individuals or activities. The identity of the individual making a
report will be protected as much as is practical. In order to maintain workplace safety and the
integrity of its investigation, the University may suspend employees who are involved or
instigate threats of (or actual) violence, either with or without pay, pending investigation.

Any employee determined to be responsible for threats (or actual) violence or other conduct that
is in violation of these guidelines will be subject to prompt disciplinary action up to and
including termination of employment.

The University encourages employees to bring their disputes or differences with other employees
to the attention of their supervisors or the Human Resources Department before the situation
escalates into potential violence. The University is eager to assist in the resolution of employee
disputes, and will not discipline employees for raising such concerns.

In the case of a personal situation, if a legal development occurs that may have an impact on the
Augustana University Campus, you are encouraged to contact the Director of Campus Safety
and/or the Vice President for Human Resources.

**ID CARDS**

The ID card you received when you were hired should be carried at all times. It is your
identification pass to enter most Augustana events, have access to the Emen Center facility, and
check out material from the library. On occasion, some events will require a nominal charge
which will be published in advance.

If your card is lost or stolen, contact Campus Safety to assist you in obtaining a replacement.

If you leave us, your card must be turned in at the time of your exit interview.

**PARKING**

All faculty, administrators, and support staff are required to register their vehicles to park on
campus. Faculty/Staff parking permits are issued at no cost. An Augustana University
Faculty/Staff ID is required. You will need to have ALL of your vehicle’s information to
complete your request.

Permits can be issued by registering your vehicle on the [https://my.augie.edu](https://my.augie.edu) portal. Your
permit(s) will be sent to you via campus mail. Permits requested through the portal will be
processed and distributed the beginning of each week. You may also stop by the Campus Safety Office and complete a vehicle registration form and receive your parking permit.

Permits are placed on the rear window in the upper left-hand corner on the outside. Absolutely no exceptions will be made for failure to properly display the permit. This benefit is for employees only; dependents who are Augustana students are required to purchase a permit.

Even with precautions which the University takes to safeguard personal property, thefts may still occur. We cannot accept responsibility or make reimbursements for lost or stolen property; however, we will investigate any loss immediately after it is reported.

For any inquiries you can contact the Department of Campus Safety at 605.274.4014 or stop by the office, located in the Morrison Commons building.

**Parking Lots and Restricted Areas**

All parking areas are clearly marked. No parking is permitted other than in designated areas. Vehicles must park only in lots assigned to them, failure to do so will result in a fine. The parking areas follow:

- Bergsaker lot is restricted to orange decals at all times.
- Solberg lot is restricted to yellow decals at all times.
- Costello lot is restricted to red decals at all times.
- Tuve/Menlo Avenue, restricted to purple decals at all times.
- Granskou and Stavig are restricted to green decals at all times.
- East Hall is restricted to gold decals at all times.
- Duluth Ave apartments decals are teal, Summit Ave apartments, brown.
- Handicapped spaces are reserved for that purpose.
- Overnight parking is permitted only in the Humanities lot with permission from Campus Safety.
- All other campus parking is restricted to blue or white permits from 7:00 a.m. to 5:00 p.m.
- Visitor spaces are reserved for that purpose.
- Faculty and Staff parking lots

**Tow Zones**

Vehicles blocking traffic, parked in a fire lane, parked in a service drive, interfering with snow removal or displaying a permit that has been altered or reported stolen are subject to IMMEDIATE TOW at the vehicle owner's expense.

Vehicles violating other campus parking regulation are subject to tow at the discretion of the Department of Campus Safety.

Faculty/Staff parking permits cannot be used by students. If you have a child or family member attending Augustana, they must purchase a parking permit.
Visitor Parking
If you have a visitor coming to campus, please contact Campus Safety to arrange for a Visitor parking pass.

- Faculty / Staff parking permits are valid for the following parking lots:
  - Humanities Parking Lot
  - Madsen Center Parking Lot
  - Froiland Science Complex Parking Lot
  - Library/CWS Parking Lot
  - Elmen Center Parking Lot
  - Administration Building Parking Lot

Any questions regarding parking a vehicle on campus should be directed to the Department of Campus Safety (274-4014).

SAFETY TRAINING

Augustana University continues to work to protect Augustana’s most important assets: students, faculty, staff and visitors through the implementation of workplace safety, health, and environmental policies and procedures. To be as safe as possible, all employees must be well-informed and follow good safety practices.

A series of videos will be made available to you. These are mandatory safety videos and all employees must watch these short and important videos. Please be aware of general safety practices for the workplace and know what to do in the event of an emergency. Many of you have safety responsibilities specific to your position description and will need additional safety information.

Supervisors, in particular, must be familiar with workplace safety and documentation responsibilities.

Those of you working, teaching, and conducting research in laboratories may need more information about working safely with chemical, radioactive, and other special laboratory materials at Augustana.

If you have any questions, feel free to contact your supervisor or Human Resources at 274-4110.

GOLF/UTILITY CART POLICY

Augustana University has established safety procedures and practices that promote safe operations of carts to provide safety for our students, faculty, staff and visitors. Required training for cart drivers can be arranged by contacting the Business Office. It is expected that you receive Golf/Utility Cart Safety Training before you operator a cart. All members of the AU community,
including faculty, students, staff, visitors and all carts used on campus are governed by this program.

You have access to the full policy located on the employee portal:
https://my.augie.edu/ICS/Faculty_and_Staff/Human_Resources/Health___Safety.jnz

MEDICAL EMERGENCIES
605-274-4014 OR 911 from any campus phone

1. Do a quick evaluation of the victim. Send someone to call 911 if the victim:
   • Is or becomes unconscious.
   • Has trouble breathing or is breathing in a strange way.
   • Has chest pain or pressure.
   • Is bleeding severely.
   • Has pressure or pain in the abdomen that does not go away.
   • Is vomiting or passing blood.
   • Has seizures, a severe headache, or slurred speech.
   • Has injuries to the head, neck, or back.
   • Has possible broken bones.

2. Send someone to call Campus Safety (4014) whether or not an ambulance has been called. Campus Safety Officers are trained in CPR. If emergency care is not needed, the officer will complete a physical injury report. This report is required for all injuries that occur on campus. This report does not fulfill the workman's compensation requirement, please see below.

3. If you are alone, leave the victim and call 911 and 4014. It is more important to have professional help on the way than to provide basic first aid. When calling 911, provide specific directions to your location. Simply giving them Augustana University will not work. The address for Augustana University is 2001 S. Summit but you may need help at a different location on campus. Be very specific about what building the help is needed and where in the building you are located. It is essential to get help as quickly as possible. By providing detailed directions you will receive emergency assistance faster.

Augustana University currently has Automated External Defibrillators (AEDs) in the Elmen Center, Morrison Commons, Administration Building, Mikkelson Library, Froiland Science Complex, Madsen Center, Health Services (Solberg Hall), Humanities, and in the Campus Safety patrol vehicle. The AED is designed to assist those in cardiac distress. The AED is designed for anyone to use by following basic directions provided on the unit. Campus Safety officers are trained to use the AED and will have an AED with them when responding to any medical emergency.

4. Every division office is supplied with a first aid kit. Provide care to the injured party if you are capable. Protect yourself and the injured party by using protective barriers (gloves and a CPR mask).
5. Remain with the victim and keep the scene safe.

6. Send someone to meet Campus Safety and Emergency Services Personnel at a building entrance, that person can then guide the responder directly to the incident.

The Campus Safety Officer will complete a physical injury report for insurance reasons and to identify unsafe conditions on campus. If the injury was incurred during the course of employment, the victim must complete an Employer's First Notice of Injury/Workers Compensation Form in the Human Resources office immediately upon return to work.

**HUMAN RESOURCES**
605-274-4110

**TOBACCO FREE POLICY**

Augustana University recognizes the serious health implications related to the use of tobacco products and to indirect exposure to tobacco. In order to minimize the harmful effects and discomfort that smoking produces and because the University believes it has an obligation to promote a healthy, tobacco-free environment for its students, employees and visitors, Augustana prohibits the use of tobacco products including cigarettes, smokeless tobacco, cigars, pipes, electronic cigarettes, and vaping devices. The policy includes all Augustana University-owned, leased, rented, or maintained property including but not limited to buildings, facilities, sidewalks, roadways, parking lots, and grounds. The policy applies to all visitors, faculty, staff, volunteers, students, alumni, contractors, and service representatives.

**SALE, SOLICITATION AND DISTRIBUTION**

To avoid disruption of business activity, the University prohibits solicitation and distribution of non-business materials by employees when they should be performing their jobs or when it might interfere with other employees who should be performing their jobs.

In addition, no outside persons or organizations are allowed to solicit, distribute, or sell anything on University premises without the approval of the Coordinator of Conferences and Scheduling, the Student Affairs Office, or Vice President for Human Resources.

**ETHICAL STANDARDS**

Due to the very nature of Augustana University, it is important that all employees maintain the highest standards of business ethics. You should always avoid situations where your personal interest may conflict or appear to conflict with the interests of the University.

You should not accept gifts from customers or suppliers unless the gifts are of nominal value and it would be impractical to refuse or return them.
If you are employed in a department that purchases goods or services for the University, you must be careful to avoid situations which might appear to create a conflict of interest.

If you find yourself in a situation that may involve a conflict of interest or even the appearance of a conflict of interest, notify your Division Chair/Administrator/Vice President.

**CAMPUS CONDUCT HOTLINE**

As part of Augustana University’s continuing effort to promote “zero tolerance” of unethical conduct, the University provides all employees access to the Campus Conduct Hotline®. The Campus Hotline is designed to minimize any apprehension you may have and make it possible for you to report concerns about possible violations of Augustana’s Code of Ethics and employment policies. The Campus Conduct Hotline® system is available for your use around the clock, seven days a week. Because the Hotline is operated by an independent organization, any calls made through this Hotline are completely confidential and anonymous.

Using this reporting service is easy. If you have a question or concern about a possible violation of our Code of Ethics or employment policies, simply dial toll-free to 866.943.5787 or submit through an online option: www.intouchwebsite.com/CCH1099. Once you have dialed the toll-free number, here is how the reporting and follow-up processes work:

- Your call will be greeted promptly and courteously by a person who makes certain you understand the Campus Conduct Hotline® program and how it functions. If you prefer to make your report in a language other than English, just let the person who answers know, and they will arrange for a translator to participate.
- At the beginning of the interview, you will be provided with a five digit, randomly generated case number that you should use to check back for updates and requests for additional information. Be sure to write this number down and remember where you put it.
- You will then be interviewed about the question or concern that is on your mind.
- Your interview will not be recorded. Instead, the interviewer will be typing notes of your conversation. Whether or not you choose to provide your name is completely up to you.
- Within one business-day of your call, a summary of the interview will be forwarded to Augustana. Our goal will be to have a basic response back to you in five business days.
- To receive your response, you will need to call back and provide the five digit case number that has been assigned to you. At that time, you might be asked to provide additional information or to call back at a later date. You will be able to keep checking back for updates until your case is closed.

Because of the built-in confidentiality, it is important that you try to be as specific as possible about the information you provide. And, please be sure to call back in five business days to check to see if any additional information is needed. Alternatively, if you would like someone to contact you directly, you can leave your name along with a phone number where and when you would prefer to be called.
To repeat, at no time is any caller required to identify himself or herself and all information provided can be completely confidential and anonymous.

We are committed to maintaining the highest ethical standards at Augustana. If you experience or observe what you believe is inappropriate behavior and are unsure what to do, hopefully, you will use the Campus Conduct Hotline© to report it.

**TITLE IX / HARRASMENT**

Augustana University affirms its commitment to promote the goals of fairness and equity in all aspects of the educational enterprise.

The policies and procedures identified on the Augustana website pertain to discrimination and bias related misconduct and include all forms of sexual misconduct such as harassment, non-consensual contact, rape and exploitation. Other inappropriate conduct such as hazing, bullying and stalking is also included here.

Augustana resolves discrimination complaints using a centralized procedure called the Equity Grievance Process. This process is based on an Office for Civil Rights compliant model called the “One Policy, One Process Model,” hereafter referred to as the 1P1P model. The Equity Grievance Process is applicable regardless of the status of the parties involved, who may be members or non-members of the campus community, students, student organizations, faculty, administrators and/or staff.

Reports of discrimination, harassment and/or retaliation should be made promptly. There is no time limitation on the filing of grievances as long as the accused individual remains subject to the University’s jurisdiction.

Please consult the entire policy and procedures online at http://www.augie.edu/sexual-misconduct.

**BREASTFEEDING POLICY**

The University is committed to family values and issues. The University provides appropriate and reasonable accommodations for women wishing to either express milk or breastfeed after they return to work. The University will provide a private room and flextime for women choosing to express milk.

**ALCOHOL/DRUG RELATED PROBLEMS**

Augustana University is committed to preventing alcohol and drug abuse and the unlawful possession, use, and distribution of alcoholic beverages and drugs. In compliance with the Drug Free Schools and Communities Act of 1989 (Public Law 101-226), information about applicable laws and consequences pertaining to the unlawful possession, use, and distribution of illicit drugs is published annually.
Employees are prohibited from the illegal use, sale, dispensing, distribution, possession, or manufacture of illegal drugs, controlled substances, narcotics, medical marijuana, or alcoholic beverages on University premises or work sites. In addition, the University prohibits off-premises possession, use, or sale of illegal drugs.

Employees will be subject to disciplinary action, up to and including termination, for violations of this policy. Violations include, but are not limited to, possessing illegal or controlled substances and narcotics or alcoholic beverages at work; being under the influence of those substances while working; using them while working; or dispensing, distributing, or illegally manufacturing or selling them on University premises and work sites.

Employees who are convicted of any criminal drug violation occurring in the workplace must report the conviction to the supervisor within five days.

Employees, their possessions, and University-issued equipment and containers under their control are subject to search and surveillance at all times while on University premises or work sites or while conducting University business.

Employees may be asked to take a test at any time to determine the presence of drugs, narcotics, or alcohol, unless the tests are prohibited by law. Employees that agree to take the test must sign a consent form authorizing the test and the University’s use of the test results for purposes of administering its discipline policy. Policy violations will result in discipline and may result in termination. Tests that are paid for by the University are the property of the University, and the examination records will be treated as confidential and held in separate medical files. However, records of specific examinations will be made available, if required by law or regulation, to the employee, persons designated and authorized by the employee, public agencies, relevant insurance companies, or the employee’s doctor.

Supervisors should report immediately to Human Resources any action by an employee that demonstrates an unusual pattern of behavior. Human Resources will determine whether the employee should be examined by a physician or clinic and/or tested for drugs and alcohol. Employees believed to be under the influence of drugs, narcotics, or alcohol will be required to leave the premises. Human Resources shall be notified to arrange safe transit.

Employees must report their use of over-the-counter or prescribed medications to their supervisor if the use might impair their ability to perform their job safely and effectively. A determination will then be made as to whether the employee should be able to perform the essential functions of the job safely and properly.

If you have a problem with alcohol or drugs, you may discuss it with your administrator or go directly to the Human Resources Department for help in getting treatment. All your discussions with the Human Resources Department will be kept strictly confidential, unless you request otherwise.
(9) Employees who are experiencing work-related or personal problems resulting from drug, narcotic, or alcohol abuse or dependency may request or be required to seek counseling help. Participation in counseling, including University sponsored or required counseling, is confidential and should not have any effect on performance appraisals. Job performance, not the fact the employee seeks counseling, is to be the basis of all performance appraisals.

(10) Compliance with this policy is mandatory. Refusal by an employee to submit to a testing procedure may constitute grounds for termination or appropriate disciplinary action.

The Human Resources Department may recommend treatment through an outside source. The employee does not have to accept the recommended treatment or counseling as a condition of continued employment, but the help is there if you need it.

The following support and resources are available to any individual or group who needs assistance:

- Human Resources Office - Administration Building - 605-274-4110
- Dean of Students Office - Mortenson Center - 605-274-4124
- Cocaine Help Line – [www.thetreatmenthelpline.com](http://www.thetreatmenthelpline.com) – 1-800-COCAINE (262-2463)
- Parent Institute for Drug Education – [www.drugabuse.gov/parents-educators](http://www.drugabuse.gov/parents-educators) - 1-800-662-HELP (4357)

**PAYROLL**

Faculty members are paid on the 28th of each month (based on the terms of your contract). In the event that the 28th falls on a weekend or holiday, the pay date will be the last working day before the 28th.

You are to arrange for direct deposit of your payroll checks at the bank of your choice. The payroll stub is available to you on the Augustana portal. Generally, you are able to see your pay stub prior to your actual pay day. The date of the pay stub is the day the funds will be available at your bank.

All payroll changes must be submitted to payroll before 12:00 noon 10 calendar days prior to the payroll date. Any changes received after the deadline will be held until the following pay date.

Also available are portlets to manage your direct deposit accounts and to view your W-2 forms.
HOLIDAYS

The following holidays represent the days the University is closed for business.

- New Year's Day - January 1 (Schedule will be determined depending on day on which it falls.)
- Good Friday - (Date varies)
- Easter Monday - (Date varies)
- Memorial Day - Last Monday in May
- Independence Day - July 4 (Schedule will be determined depending on day on which it falls)
- Labor Day - First Monday in September - If school is in session on Labor Day, the holiday will not be observed that year. Instead, employees may take a compensatory day in lieu of the holiday.
- Thanksgiving Wednesday
- Thanksgiving Day - Fourth Thursday in November
- Thanksgiving Friday
- Christmas Day - December 25 (Schedule will be determined depending on day on which it falls)

RELIGIOUS DAYS

The University respects the religious obligations of all employees. Our policy is to make a reasonable effort to accommodate religious practices which prohibit you from working on specified days.

To accomplish this, you may take up to 10 unpaid days off each calendar year. You may also use paid time off such as vacation for this purpose.

You must give at least one month's advance notice for each day that you will be gone due to a religious obligation. Notify your Division Chair or Administrator at the beginning of each calendar year, in January if possible, of your required absences for the coming year.

JURY DUTY

In recognition of your legal and civic obligations to serve if called for jury duty or as a court witness, you will be given time off from work for as long as you are needed in court.

You must notify your Division Chair/Administrator/Vice President of your jury duty schedule. You will be expected to work on days you are not needed in court or on days you are dismissed early enough to work part of the day.

Regular full-time employees will receive regular pay in addition to any money paid by the court. Other employees may take time off without pay.
POLITICAL AND CIVIC ACTIVITIES

The University encourages you to participate in political, civic, and church related activities during your free time. These activities benefit our community and can also contribute to your personal and professional growth. If you need more time for your civic interests, you can request an unpaid short-term or long-term leave of absence.

If you serve as an election aide in school board, general or primary elections on a day you are normally scheduled to work, you will receive your regular salary for the day -- provided you receive prior written authorization from your Division Chair or Administrator.

If you are elected or appointed to a full- or part-time public office, and are a regular full-time or part-time employee, you can request an unpaid leave of absence for one term in office. At the end of the term, you must return to the University to your old position or a similar one. Your supervisor is to work with Human Resources to address covering work and adjusting compensation. If you decide to serve additional terms, you will have to resign from Augustana University.

When participating in political or civic activities, you should avoid any real or perceived conflict of interest with your employment at Augustana. If you have any questions regarding this aspect, contact the Vice President for Human Resources.

MILITARY TRAINING LEAVE

Augustana University supports the National Guard and Military Reserves and recognizes that some employees must take part in annual training to fulfill their military commitments.

If you are a regular part-time employee, you will be granted time off to participate in the annual training leave or other military obligations. Annually you are eligible for up to two weeks of paid training leave. In addition, if you are activated by the state or federal government to perform special short-term emergency duty, you will be paid full salary while performing these duties. Other voluntary military commitments are granted as unpaid leave or you may take your accrued vacation. Under federal law, your job is guaranteed for a period of six months.

Your Division Chair/Administrator/Vice President must be notified of military training schedules as far in advance as possible, in order to plan for your absence.

While you are on duty and paid by the University, all your benefits will continue as if you were still working.

Employees are eligible for military leave beginning the first day of employment. Employees who perform and return from service in the Armed Forces, the Military Reserves, the National Guard, or certain Public Health Service positions will retain certain rights with respect to reinstatement, seniority, layoffs, compensation, length of service promotions, and length of service pay increases as required by applicable federal or state law.
TICKET POLICY

Augustana faculty, staff and retirees are entitled to two complimentary tickets with their Augustana ID for most campus events. Yearly exceptions may include, but are not limited to: Viking Varieties, Vespers and NCAA playoff games. These tickets are to be used by the employee and his/her spouse/partner/guest only.

Dependents of current faculty and staff who are 18 years old or younger, or an older dependent child who is disabled are also eligible for complimentary tickets to most campus events. These eligible dependents will need a Dependent Activity Card from the Human Resources Office to present at the ticket counter for complimentary admission. If you do not have your Dependent Activity Card, you will be charged the normal ticket price to enter the event. These cards are valid for one academic year only, and they must be renewed each year.

CHAPEL

Augustana University is a Lutheran University serving a diverse constituency. As part of our integration of learning with faith and service, 10:00 a.m. is set aside each school day for worship or convocation. During this time, members of the community -- students, faculty, administrators, and staff -- are encouraged to attend chapel or convocation. To facilitate this, University personnel should not schedule meetings, discussions, make-up examinations, or other events that restrict the freedom of the University community to participate in this important aspect of the University.
USE OF MAIL / TELEPHONES

Because of the heavy load handled by the University's mail and telephone facilities, please avoid using them for personal business except in emergencies.

While at work employees are expected to exercise the same discretion in using personal cellular phones as is expected for the use of University phones. Excessive personal calls during the workday, regardless of the phone used, can interfere with employee productivity and be distracting to others. Employees are asked to make any personal calls on non-work time. Flexibility will be provided in circumstances demanding immediate attention.

Employees in possession of University equipment are expected to protect the equipment from loss, damage or theft. Upon resignation or termination of employment, or at any time upon request, the employee may be asked to produce the equipment for return or inspection. Employees unable to present the equipment in good working condition within the time period requested (for example, 24 hours) may be expected to bear the cost of a replacement.

Employees whose job responsibilities include regular or occasional driving are expected to refrain from using their phone or other electronic devices while driving. Safety must come before all other concerns.

CELL PHONES

Augustana University does not reimburse employees for use of personal cell phones, internet service or other electronic communication devices.

Individuals who use their personal devices to conduct work-related activities are subject to all applicable non-disclosure and suitability of activity guidelines as if the device were the property of Augustana University. (See Augustana University Responsible Use of Technology Resources.)

This policy excludes devices provided as part of rotation/on-call activities as necessary.

COMPUTER LABORATORY PRIVILEGES

Computer laboratories are available for employee use at the following locations: Gilbert/Froiland Science Center, Social Science, Humanities, and the Mikkelsen Library. (Hours of availability are posted at each laboratory.) Please view the general policy at: http://www.augie.edu/information-technology.

AUGUSTANA UNIVERSITY RESPONSIBLE USE OF TECHNOLOGY RESOURCES

Policy Statement

Use of technology resources provided by Augustana University is a privilege made available to students, faculty, staff and approved guests of the university to facilitate and enhance their work,
teaching, learning and scholarly research. These resources include university-owned hardware, software, accompanying network resources, and technology support personnel. Computing accounts are provided for non-commercial, academic use. It is expected that technology users will apply a normal standard of academic integrity, polite conduct and respect for the rights and privacy of others. All technology users should keep personal devices up to date and use antivirus software and to prevent the spread of viruses and malware. All users are expected to act responsibly and abide by all state and federal laws.

Augustana uses campus email as a primary way of communicating with students and staff. It is expected that all students, faculty and staff will check their university assigned e-mail regularly.

**Misuse of Technology**

Activities that are inconsistent with the Responsible Use Policy will not be tolerated, and may result in revocation of privileges. Examples include but are not limited to:

- Activities that interfere with or deny access to other users.
- Activities that jeopardize the security or integrity of the system.
- Activities that are harassing, fraudulent, or threatening.
- Activities that create a hostile or offensive work environment.
- Activities that violate copyright laws or other federal and state statutes.
- Use of materials owned by others in assignments, on your web page, or in any other media that does not meet the criteria of fair use, and does not have permission from the original owner or is used without proper citation. The university assumes materials you find on the internet are copyrighted unless a disclaimer or waiver is expressly stated.
- Sharing your Augustana login or any other account is prohibited. You are responsible for all activity conducted with your Augustana login. You are responsible for safeguarding your password from unauthorized use.
- Augustana directory information (including buzz book and email addresses) is for your express internal use and not to be shared with others or used for commercial purposes.
- The ability to connect to other systems through the network does not imply the right to do so unless properly authorized by the owners of those systems.

**Violations:**

The University strives to direct its efforts to the enhancement of technology resources and not the policing of the use of those resources. Engaging in any activity that violates the intended use of campus technology may result in the loss of technology privileges. Student violations will be reported to the University’s judicial system through the Dean of Students office; Faculty and Staff violations will be reported to Human Resources. Violations of state or federal law may be reported to the appropriate authorities.
EMPLOYEE CONFIDENTIALITY STATEMENT

Due to the sensitive nature of the records and data processed throughout Augustana University, it is required that if you have access to this information keep all details confidential.

It is understood that all data you will come into contact with is considered confidential. Each employee agrees that he/she will not, at any time, during or following the term of his/her employment, directly or indirectly, disclose, publish, divulge, or use (except in connection with the provision of services) any such data or information which has been obtained by or disclosed to him/her through or in the course of his/her association with Augustana University. Violation of this policy could result in corrective action up to and including termination from Augustana University.

TUITION ASSISTANCE

The purpose of Augustana University is education and, as such, it strongly believes its community members and their families should have the opportunity to utilize that which they work so hard to provide to others. With this in mind, Augustana University has developed the Augustana University Tuition Assistance Benefit Program. This document sets forth the general policies of the program; however, it cannot encompass all possible situations. Situations that arise beyond the scope of these policies should be directed to Human Resources, who, with Financial Aid and the Business Office, will determine the applicable tuition assistance benefit for that case. Employees should review this document in its entirety to understand the benefits, as well as the limitations, of the Augustana University Tuition Assistance Benefit Program.

In addition to the Augustana University Tuition Assistance Benefit, Augustana University participates in the Evangelical Lutheran Church of America (ELCA) and The Tuition Exchange (TE) programs. Please see Other Tuition Assistance Programs for more information.

General Eligibility and Definitions

- Full-time and part-time employees are defined in the Faculty, Administrator, and Support Staff Handbooks. All full- and part-time employees, as defined by these handbooks, as well as Augustana (College) University retirees, are eligible for a tuition assistance benefit for themselves, their spouses, and their children. The spouse and children of an employee who becomes totally disabled or who dies while still employed are eligible for the maximum tuition assistance benefit regardless of length of service.

- Employees and their spouses are eligible for undergraduate- and graduate-level courses. See Notices and Limitations Determination of Undergraduate vs. Graduate Student for additional important information. A legally-separated spouse of an employee is not eligible for the tuition assistance benefit.

- Employees of Augustana University are eligible for 90% tuition assistance benefit for personal use immediately in conjunction with the next academic term start date. Qualifying family member’s tuition benefit is subject to the years of service calculations.
• Employee children are eligible for only undergraduate-level courses. See Notices and Limitations Determination of Undergraduate vs. Graduate Student for additional important information. Each employee’s child is limited to a maximum of 165 attempted credit hours or a completed baccalaureate degree from Augustana University, or a completed baccalaureate degree from any ELCA or TE college/university, whichever comes first.

• For the purposes of the tuition assistance benefit, children are defined as natural children, adopted children, stepchildren, and children under the employee’s legal guardianship.

• The Augustana University tuition assistance benefit for spouse and children is based on the employee’s hire date in conjunction with the next academic term start date (i.e., their length of service).
  
  o Example 1: An employee starting employment on January 20, 2018 would have the first tier of eligibility (25%) beginning the first day of the 2018 spring term. This term of 25% eligibility would remain in effect until the beginning of the first day of the following 2019 spring term. The employee’s second tier of eligibility (50%) would remain in effect until the beginning of the following 2020 spring term. This process continues until the employee reaches the maximum 90% tuition assistance benefit.

  o Example 2: An employee starting employment on February 20, 2018 would have the first tier of eligibility (25%) beginning the first day of the 2018 summer term. This term of 25% eligibility would remain in effect until the first day of the 2019 summer term. The employee’s second tier of eligibility (50%) would remain in effect until the beginning of the following 2020 summer term. This continues until the employee reaches the maximum 90% tuition assistance benefit.

• Prior to the term in which the tuition benefit is to be used, an employee must make a formal request (via an online form) with the Financial Aid Office. A link to the online form can be found on the employee portal under Human Resources (my.augie.edu).

• Part-time faculty who teach a minimum of 6 credit hours (the equivalent of 2/3-time) in a single semester are eligible for registration for only one family member. Part-time faculty who teach a minimum of 6 credit hours in both the fall and spring semesters in the same academic year are not limited to registration for only one family member. The benefit must be used during the semesters the part-time faculty is teaching.

• Some of these benefits may be taxable to the employee.

Notices and Limitations

Taking Courses during Work Hours
An employee must have approval from his/her supervisor to take class(es) during the employee’s working hours. Any working hours missed as a result of the employee taking class(es) during the employee’s working hours must be made up within the same work week. If an employee does not agree with the decision of his/her supervisor, the normal problem-solving procedures should be used.
Determination of Undergraduate vs. Graduate Student

- Specific guidelines apply to employee children enrolled in a post-baccalaureate program (i.e. 4 + 1, 3 + 2, or graduate programs). The tuition benefit is applicable while at the undergraduate level only. A determination as to whether the student is an undergraduate or graduate student will be based upon the Registrar’s classification.

- The tuition assistance benefit may be dependent upon cohort limitations.

- The tuition assistance benefit is subject to admission and academic standards at Augustana.

Combining the Tuition Assistance Benefit and Other Sources of Financial Aid

- Students receiving a tuition assistance benefit of 90% are not eligible for other Augustana University gift aid. These students may receive "honorary" Augustana University scholarships, but no funds will be provided in addition to the tuition assistance benefit of 90%. These students may choose to accept gift aid instead of any tuition assistance benefit.

- Students receiving a tuition assistance benefit of 25%-75% may receive other, albeit limited, gift aid.

- Students may be eligible for non-institutional, non-federal aid (e.g., scholarship awarded through a non-Augustana University, non-federal entity), dependent upon that funding source’s eligibility and award policies. Students remain eligible for federal financial aid as determined by the FAFSA.

Allowed Courses/Classes

- The tuition assistance benefit does not apply to workshops (whether credit or non-credit), online contracted courses, test outs, credit by examination fees, private music lessons, study abroad fees, overloads, or other special fees. Employees and retirees may audit a course at a cost of 10% of the transcripted audit fee. Untranscripted audits are not allowed. This benefit is only obtainable if space is available in the class.

End of Benefit

- The tuition assistance benefit terminates for the employee, the employee’s spouse, and the employee’s children when the employee is no longer employed by Augustana University, including termination by Augustana University, but excluding termination of employment for retirement purposes. Employees, their spouses, and/or their children who are attending classes under the tuition assistance benefit program will cease to be eligible for the benefit on the last day of the employee’s active employment. At that time, the tuition assistance benefit may be prorated based on the
number of class days completed and the number of class days remaining in that term. Please contact the Business Office for further details.

<table>
<thead>
<tr>
<th>Augustana University Tuition Assistance Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LENGTH OF SERVICE</strong></td>
</tr>
<tr>
<td>First Year</td>
</tr>
<tr>
<td>Second Year</td>
</tr>
<tr>
<td>Third Year</td>
</tr>
<tr>
<td>Fourth Year and each succeeding year</td>
</tr>
</tbody>
</table>

“Tuition charges” are charged on a semester basis. “Tuition charges” is defined as the amount of tuition charged based on the number of credits in which a student is enrolled in one semester. It does not refer to a general amount (i.e., the cost of undergraduate, full-time tuition for a semester, student and/or class fees), unless the student is taking 12-16 per semester, or the number of credits considered full-time for J-term or summer terms. The percentage not covered by the tuition assistance benefit (e.g., 75%, 50%, 25%, 10%) and other aid, if applicable, must be paid by the student. Any credits defined as overloads are fully (100%) the responsibility of the student.

*Tuition Assistance will not apply to more than 7 credit hours per semester. If the student is a full-time student, the cost of 7 credit hours per semester will be applied to tuition charges.

Other Tuition Assistance Programs

- In addition to the Augustana University Tuition Assistance Benefit, Augustana University participates in the Evangelical Lutheran Church of America (ELCA) and The
Tuition Exchange (TE) programs.

ELCA

- Only children of full-time employees and retirees are eligible to apply. An ELCA Tuition Exchange Application must be sent to each school annually. Requests for form(s) sent to other schools may be made through the Financial Aid Office. Applications are due May 1 of each year; however, it is recommended that the employee notify the Financial Aid Office as early as possible as several ELCA schools have opted to limit the number of tuition exchange students they accept. Augustana University cannot assure that the student will be accepted into the ELCA tuition exchange program. The amount of tuition benefit is determined individually by each ELCA school.

- All applicants should also complete a FAFSA (Free Application for Federal Student Aid) form and have the results sent directly to the ELCA institution(s). FAFSA forms are available for electronic filing.

TE

- The Tuition Exchange opens doors and creates opportunities through a reciprocal educational scholarship program. The Tuition Exchange scholarships are competitive awards and are not guaranteed. See https://www.tuitionexchange.org/ for more information and a list of participating schools. Employees submit applications via the “EZ-App” within the Tuition Exchange website. Employees are allowed to submit multiple applications, but will be charged a $100 per year participation fee if the dependent is enrolled on a Tuition Exchange scholarship.

"AUGUSTANA FACULTY NEWS"

"Augustana Faculty News" is a regularly published e-newsletter which features announcements, stories, department news, and campus events. The e-news is distributed weekly by email to all employees during the academic year.

Occasionally issues include a marketplace section feature “for sale” postings by Faculty and Staff.

If you have suggestions for staff news, contact news@augie.edu.

AUGUSTANA CAMPUS LEARNING CENTER FOR CHILDREN

The Augustana Campus Learning Center offers child care and preschool for children between the ages of 12 months and 5 years. The cost varies dependent on the age of the child.

The Learning Center Staff is comprised of qualified teachers, assistant teachers and work study assistants. Breakfast, lunch, and snacks are included in the cost and approved by the Child and Adult Center Food Program of South Dakota.
Preregistration is required. Contact the Director of Campus Learning Center for an appointment - 605.274.4701.

RECREATIONAL SERVICES

The Recreational Services Department, located in the Elmen Center, provides recreational opportunities for the campus community. Employees and their immediate families may take advantage of a 25 yard swimming pool; 2 racquetball courts; a sports forum consisting of a 176 yard running track and four multi-use courts that can be used for basketball, volleyball, tennis, or badminton; a weight-training room with cardio equipment (treadmills, elliptical machines, exercise bikes), free weight equipment, and Selectorize weight machines, and a multi-purpose and wrestling room that can be used for a variety of activities. In addition, employees are encouraged to participate in our group fitness classes, intramural program activities, and our outdoor recreation activities.

Employees wishing to use the weight room or pool, or wanting to check out recreational equipment need to present their Augustana identification card at the appropriate area. Children of Augustana employees who are younger than 16 years of age must be accompanied by an adult when using the swimming pool and/or weight room. Monthly calendars stating building hours and activities/events are available at the Elmen Center equipment desk. Call the Elmen Center for additional information.

DINING SERVICE

The Augustana Campus Dining Service, located in the Morrison Commons, offers a variety of hot and cold entrees. Special faculty and staff meal plans are available in blocks of 5 through our dining services office.

The Huddle brews Starbucks coffee and specialty drinks as well as offering a wide variety of food selections including sandwiches, salads, soup, and grilled entrees.

The dining service also accommodates catering needs, including baked goods, for all occasions. Contact the Augustana Campus Dining Service for further details - 605.274.4800.

SOCIAL SECURITY

Social Security is paid by the university for part-time faculty and the employee's share is withheld from his/her pay check. Social Security provides a wide range of benefits beyond the expected retirement benefit. Faculty desiring information or counseling on Social Security benefits may contact the Human Resources Office.

WORKERS COMPENSATION INSURANCE
While we strive to maintain a safe and healthy work environment for you, it is still possible for accidents to happen.

Starting on your first day of employment, you are automatically covered by workers' compensation insurance. We pay the full cost of this legally required insurance. Workers' compensation insurance covers you for any disability you incur which is directly caused by your job or working environment. Self-inflicted injuries are not covered.

Notify your Division Chair/Administrator/Human Resources immediately (within 3 days) if you are injured on the job or on University premises, or suffer an illness directly caused by your job or work environment. Failure to promptly report your injury may jeopardize your eligibility of workers’ compensation benefits.

Workers' compensation benefits begin on the eighth consecutive day you are disabled. Benefits under workers' compensation amount to a percentage of your weekly salary (averaged over the past year). In addition, all reasonable medical costs are paid by the workers comp insurance company for the treatment of the illness or injury.

The full Worker's Compensation policy can be found on the employee portal: https://my.augie.edu/ICS/Faculty_and_Staff/Human_Resources.

SERVICE ANIMALS, EMOTIONAL SUPPORT ANIMALS AND PETS

The purpose of this policy is to provide university personnel with guidelines for Service Animals, Emotional Support Animals and pets.

Service Animal

A service animal is a working animal and not a pet. As defined by ADA, a service animal performs tasks for an individual with a disability and therefore is not required to be subject to an approval process. However, service animal owners, including guests, who regularly access campus facilities are encouraged to contact the Human Resources Office. This office may assist the owner by providing advance notice to other personnel that the owner and service animal are entitled to access.

Emotional Support Animal (ESA)

Unlike a service animal, an ESA is not trained to perform a task for a person with a disability relating to activities of daily living or to accompany that person at all times. As a result, ESA's are subject to restriction from any area in the workplace deemed inappropriate for pets.
Employees who require an ESA in the workplace due to a disability should contact the Human Resources Office. The review or approval process is similar to any other request for accommodation and will verify that the employee has a qualifying need for an ESA as a necessary therapeutic benefit. The verification process will require a letter prepared by the employee’s health care provider. A “health care provider” may be a therapist/counselor, psychologist, psychiatrist, or primary care doctor. Other health care providers may also be qualified to provide documentation for the person’s disability and the need for assistance.

**Pet**

Employees are discouraged from bringing pets to the workplace. On occasion, an employee may need to bring a pet to the campus, however, the owner must obtain written permission from their supervisor who will be responsible for notifying the Human Resources office.

An exception to the pet policy is the annual Pet Blessing event sponsored by the campus ministry staff. Permission is not required to bring a pet to campus for this event however, safe pet etiquette is still required; animals are to be on a leash and the owner needs to be in control of the pet. The owner is responsible for damages.

Please consult the entire policy and procedures online at [https://my.augie.edu/ICS/Faculty_and_Staff/Human_Resources/Handbooks.jnz](https://my.augie.edu/ICS/Faculty_and_Staff/Human_Resources/Handbooks.jnz)

Questions or concerns related to this policy should be addressed to Augustana University’s employee Health Educator.

**TIAA**

TIAA Supplemental Retirement Plans are tax-deferred and allow you to put money away for retirement. While the provisions of different tax-deferred plans vary, they all work the same way: money goes from your paycheck into an investment account, reducing your current income taxes. What's more, your potential investment earnings won't be taxable until you withdraw them in retirement. With higher contribution limits than IRAs (and more significant tax deductions), tax-deferred plans from TIAA may be one of the best ways for you to build the retirement you want. Contact Human Resources for more information.