

General Policies and Guidelines

Access to Employee Personnel Files

Staff salaries, personnel data, and all aspects of University affairs that have not been released as public information are confidential. If you are an active staff member and wish to review your personnel file, you should refer to Policy 07-06-05. If you believe that there is an error in the record, a statement to that effect may be added as a part of the permanent file. You may also request that your department process the appropriate forms to initiate corrections. You should make arrangements through your departmental administrator if you wish to review your departmental personnel file.

Affirmative Action

On February 28, 1992, the Board of Trustees passed a resolution reaffirming the University's commitment to affirmative action. The resolution commits the University to the following goals:

- to achieve diversity in the racial/ethnic and sex composition of its workforce at all levels;
- to enhance opportunities for enrolling, retaining, and graduating students from underrepresented groups;
- to provide accessibility and accommodation to individuals with disabilities;
- to create a campus environment free of bigotry and harassment; and
- To engage minority- and women-owned businesses as vendors and suppliers.

The Office of Affirmative Action, Diversity and Inclusion has responsibility for providing leadership, coordination, and oversight for the University's affirmative action program. Given the size, complexity, and collegial nature of the University, the Office of Affirmative Action, Diversity and Inclusion cannot do this alone. The campus community contributes to the University's commitment to affirmative action through the work of senior administrative officers, deans, directors, department heads, managers, supervisors, and various campus-wide, school, departmental, and student committees and groups as well as individual faculty, staff, and students.

For additional information, refer to Policy 07-01-03 or contact the Office of Affirmative Action, Diversity and Inclusion at **412-648-7860**.

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Wolfgang Guggemos

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Table of Contents Sample Employee Guidelines

1. Understanding the eBook Sample Employee Guidelines
 - The Rise of Digital Reading Sample Employee Guidelines
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Employee Guidelines
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Employee Guidelines
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Employee Guidelines
 - Personalized Recommendations
 - Sample Employee Guidelines User Reviews and Ratings
 - Sample Employee Guidelines and Bestseller Lists
5. Accessing Sample Employee Guidelines Free and Paid eBooks

- Sample Employee Guidelines Public Domain eBooks
- Sample Employee Guidelines eBook Subscription Services
- Sample Employee Guidelines Budget-Friendly Options
- 6. Navigating Sample Employee Guidelines eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Employee Guidelines Compatibility with Devices
 - Sample Employee Guidelines Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Employee Guidelines
 - Highlighting and Note-Taking Sample Employee Guidelines
 - Interactive Elements Sample Employee Guidelines
- 8. Staying Engaged with Sample Employee Guidelines
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Employee Guidelines
- 9. Balancing eBooks and Physical Books Sample Employee Guidelines
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Employee Guidelines
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Employee Guidelines
 - Setting Reading Goals Sample Employee Guidelines
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Employee Guidelines
 - Fact-Checking eBook Content of Sample Employee Guidelines
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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