

MISSISSIPPI STATE UNIVERSITY  
DEPARTMENT OF HUMAN RESOURCES MANAGEMENT  
WORKFORCE DEVELOPMENT

PURPOSE

To define the policy and procedures related to workforce development.

POLICY

The University encourages participation by employees in development programs that are job related or that allow employees to function competently and effectively on the job. The University also encourages participation in Adult Basic Education (ABE) programs leading to a certificate of General Educational Development (GED) for employees with less than a high school education.

PROCEDURE

Employee Development

Employees attending a seminar or workshop offered during their normal work hours will be compensated for time spent in development programs provided:

- Prior approval of the immediate supervisor is obtained, and
- The program is job related and/or beneficial to the department.

Employees attending a seminar or workshop that is not job related and/or beneficial to the department, as determined by the immediate supervisor, must obtain approval to attend the program and apply for personal leave or leave without pay for time spent in development programs.

Non-exempt (support staff) employees approved or directed to attend a development program shall record time in the program as hours worked. Payment for hours worked in excess of 40 hours in the work week shall be compensated for as compensatory time or overtime pay. (See Overtime/Compensatory Time, #60-311).

Employees approved or directed to participate in a seminar or course not sponsored by the University shall be reimbursed associated costs upon course completion or the University will pay for the course (See Travel Operating Policy).

This policy has been superseded

Literacy and Adult Basic Education

The goal of literacy and Adult Basic Education (ABE) programs is to ensure that employees at the University have the basic skills necessary to function competently and effectively. The University allows employees enrolled in the literacy program and/or adult basic education programs up to one hour off from work with pay per session, twice per week, for a total of two hours paid off per week if classes are scheduled during the employees' normal work day. Leaving work to attend literacy or ABE class and failing to attend will be grounds for disciplinary action.

LAW/REGULATION

Fair Labor Standards Act

REVIEW

This policy and procedure will be reviewed by the Director of Human Resources Management at least every four years.

HRM 60-501  
01/10/07  
10/02/12

This policy has been superseded

Recommended by:

/s/ Judy Spencer  
Director of Human Resources Management

06/01/12  
Date

/s/ Jerome A. Gilbert  
Provost and Executive Vice President

06/11/12  
Date

Reviewed by:

/s/ Lesia Bryant  
Director of Internal Audit

07/13/12  
Date

/s/ Joan L. Lucas  
General Counsel

08/29/12  
Date

APPROVED:

/s/ Mark Keenum  
President

10/02/12  
Date

**This policy has been superseded**