

EMPLOYEE HANDBOOK

2.0 EMPLOYMENT POLICIES AND PRACTICES

2.1 Employment Definitions

Adjunct Faculty: A faculty member who is employed on a part-time contract on a semester-by-semester basis for specified classes or services and whose teaching load and faculty responsibilities over the course of an academic semester constitute less than that of full time faculty members. Adjunct faculty positions do not include all of the duties of regular faculty members. Adjunct faculty are not eligible for benefits.

Administrator: An employee whose job duties allow him or her to meet certain criteria to be "exempt" from state and federal minimum wage, overtime, and certain record-keeping requirements. Administrators typically fall into the "executives, managers, or supervisors" or "administrative employees" categories set forth by federal and Oregon wage and hour laws. As such, they are not eligible for overtime pay.

Annualized Salary: Salaries of employees who work less than full time may be stated as "annualized" in order to compare them with salaries of employees that work 40 hours per week for 12 months of the year. An annualized salary is obtained by dividing the actual salary by the employee's FTE. Example: A .75-FTE employee's actual salary of \$22,500 is a \$30,000 annualized salary.

Employment at Will: Employment at will means either an employee or the university is free to conclude the employment relationship at any time, with or without notice, with or without cause, and the employment relationship is not for any specified period of time. Oregon is an "at-will" state, so employees not employed on contracts are "at will."

Exempt: The legal classification for employees who are paid a salary and are not subject to (are exempt from) state and federal minimum-wage, overtime, and some record-keeping requirements. Certain criteria, including the types of job duties performed, have to be met to properly classify an employee as exempt. At the university, administrators and faculty are exempt employees.

Faculty: An employee who is employed on a faculty contract. Like an administrator, a faculty member is exempt from state and federal wage and hour laws. Faculty meet the state and federal definitions of "professional employee."

Full-Time Employee: Any support staff or administrator regularly scheduled to work 40 hours per week for 12 months of the year and whose total scheduled hours are 2,080 hours during the fiscal year. These scheduled hours include paid vacation, sick leave, and holiday hours. A full-time faculty member is one with an assigned workload of at least 24 credit hours during the academic year.

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SA Adler



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drawn conclusions while the sample according to sugiyono 2011 is part of the number and characteristics possessed by the population the researcher took the total population or saturated sample that is all participants were used as respondents the research time was carried out for 3 days namely from 13 15 october 2022 while

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sugiyono 2012 the research instrument is used as a data collection tool and the instruments commonly used in the research are some questionnaires and questionnaires submitted and given to each respondent who is sampled in

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according to sugiyono 2011 he said that research and development r d method was used to design a certain product and examine the effectiveness of the product in this study the researcher used some instruments to collect the data they were document analysis questionnaire sheet and interview guide 1 document analysis in this study

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the research instrument consisted of a questionnaire to measure students attitudes towards stem and multiple choice tests to assess students cognitive learning outcomes

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sugiyono 2011 90 minimalized sample of the research are 30 people in this research the researcher used the last option because amount of the the researcher use this instrument to know how far students understanding about skimming skill by giving answer in the questionnaire based on the guidance for skimming mc whorter 1992 81

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showed levels of research instrument validity arikunto 2010 211 degradation of accuracy between data which was happen on research object and capacity which can be reported by researcher sugiyono 2014 267 high and low validity of instrument showed how far data were collected didn t diverge from validity itself

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sugiyono 2012 102 state that research instrument is the tools to measure nature phenomenon and social that is observed research instrument is essentially used to get information or data about the object taken from subject of the research many kinds of instrument which can be used in a research such as test questionnaires interview

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3 3 1 technique and instrument according to sugiyono 2012 148 the research instrument is a tool used to measure the natural and social phenomena observed the instruments for collecting the data is interview guide observation check list and documents analysis

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may 4 2021 the term research instrument refers to any tool that is used by a scientist to obtain measure and analyze data the data is sourced from subjects included in the research experiment and focused on the topic the instruments used have various roles there are different tools that help you conduct quantitative qualitative and mixed studies

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3 3 research instrument research instrument was the tool to collect the data according to sugiyono 2012 102 instrument is tools testing to measure some specifics phenomenon in this research the researcher used instruments in reading test to measure students reading comprehension

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the purpose of this study was to produce student worksheet lembar kerja peserta didik lkpd and pisa based test instruments that were valid practical effective and able to improve students mathematical representation abilities this type of research was the tessmer model development research

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according sugiyono 2009 38 understanding of the research object is an attribute or the nature or value of a person object or activity that has certain variations which are set by the researchers to be learned and then drawn conclusions here the objects research are students of sma bpk penabur tasikmalaya grade 1 3

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