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|-------------------------------------------------------------|------------------------------------------|
| <b>Policy title</b><br>Exempt and Non-Exempt Classification | <b>Category</b><br>Human Resources       |
| <b>Owner</b><br>Human Resources                             | <b>Approved by</b><br>Board of Governors |

## Policy statement

All University positions are designated as exempt or nonexempt according to the Fair Labor Standards Act.

The Assistant Vice President for Human Resources, with advice of counsel and based on the official job description, makes the exempt/non-exempt determination for all staff positions.

Questions about this policy and implementation procedures should be referred to the Human Resources Office.

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Last revised date January 17, 2020