

Welcome To all Southwestern Employees! On behalf of your colleagues, I wish you every success with the University. We believe that each employee contributes directly to the University's growth and success, and we hope you will take pride in being a member of our team. This handbook was developed to respond to the employment questions of our employees and to outline the policies, programs, and benefits available to eligible employees. You should familiarize yourself with the contents of this employee handbook as soon as possible, for it will answer many questions about your employment with Southwestern Oklahoma State University. We hope that your experience will be challenging, enjoyable, and rewarding.

Sincerely,

John M. Hays

President