

In deciding whether an FLSA exempt employee of the MSU College of Law will be provided with a Blackberry device and a support contract at the expense of the College, the Dean will consider the following factors:

- Travel on College business is a regular and important part of the employee's job description.
- The employee frequently and consistently needs to conduct College business while traveling or outside of regular office hours, including, for example, telecommuting to meetings, scheduling appointments, planning College events, reviewing records, and otherwise conducting business that would typically be done from the office or during regular office hours.
- The employee is expected to engage in frequent and consistent communication with important constituencies while traveling or outside of regular office hours, including, for example, donors, alumni, prospective and admitted students, or international students.
- The employee may be required to assist with these duties while on personal time or vacation.
- The employee's access to e-mail and telephone service significantly contributes to the performance of these duties.

The request for such equipment and access must be reviewed by the head of the employee's department, who will make a recommendation to the Dean. Technology Services will provide internal server support and purchase the Blackberry or other device. The employee's department will be responsible for charges from the external service provider.