NRCC Faculty Handbook

NEW RIVER Community College

5251 College Drive, Dublin, Virginia 24084-3660

Faculty Handbook
2020 - 2021
FOREWORD

The Faculty Handbook has been formulated to provide a current and compact reference to the philosophy, objectives, organizations, responsibilities, academic information, general and procedural regulations, professional activities and professional regulations for New River Community College.

The purpose of this handbook is to aid the faculty by providing both prospective and active faculty with a reference and guide to the privileges and responsibilities of the faculty at New River Community College. It is not a contract document but is issued to aid personnel in performing their jobs in an efficient and effective manner. Since policies and procedures change from time to time, changes to this handbook may be issued as needed.

Nothing herein shall be interpreted as creating any right or benefit not duly authorized as provided by law, policy, rule or regulation of the Commonwealth of Virginia or of the State Board for Community Colleges. Nothing herein shall be interpreted as restricting the authority of the State Board for Community Colleges conferred by the Virginia General Assembly.

The faculty are invited to make suggestions concerning modifications which are desirable for improving the college and its operation in any of its phases.
Greetings! Welcome to New River Community College. NRCC serves the counties of Floyd, Giles, Pulaski, and Montgomery, and the City of Radford through a wide variety of programs, including programs designed to prepare students for transfer to four-year colleges and universities, career/technical education programs, and short-term training and credentialing opportunities.

High quality instruction and concern for students are valued at New River Community College. It is you and other dedicated faculty who make NRCC a success.

The Faculty Handbook is one means of providing information about the college, its mission, its regulations, and the duties of those who serve on its instructional staff. It is not all inclusive, nor does it attempt to provide an answer to every question. It does, however, provide general information and a place to start when seeking specific answers.

I encourage you to read the handbook and become thoroughly familiar with its contents. The college’s current catalog and student handbook are also available online for quick reference. Most student questions and concerns about administrative policy can be addressed with information from one of these publications.

Thank you for all that you do to make NRCC a special place!

Sincerely,

Pat Huber
NRCC President
NON-DISCRIMINATION POLICY

New River Community College does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

**Dr. Mark C. Rowh**
Vice President for Workforce Development and External Relations
217 Edwards Hall
540-674-3600, ext. 4241

Inquiries concerning Title IX (sexual harassment, sexual assault/domestic violence/dating violence, and stalking) may be directed to:

**Dr. Deborah Kennedy**
Dean of Student Services/Title IX Coordinator for Students
268 Rooker Hall
540-674-3600, ext. 3690

**Melissa Anderson**
Director of Human Resources and Business Operations/Title IX Coordinator for Employees
13 Godbey Hall
540-674-3600, ext. 4310

Inquiries concerning ADA and Section 504 may be directed to:

**Lucy Howlett**
Coordinator of The Center for Disability Services
275 Rooker Hall
540-674-3619
V/TTY 540-674-3619.
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GENERAL INFORMATION
Virginia Community College System Mission Statement

We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.

The College

New River Community College is a two-year institution of higher learning operating under a statewide system of community colleges. The college serves those who live in the counties of Floyd, Giles, Pulaski, Montgomery, and the city of Radford.

The college acts under policies set up by the State Board of Community Colleges and the local Community College Board. The college is funded mainly with state funds, but the participating localities also add to the support of the college.

The college is open on a year-round basis under the semester system. Classes are held from 7:00 a.m. to 10:00 p.m. Since college credit courses are offered in the evening and on weekends, students who work may also attend college.

Localities and Facilities

The college is located on a one-hundred acre site at the intersection of U.S. Routes 11 and 100 in Dublin, Virginia. The campus provides modern, well-equipped facilities for the career/technical programs as well as for university-parallel programs.

The facilities contain labs for Administrative Support Technology, Accounting, Automotive, Computer Aided Drafting and Design, Electronics, Electricity, Forensic Science, Information Technology, Instrumentation, Machine Shop, Natural Science classes, Nursing, Programmable Logic Controllers, and Welding.

Besides the special labs, there are general classrooms, a large lecture room, a modern library, a learning lab, a spacious industrial training room, a student center, an auditorium, and faculty and administrative offices.

The college’s Christiansburg site, located in the New River Valley Mall, offers increased educational opportunities to residents of Floyd, Giles, Montgomery, and Pulaski counties and the city of Radford. Faculty from the college’s teaching divisions provide high quality instruction equivalent to on-campus instruction.

In addition to the Dublin and Christiansburg locations, the college makes use of public schools, industrial plants, and other facilities off-campus to provide instruction that is closer to the people served by the college.

Recognition

The college, part of the Virginia Community College System, is governed by the State Board for Community Colleges in Virginia. The college’s associate degree courses are approved by the State Council of Higher Education for Virginia.

The college has been fully approved by the State Department of Education for payment of veterans’ benefits as well as by other state and federal agencies for funding. Also, this school is authorized under Federal Law to enroll nonimmigrant alien students.
The college is an institutional member of the American Association of Community Colleges and a number of other state and national organizations.

Accreditation
NRCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate degree. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of New River Community College.

Mission/Purpose
New River Community College, a member of the Virginia Community College System (VCCS), subscribes to the tenets set forth in the VCCS mission statement. This statement is as follows:

“We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.”

In addition, New River Community College believes that all people should have a chance not only to develop and extend their skills and knowledge, but also to increase awareness of their roles and duties as citizens. The college serves the educational needs of the public and assumes a responsibility to help provide the requirements for trained workers in the New River Valley through a combined effort with local industry, business, professions, and government, including economic development efforts. The college is also dedicated to organizing programs with senior institutions as well as with those of local public school systems.

New River Community College offers certificate, diploma, and associate degree programs. The college is also committed to assisting students with decisions concerning their educational, career, and personal goals.

Vision
"Through forward-looking leadership, efficient management and the deep commitment of faculty and staff to provide the best possible teaching and learning environment, the college aims not only to meet the educational challenges of the coming decades, but to welcome them. Accordingly, New River Community College embraces the following beliefs:

- "That **student learning** is the ultimate priority for the college and to best serve students there must be maintained the highest level of commitment achieved by focusing on the teaching/learning process and by providing support for the personal development of students;

- "That **instruction** must remain the primary function of the college, with other college functions to be supportive of or complementary to the instructional program;

- "That **access** to higher education must be provided to all who can benefit from it;

- "That **high quality** must be maintained in all programs and services through instructional excellence, competency of faculty and staff, on-going curriculum development and improvement, and effective processes for assessment of quality;
"That the college must foster a spirit of **innovation** through technological advancements and through continuous improvement of programs and services;

"That a **positive institutional climate** must be maintained which supports high ethical standards, professionalism, faculty and staff development, and an inclusive environment based on dignity and respect for all persons;

"That the college must be **community centered** as reflected by comprehensive and affordable programming, linkages and partnerships with other organizations, community outreach efforts, fostering of an appreciation for education in the community, and continued responsiveness to community needs;

"That the college must support **multi-cultural diversity** as well as equal opportunity for all persons, and that the institution must be outward looking as it fulfills its local mission;

"That the college must focus continually on **institutional effectiveness** with emphasis on accountability, assessment, good management practices, employability of graduates, comprehensive planning processes, and the overall improvement of organizational effectiveness."

**Organizational Chart**

To view the 2020-2021 NRCC Organizational Chart, click [here](#).

**Programs**

New River Community College offers programs two years beyond the high school level.

**Career/Technical Education** - The career/technical education programs are designed to meet the demand for technicians, semi-professional workers, and skilled craftsmen in the New River Valley who will be employed in industry, business, the professions, and government.

**University Parallel/College Transfer Education** - The university parallel/college transfer programs include college freshman and sophomore courses. These courses meet the standards for transfer to baccalaureate degree programs in four-year colleges and universities.

**General Education** - The courses in general education include common knowledge, skills, and attitudes needed by an individual to be effective as a person, a worker, a consumer, and a citizen.

**Continuing Education** - Degree credit and non-degree credit courses are offered during the day and evening hours for adults in the region wishing to continue learning.

**Customized Training Programs** - Customized training is offered where specific employment chances are open for new or expanding industry. Customized training programs are coordinated with Virginia’s economic growth efforts and with the needs of employers.

**Developmental Courses** - Basic or developmental courses are designed to prepare people for admission to college transfer and career/technical courses of study in the community college.
These courses are designed to assist persons with basic skills and knowledge needed to succeed in other community college programs.

Academic Divisions

The Vice President for Instruction and Student Services oversees NRCC's two academic divisions. The Vice President's office is located in the administrative wing of Godbey Hall. For detailed listings of faculty and staff for each division, please consult the NRCC Employee Directory.

Division of Arts and Sciences
The Arts & Sciences Division administers the transfer degrees and other programs and professional development training in the following areas: Early Childhood Development, Human Services, Nursing, Nurse Aide and Practical Nursing. For more information, contact the Division office at (540) 674-3611.

Division of Business and Technologies
The Business & Technologies Division administers programs and professional development training in the following areas: Accounting, Administrative Support Technology, Advanced Manufacturing, Air Conditioning and Refrigeration, Automotive, Business Management, Electrical Engineering, Electronics Technology, Engineering Design Technology, Instrumentation and Control Automation, Information Technology, Machining, Medical Administration, Mobile Application Development, Network and Technical Support, Paralegal Administration, Police Science, and Welding. For more information, contact the Division office at (540) 674-3607.

Library
The New River Community College Library serves the educational and informational needs of the students, faculty, and staff of the college, as well as the citizens, businesses and industries of the New River Valley. It provides the basic tools necessary for education and research, including the latest in information and educational technology.

Students and researchers have access to a library collection of 35,000 books and periodicals, over 48,000 e-books, and 15,000 media and streaming video titles. The library’s membership in the VIVA (Virtual Library of Virginia) consortium provides an extensive collection of research databases consisting of the latest journal, magazine and newspaper articles; research reports; dissertations; specialized resources and more. Faculty, staff and students may access these resources 24/7 from off-campus.

Students may utilize a variety of course-related software and wireless Internet service through the vast array of computers housed in the library. Equipment necessary for viewing media as well as laptops, scanners and a photocopier can also be found. Additional library services include: reference assistance, class and individualized instruction, embedded librarians, 24/7 online chat assistance, textbook reserves, study rooms and Interlibrary loan.

Online Learning Services
NRCC's commitment to increasing educational access is realized through the college’s online efforts. The Department of Online Learning is part of the college’s mission to increase access for
all. We strive for excellence as we pursue academic goals outside the traditional classroom setting. Currently, the program offers over 270 online courses, which are available in most degrees and certificates. The degrees listed below can be fulfilled entirely by completing online courses:

- Associate of Arts and Sciences in Business Administration
- Associate of Arts and Sciences in Education
- Associate of Arts and Sciences in General Studies
- Associate of Arts and Sciences in Liberal Arts
- Associate of Arts and Sciences in Science
- Associate of Applied Sciences in Accounting
- Associate of Applied Science in Administrative Support Technology
- Associate of Applied Science in Business Management
- Associate of Applied Science in Administrative Support Technology with a Specialization in Medical Administrative Support
- Associate of Applied Science in Administrative Support Technology with a Specialization in Paralegal Administrative Support

The Online Learning department, in conjunction with the Information Technology department, coordinates the college's instructional technology efforts. Through the effective use of various mobile technologies, instructional programs are developed and distributed throughout the region, state, and nation. To assist in the development and delivery of instruction in the region, the college possesses electronic classrooms, and lecture halls, including advanced instructional technology equipment. Testing Centers are located inside Martin Hall, New River Community College in Dublin and NRCC's New River Valley Mall site in Christiansburg. The centers provide a secure, professional location for students to take tests.

**Student Services**

NRCC provides a number of services which are designed to promote student success. These services are available on the main campus in Dublin and at the college’s NRV Mall site in Christiansburg and include the following:

1. The Advising Center in Rooker Hall (Dublin) and the Student Services office at the NRV Mall site (Christiansburg) provide the following services to students:
   - Academic advising and graduation planning
   - Career planning and advising which includes assistance with resume writing, interview skills, and career exploration through the Virginia Wizard (www.vawizard.org)
   - Placement testing for English and math
   - Counseling referrals for students dealing with personal or crisis situations

2. The Admissions and Records Office in Rooker Hall (Dublin) provides the following services to students:
   - Admissions application processing, including nursing admissions and International student admissions
   - Curriculum changes
   - Grade processing and verification
   - Withdrawal processing and verification
3. The Center for Disability Services is located within the Advising Center and provides the following services to students:
   - Academic advising and graduation and career planning for students with disabilities
   - Testing accommodations, note-taking, assistive technology, and other resources to support students with disabilities
   - Interpreting services and a video phone for students who are deaf or hard of hearing

4. The Student Activities Office is located within the Student Lounge in Martin Hall (Dublin) and provides the following services to students:
   - Student ID cards
   - Recreational activities including club sports
   - Cultural and popular activities including clubs, organizations, and service-learning projects
   - Student leadership opportunities

5. The Financial Aid Office assists students with completing the Free Application for Financial Aid (FAFSA) and processes grants, work-study positions, scholarships, and loans for part-time and full-time students. The Financial Aid Office is located in Rooker Hall (Dublin).
Connecting Learning Assets and Students (CLAS)

Faculty play a significant role in the intentional engagement model by sharing information through the CLAS (Connecting Learning Assets and Students) software system, accessible at www.nr.edu/clas. There, instructors can see a roster of students in each class (along with photos and a range of information on each student), take attendance, and create a referral for the ASLP team, tutoring center, or any other NRCC employee to follow up with a student about any identified needs. All NRCC instructors and staff have access to student information through this system and are strongly encouraged to regularly use the system to support student success. Twice each academic term, instructors are required to complete Progress Surveys in CLAS in which they have the opportunity to efficiently evaluate each student in each course.

Academic Success Center

Free tutoring is available to all NRCC students in any subject area. In-person one-on-one and group tutoring sessions are available both in Dublin (Godbey 131) and at the mall site (room 202). For students unable to attend an in-person tutoring session, online sessions are available as well. NRCC also places embedded tutors in certain developmental and high-risk courses as an additional strategy for increasing student success. For more information about the academic success center at NRCC, please visit www.nr.edu/aa.

Bookstore

The NRCC bookstore, located in Martin Hall, is operated by Follett. The bookstore has textbooks, workbooks, lab manuals, and other materials required by classes. Other items, such as sweatshirts, decals, greeting cards, and gift items are also available.

Requests that books or materials to be offered for sale by the bookstore should be made through the division dean.

Students should be advised not to mark in or unwrap textbooks or use supplies prior to the first class meeting. The bookstore cannot make refunds for books that have been altered in any way. The bookstore will purchase used books from students depending upon the condition and anticipated future demand for the books.

The bookstore is open Monday and Thursday from 8:00 a.m. to 4:00 p.m., Tuesday and Wednesday from 8:00 a.m. to 6:00 p.m., and Friday from 8:00 a.m. to noon. (The bookstore is not open on days the college is closed and when classes are canceled.) Special extended hours will be posted outside the bookstore and on the bookstore web page. Additional information is available on the bookstore web page.
Workforce Development

New River Community College offers workforce development programs and activities through the office of Workforce Development. Customized and open enrollment offerings are designed to meet a variety of training and credentialing needs for employers and individuals.

Public Information/External Relations

The Office of Workforce Development and External Relations, through its public information/public relations function, is responsible for keeping the community informed about activities related to the college. Of particular importance are student and faculty/staff achievements, both inside and outside the classroom. For effective coordination, all contacts with the media concerning instruction and/or any college activity or person should be made through this office. Additionally, all publications designed for an external audience must be reviewed and approved by the External Relations staff before publication.

NRCC Educational Foundation

Established in 1980, the NRCC Educational Foundation is a nonprofit corporation. It secures voluntary support and manages, invests, and expends such funds solely for the benefit of New River Community College. Members of the Foundation Board of Directors represent the counties of Floyd, Giles, Montgomery and Pulaski, and the city of Radford. These community leaders volunteer their expertise and service on behalf of the college and community.

The Foundation assists New River Community College in a variety of ways, including the endowment and distribution of scholarship funds, the purchase of equipment and furnishings, and the financial support of academic and community enrichment programs.

The Endowed Scholarship Program is the largest program managed by the Educational Foundation. This program provides scholarships for over 175 NRCC students each academic year. Through this outstanding program, deserving students receive awards of up to $1,500 annually to support their studies. Recipients are selected in a competitive process by a faculty/staff committee. Many donors take advantage of this program to honor or memorialize family members or others. In addition to a set of general criteria for all scholarships, donors may specify additional selection criteria, such as designating a preferred major or degree program or a geographical location where the applicant must reside.

Another significant resource to NRCC students through the Educational Foundation is the Anne Huff Book Fund. While tuition and fees are substantially lower at NRCC and other Virginia community colleges than at public universities and private colleges, the cost of textbooks is equivalent to that at more expensive institutions and is largely controlled by national trends in the textbook publishing industry. Textbook scholarships provides tremendous relief to students who are in need. Textbook scholarships are available to students upon application and/or referral by faculty.

For more information about the NRCC Educational Foundation, contact the Foundation at foundation@nr.edu or 540-674-3655 or visit the Foundation website at www.nr.edu/foundation.
NRCC ReNew

ReNew is more than just an alumni association; it’s free membership is offered to anyone who loves NRCC and wants to stay connected. If you would like more information email renew@nr.edu.

Information Technology Services

For assistance with any Information Technology or Facilities Services need, please initiate questions and/or requests to the NRCC help desk. This may provide immediate resolution, and/or will guarantee your need is both recorded in our Help Desk system and routed to the correct department and/or personnel.

To contact the Help Desk, please call Ext. 4400 or send an e-mail to NR4Help@NR.EDU.

NRCC Information Technology provides the following services, organized by department, for NRCC faculty, staff, administration, as well as some support services for students:

1. Application Development Services
   a. Programming Support Services - design, develop, and enhance locally developed custom NRCC applications.
   b. Ad Hoc Reporting – provide customized reporting from custom NRCC as well as VCCS enterprise application data sources.
   c. System Integration – provide solutions for integrating stand-alone information systems for more stream-lined NRCC business processes.

2. Media Services
   a. Electronic Classroom and Conference Room Support Services – install, upgrade, maintain, troubleshoot and provide training for all of NRCC’s electronic classroom and conference room technology.
   b. Production Services – produce and/or duplicate audio/visual media for NRCC instructional and public information use, including the NRCCTV live video stream available through our web site.

3. Network Services
   b. Wireless Network Support Services – maintain wireless network infrastructure to support faculty, staff and student Wi-Fi connectivity.
   c. Voice Network – maintain voice network, telephone system and emergency notification systems.
   d. Information Storage – maintain local NRCC storage systems and provide backup and recovery services.
   e. Security Cameras – maintain security cameras and supporting infrastructure for display, recording and review.

4. Technology Services
   a. User Needs Analysis - consult with college personnel to analyze their computing needs and determine best method(s) for satisfying those needs.
   b. Installation and Training - install and provide training on hardware and software for administrators, faculty, and staff.
c. Operational Assistance - analyze and determine best methods for satisfying operational problems encountered by computer users in the day-to-day use of available information systems, computer productivity aids, and computer hardware.

d. Computer Hardware Maintenance - preventive maintenance and minor repairs on all computer equipment at the college including administrative and academic microcomputer systems.

e. Procurement Support – procure hardware and software, consulting services for all administrative offices, and hardware procurement consulting services for all academic offices.

f. Computer Buying Services - provision of purchasing information for microcomputer hardware and software for personal use by faculty, staff, and students as well as research on special purchasing offers supplied by various vendors.

g. Help Desk – first line of assistance to administrators, faculty, staff and students who experience any kind of difficulty with the use of technology (electronic classroom components, office computers, e-mail, voice mail, etc.). The Help Desk coordinates Information Technology and Facilities Services requests in our help desk information system.

5. Web & Graphics Services

a. Web Services – design, develop and maintain entire college web site for faculty, staff and administrators to insure an appealing design, appropriate content, robust functionality, usability and search features.

b. Graphics Design Services – custom print and web-based graphic design for NRCC faculty and staff such as directional signage; displays, posters and flyers; lamination; logos; mounting; novelty/promotional design; and high quality scanning.

Word Processing Center

New River Community College employs a team of support personnel to assist you with your copying and word processing needs.

The Word Processing Center is located in Godbey Hall, Room 60, and is open all year, Monday through Friday from 8:00 a.m. to 5:00 p.m., except on the days designated as college holidays or when classes are canceled due to inclement weather or other emergencies. The Word Processing Center does not close for lunch.

During fall and spring semesters when classes are in session, the walk-up copier is available Monday through Thursday from 8:00 a.m. to 7:00 p.m., and Friday, 8:00 a.m. – 5:00 p.m., except when classes are canceled and on holidays. **There are no evening hours during summer semester.**

A state-of-the-art walk-up copier is provided for faculty and staff use. A departmental access code is required for copier access and these codes are available from WPC staff. Instructions for using the copier features will be provided by the staff. Please ask for help at any time.

The walk-up copier is provided as a "quick service" copier for all college employees; therefore, copy runs should be limited to a small number of copies. Please do not use the copier as a means to give a work-study student something to do. Hassles at the walk-up copier may be
kept to a minimum if you plan to leave your copying jobs for the WPC staff to do for you. It will make your job much easier. Also, remember that there might be a line or, on occasion, the copier will be down, so planning ahead is your best alternative. Please remove staples and make sure your pages are numbered. Please use “white out” sparingly and let it dry thoroughly.

The WPC houses a color copier for any color copy needs. There is a charge of .12/copy for color copies and that fee is paid for through a departmental budget transfer.

Copying jobs that are of high volume (those that yield more than 50 total copies) should be left for the WPC staff to copy for you. Work requests are available at the help desk and should be completed with instructions that indicate how you want your jobs completed.

If it is more convenient for you to email your copy jobs, there is a fillable work order form on the Word Processing Center website (http://www.nr.edu/wpc) that can be filled out and attached to the email along with your document(s). We encourage you to use this form. This will save time for WPC staff who have to fill out a work order request when a document is submitted without one and will also ensure that all of your requirements are met. Please fill out completely, including date needed, if the copies should be sent to the NRV Mall site, etc.

Course plans, syllabi, tests and exams, handouts, teaching modules, manuals, instructional aids, forms, tables, memoranda, letters, multiple original letters and envelopes, grant proposals, handbooks, newsletters, annual reports, brochures, club fliers, programs, or any college-related material may be brought to the Word Processing Center for word processing.

All course plans must be submitted by the department head or full-time faculty in that discipline. Adjunct faculty should only have to create their own syllabus or addendum which would include information specific to their particular class. This include office hours, contact information, grading scale, etc. The Vice President for Instruction and Student Services’ office uses the stored course plan files to fulfill requirements by the Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC) that a current copy of each course plan be kept on file.

All tests and test-related materials are kept in a locked cabinet after processing and copying. All tests and highly confidential materials should be given to one of the staff and not left in the “IN” basket. Students do not have access to the test cabinet. When picking up finished tests, please ask one of the staff. If you need to pick up a test after 5:00 p.m., please make prior arrangements with the WPC to have the test placed in a sealed manila envelope and left for you either in your mailbox or in Word Processing.

All other completed documents will be left on the counter in the WPC.

Regarding printed matter, NRCC operates under the guidelines for "Fair Use" of the U.S. Copyright Law which may be found online at www.loc.gov/copyright/title17/.

NRCC cannot provide bound materials or documents that are intended to replace a textbook for students or prevent their purchasing a required text. A faculty-prepared textbook/workbook must be ordered through the bookstore using the same procedures as for ordering other texts. Your original may be left on file in WPC. If you plan to revise your textbook/workbook, please be sure that you let the staff know so that we will have your latest version to copy. A purchase order from the bookstore is required in WPC before the document can be copied.
NRCC does not provide copying services for outside agencies including not-for-profit organizations, professional organizations or churches. NRCC employees may request personal copies through the WPC staff at 10 cents per copy payable at the Business Office. Students may make personal copies on the coin-operated copier in the Library but not in WPC. Please do not allow your students to use your access code to make personal copies.

Other equipment provided in the Word Processing Center includes a folding machine that will quickly fold stacks of one-page documents into triple, double, 2-fold, or accordion folds. Multiple cutting boards are available for cutting thin stacks of paper. Three-hole punches and staplers are also available. A networked high-volume laser printer is available for your network printing.

A coil bind machine and a plastic comb binding machine are used for documents that need to be bound. If you have a college document that needs binding, please talk with a staff member.

Please take advantage of the staff and equipment that NRCC provides to make your teaching more efficient. The Word Processing Center staff will be happy to assist you and to provide equipment use instructions. Please come by to meet us.
FACULTY INFORMATION –

CONTRACTS AND BENEFITS
Compulsory Payroll Deductions

The following compulsory deductions are made in paychecks:

**Federal Income Tax** - Appropriate deductions according to federal withholding tables. Appropriate withholding forms to change number of dependents or deductions are available in the Personnel Office.

**State Income Tax** - Appropriate deductions according to state withholding tables.

**Social Security (FICA)** - Employee and employer matching contribution of a percentage and a maximum amount set by federal law.

Voluntary or Elective Payroll Deductions

**Medical Insurance**
The Virginia Community College System is covered under a state plan carried with Anthem, Aetna and health maintenance organizations in the Richmond and Northern Virginia areas. The Anthem and Aetna plans provide hospital, physician, dental, prescription drug, and major medical benefits at little cost for employee-only coverage. The state and employee share the cost for coverage. Coverage may be elected only within 31 days of employment, during the May open-enrollment period (with coverage effective July 1), or within 31 days of a change in eligibility status (with coverage effective the first of the month following change of status). Check the [DHRM Health Coverage web page](#) for a detailed explanation of each health insurance plan.

**Extended Coverage**
A spouse or a dependent child who would ordinarily lose coverage because of any of the following qualifying events may elect to extend coverage under the state health benefits program for a period of up to 36 months at the individual's own expense without contribution from the state.

A. Death of the state employee under whose membership the affected person was enrolled as a spouse or as a dependent child.
B. Termination of employment or reduction in work hours to less than full time with respect to the employee under whose membership the affected person was enrolled as a spouse or dependent child.
C. Eligibility for Medicare on the part of the person enrolled in Extended Coverage under whose membership the affected person was enrolled as a spouse or dependent child.
D. Divorce from a state employee under whose membership the affected person was enrolled as a spouse or dependent child.
E. Loss of dependent child status by a person enrolled in the state health benefits program.

In addition, an employee who would ordinarily lose coverage because of either of the following qualifying events may elect to extend coverage under the state health benefits program for a period of up to 18 months at the employee's own expense and without state contribution.

A. Voluntary or involuntary (except for gross misconduct) termination or lay-off.
B. Reduction in work hours to less than full time.
Eligibility for Extended Coverage ends at the earliest of any of the following:

A. Failure to make a premium payment when due.
B. Coverage under any other group plan by virtue of employment or marriage.
C. Eligibility for Medicare.
D. Expiration of the 18-month, 36-month or other coverage period, whichever may be applicable.

If eligibility for Extended Coverage ends because of the expiration of the 18-month, 36-month, or other term, the insured may convert to Individual Coverage.

Premiums for Extended Coverage are available on the DHRM website. All qualifying events are deemed to be status changes; therefore, an employee can change health benefits plans or type of membership. Persons enrolled in Extended Coverage may participate in the annual open enrollment.

As required by law, employees are obliged to notify their employer within sixty (60) days of a qualifying event including divorce or loss of dependent child status, which an employer could not reasonably be expected to know. In addition, these employees will be asked to provide written notification (within certain time limits) concerning whether they wish to be enrolled in Extended Coverage. Failure to do so will result in the loss of eligibility for Extended Coverage.

**Virginia Credit Union**

Upon employment, membership in the Virginia Credit Union is available. Loans may be arranged at special interest rates; additionally, draft share accounts with direct deposit and savings accounts may be maintained through payroll deduction. Savings accounts earn interest based on credit union earnings.

**Deferred Compensation Plan**

The purpose of the plan is to enable state employees to supplement their retirement benefits through a tax deferred, income investment program. Employees electing to participate may invest a portion of their salary in this plan. The amount of salary invested is not taxed until such time that the employee receives a distribution from the plan, normally upon retirement.

NOTE: The insurance, retirement, and credit union benefits noted above are provided only for salaried employees on a full-time permanent status.

**Personal Leave for Nine-Month Faculty**

Faculty electing the Virginia Sickness and Disability Program (VSDP) shall have personal leave as specified in VSDP policy. For faculty not eligible for VSDP, personal leave of three (3) days shall be granted at the beginning of the academic year to all full-time 9-month teaching faculty members. In all cases, the smallest unit of leave shall be a half-day. For example, an absence of two hours will be charged as 4 hours of leave. Absences of more than one-half day shall be charged on a day-for-day basis (5 days, 40 hours, per week) regardless of the faculty member's schedule. This leave may be taken by faculty members at their discretion, provided satisfactory prior arrangements have been made with the faculty members' supervisors.

Personal leave is not intended for recreational purposes. Unused personal leave shall be converted to sick leave accrual at the end of the summer term following the academic year for which it was granted. The personal leave policy shall not apply to participants in the Virginia
Sickness and Disability Program (VSDP) with the following exception: the smallest unit of leave charged shall be a half-day. For further information, contact the Human Resources Office.

**Sick Leave**

Faculty electing the Virginia Sickness and Disability Program (VSDP) shall have sick leave as specified in the VSDP policy. For faculty not eligible for VSDP will receive 36 hours per academic semester, awarded at the beginning of each semester. For further information, contact the Human Resources Office.

**Military Leave**

Military leave is granted to eligible employees as described in Policy 4.50 of the Department of Human Resource Management Procedures Manual. Leave designated for military training shall be only for those dates stated on the employee’s military orders.

Employees must furnish the supervisor or designated representative with a completed leave request form and the documentation of orders from a responsible military official indicating the dates and type of required military training. Notice to supervisors of anticipated absence for military training should be given prior to the beginning of such training.

**Sabbatical Leave**

Sabbatical leave for professional development may be made available to teaching faculty, administrative and professional faculty, and the college president. The objective of such leave is to provide activities which will improve teaching effectiveness, enhance creative and/or artistic activities, improve professional competency, and provide a renewed capacity for significant contribution of service to the college and the community at large. Sabbatical leave is not designed for planned courses of study or academic credit.

**A. Description and Purpose**

A sabbatical is a compensated leave of absence of one or two semesters for full-time academic faculty and up to 12 months for administrative and professional faculty and the college president. Sabbatical leave shall be granted for approved projects of full-time independent study, research, and/or creative work which will renew teaching abilities, and to foster and enrich intellectual and professional growth and development. Projects may be concerned with wide-ranging interests or with work in specialized fields and should address issues in the substance of the applicant's teaching field, research interests, professional field, or in some other area which will enhance understanding of related fields. The ultimate purpose of the leave program is to sustain vigor, especially in the college's academic instructional programs, and to ensure that faculty members have the opportunity for professional development.

**B. Eligibility**

To be eligible for consideration, the faculty member must meet the following criteria:

1. Hold a full-time nine-month teaching faculty contract or a twelve-month teaching, professional, or administrative contract;
2. Have completed six years of creditable service at the time of application for sabbatical leave;
3. Have completed six years of creditable service since a previously awarded sabbatical leave;
4. That despite the applicants meeting the above qualifications, his/her acceptance shall be further limited by the criteria enunciated in the Professional Development Plan of the subject college. Faculty members who are awarded sabbatical leave shall serve twice the time of the approved leave with pay at the college after return from leave with pay. The number of sabbatical leave awards in any year will depend upon the availability of funds.

C. Application

Written applications for sabbatical leave will be submitted on described forms developed by the individual colleges.

D. Monetary Compensation and Benefits

1. The rate of pay while on leave with pay will be no less than 50 percent of the (current) salary in effect on the last contractual workday prior to the effective date of sabbatical leave.
2. A written report summarizing project accomplishments must be submitted to appropriate college officials.
3. The individual shall execute a promissory note agreeing to repay the gross salary received while on leave if that individual does not return to the college which granted the leave with pay, or to another VCCS college, or to the System Office upon completion of the sabbatical leave. If the faculty member resigns prior to the completion of his or her obligation, the outstanding pro rata portion of the note shall be paid in full within one year following termination of employment. The individual who fails to complete successfully any portion of the sabbatical may be required by the president (or chancellor in the case of the president) to reimburse the college a proportional amount of the salary received while on leave.

Leave without Pay

Leave without pay may be granted at the discretion of the president for reasons including, but not limited to:

A. Professional development related to one’s discipline or occupational field;
B. Educational leave in excess of such leave allowable with pay (not to exceed two years when combined with educational leave without pay);
C. Full-time study;
D. Foreign teaching assignments or exchange teaching;
E. Serious illness of the employee or a member of the employee’s immediate family;
F. Family or personal purposes; or
G. Military leave in excess of such leave allowable with pay.

Since granted leave involves reemployment, leave is not automatically given to any person who requests it. A leave of absence without pay shall not be granted for more than 12 calendar months.
In cases where leave without pay is to be approved, a letter of agreement between the college and the faculty member shall be signed stipulating the conditions of the leave and the terms of reinstatement.

Agreements shall be signed by both the president and the faculty member prior to initiation of the leave. A copy of the agreement shall be placed in the faculty member's personnel file. A faculty member may be allowed to retain any applicable leave balance to the member's credit as part of the leave agreement. Prior to the signing of an agreement, the faculty member shall be informed of personnel policies that affect changes in salary, fringe benefits, retirement, seniority and possible future reappointments as a result of the leave without pay.

A faculty member who is granted leave without pay shall receive any salary scale increases which occur during the period of leave.

A faculty member returning from leave of absence without pay during or at the end of the period for which the leave was granted shall be entitled to reinstatement under the conditions of the leave granted. Faculty members who have not notified the president in writing by February 1 of their intent to return will automatically be separated as employees of the college.

Faculty members returning from leave without pay shall normally be reinstated to their former positions unless they sign an agreement releasing the college from this commitment or unless college organizational changes require the reassignment of the faculty members.

**Family and Medical Leave**

All employees who have been employed by the Commonwealth for at least one year and worked at least 1250 hours during the 12-month period before the start of the leave may take up to 12 weeks of unpaid family or medical leave because of the birth of a child or the placement of a child with the employee for adoption or foster care, because the employee is needed to care for a family member (child, spouse, or parent) with a serious health condition or because the employee's own serious health condition makes him or her unable to do his or her job.

**Community Service Leave**

Community service leave permits agencies to provide employers time off with pay for services within their communities. Such service may be provided through school assistance or as a volunteer member of a community service organization.

A maximum of 16 hours of paid leave per calendar year will be made available to current employees on January 10 each year and to new employees upon beginning employment.

**Workman's Compensation Leave**

Workers’ Compensation is the benefit provided to employees by the Virginia Workers’ Compensation Act if they suffer work-related injury or disease. Claims and decisions will be made in accordance with the policies and procedures of the Department of Human Resource Management and the Division of Risk Management.
Holidays

Holidays for twelve-month faculty and presidents shall be authorized in accordance with Department of Human Resource Management policies and procedures. Holidays shall be observed in accordance with the annual college calendar published by the college for the calendar year. Accordingly, colleges and the System Office may schedule the observance of a holiday on a day other than that which is prescribed by State policy.

Accommodations for Religious Holidays

Title VII of the Civil Rights Act of 1964, Section 703 (a) (1), prohibits discrimination on the basis of religion. Guidelines issued by the United States Equal Employment Opportunity Commission state that the requirement not to discriminate on religious grounds "... includes an obligation on the part of the employer to make reasonable accommodation to the religious needs of employees... where such accommodation can be made without undue hardship on the conduct of the employer's business." Such religious needs might include the need to observe certain religious holidays during the year which are not included in the list of paid holidays provided to state employees.

To comply with the provision of the Civil Rights Act, when a religious holiday falls during an employee's workweek and the employee wishes to observe that holiday, state agency heads must make reasonable efforts to accommodate the employee's needs by allowing time off for the holiday. Only where undue hardship on the conduct of agency business would result can the employee's request for time off be denied. Undue hardships might exist, for example, where the employee's needed work cannot be performed by another employee of substantially similar qualifications during the period of absence. The Equal Employment Opportunity Commission Guidelines provide that "... the employer has the burden of proving that an undue hardship renders the required accommodations to the religious need of the employee unreasonable."

Such time off must be charged to accumulated annual or compensatory leave or, at the employee's option, to leave without pay. When no applicable leave balances are available, the absence must be charged to leave without pay.

Faculty Grievance Procedure

Dispute Resolution Principles

This policy provides ways to resolve all workplace matters whether they are informal concerns, semi-formal complaints, or unresolved disputes that result in formal grievances. Some of the principles that govern these matters are that the vast majority of issues can be resolved quickly, informally, and at the lowest level of the organization if proper protocols are followed.

The information in this policy empowers faculty with the proper information and guidance to advance a concern in a healthy manner that is designed to address and resolve workplace concerns quickly and effectively. It also allows for a subsequent review of matters that are not immediately resolved.
Informal, Semi-formal, and Formal Procedures

It is expected that the vast majority of workplace concerns will be resolved informally. When informal procedures are followed but issues remain unresolved, semi-formal procedures will typically address these atypical matters. After informal and semi-formal procedures are followed and exhausted, the few remaining concerns will move to a formal grievance.

To this end the VCCS has established a three-step Alternative Dispute Resolution (ADR) Procedure

- **Step 1** – Informal Concerns Procedures
- **Step 2** – Dispute Resolution
- **Step 3** – Formal Grievance Process

**Informal Concerns Procedure:** The majority of workplace concerns are resolved through open and effective communication and utilizing an open door policy.

Most workplace concerns are happenstance and are the result of lack of information, lack of communications, or inadvertent oversights. When a faculty member has a dispute with a co-worker, it is usually best first to communicate and share concerns directly with that individual. If the issue is unresolved, he or she should bring the matter to the attention of his/her supervisor/dean or the supervisor/dean of the other party. Likewise, if there is a concern about an organizational policy or practice, the faculty member should bring the matter to the attention of his/her immediate supervisor/dean. If the supervisor/dean(s) involved are unable to resolve the matter, the matter should be brought to the attention of the next level leader. It is an appropriate protocol to inform the supervisor/dean or other official that one disagrees with the resolution of a matter before taking the matter to the next level. Informal Concerns Procedures conclude at the level of the vice president/executive.

Instead of first starting with their supervisor, there is no restriction on a faculty member speaking directly with human resources about a pay issue, meeting with the facilities director about a parking issue, asking a vice president about an academic policy, or taking any other concern to an appropriate official about a matter under the official's purview. An open door policy means that specific matters that are under the purview of a particular official can and should be brought to the attention of that official without regard to one’s position, level, or reporting location in the organizational structure. The official involved may refer the faculty member involved to a workplace policy, protocol, or procedure as a means of addressing the matter. If the official cannot advises the faculty member that there is an established protocol designed to address the type concern in question, the faculty member is obligated to follow the established protocol or procedure.

**Dispute Resolution Process:** When informal procedures have been followed and have not resolved the matter at hand, the next step can be taken to address a workplace concern. There are two structured mechanisms for addressing matters that have not been resolved informally—An ombuds-like activity and the VCCS Mediation Process.
Faculty Dispute Facilitators

Faculty Dispute Facilitators represent an ombuds-like activity where peer faculty are deputized by the organization to assist in the resolution of workplace concerns. These neutral professionals receive advanced training in dispute resolution. Their official role is to be advocates for fairness and of the dispute resolution process itself. They do not take sides—either any faculty member’s side or the organization’s—instead they work as a resource to help the parties involved gather information, communicate, find common ground, follow appropriate policies and procedures, and otherwise look for ways of resolving the issue at hand. Through their training and service, they are acquainted with the organizational structure, and are knowledgeable about the college’s policies, procedures, protocols, and people. One of their primary roles is to be a source of unbiased information.

Within the VCCS, there are two designated ombuds-like role. Every human resources office has one or more ombuds-like officers, to include the chief human resources officer.

Additionally, each college will have trained peer facilitators. Interactions with facilitators or human resources professionals shall be treated as confidential in the same manner as other communications governed by the personnel policies of the VCCS.

When matters are such that the faculty dispute facilitators/ombudspersons available are unable to assist because of complicated relationships or other organizational dynamics, a dispute facilitator from a sister college can be requested. A request for a different facilitator is made to the appropriate executive through the college’s chief human resources officer.

The VCCS Mediation Process

The VCCS Mediation Process is used when workplace matters are not resolved through other means, be they informal procedures or facilitation. Some issues may be deemed eligible for mediation but not be eligible for the Formal Grievance Process. The semi-formal VCCS Mediation Process must be requested in writing to the college’s chief human resources officer by any party to a dispute. The appointment of a mediator will be approved by the appropriate executive or presidential designee. Mediations will be conducted by a meditator certified as such by the VCCS, and the mediation is conducted at the discretion of the mediator.

Faculty Dispute Facilitators perform limited informal mediation in the course of their support for dispute resolution. In cases where there is not enough information to help parties resolve a matter, the mediator may request that each party present relevant information in support of their case. The mediator may request outside resources to clarify policy, fact, or the interests of the parties to glean a better understanding of matters related to the dispute. The approval of any agreement resulting from the VCCS Mediation Process must be approved by the appropriate executive.

If both parties come to an agreement during the VCCS Mediation Process, the matter is resolved and not eligible for the formal grievance step of the ADR policy. After receiving executive approval, the mediator will provide both parties a memo, for signature, defining the details of the agreement.
The VCCS Mediation Process must be undertaken before a formal grievance can be filed. A matter is only eligible for the formal grievance process after the semi-formal dispute resolution process is exhausted. It is the expectation that all parties will consent to good faith participation in the mediation process prior to requesting the matter be moved to the formal grievance process. Fulfillment of these exceptions are subject to the review of the appropriate executive. A grievance can be filed after mediation or with the approval of appropriate executive.

**Formal Grievance**: A formal grievance is a last resort resolution of workplace concerns that have not been resolved through informal or semi-formal methods. Grievances are restricted to serious unresolved workplace concerns involving adverse personnel actions that materially affect a faculty member’s employment. Only matters related to performance reviews, multi-year appointments, promotion, disciplinary suspension, non-reappointment, dismissal, and academic freedom are subject to the Formal Grievance process. Per current DHRM and VCCS policy all complaints of retaliation, whistleblowing, and discrimination will be investigated.

*Important Note: Except for in the cases of termination, in order to be eligible for the Formal Grievance Process, matters must first exhaust steps 1 and 2 of the Alternative Dispute Resolution procedures,*

**First Step** – The first step of the formal grievance process is filing a written grievance with the appropriate executive within 20 business days of the conclusion of mediation. The grievance must include a summary of the informal complaint procedures followed, the outcome of mediation, a concise explanation of the basis for the grievance, and the remedy(ies) requested.

The executive shall review the grievance file and will have ten (10) business days to respond to the parties to notify them of the next steps in the process, whether those steps are meetings, a fact-finding, or other appropriate actions. Both parties will have the opportunity to present additional information they feel is relevant to the grievance. This process is not an evidentiary hearing. Unless there is good cause for a delay, the executive should provide a written response to the party(ies) to the grievance within 30 calendar days of receipt of the grievance. The executive shall notify the grievant/parties of any unforeseen delay in writing, as soon as possible. The decision shall include findings of facts and the rationale for the decision.

**Second Step** – The second and final step of the Formal Grievance Process is an appellant process. Either party may request a review by an ad hoc grievance panel or the college president. The requesting party must include a summary of the prior proceedings, a concise explanation of the basis for the appeal, and the remedy(ies) requested.

If selected, the role and function of the grievance panel is to determine whether the challenged action is within policy and the authority of the person taking the action.

Panels may not exceed the scope of the purpose for which the panel was established. The ad hoc panel will review the record, hear statements from the grievant and college representative(s), review the policies and procedures of the institution, and deliberate as appropriate. The panel will provide a written report of the findings of fact, rationale for their determinations, and a recommendation to the President. The disposition determined by the college president (whether upon the recommendation of an ad hoc panel or not) is deemed the final adjudication of the matter at hand.
The written request for an ad hoc panel or presidential view must be made within ten (10) business days of receiving the executive’s ruling in the First Step. The president will have fifteen (15) business days to convene the ad hoc panel or review the matter. Once the ad hoc grievance panel has met, it will have ten (10) business days to make a recommendation to the president, and the president will have up to ten (10) business days to provide a written determination of the appeal to the party(ies) involved. An attempt will be made to complete the grievance process at the second Step within 30 business days, unless good cause exists to delay.

**Appeal for Discretionary Review**

In all alternate dispute resolution and grievance procedures, the determination of the college president is final. In exceptional circumstances, a faculty member may appeal to the Chancellor, through the Associate Vice Chancellor for Human Resources, for an additional discretionary review. A discretionary review is not automatic and the Chancellor’s Office can choose to either review the matter or allow the college president’s action to stand.

To petition the Chancellor, the appellant must file a written request within twenty (20) calendar days of receipt of the final decision by the president. The written request must include a summary of prior findings through the mediation and grievance processes, a concise explanation of the basis for the petition for further review, justification of the exceptional nature of the request, and the remedy requested. If a discretionary review is granted, the chancellor or designee shall communicate the process and timeline for reviewing that matter to the parties involved.

**Discrimination, Retaliation, or Protected Activities**

When the matter at hand is related to equal opportunity or legal considerations such as discrimination, retaliation, harassment, or whistleblowing, the complainant may bypass normal alternative dispute resolution procedures. In accordance with DHRM and VCCS policies, such matters will be investigated and addressed in accordance with all relevant policies and laws.

**Other Policy Considerations**

**VCCS Mediation Process** – This is an administrative process instituted by the Virginia Community College System to resolves employee disputes within the institution. This should not be confused or compared to the state mediation process sanctioned by the Supreme Court of Virginia.

**VCCS Certified Mediator** – Individual trained by the VCCS to conduct facilitated conversations to find resolution between two parties that are in dispute.

**Faculty Dispute Facilitator** – A faculty, staff, or administrator trained as a neutral third party to perform ombuds-like activities assisting with conflict resolution both at individual colleges/System Office and regionally.

**Executive** – The appropriate vice president, provost or vice chancellor.
Administrative Process – All of the elements of the alternate dispute resolution and grievance policy and procedures are administrative processes; they are not legal processes. Therefore, attorneys are not allowed to participate at any level of the process.

No Retaliation: Nothing should infringe upon a faculty member’s ability to express a concern, complaint, or grievance and no action should be taken against a faculty member for pursuing a redress of their concerns. This ability is protected by policy and in many cases by law.

Privacy and Confidentiality: There is an expectation of privacy and confidentiality in the handling of all personnel matters and all communication should be treated as such. The parties involved in a concern, complaint, or grievance should make every effort to abide by the spirit and intent of the privacy and confidentiality of the process and all who are involved.

Ad Hoc Grievance Panel Composition: Ad Hoc Grievance panels are usually five randomly assigned members and should have a composition that reflects the complainant. If a teaching faculty member is the complainant there should be three teaching faculty members and two administrative or professional faculty members; if an administrative or professional faculty member is the complainant there should be three members of that group on a five-member panel.

VCCS Dispute Resolution Officer – The Associate Vice Chancellor for Human Resources/chief human resources officer is designated the dispute resolution officer for the VCCS and the interpretation and administration of the process and procedures governing the Alternative Dispute Resolution and Grievance policy rests solely with this office.

President or Vice President/Executive Parties to a Dispute: When a vice president/executive is a party to a formal grievance, the matter can start with the second step of the Formal Grievance Process upon completion of the informal process. When the president is party to a matter—such as a complaint from a direct report—the matter can be forwarded to the Chancellor’s Office by the college’s chief human resources officer on behalf of the complainant.

Multi-Year Appointment/Promotion Procedure

Each faculty member who is qualified to be considered for a multi-year contract (three- or five-year) or promotion will be requested to complete the Faculty Data Sheet and Application Form, submit it to his/her immediate supervisor, and inform the Faculty Evaluation/Promotion and Multi-Year Appointment Committee (hereafter called the Committee) of his/her intentions.

The criteria to be considered by the Committee shall include, but not be limited to, the following:

1. Competence of the faculty member as a teacher or in his or her assigned function;
2. Effectiveness of the faculty member in carrying out his or her functions and duties as prescribed in the college’s Faculty Handbook;
3. Ability to establish and maintain positive professional relationships with colleagues, supervisors, students and the community;
4. Extent and currency of professional qualifications;
5. Adherence to all policies, procedures and regulations as outlined in the college’s Faculty Handbook, the Policies, Procedures and Regulations Manual of the Commonwealth of Virginia;
6. Evaluation; and
7. If criteria are used other than those listed on the VCCS 29, they should be outlined and provided to the faculty member who becomes eligible for a multi-year appointment or promotion as well as his/her supervisor.

The following operational procedures will be followed:

By September 1 -- The Chair of the Committee will send a letter to all people with faculty rank at the college informing each that:

1. The faculty member and the Human Resource Director should check his/her personnel file to determine whether or not he/she satisfies the above criteria. The Director will certify that the faculty member is eligible for a multi-year appointment or promotion and provide him/her with a statement certifying eligibility. This statement MUST accompany all paperwork associated with the application. All personnel files are maintained in the Human Resources Office in Godbey Hall.
2. If he/she meets the above criteria to be considered for a multi-year appointment or promotion, then he/she can apply for such an appointment by submitting to his/her immediate supervisor a summary of qualifications by completing the Faculty Data Sheet and Application Form.
3. If he/she chooses to apply for a multi-year appointment or promotion, he/she must inform his/her immediate supervisor, the HR Director, and the Committee Chair of his/her intentions.

By October 15 -- Each faculty member who applies for a multi-year contract or promotion must:

1. Submit a summary of his/her qualifications to his/her immediate supervisor by completing the Faculty Data Sheet and Application Form.
2. Inform the Committee Chair, in writing, of his/her intentions.

By November 1 -- The immediate supervisor will:

1. Review the qualifications of the faculty member who is applying for a multi-year appointment or promotion. This includes reviewing the Faculty Data Sheet and Application Form submitted by the faculty member AND reviewing the faculty member's personnel file;
2. Complete the last page of the Faculty Data Sheet and Application Form;
3. Forward the Faculty Data Sheet and Application Form to the Committee Chair; and
4. Send a copy of the last page of the Faculty Data Sheet and Application Form to the faculty member.

By November 15 -- The faculty member will inform the Committee Chair, in writing, if he/she agrees with the supervisor's rating. If the faculty member agrees with the supervisor's assessment, then the process continues if the evaluation is sufficient or terminates if the evaluation is not sufficient. If the faculty member disagrees with the supervisor's rating, he/she may request, in writing to the Committee Chair, a review before the Committee.

By December 15 -- The Committee will:

A. Review those faculty for multi-year appointments and promotions where there is no conflict between the faculty member's assessment and his/her immediate supervisor's assessment.
1. The Committee will review the Faculty Data Sheet and Application Form of each member under consideration.
2. For each individual under consideration, the Committee will review all information available and identify specific strengths and weaknesses or shortcomings.
3. The Committee will vote by secret ballot on each person considered. A simple majority vote (of the entire Committee) is required for a recommendation for a three-year or five-year contract.

B. Set up a review process for those where conflict does exist (this process will include interviewing each faculty member, each immediate supervisor and other people as deemed appropriate by the Committee).

By January 20 -- For each faculty member not receiving the required recommendation from his/her immediate supervisor, the following review process will be followed:

1. The Committee will review the Faculty Data Sheet and Application Form of each member under consideration.
2. The immediate supervisor of each member under consideration will be invited to appear before the Committee to present appropriate material.
3. For each individual under consideration, the Committee will review all information available and identify specific strengths and weaknesses or shortcomings.
4. Each member under consideration will be invited to appear before the Committee to amplify his/her qualification summary. At this time, the Committee will advise the member of any information revealed to the Committee which could adversely affect its recommendation for a multi-year contract or promotion. The member may provide any additional material deemed appropriate by the Committee.
5. The Committee will vote by secret ballot on each person considered. A simple majority vote (of the entire Committee) is required for a recommendation for a three- or -five-year contract.

All items aforementioned will be conducted in closed session and will require attendance of all Committee members not otherwise disqualified. Deliberations will be kept confidential by Committee members.

By January 25 -- A separate report will be prepared for each person considered. The report will contain:

1. A recommendation for or against a three- or -five-year contract.
2. In the event of a recommendation against the maximum length contract for which a person is eligible, specific weaknesses or shortcomings will be identified.
3. The signatures of all members of the Committee not otherwise disqualified.
4. A copy of the individual's report will be furnished to the individual faculty member involved.
5. A summary of the vote tabulation "For" and "Against" for each faculty member considered for a multi-year contract or promotion will be furnished to the appropriate cabinet member. The vote for each individual faculty member will be made available to that individual.

By February 10 -- For each faculty member not receiving the recommendation from the Committee, the following review process will be followed if the faculty member requests, in writing, to the appropriate cabinet member that his/her situation be reviewed:
1. The appropriate administrator will review the *Faculty Data Sheet and Application Form* of the faculty member.
2. The immediate supervisor of the faculty member will be invited to appear before the administrator to present appropriate material.
3. The chair of the Committee will be invited to appear before the cabinet member to relate the Committee's decision. Other members may be called at the discretion of the appropriate administrator.
4. The administrator will review all information available and identify specific strengths and weaknesses or shortcomings.
5. The faculty member will be invited to appear before the appropriate administrator to amplify his/her qualification summary. At this time, the administrator will advise the member of any information revealed to him/her which could adversely affect his/her recommendation for a multi-year contract or promotion. The member may provide any additional material deemed appropriate by the administrator.

By **February 15** -- The appropriate administrator will make his/her recommendations "For" or "Against" a multi-year contract or promotion to the president.

A copy of the individual's report will be furnished to the individual faculty member involved. In the event of a negative recommendation, specific reasons will be identified.

By **February 20** -- For each faculty member not receiving the recommendation from the cabinet member, the following review process will be followed if the faculty member requests, in writing to the president, that his/her situation be reviewed:

1. The president will review the *Faculty Data Sheet and Application Form* of the faculty member.
2. The appropriate administrator will be invited to appear before the president to present appropriate material.
3. The immediate supervisor of the faculty member and the chair of the Committee may be invited to appear before the president to relate pertinent information.
4. The president will review all information available and identify specific strengths and weaknesses or shortcomings.
5. The faculty member will be invited to appear before the president to amplify his/her qualification summary. At this time, the president will advise the faculty member of any information revealed to him/her which could adversely affect his/her recommendation for a multi-year contract or promotion. The faculty member may provide any additional material deemed appropriate by the president.

By **March 1** -- The president will notify the faculty member as to his recommendation to the chancellor and to the State Board concerning the term of appointment.

**SUGGESTIONS:**

1. Any faculty members who become eligible and request consideration for a multi-year contract or promotion will not be eligible to serve on this Committee.
2. If a faculty member's quality of performance is such as to keep him/her from being recommended by his/her supervisor, the supervisor will work with that faculty member to relieve this deficiency (preferably 4-6 months in advance). The supervisor will document all actions and improvements made by the faculty member in improving his/her performance.
3. The supervisor should do a thorough job of evaluating his/her faculty member(s) eligible for a multi-year appointment or promotion.
4. The chair of the Committee should provide a list of people eligible for multi-year appointments or promotions to the Committee members a month in advance of its deliberations so that each member can do his/her own "research" on eligible faculty.
FACULTY INFORMATION –
FACULTY APPOINTMENTS
Faculty Appointments

Faculty employees are those who are eligible for faculty rank and are to teach or to occupy an administrative position which is exempt from the classified service.

New River Community College is consistent with other colleges in the Virginia Community College System in the appointing of faculty members. The VCCS guidelines for faculty appointments are noted below.

Faculty Credentials

In the associate degree program, full- and part-time faculty teaching credit courses in humanities/fine arts, social/behavioral sciences, and natural sciences/mathematics must have completed at least 18 graduate semester hours in the teaching discipline and hold at least a master's degree or hold a minimum of a master's degree with a major in the teaching discipline. In exceptional cases, outstanding professional experience and demonstrated contributions to the teaching discipline may be presented in lieu of formal academic preparation. Such cases must be justified by the College on an individual basis. Examples of demonstrated competence might be portfolios or lists of juried exhibits and awards for an art instructor; recognized publications and reviews of publications for a creative writing instructor; or letters from college or university professors attesting that the applicant would be qualified to teach freshman and sophomore courses. Also, faculty can qualify to teach developmental courses if they possess a Bachelor's degree in the teaching field.

Full- and part-time faculty teaching credit courses in professional, career, and technical areas must possess appropriate academic preparation or academic preparation coupled with work experience. The minimum academic degree for faculty teaching in professional, career or technical areas must be at the same level at which the faculty member is teaching. The typical combination is a baccalaureate degree with appropriate work experience. In exceptional cases, outstanding professional experience and demonstrated contributions to the teaching discipline may be presented in lieu of formal academic preparation for faculty members teaching both transfer and non-transfer courses in these areas. Such cases must be justified by the institution on an individual basis. Examples of demonstrated competence might be an exceptional background in a commercial technical setting or an exceptional teaching record in the technical area.

Non-degree diploma or certificate occupational courses are typically taught by faculty members with some college or specialized training, but with emphasis on competence gained through work experience. Faculty members must have special competence in the fields in which they teach. This competence may be demonstrated through work history, teaching history, or certificates or licenses.

Academic Year Employment

All teaching faculty at New River normally shall be on a nine-month basic contract covering an appointment of 180 days to include the Fall and Spring Semesters (August 16 - May 15). Salary for nine-month faculty shall be in accordance with the salary ranges as listed below. Except for special circumstances wherein a candidate has additional qualifications above entrance minimums, salaries for newly appointed or promoted faculty shall be at the minimum rate indicated below. Exceptional circumstances include, but are not limited to, (1) actions in
recognition of exceptional qualifications, (2) exceptional performance, and (3) varied competitive
requirements in diverse subject fields.

Nine-Month Teaching Faculty Personnel

Regular full-time teaching faculty are normally on nine-month appointments which
include the fall and spring semesters of the academic year. Salaries for the year are based on the
semesters taught, with each academic year being divided into two semesters of nine pay periods
each. Faculty members who do not fulfill the terms of an academic year appointment, due to leave
or separation, shall have their final salary adjusted.

<table>
<thead>
<tr>
<th>Faculty Rank</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Instructor</td>
<td>$32,832</td>
<td>$43,543</td>
<td>$54,254</td>
</tr>
<tr>
<td>Instructor</td>
<td>$43,776</td>
<td>$59,866</td>
<td>$75,955</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$50,342</td>
<td>$68,574</td>
<td>$86,806</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$56,908</td>
<td>$77,283</td>
<td>$97,657</td>
</tr>
<tr>
<td>Professor</td>
<td>$63,475</td>
<td>$85,991</td>
<td>$108,508</td>
</tr>
</tbody>
</table>

Twelve-Month Non-Teaching Faculty Personnel

All non-teaching faculty personnel (i.e., counselors and librarians) with continuing
responsibilities and appointed to an approved position, are employed on a twelve-month basis
beginning on July 1 and ending on June 30. All twelve-month, non-teaching faculty personnel are
assigned a faculty rank for which they qualify.

Twelve-Month Administrative Faculty Personnel

All administrative faculty personnel (i.e., coordinators, vice presidents, directors, and
deans) are employed on a twelve-month basis beginning on July 1 and ending on June 30. Twelve-
month administrative faculty personnel are assigned a faculty rank for which they qualify.

Restricted Faculty Personnel

The policies and procedures in this section apply only to restricted faculty personnel.
Restricted classified personnel are governed by applicable policies of the Department of Personnel
and Training.

Restricted Appointment

A restricted appointment is an appointment to a position that is funded in whole or in part
by non-state revenues, or has been accepted under special conditions, or that is identifiable as
non-continuing in nature. Except as provided in this section, all policies, procedures, and
compensation plans established by the State Board for Community Colleges, the Chancellor of the
Virginia Community College System, or the individual community colleges for faculty personnel
are applicable to restricted faculty personnel. This specifically includes applicable affirmative
action plans and procedures. References to "faculty rank personnel” in other Virginia Community
College System policies and procedures shall be deemed to include restricted faculty personnel,
whether or not such personnel have been awarded faculty rank.

Restricted faculty personnel are further categorized as follows:
Restricted Education and General (E&G) Faculty Personnel: Restricted E&G faculty personnel are appointed to positions funded from Education and General (E&G) funds appropriated to the Virginia Community College System. Restricted E&G faculty personnel provide replacements for permanent faculty members on leave with or without pay for a specific period and who are expected to return at the conclusion of the leave. Conditions appropriate to this category include, but are not limited to, leaves for purposes of education, illness, military, or for personal reasons. Restricted E&G appointments for other purposes must have the prior approval of the Chancellor.

Grant Funded Faculty Personnel: Restricted grant funded faculty personnel are appointed to restricted positions funded in whole or in part from sources other than Education and General (E&G) funds appropriated to the Virginia Community College System. Grant funds may derive from, but are not limited to, state, federal, local, private, or foundation sources.

Special Provisions Applicable to All Restricted Faculty Personnel

Required Notification of Restricted Status: Proposals of appointment to restricted positions must clearly describe the temporary nature of the appointment.

Reappointment: The provisions of the Procedure for Reappointment of Faculty Personnel and the Procedure for Non-Reappointment of College Personnel Holding Faculty Rank shall not apply to restricted faculty personnel.

Reduction in Staff Policy and Severance Pay: The Procedure for a Reduction in Staff for College Personnel Holding Faculty Rank shall not apply to restricted faculty personnel and restricted faculty personnel shall not be eligible for severance pay.

Benefits: Restricted faculty personnel are to receive all benefits (hospitalization, insurance, retirement, etc.) provided by current state regulations for such positions. The cost of benefits must be included in grant budgets or the institution must bear the expense from other funds.

Special Provisions Applicable to Grant Funded Faculty Personnel

Appointment Periods: The appointment period for grant funded faculty personnel may be made consistent with the period of the controlling grant; however, an appointment may not be for more than twelve months.

Administrative Titles: At the discretion of the college president, descriptive titles for grant funded faculty personnel may be made consistent with titles used by the sponsor of the grant. Such titles shall not be construed to apply to college or VCCS hierarchical organizational structures or salary scales. Grant funded faculty personnel will normally be classified as "administrative officers" for VCCS appointment purposes.

Faculty Rank and Faculty Qualifications: Unless the duties of the grant funded faculty personnel involve instruction of credit courses or other functions where faculty rank is appropriate, faculty rank will not be assigned and faculty qualifications prescribed in the VCCS-29 will not apply.

Salary: Salaries for grant funded faculty personnel shall be established by the college president within resources provided by the grant and are independent of salary ranges associated with faculty ranks or administrative titles.
**Effect of Grant Curtailment or Termination:** Grant funded faculty personnel may be terminated whenever the sponsor of the grant curtails or terminates the program.

**Effect of Grant Continuation, Renewal, or Extension:** In the event a grant is continued, renewed, or extended, grant funded faculty personnel may be issued a new appointment or may be notified that their appointment will not be renewed. Such notice shall be in writing and shall be issued within thirty (30) days of receipt of a notification of the grant continuation, renewal, or extension or within sixty (60) days of the end of the appointment period, whichever is later.

**Use of Administrative Titles and Faculty Rank**

All professional employees in the VCCS should use the faculty rank and/or administrative titles as recommended by the college president and approved by the VCCS, the State Board, and the State Department of Personnel and Training (DPT) in all formal or official operations of the college.

Appropriate titles of faculty rank and administrative office are granted to persons on the basis of the requirements of the position and the qualifications of the person holding such position, in accordance with the Governor's Consolidated Salary Authorization for Teaching and Research Staff in Institutions of Higher Education and the regulations of the VCCS. The use of only such approved titles is expected in all formal and official operations of the college including any college publications and reports, correspondence on college stationery, representation for the college or System in organizations or meetings, and the use of official signs on the college campus.

**Regular Rank**

The titles authorized for the four standard levels of faculty rank are professor, associate professor, assistant professor and instructor.

**Special Rank**

The title "assistant instructor" may be used for individuals employed to teach who are not fully qualified for the regular title of instructor.

The title "lecturer" is normally for individuals employed to teach less than half of a normal faculty load or to teach less than a full session regardless of teaching load. The title may also be used in other cases where it is more appropriate than other titles.

**Teaching Loads**

Faculty teaching loads during the academic year shall include such combination of day, evening, weekend, and distance education classes as the needs of the college require. Full-time faculty are required to teach twelve to fifteen (12-15) credit hours and fifteen to twenty (15-20) contact hours per semester. Teaching responsibilities may include the day and/or evening programs of the college and assignments anywhere within the service region in support of the college’s efforts to satisfy the educational needs of the citizens of our region.

When the number of credit hours falls below twelve (12) because of the number of laboratory hours involved, the number of contact hours should be increased to bring the teaching
load to the minimum of twelve (12) credit hours or to a maximum of twenty-four (24) contact hours.

When class enrollment exceeds 50 students, the faculty member is compensated at 1.25 times the applicable credit hours. When enrollment exceeds 75 students, the faculty member is compensated at 1.5 times the applicable credit hours.

Faculty teaching load is calculated for the academic year, with a teaching load less than or in excess of normal for the fall semester being compensated for with adjustments in teaching load in the spring semester.

### Standard Load Table

<table>
<thead>
<tr>
<th>Credit Hours</th>
<th>Contact Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>30-40</td>
</tr>
<tr>
<td>24-30</td>
<td>40</td>
</tr>
<tr>
<td>&lt;24</td>
<td>48</td>
</tr>
</tbody>
</table>

### Teaching Overloads

A faculty member may be offered a teaching overload of not more than five (5) credit hours per semester, not exceeding ten (10) credit hours for pay per academic year (fall and spring semesters). Faculty members shall be considered as working an overload when they teach greater than thirty (30) credit hours or greater than forty (40) contact hours; in cases where the number of credit hours for a full teaching load falls below twenty-four (24) credit hours, a faculty member shall be considered as working an overload when he/she teaches greater than forty-eight (48) contact hours. Where necessary, contact hours shall be converted to credit hours at rates consistent with prescribed course hour conversions.

Each college shall develop overload procedures consistent with the above. Extra pay for an overload shall be the rate of the faculty member's nine-month salary multiplied by .015 for each overload credit hour. Overloads for fall semester are paid after spring semester workload is verified. Overloads for spring semester are paid at the end of spring semester. If separation occurs after only one semester in that academic year and an overload was taught in that semester, payment for the overload shall be at the end of that semester.

### Overload Table

<table>
<thead>
<tr>
<th>Credits</th>
<th>Contacts</th>
<th>Overload (?)</th>
<th>Overload Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;24</td>
<td>40</td>
<td>No</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>48</td>
<td>No</td>
<td>N/A</td>
</tr>
<tr>
<td>&gt;48</td>
<td>Yes</td>
<td></td>
<td>Contacts over 48 divided by 2</td>
</tr>
<tr>
<td>24-30</td>
<td>40</td>
<td>No</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>&gt;40</td>
<td>Yes</td>
<td>Contacts over 40 divided by 2</td>
</tr>
<tr>
<td>&gt;30</td>
<td>40</td>
<td>Yes</td>
<td>Credits over 30</td>
</tr>
<tr>
<td></td>
<td>&gt;40</td>
<td>Yes</td>
<td>Greater of Credits over 30 or Contacts over 40 divided by 2</td>
</tr>
</tbody>
</table>
Teaching Non-Credit Community Service Courses, Seminars, Etc.

A faculty member may be assigned to teach non-credit community service courses, seminars, etc., as part of the regular teaching load.

Any fully qualified employee may teach non-credit community service courses, seminars, etc., in addition to the regular workload for extra pay. Such additional workload for pay should not exceed the equivalent of three (3) Continuing Education Units (CEU) at any time.

Work Load Credits for Temporary Part-Time Faculty

To provide part-time faculty members who teach lecture and laboratory courses with appropriate compensation, the following procedure for determining the work load credits for pay purposes is utilized.

Work Load Credits = Lecture Hours plus ½ Laboratory Hours

Example: DRF 136 (3 credits) had 2 lecture hours and 3 laboratory hours.

WLC for pay purposes= 2 + ½ (3) = 3.5

Nine-Month Teaching Faculty Assigned Temporary Administrative/Professional Duties

Regular nine-month teaching faculty may be temporarily assigned administrative/professional duties of more than 50% for one academic year by the college president. Additional years of full-time administrative/professional duties must have the prior approval of the Chancellor. College presidents shall report annually to the Chancellor, on August 16, all nine-month teaching faculty who have been given full-time temporary assignments and a description of their administrative/professional duties.

Suspension

Suspension of faculty rank employees is not to be used routinely in possible dismissal cases. Suspension of the faculty rank employees during dismissal proceedings is justified only if a substantial threat to the welfare of the institution can reasonably be interpreted as meaning that the employee's continuance at the institution will cause immediate harm to the employee or others. Unless legal considerations forbid, any such suspension shall be with pay.

Nothing in the procedure described herein shall prevent the president, or if absent, the president's designee, from suspending a faculty rank employee. Prior to taking such action, the president shall inform the affected employee of the reason for the suspension and afford the affected employee an informal opportunity to offer an explanation. In all cases, the president shall ensure that an investigation be conducted and completed within thirty (30) calendar days.

Upon conclusion of the president's investigation, court action, or official investigation, the employee may be disciplined, dismissed, suspended, or reinstated from suspension as the president determines to be appropriate under the circumstances.

A suspension without pay for up to thirty (30) work days may be utilized as a disciplinary action in lieu of dismissal.
Suspension shall not be used to restrain faculty rank employees in their exercise of constitutional rights or academic freedom as set forth in the Statement of Academic Freedom and Responsibility adopted by the State Board.

The faculty rank employee may appeal the decision to suspend through the Faculty Grievance Procedure.

Reappointment

The president shall advise faculty members who hold one-year appointments or who are in the last year of a multi-year appointment in writing no later than March 1 of the length of appointment to be recommended to the State Board. The president shall advise all faculty members in writing no later than thirty (30) days following adjournment of the Annual Reconvened Session of the Virginia General Assembly of the faculty rank and salary to be recommended to the State Board.

Reallocation

The community college president may propose the reallocation of an administrative or professional faculty position from one title and salary range to another based upon and to recognize a significant change in the duties and responsibilities assigned to a position. The reallocation shall be limited to movement from counselor, librarian, assistant coordinator, and administrative officer level to coordinator level; coordinator to counselor, librarian, assistant coordinator, and administrative officer level; coordinator to director level or director to coordinator level.

The request shall include the description of the gradual and substantive differences in duties and responsibilities and the justification for changing the particular duties and responsibilities. The justification must show that the reallocation will not result in significant organizational changes and that the position has assumed the additional responsibilities as the result of business and program necessity.

The request shall only be used in cases of a justified change to a position caused by a gradual change in the scope of assigned responsibilities that are related to the primary role of the position. This reallocation request shall not be used to recognize the assignment of responsibilities on a temporary basis or for an individual to be assigned to a position in an acting capacity. The changed duties and responsibilities must be in line with the ongoing and current responsibilities of the administrative faculty position. The position must remain within the same functional area in the college.

All other requests involving reallocation of duties and responsibilities must be proposed and acted upon as the establishment of one or more positions and the abolishment of one or more existing positions. This reallocation procedure will not be used in conjunction with a reduction in force. Reallocations will not be permitted in college reorganizations that result in the establishment or abolishment of positions. Significant changes in the role and function of a position due to organizational change, even if the salary range of the position will not change, will require the establishment of a new position, which must be posted in accordance with the college affirmative action plan and equal employment opportunity guidelines.
Reallocation requests shall be reviewed by the System Office Human Resource Office and acted upon by the Chancellor. The position incumbent shall be eligible for the issuance of a new rank and salary proposal as approved by the Chancellor. The salary increase granted to an incumbent will be consistent with salary increases granted for promotions.

The president shall assure that a formal position description incorporating the approved changes is prepared and maintained.

Resignation

Full-time faculty, who, because of an emergency, must resign during the term of the contract, should present an official letter to the president stating such intent as early as possible.

Transfer within the VCCS

A lateral transfer is a permanent faculty assignment from one community college to another community college or the System Office under the following circumstances:

1. There has been no open competition for the position;
2. The positions are the same level, e.g., director level to director level;
3. The action has the consent of both presidents involved, or the Chancellor in the case of the System Office.

No change in faculty rank or salary shall be approved other than adjustments to reflect across-the-board increases or decreases. An exception to this is a lateral transfer to or from Northern Virginia Community College. The salary should be adjusted up or down by 8% in direct relationship to the VCCS-18.

If a lateral transfer results from the discontinuation of a program, a letter must be submitted to the Chancellor for approval prior to any final action. In all cases, the receiving president shall submit all forms and correspondence pertaining to the transfer.

A faculty move from one community college to another shall not be considered a transfer if it is the result of an open recruitment. For rank and salary purposes, the faculty member will be considered a new hire. In such cases, years of service in the VCCS are transferable.

Retirement

Retirement benefits are provided through the Virginia Retirement System (VRS). VRS exists to provide its members with benefits at retirement, or upon disability or death. All full-time, salaried, permanent employees of the Commonwealth of Virginia are eligible for membership as a condition of employment.

VRS handbooks are located on the VRS website. Employees should direct questions to the Director of Human Resources.
Exit Interview

The Virginia Community College System’s Affirmative Action Plan stipulates that each college within the System is responsible for conducting exit interviews for all terminating faculty and classified employees. At New River Community College the supervisor in consultation with the Director of Human Resources conducts and documents exit interviews. The final payroll check is issued upon completion of the exit interview.
FACULTY INFORMATION –
FACULTY RANK AND SALARY
Faculty Qualifications

These qualifications are stated in "Normal Minimum Criteria for Each Faculty," VCCS Form No. 29, as approved by the State Board for Community Colleges (see Appendix).

The minimum qualifications for lecturers are based on qualifications for the ranks from assistant instructor through professor. The equated determine the salary. Under certain circumstances exceptions to qualifications may be made. Any exceptions to criteria for temporary part-time faculty (as outlined in the VCCS-29) must be fully justified, documented, and on file at the institution.

Teaching Effectiveness

Each college defines what constitutes effective teaching through its faculty evaluation process. Components of teaching effectiveness may include but are not limited to:

1. Performance in the classroom;
2. Continuous updating, improvement, and innovation in teaching materials, methods, and assignments;
3. Maintenance of regular office hours, at times convenient to students; and

College Training and Experience

1. College degrees;
2. Number of undergraduate and graduate credits in major teaching field;
3. Professional and occupational certificates or licenses;
4. Apprenticeships;
5. Training in trade schools and special schools;
6. Internships;
7. Advanced studies; and
8. Previous occupational experiences in business, government, industry, and the professions and previous educational experiences both inside and outside the VCCS.

Faculty teaching in the career/technical fields are usually required to possess some appropriate occupational experience in fields related to the subjects they are teaching. They are encouraged to keep up to date with occupational developments through visitations, summer employment in industry, and other occupational experience.

Courses in field will normally have their substantive content in the principal discipline field for which the faculty member is hired. When neither department prefix nor course title reflects this substantive content, the faculty member must supply documentation to his or her supervisor who will determine the appropriateness of the course content. Recommendations of acceptable courses will be reviewed by the Vice President for Instruction and Student Services and forwarded to the President for final approval.

Courses in related teaching field will normally pertain directly to concepts or application of the principal discipline field for which the faculty member is hired. The faculty member must supply documentation of such direct pertinence to his or her supervisor, who will determine the appropriateness of the course content. Recommendations of acceptable courses will be reviewed.
Professional Activities and Contributions

In addition to teaching effectiveness, faculty are expected to engage in and contribute toward the good of the college and its community. This requires that faculty members maintain current competence in their disciplines or specializations and that they share their expertise, time, and talents with the larger college community. Performance in this category will be measured not only by membership or affiliation but also by the quality of the contributions made by faculty members toward these endeavors. Such activities may include but are not limited to:

- Membership and activity in professional and civic organizations at the local, state, and/or national levels;
- The accomplishment of important professional development activities that may or may not be part of an individual professional development plan (IDP);
- Attending and participating in professional conferences; workshops, and meetings;
- Keeping current regarding developments in education and industry;
- Participating in business or industrial activities related to professional field;
- Participating in college and state-level professional development activities;
- Being active in college and System-wide committees;
- Engaging in writing speeches and reports and in consulting;
- Engaging in classroom-based research to improve teaching or in discipline-based research that may lead to publication;
- Sharing innovations in using instructional technology with colleagues in other colleges;
- Participating in the community service program at the colleges;
- Participating in local college advisory committees; and
- Contributing to community welfare and community development.

Qualifications for Administrative Faculty

The normal minimum criteria for faculty as listed in Columns 1 and 2 of the current VCCS Form No. 29 are normally used to determine the rank for administrative faculty members.

Columns 3 and 4 of the current VCCS Form No. 29 may be used if there is appropriate justification. Experience related to the administrative position under consideration must be used to justify using these columns.

Columns 5 and 6 of the current VCCS Form No. 29 are normally not used with respect to administrative appointments. A letter of justification must accompany a request to use these columns.

Qualifications for Lecturers

The minimum qualifications for lecturers are based on qualifications for the regular ranks from assistant instructor through professor. The equated ranks determine the salary. Under certain circumstances, exceptions to qualifications may be made provided; however, any exceptions to criteria for temporary part-time faculty, as outlined in the VCCS-29, must be fully justified and documented and must be on file at the institution.
Degree Equivalency

The earned doctor's degree normally includes the Ph.D., D.Sc., and Ed.D.

Degrees such as M.D., D.D.S., D.V.S., and J.D. are normally equivalent either to the master's or specialist degrees and must be evaluated on the basis of the number of years or credits of applicable graduate study.

Therefore, for appointment and promotion purposes, the First Professional Degrees may be regarded as equivalent to the earned doctor's degree if these degrees include seven years or 84-90 post-baccalaureate semester credit hours in actual classroom instruction.

In considering college degrees for initial appointment or promotion, the highest degree accepted for consideration must have been awarded by a regionally accredited educational institution.

Normal Minimum Criteria for Faculty Rank

The VCCS-29 gives normal minimum criteria for all faculty appointments and promotions. Meeting these criteria does not guarantee appointment at or promotion to a given rank.

If a person is transferred from an administrative position to a teaching or non-teaching position or vice versa, the person must meet the VCCS-29 minimum criteria for rank in the new position.

A person who resigns, and is later reemployed by the System, shall be reappointed in accordance with the current guidelines.

Performance Evaluation Process for Faculty

The spirit and intent of the Faculty Development and Evaluation Plan is to provide a mechanism for investing in the professional growth, development, and performance of each faculty member. Faculty are expected to pursue high standards, challenging goals, and teaching excellence. They can expect that their dean/supervisor will provide them with guidance, support, encouragement, due recognition, and a fair assessment of their contributions to the college’s mission. As a community, we honor those who have chosen to serve others, who share their passion and commitment for learning with others, and who lead the way by demonstrating their beliefs through continuous learning and improvement.

The Full-Time Faculty Evaluation Plan may be viewed at: NRCC Faculty Evaluation Plan

Academic Rank Promotion Policy

Definitions

A. Year of Service - For purposes of eligibility for promotion, a year of full-time employment for both nine-month and twelve-month faculty is full-time employment for two academic semesters (fall and spring), the salary for which is chargeable to a single fiscal year’s budget. Employment for less than this period shall not constitute a year of full-time employment and shall not count towards the time eligibility period for a promotion.
B. Faculty Member - For purposes of this policy, faculty members are those employees who hold faculty rank and teach or occupy an administrative, counselor or librarian position which is exempt from the classified service.

Eligibility
A. Minimum Criteria - Qualifications for promotion to regular faculty ranks and Assistant Instructor are stated in the VCCS-29, Normal Minimum Criteria for Each Faculty Rank. Fulfillment of normal minimum criteria does not guarantee promotion to a given faculty rank.

B. Crediting Experience - No more than one year of experience, teaching or related occupational, may be credited in a single twelve-month period. Therefore, no more than one year of experience credit may be given for a combination of teaching and related occupational experience in the same year.

1. Creditable Experience - Only permanent (P-3) employment with the VCCS can be credited toward eligibility for promotion.
2. Creditable Teaching Experience - Creditable teaching experience shall be the sum of:

Experience computed in accordance with the VCCS Procedure to Determine Faculty Entry Level Salaries at the time of initial appointment and

Teaching experience subsequent to initial appointment.

- Related Experience - A year of related occupational experience must contain twelve months and shall be computed in accordance with the VCCS Procedure to Determine Faculty Entry Level Salaries.

Leave of Absence - A military leave of absence, for a member of a reserve unit who is called to active duty, and who, upon completion of her or his military obligation, returns immediately to the college, shall not disqualify the active military duty period as counting towards a year of service for purposes of promotion. An educational leave of absence, with or without pay, shall not disqualify the year of its occurrence as counting towards a year of service. No more than two academic years may be exempted from the years of full-time service requirement because of educational leave. Other periods of leave, with or without pay (except for the use of earned annual or sick leave), of over 15 calendar days cause a discontinuity for a semester, disqualifying it from counting towards a full year of employment, unless specific arrangements have been made between the president and faculty member. The arrangements must be in writing and in the faculty member’s personnel file prior to the beginning of the leave.

General Provisions

Authority - All promotions are granted by the State Board upon recommendation of the president of the college and the Chancellor.

Faculty Rank and Salary Proposals - Faculty rank and salary proposals shall be dated August 16 through May 15 or July 1 through June 30 as applicable.

Contingency Conditions for Promotion - Administrative and teaching faculty must be fully qualified for promotion by the effective date of the Rank and Salary Proposal. Contingency
conditions for promotion must be entered in the special conditions or assignments section of the Rank and Salary Proposal.

Substitutions - Requirements for promotion may not be waived; however, certain substitutions for experience and education may be granted, as outlined in the VCCS-29.

**NRCC Promotion Procedure** - Each faculty member who is qualified to be considered for a promotion will be requested to complete the Faculty Data Sheet and Application Form and submit it to his/her immediate supervisor and inform the Faculty Evaluation/Promotion and Multi-Year Appointment Committee (hereafter called the Committee) of his/her intentions.

The criteria to be considered by the Committee as it considers faculty for promotions shall include the following:

1. Competence of the faculty member as a teacher or in his/her assigned function;
2. Effectiveness of the faculty member as a teacher or in his/her functions and duties as prescribed in the college’s Faculty Handbook;
3. Ability to establish and maintain positive professional relationships with colleagues, supervisors, students and the community;
4. Extent and currency of professional qualifications;
5. Adherence to all policies, procedures and regulations as outlined in the college’s Faculty Handbook, the Policies, Procedures and Regulations Manual of the Virginia Community College System and regulations adopted by the college or the Virginia Community College System, and the laws of the Commonwealth of Virginia;
6. Evaluations; and
7. Such other criteria as the Committee specifies in writing to all faculty prior to the beginning of its work for any one given year. If criteria are used other than those listed on the VCCS 29, they will be outlined and provided to the faculty member who becomes eligible for promotion as well as his/her supervisor.
8. *Contingency Conditions for Promotion* -- The faculty member must be fully qualified for promotion by the effective date of the Rank and Salary Proposal in order for the new rank to be effective on that date. If the contingency conditions are not met, the faculty member will continue in his/her current rank.
9. *Substitutions* -- Requirements for promotion may not be waived; however, certain substitutions for experience and education may be granted, as outlined in the VCCS-29. In addition, upon the written recommendation of the college president, and approval by the chancellor, teaching experience may be substituted for related occupational experience or related occupational experience may be substituted for teaching experience on a one-for-one basis for a maximum of two years. One academic year of teaching experience is equivalent to twelve months of occupational experience. Once the substitution of teaching experience for related occupational experience or related occupational experience for teaching experience has been made, the substitution will apply to all future considerations for promotion.
Nine-Month Faculty Summer Pay

Courses taught during the summer shall represent the equivalent of sixteen and one-half (16.5) weeks of instruction and related work regardless of the actual calendar length of the summer term.

Nine-month faculty employed during the previous academic year shall be paid during the summer term according to the credit-hour/contact-hour-equivalent fraction of a full teaching load during the academic year as defined by Section 3.6.0 of the Policy Manual and based upon the weekly equivalent of one thirty-ninth (1/39th) of the previous year’s salary. The normal maximum full-time teaching load during the summer term is ten (10) credit hours or the equivalent. Operationally, the normal full-time faculty summer term salary rate translates to the formula:

Annual salary/15 x 16.5/39 x previous year's salary=Summer Salary Rate (SSR)

<table>
<thead>
<tr>
<th>SSR x number of credits x 75%</th>
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</thead>
<tbody>
<tr>
<td>PLUS</td>
</tr>
<tr>
<td>pure adjunct rate x number of credits x 25%</td>
</tr>
<tr>
<td><strong>EQUALS</strong></td>
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<tr>
<td><strong>Summer contract salary</strong></td>
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</tbody>
</table>

Faculty may be offered a teaching overload of not more than three credit hours or equivalent during the summer term. A faculty member shall not be considered as working an overload unless more than ten (10) credit hours or equivalent are taught. Pay for overloads shall be at .0.15 times credit hours.

The college president has authority to develop optional summer pay plans which 1) compensate faculty at a proration of the normal summer salary rate when a given course does not meet minimum enrollment standards as defined by the college; and 2) limit to less than ten (10) the maximum credit hour or equivalent assignment to be paid at the full-time summer term salary rate. Optional plans shall specify any proration calculations to be used and any limitations to the maximum teaching assignment to be paid at the full-time faculty summer term salary rate. Credit hours or equivalent taught beyond the limitations specified in the institutional plan shall be compensated at the lecturer rate. Optional summer pay plans shall be developed in consultation with the faculty.

Faculty Emeritus

The establishment of the status of Faculty Emeritus is a method of honoring persons for meritorious service. The President of the College has established a procedure for selecting retired employees of the college who held faculty rank, with a minimum of ten years of service in the VCCS, and who have made meritorious and significant contributions to the college for appointment as Faculty Emeritus with all the rights and privileges therein pertaining.
1. The nomination should be made before March 1 via letter (which should include reasons for nomination) by individuals inside and/or outside NRCC to the NRCC President.

2. The NRCC President forwards a letter of nomination to the Vice President for Instruction and Student Services who gives it to a panel for review and endorsement.

3. A panel will be appointed every two (2) years by the Vice President for Instruction and Student Services. This panel will consist of four people (three teaching faculty; and one non-teaching faculty employee. This panel will review the nomination(s), check criteria, and interview former peers and supervisor(s). The panel will then make its recommendation for or against after acquiring the recommendation of the appropriate supervising dean. If the nomination is recommended, the panel will meet with the NRCC Board Personnel Committee to present the nomination to its members and ask them for their endorsement. The panel will inform the NRCC President of its decision in writing by April 1.

4. The NRCC President makes the final decision and notifies the honoree(s). The President requests names and addresses of family members whom the honoree(s) would like invited to NRCC’s graduation and obtains an estimate of the number of people likely to attend. The President asks the Advancement Office to have invitations printed and mailed to the honoree(s) and designated family members and to have a medallion made for the honoree(s), which will be presented at graduation. The President informs the graduation coordinator that the awarding of the Emeritus status needs to be included in the graduation program; asks the coordinator to reserve the appropriate number of chairs for the honoree(s) family members, and advises the coordinator that the Emeritus Faculty will be leading the faculty procession. The President bestows the honor of the Faculty Emeritus status at the annual graduation ceremony which is held in May.
INSTRUCTIONAL RIGHTS AND RESPONSIBILITIES
Job Duties

The major emphasis shall be on teaching, by working with students in classrooms, laboratories, individual conferences, and related activities to help the students develop their interests and abilities to the fullest capacity to become better persons, better workers, and better citizens. Faculty members are expected to be able to carry out their duties in a professional, ethical, and collegial manner to enhance the purpose of the institution. To accomplish this goal, the following workloads are expected of faculty.

**Instructional Faculty**

The specific duties and responsibilities of instructional faculty are:

1. Meeting all classes as scheduled and maintaining at least the minimum number of office hours required;
2. Advising students in course selections, college procedures and policies, and relevant occupational information;
3. Actively participating in the assessment of courses, programs, and course prerequisite requirements;
4. Acquiring a complete working knowledge of the catalog, *Student Handbook* and *Faculty Handbook*;
5. Preparing and up-dating course plans for each assigned course and submitting a course syllabus to each student by the first week of class;
6. Attending all faculty, divisional, departmental, committee meetings as assigned;
7. Evaluating and recommending the selection of textbooks, related materials, and supplies;
8. Participating in appropriate student activities, community activities, and professional activities;
9. Performing other duties as requested by the cluster leader and/or dean.

**Cluster Leaders/Academic Program Coordinators**

The cluster leaders/academic program coordinators reports to the appropriate division dean. They are directly responsible for the following:

1. Collaborate with the dean for the management of the academic program, including scheduling and staffing of classes;
2. Lead curriculum review and development to ensure the currency and effectiveness of the program;
3. Ensure the timely development, approval, and offering of courses;
4. Serve as a representative and spokesperson for the program;
5. Facilitate meetings of the Curriculum Advisory Committee;
6. Lead the program in setting goals and outcomes;
7. Lead the program review process, including the annual assessment and reporting efforts to promote continuous improvement.
General Classroom Responsibility

Instructors are expected to meet all classes promptly and to hold classes for the scheduled period of time. No scheduled class should be dismissed, cancelled, or rescheduled without the division dean's approval. Requests for dismissal of classes or changes in the schedule must be made in writing through the division dean at least one week prior to the requested date.

Specific duties and responsibilities of faculty include the following:

A. Meeting all classes promptly as scheduled.

B. Submitting reports, grades, and/or other related information promptly and accurately.

C. Keeping accurate records of student attendance and academic achievement. Any discrepancies in class rosters should be reported to the Office of Admissions and Records by the end of the first two weeks of the semester. In addition, class records should be kept at least one year after the end of a class.

D. Preparing course plans and teaching courses under the supervision of full-time faculty members and the division dean.

E. Being available either before or after class to assist students who may need extra help.

Program Review/Assessment

Faculty members will participate in program-level assessment each academic year with the aim of continually improving the College’s educational programs and, as a result, student learning. Program coordinators and/or program committees will lead the assessment activities with direction from the College’s assessment coordinator. The annual process involves development and verification of program goals and related student learning and program vitality outcomes, as well as identification of appropriate target outcomes and measurements. Faculty will use results and findings of the annual program assessment to drive improvement of the College’s educational programs. Faculty serving as program coordinators and/or program committee members will be responsible for documenting these activities in NETSPACE and periodically presenting them to the Curriculum and Instruction Committee.

Academic Freedom and Responsibility

To ensure the college an instructional program marked by excellence, the Virginia Community College System supports the concept of academic freedom. In the development of knowledge, research endeavors, and creative activities, college faculty and students must be free to cultivate a spirit of inquiry and scholarly criticism.

The faculty member is entitled to freedom in the classroom in discussing his/her subject, but he/she should be careful not to introduce teaching matters which have no relation to his/her field. Faculty and students must be able to examine ideas in an atmosphere of freedom and confidence and to participate as responsible citizens in community affairs.
The System also recognizes that commitment to every freedom carries with it attendant responsibilities. The faculty member must fulfill responsibility to society and to his/her profession by manifesting academic competence, professional discretion, and good citizenship. When he/she speaks or writes as a citizen, he/she will be free from institutional censorship or discipline, but his/her special position in the community imposes special obligations. As a professional educator, he/she must remember that the public may judge his/her profession and his/her institution by his/her utterances. Hence, he/she should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that he/she is not an institutional spokesperson.

At no time shall the principles of academic freedom prevent the institution from making proper efforts to assure the best possible instruction for all students in accordance with the objectives of the institution.

**Academic Advising of Students**

A faculty member may be designated as a student's advisor to provide educational advisement in the student's field or specialization. The student's faculty advisor may be helpful in providing information about transferring NRCC course work to four-year colleges and universities as well as the knowledge and skills needed along with information about job opportunities in his/her field. The faculty advisor will refer the student to the Advising Center in matters outside his/her professional scope.

Each faculty member will be assigned student advisees from the curriculum indicated on the application or change of curriculum form. In some cases it will be necessary to assign advisees to instructors outside their major field; however, such assignments will be kept as few as possible. Whenever faculty members feel that certain students should be reassigned to another advisor due to change in curriculum or for any other reason, the recommendation should be made to the dean.

Faculty advisors should be capable of advising students in the following matters:

1. proper choice and sequence of courses for VCCS curricula and/or transfer to four-year colleges;
2. necessity or advisability of repeating courses;
3. class attendance;
4. occupational opportunities available through pursuance of the major curriculum.

Faculty advisors must, therefore, be completely familiar with the appropriate courses of study or curricula, graduation requirements, the grading system and academic standards. Each advisor should assist his/her advisees in fitting their particular program to their occupational and educational plans.

Faculty advisors will be responsible for:

1. suggesting the class schedule for each advisee;
2. advisement related to academic work;
3. conferring with the dean of student services or academic advisors concerning problems of advisees;
4. keeping an informal record of conferences with each advisee;
5. suggesting schedule changes;
6. recommending approval of requests for additional hours;
7. referring requests for course substitution to the appropriate dean;
8. recommending students for graduation upon certification of completion of course study.

**Classes**

Faculty teaching loads during the academic year shall include such combinations of day, evening, weekend, and distance classes as the needs of the college require. Twelve to fifteen (12-15) credit hours and fifteen to twenty (15-20) contact hours per semester are required for all full-time faculty. When the number of credit hours falls below twelve (12) because of the number of laboratory hours involved, the number of contact hours should be increased to bring the teaching load to the minimum of twelve (12) credit hours (utilizing the standard of two (2) laboratory hours equal one (1) credit hour, or to a maximum of twenty-four (24) contact hours.

The number of course preparations shall be kept to three per semester unless the faculty member and dean agree that quality of instruction can be maintained while teaching more than three preparations. Faculty who teach in multi-lab situations shall be responsible for supervising only one classroom at a given hour and shall count contact hours only once.

Faculty teaching loads shall be calculated for the academic year, with a teaching load less than or in excess of normal for the fall semester being compensated for with adjustments in teaching load in the spring semester.

A faculty teaching load may also be adjusted by the college to take into consideration such factors as the use of instructional assistance, team teaching, the use of non-traditional instructional delivery systems, special assignments, and curriculum development. Curriculum development should be primarily for the development of a new program or new course in a program and/or the complete revision of an existing course or program.

Teaching load adjustments shall be expressed in terms of an equivalent teaching load for the purpose of computing a faculty member's total teaching load.

**Course Plans**

Faculty are responsible for preparing course plans each semester for all courses that they teach. It is hoped that such plans will be developed through cooperative effort of all members of the department. Course plans should be submitted to the dean for approval and signature by the first day of each semester and should be distributed to students during the first week of classes.

When course plans have been previously prepared for other terms, these plans should be reviewed, reprinted, and submitted to the dean for required approval. Course plans should be reviewed each year.

Course requirements, grading scale, attendance policy and other data relevant to the course must be included in each course plan.

**Office Hours**

In order to promote the availability of faculty to work with individual students, each full-time faculty member is required to post on or near his/her office door a minimum of 10 hours
per week as office hours to be available to work with students on their individual academic and occupational problems. Office hours should be posted for each day of the week.

Textbooks

Textbooks are selected by instructors in cooperation with other members of the department. Deans or cluster leaders/program coordinators are responsible for coordinating textbook selections and placing orders with the bookstore. The Vice President for Instruction and Student Services reserves authority for final approval of textbooks. Textbook orders should be placed before the deadline established by the bookstore.

Absence of an Instructor from a Class

An instructor who must miss a class because of illness or some other reason should notify, as soon as possible, the appropriate dean. For a brief illness or absence due to imperative personal reasons (not to exceed three days), faculty colleagues will serve as substitutes. This will be arranged by the appropriate dean. For an extended absence (beyond three days) because of imperative personal reasons, a temporary replacement will be arranged by the appropriate dean.

Examinations

A final exam period is scheduled at the end of each academic semester. During this period all regular day class meetings are cancelled and students follow the final exam schedule. Exam schedules are available on the college website.

Students are expected to take their examinations at the regularly scheduled times. No exceptions will be made without prior permission of the dean and the instructor of the course.

Final Grades

Faculty are responsible for posting grades to the Student Information System (SIS) at the end of the final exam period for all courses they teach. Deadlines for posting grades are published as part of the Academic Calendar.

General Classroom Safety Policies

Faculty members should instruct the students in the proper and safe use of all equipment. During class and laboratory time, it is the responsibility of the instructor to supervise the use of all equipment. Instruction given about the use of equipment should also include relevant safety precautions. At the end of the laboratory session, it is the responsibility of the instructor to lock the door and turn out the lights.

Supply rooms are to be kept locked at all times when not under the direct supervision of the instructor. Even though students should be encouraged to practice and experiment when classes are not in session, such activities should not be permitted unless there is an instructor or laboratory assistant present to be responsible for the safety of the students and the security of the equipment involved. Instructors must provide passes to students for access to labs during non-class times.
Field Trips

Trips relating to classroom instruction are encouraged, but they should be used only when they provide more enriching experiences than the normal classroom experience. It is important to remember that they must be planned to minimize interference with other scheduled class activities. Authorization by the dean should be sought through an Absence and Travel Request Form; and when the trip interferes with other classes, notice of the trip will be distributed in faculty mailboxes. This notice implies that the students' absences are excused and that they may have the privilege of making up the work; however, the instructors of the classes being missed have the ultimate authority to excuse the students. The students' decision to participate in a field trip should be made in light of their need to attend. A student is responsible for advising the appropriate instructors one week prior to the field trip.

If private cars are used, the sponsor should advise owners that they must be properly insured.

Political Activities

The VCCS recognizes and encourages the exercise of the right of VCCS employees, as citizens, to engage in political activities on their own time. Should a faculty member or staff member campaign for or be elected to local, state, or federal office, it is necessary that the individual give assurances to the president and the president in turn shall give assurances to the Chancellor and the State Board that the individual's duties in the System are being carried out fully and with no diminution of effectiveness caused by absences that might be required as a public official.

In conformance with the foregoing policy, the following guidelines are set forth:

1. Faculty or staff members should, as a matter of courtesy, notify the president (or Chancellor) of their intention to seek public office or to accept an appointment to public office prior to the time such information is made public through notices of the press or other media.
2. Should faculty or staff members be elected or appointed to local, state, or national office, the individuals must understand that their first and primary responsibility is to their positions with the institution.
3. Should faculty or staff members choose to seek public office, the campaigning must be done on their own time and without taking advantage of any resources or settings directly involving the institution. Candidates must be ready to assure their constituents that their candidacy is not subsidized by public funds.
4. When faculty or staff members are elected or appointed and assignments conflict with institutional duties, except for state appointments or offices which are covered by administrative leave, the member would be required to take first available annual leave or compensatory leave.

The organization of the VCCS provides protection against undue pressure from political, religious, or other external groups. Administrative authority and policy making is centered in the State Board and communicated through the VCCS Policy Manual. Any perceived pressure from external groups should be immediately reported to the president who, in turn, will report to the Chancellor if necessary.
Consulting

Employees of the VCCS are encouraged to assist business, industry, governments and other educational agencies. Employees may engage in consulting and teaching activities so long as such activities do not interfere with their regular responsibilities and duties within the VCCS and so long as such activities are not in violation of the Comprehensive Conflict of Interest Act.

Outside Employment

Members of the faculty may engage in outside employment so long as it does not compromise their professional responsibilities to the college or create a conflict of interest as specified in Rule 9.5 of the Rules for the Administration of the Virginia Personnel Act.

Children on Campus Policy for 2020-2021 Academic Year

- Children of students, faculty, staff or visitors are not permitted on campus, or other college sites
- This policy is based on concern for the safety of the children and for the operations of the college
- This policy will remain in effect until further notice with a review planned for the 2021-2022 academic year.

Grading System

The grades of A, B, C, D, and S are passing grades. Grades of F and U are failing grades. A grade of I is an interim grade. Grades of W, P and X are final grades carrying no credit.

I-Incomplete No credit; used for verifiable unavoidable reasons for students who have completed a minimum of 80 percent of the work for the semester. Since the “incomplete” extends enrollment in the course, requirements for satisfactory completion will be established through student/faculty consultation. In assigning the “I” grade, the faculty member must complete documentation that includes the reason for assigning the grade, the work to be completed and its percentage in relation to the course work, date by which work must be completed and the default grade (B, C, D, F, U) based upon work completed. Completion dates may not be set beyond the last day of a subsequent semester without written approval from the Vice President for Instruction and Student Services.

P-Pass No grade point credit; to be used at the discretion of the college as stipulated in the Pass/Unsatisfactory grading option.

S-Satisfactory No grade point credit; applies only to developmental classes, noncredit classes, and certain contract courses at the discretion of the college.
NRCC Faculty Handbook

U-Unsatisfactory
No grade point credit; applies only to developmental classes, noncredit classes, and certain contract courses at the discretion of the college.

W-Withdrawal
No credit. A grade of “W” is awarded to students who withdraw from a course after the add/drop period but prior to the completion of 60 percent of the session. After that time, the student will receive a grade of “F” except under approved documented mitigating circumstances. A student who misses the equivalent of two weeks of class may be withdrawn by the instructor.

X-Audit
No credit. Permission of the dean or another appropriate academic administrator is required to audit a course. Students desiring to change from audit to credit or from credit to audit must do so within the add/drop period for the course session.

The assignment of grades is the responsibility of the instructor. No grades may be given by an instructor other than those listed previously. All grades should be entered in the Student Information System (SIS) by the grades due date listed in the academic calendar.

Please Note: To protect students’ privacy, grades cannot be posted using names or social security numbers.

Grade Change Policy

Policy established by the Virginia Community College System states that each college shall establish and maintain a detailed “Grades Plan” for reporting and recording grades and changing existing grades (VCCS Policy Manual 5.6.0.6). The follow procedure should be followed for all faculty requesting a grade change after the conclusion of the semester:

Changes to students’ grades after the conclusion of a semester (with the exception of incomplete “I” grades) are only permitted when an instructor error resulted in the incorrect grade being posted. Instructor errors include miscalculation of a grade and/or posting of an incorrect grade. Grade change requests may be emailed to Tammy Smith, Coordinator of Admissions and Records. Additionally, grade change request forms are available in the Admissions and Records Office.

Requests must include the following information:

- Student Name
- Student ID Number
- Course Number and Section
- Semester/Year
- Incorrect Grade
- Correct Grade
- Reason for the Error

Please note: Grade change requests which occur more than one year after an incorrect grade was posted must be approved by the Academic Dean and the Vice President for Instruction and Student Services.

Incomplete “I” Grade form included next page:
# Incomplete “I” Grade Form

This form must be turned in to the Admissions and Records Office by the end of the current semester for every incomplete “I” grade assigned.

<table>
<thead>
<tr>
<th>Student’s Name</th>
<th>ID Number</th>
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</table>

<table>
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<tr>
<th>Course</th>
<th>Semester</th>
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</table>

Reason for giving grade of incomplete

Percentage of incomplete work to be completed (not to exceed 20%)

Work to be completed

Default grade (if work is not completed by deadline)

<table>
<thead>
<tr>
<th>B</th>
<th>C</th>
<th>D</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developmental courses:</td>
<td>S</td>
<td>R</td>
<td>U</td>
</tr>
</tbody>
</table>

Deadline work must be completed (no later than the end of next semester)

1. The work to be made-up must be discussed with the student and he/she should be informed that the work must be completed no later than the end of the next semester.
2. The instructor issuing a grade of an “I” must submit a change of grade form to Admissions and Records when the work is completed.
3. The “I” grade will convert to the default grade at the end of the next semester (including summer semester) if the work is not completed.

Signatures:

Instructor: ___________________________ Date: ________________

Student: ___________________________ Date: ________________

Note: The instructor should give a copy of the form to the student.
Shared Governance

New River Community College is committed to shared governance as a means for fostering collaboration among the administration, faculty, staff, and students. The shared governance model provides a framework through which the college may achieve its mission to “give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.”

Institutional decision making at NRCC is supported by a system of College Standing Committees whose purpose is to focus on specific duties and make recommendations. Standing committees are intended to meet on-going needs of the college; other ad hoc committees (e.g., task forces or innovation teams) may be established for a limited time period to review timely issues and make recommendations. The Faculty Assembly and Support Staff Assembly are organizations that also support decision-making processes at the College.

Standing Committees/Duties

All full-time faculty are required to serve on at least one Standing Committee, and faculty may request appointment to specific committees. The College president approves all appointments. In some cases members are directly appointed to the committees by the president.

The current Standing Committees at NRCC are as follows:

- Academic Calendar
- Academic Standards, Scholarship, and Financial Aid
- Behavioral Intervention Team
- Campus Beautification
- Clery Compliance
- Curriculum and Instruction
- Faculty Evaluation
- International Education
- Safety
- Student Activities
- Student Conduct
- Threat Assessment Team
- Transfer Degrees Program

Academic Calendar

1. Develop the yearly academic calendar, including examination schedules, in-service, and other special days as needed.

2. Recommend additional procedures for handling inclement weather as needed.

3. Recommend activities for the annual fall/spring workshop.
Academic Standards, Scholarship, and Financial Aid

1. Aid in the process of developing and improving the academic advising and registration procedures.

2. Lend assistance to the Financial Aid Office as necessary.

3. Serve as the appeals panel for students who have violated financial aid award requirements.

4. Serve as appeals panel for student petitioning for readmission following academic suspension or dismissal.

5. Promote and evaluate student loan and scholarship programs.

6. Aid in determining recipients of scholarships and student awards.

7. Review and assist in the selection of students for special awards and scholarships as they are established by the college.


9. Aid in the recognition process of determining students who are not capable of completing a program and recommending alternative programs where they may be successful.

Behavioral Intervention Team

1. Serve as a resource for the College community in addressing student behavioral issues.

2. Develop and review policy which addresses aberrant or threatening student behavior.

3. Provide educational opportunities for faculty and staff about managing aberrant or threatening student behavior.

4. Gather information about select situations and assess the need for intervention.

5. Provide support to faculty and staff for dealing with difficult student behavioral situations.

6. Make recommendations to the emergency coordination officer (ECO) regarding special student situations and aberrant student behavior.

Campus Beautification

1. Review existing facilities and suggest improvements for beautification.

2. Coordinate interior design efforts (such as developing standardization of colors for interior paint, furniture selection, and so forth).

3. Suggest renovation projects.
4. Provide advice on plans for enhancing the physical appearance of offices, hallways, or other indoor facilities.

5. Provide advice to appropriate personnel regarding the overall condition of college facilities, including routine maintenance and cleanliness.

**Clergy Compliance**

1. Serve as an advisory body to the coordinator of emergency planning for the College’s compliance with requirements of the Clery Act.

2. Assist with the publication of the College’s *Annual Security Report*.

3. Review campus crime statistics and ensure these statistics are being maintained by the appropriate departments.

4. Review procedures for the College “to give timely warning of crimes that represent a threat to the safety of students or employees.”

5. Make recommendations to the College Safety Committee and College Student Conduct Committee related to crime prevention.

**Curriculum and Instruction**

1. Study and present a system for the primary purpose of improvement of instruction.

2. Analyze curricular needs and issues relating to academic quality.

3. Communicate curricular developments.

4. Review annually the course offerings of the college and remove from the catalog and the college curricula those courses which are out-of-date.

5. Assist beginning instructors in the areas of improving classroom presentations, developing course outlines, grading procedures, and evaluation methods.

6. Maintain a constant evaluation of the needs of the faculty members in terms of instruction in audio-visual techniques, academic computing, instruction in testing, and assistance in faculty advising, etc.

7. Review faculty members’ proposals for new courses and new and revised curricula and recommend approval or disapproval or modification of the proposals to the Vice President for Instruction and Student Services.

8. Read comprehensive program review reports, serve as audience for faculty presentations of these reports, and provide appropriate feedback.

9. Examine resource allocation for instructional programs and recommend any appropriate modification on new models.
Faculty Evaluation/Promotion and Multi-Year Appointment

1. Review and certify the faculty who are eligible for multi-year appointments and notify appropriate faculty of same.

2. Review and certify the faculty who are eligible for promotion to a higher rank and notify appropriate faculty of same.

3. Study current practices regarding promotions and make recommendations for policy and procedural changes as necessary.

4. Review annually and recommend a merit pay plan for annual faculty salary increases when changes are needed.

5. Review current literature and records relating to faculty evaluation and develop recommendations for appropriate changes in New River Community College's teaching faculty evaluation plan.

International Education

1. Foster understanding of international concepts and issues so that students can be well prepared for employment, life, and citizenship.

2. Recommend curricular changes and/or programs that address international/intercultural issues.

3. Recommend extra-curricular programs that address international/intercultural issues.

4. Aid in the promotion of knowledge, understanding, and appreciation of other peoples and cultures.

5. Perform other specific duties as assigned by the Vice President for Instruction and Student Services.

6. Act in an advisory capacity to the NRCC contact for the VCCS international exchange program.

Safety

1. Review the college's compliance with state and federal regulatory law.

2. Complete and assist in the implementation of the college's safety plan.

3. Review college safety policies and procedures and recommend changes as necessary.

4. Advise and assist the college's Safety Officer as necessary.

5. Advise and assist in the collection and reporting of data/information for compliance with the Clery Act.
6. Provide assistance to the Affirmative Action Officer and the Title IX Officer for policies and processes and as needed during audits, on-site evaluations by outside agencies, reporting requirements, etc.

7. Collaborate with the Student Conduct Committee on policies and procedures related to regulatory compliance.

**Student Activities**

1. Assess the social, cultural, recreational, and extra-curricular needs of New River Community College students, with special emphasis on meeting the needs of disadvantaged and evening students.

2. Review and analyze student needs assessment data and make recommendations for student activities program development.

3. Assist in the establishment of college and community linkages essential to implementing student activities programs and services.

4. Review and recommend to the Chair of the Student Conduct Committee changes in student disciplinary and grievance procedures where necessary.

5. Review and make recommendations regarding revisions in the *Student Handbook*.

6. Serve in an advisory capacity to staff advisors and students to ensure that publications are of high quality and in good taste.

7. Assist in the development of an effective plan for the on-campus and off-campus distribution of student publications.

8. Assist in the understanding of problems that affect student retention.

**Student Conduct**

1. Review and/or refine policies and procedures related to student conduct on an annual basis.

2. Develop suggestions for assisting faculty in understanding and dealing with disruptive student behavior.

3. Develop suggestions for helping faculty prevent student misconduct before it occurs.

4. Ensure that, as federal and state laws emerge or change regarding civility on campus, our policies are modified to remain congruent with those laws.

5. Collaborate with the Safety Committee on policies and procedures related to regulatory compliance.
Threat Assessment Team

1. Serve as an advisory body to the president, under the direction of the College’s emergency coordination officer (ECO).

2. Respond quickly to possible circumstances and behaviors indicating a potential risk to any person or persons on campus.

3. Determine if a realistic threat is present and act accordingly to establish policies and procedures and best practices.

4. Implement assessment, intervention, and action policies and procedures related to individuals or groups whose behaviors may present a campus threat.

5. Serve as the College’s violence prevention committee and, as such, develop educational programs aimed at reducing or eliminating violence on campus.

6. Review annually all campus bans.

7. Work with the Behavioral Intervention Team to manage individual cases.

Transfer Degrees Program

1. Establish academic program goals for the transfer program that are consistent with the mission and goals of the College.

2. Set appropriate student learning outcomes (SLOs) for the transfer program that are consistent with program goals.

3. Determine assessment measures.

4. Set target outcomes.

5. Review data and assessment results and findings.

6. Develop action plans for continuous improvement based on results/findings.

7. Make recommendations to the appropriate dean and Vice President for Instruction and Student Services for program changes.

8. Monitor program review and assessment requirements from the VCCS, SCHEV, and SACSCOC and review/revise plans and procedures accordingly.

9. Review articulation agreements with four-year institutions as needed.
Organizations

Faculty Assembly

The purpose of the Faculty Assembly is to participate as an advisory body in the formulation, implementation and review of institutional policy and to provide the means for the faculty to initiate action on matters with which it is directly concerned.

Persons eligible to become members in the Faculty Assembly shall consist of those members of New River Community College who are permanent, full-time teaching personnel whose primary appointment is an academic rank in a teaching discipline. Full-time teaching faculty below the rank of Division Dean will be eligible for membership. Others eligible to become members include non-teaching persons holding faculty rank who are not supervising faculty. Part-time faculty members who teach six or more credit hours per semester may be a part of the Faculty Assembly, if they desire.

The functions of the Faculty Assembly are as follows:

1. To accept and share responsibility with administration and students in all efforts to improve the stature and the usefulness of the College.

2. To consider policies, programs and other matters as the administration, student organization, and individual faculty may propose.

3. To express opinion on College affairs as the Faculty Assembly deems appropriate and necessary.

4. To afford channels and procedures whereby communications within the College may flow freely, fully and systematically.

5. To establish within the laws applicable to New River Community College an effective means for advising and responding to the Administration, the College Board and the State Board on college affairs.

Support Staff Assembly

The Support Staff Assembly at New River Community College is an organization of all classified employees (full and part time) for the purposes of college and community service and the pursuit of goals of interest to classified employees.

The purpose of the Support Staff Assembly is defined below:

1. Be a communication liaison between the support staff of the New River Community College and the Virginia Community Colleges Association.

2. Encourage and improve communication among the New River Community College support staff.

3. Work on staff development projects at New River Community College.
NEW RIVER
COMMUNITY COLLEGE
POLICIES
NRCC Faculty Handbook

NRCC Substance Abuse Policy for Employees

The Commonwealth of Virginia’s Policy 1.05 on Alcohol and other drugs states that the following acts by employees are prohibited:

I. the unlawful or unauthorized manufacture, distribution, dispensation, possession, or use of alcohol and other drugs in the workplace;
II. impairment at the workplace from the use of alcohol or other drugs (except the use of drugs for legitimate medical purposes);
III. action which results in the criminal conviction for:
   - a violation of any criminal drug law, based upon conduct occurring either on or off the workplace, or
   - a violation of any alcoholic beverage control law, or law which governs driving while intoxicated, based upon conduct occurring on the workplace;

- The workplace consists of any state owned or leased property or any site where official duties are being performed by state employees.
- Any employee who commits any prohibited act under this policy shall be subject to the full range of disciplinary actions, including discharge, and may be required to participate satisfactorily in an appropriate rehabilitation program.
- A copy of the complete Commonwealth of Virginia’s Policy on Alcohol and Other Drugs may be obtained from your agency human resource office.

Tobacco Use Policy

In the interest of good health, smoking and chewing tobacco use are discouraged on campus. Smoking (including electronic, e-cigarettes and vaping) and chewing tobacco are not permitted in any portion of any NRCC building. Smoking is also prohibited at the college’s Learning Park. Smoking is allowed in designated smoking areas only. Smoking shelters are located in areas between Godbey and Martin Halls and between Martin and Rooker Halls. There is also a smoking area near the lower entrance of Edwards Hall, and at the mall site in Christiansburg. The Code of Virginia states that smoking is not permitted within 25 feet of state buildings. Please extinguish all smoking materials before approaching college building entrances.

NRCC Student Substance Abuse Policy

Please refer to New River Community College Student Handbook for details of the student substance abuse policy.

Sexual Harassment Policy

New River Community College will not tolerate sexual misconduct in any form. Please visit https://www.nr.edu/nrready/pdf/svp.pdf for policies and procedures regarding sexual misconduct. Incidents of sexual harassment, misconduct or violence should be reported to the college’s Title IX Coordinators. The Title IX Coordinator for Students is Dr. Deborah Kennedy, whose office is located at Rooker Hall 268, and may be contacted by phone at 540-674-3690 or by email at dkenney@nr.edu. The Title IX Coordinator for Employees is Ms. Melissa Anderson, whose office is located at Godbey Hall 13, and may be contacted by phone at 540-674-3600, ext. 4310 or by email at manderson@nr.edu.
Security Assistance

Security assistance may be requested by calling the Security Office at extension 3646 or 0 for the college information center.

Each campus building and the NRV Mall site are equipped with First Aid Kits and Automated External Defibrillators (AEDS). The college is not equipped to provide medical services on campus. Nevertheless, individuals who have minor injuries and in need of bandages and antiseptic may find first aid supplies at the following locations. AEDS are available for use as needed and designed to prevent unintentional administration. All Security officers and selected personnel located near the AED storage have been trained to use the devices.

Location of First Aid Kits and Automated External Defibrillators (AEDS):

<table>
<thead>
<tr>
<th>Location</th>
<th>First Aid Kits</th>
<th>Automated External Defibrillators (AEDS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Godbey Hall</td>
<td>Security Office (G84)</td>
<td>Security Office (G84)</td>
</tr>
<tr>
<td></td>
<td>Information Desk (G85)</td>
<td>Business Office (G23)</td>
</tr>
<tr>
<td>Martin Hall</td>
<td>Library Front Desk (upstairs)</td>
<td>Library Front Desk (upstairs)</td>
</tr>
<tr>
<td></td>
<td>Student Activities Office (Student Lounge)</td>
<td>Student Activities Office/Student Lounge</td>
</tr>
<tr>
<td>Rooker Hall</td>
<td>Advising Center Front Desk (R271)</td>
<td>Advising Center Front Desk (R271)</td>
</tr>
<tr>
<td>Edwards Hall</td>
<td>B &amp; T Office (E255)</td>
<td>WFD Office (E215)</td>
</tr>
<tr>
<td>Mall Site</td>
<td>Front Desk</td>
<td>Front Desk</td>
</tr>
</tbody>
</table>

Emergency

Every college employee has a role to play in maintaining the safety of the campus. It is important that faculty familiarize themselves with the various responses to emergency situations that may arise. For a comprehensive set of policies and procedures, as well as other related resources, please visit the college’s emergency preparedness website, NRReady, at [http://www.nr.edu/nrready/](http://www.nr.edu/nrready/).

Accidental Injuries and Illness

Accidents should be reported without delay to the Security Officer and the Vice President for Instruction and Student Services.

The rescue squad will be called to take any major emergency case to the nearest hospital emergency room. A major emergency will be classified as any life or death situation, especially when one has stopped breathing, whose heart has stopped, or who is unconscious. Anyone who is bleeding heavily or has sustained a severe burn or a fracture shall also be considered a major emergency case.

In the case of students who have injuries or illnesses not requiring immediate emergency room attention, their parents or other designated adult should be called to pick them up to take them home or to a family physician. Students over 18 years of age should make the decision concerning their transportation to a physician.
Any accidental injury or illness sustained by an employee during school hours should be reported to the employee’s dean and the Personnel Office. Referral will then be made to a physician, if necessary. If an injury occurs on campus when the college is closed and medical attention is received through a private physician, clinic, or hospital emergency room, it should be reported to the Personnel Office the following day.

In the event of a workmen's compensation claim, it is desirable to obtain the bill at the time of treatment so it can be attached to the initial report sent by the dean.

**Workers’ Compensation**

All employees of New River Community College are covered under Workers’ Compensation. If you have a work-related injury, it must be reported to your immediate supervisor and to the Personnel Office and a form must be filled out immediately.

**Emergency Weather Information**

During inclement weather, radio and television reports concerning dismissal of local schools does not apply to the college unless it is specifically mentioned by name. Unless the college is officially closed, instructors are expected to conduct their scheduled classes. The stations contacted by the college in the event of a delay or closing is published annually.

**Delayed Schedule**

The following steps will be followed in the event that New River Community College elects to go on a delayed schedule:

- Area radio and television stations will be notified that New River Community College is opening at a specified time. Normally this will be 10 a.m.

- When the college opens at 10 a.m., classes scheduled to start after that time will meet for their normal duration. Classes originally scheduled before 10:00 will not meet, except for classes that would ordinarily extend past 10:00 a.m. (For example, for a 9:30 to 10:50 a.m. class, students should report at 10:00 a.m.) Should a later time of opening be announced, the same logic will apply.

**Obtaining Information**

Following are some suggestions for obtaining accurate information during inclement weather:

1. Listen to more than one radio or television station. We strive to provide accurate up-to-date information to each station. However, mistaken information is sometimes aired. Verify the information you hear with the broadcast of another station.
2. Listen to the announcements more than once. Occasionally, severe weather warrants that a decision to delay opening be changed to a decision to close.
3. Check your e-mail. Immediately following placement of calls to radio and television stations, an e-mail message will be sent to faculty and staff.
4. Call NRCC (674-3600). You will reach the automated attendant. Don’t dial an
extension; simply hold the line to hear the recorded information.

5. Check the college’s web site. In the event of a closing or delay, an effort will be made to post this information on the college’s web site (www.nr.edu). Students and NRCC personnel are encouraged to utilize this option, but please be aware that technical/logistical difficulties sometimes prevent this information from being posted in a timely manner.

6. The “NRCC Alert” system will also provide notifications regarding cancellations or delays. *But please do not rely solely on receiving an alert through this system; also utilize several of the resources described above in any questionable weather situations just to be sure.* To sign up for “NRCC Alert,” go to the college’s web site (nr.edu) and enter your contact information.

Remember, we do *not* announce via radio and television that the college is open. Announcements will be made *only* if the college will be closed or operating on a delayed schedule.

**Make-up of Course Work**

In the event that class time is lost due to inclement weather or other circumstances, students are expected to make up the academic work that would have been completed had the normal schedule been followed. Individual faculty members shall hold primary responsibility for assigning make-up work, or otherwise protecting the academic integrity of time spent in class and course material being covered.

In unusual circumstances, the Vice President for Instruction and Student Services may direct the faculty to hold a specified number of make-up sessions, or the academic calendar may otherwise be modified.

**Safety**

When the college remains open but inclement weather causes difficulty in traveling, reasonable judgment is the prevailing criterion for individual decision-making. When local road conditions are questionable, NRCC students and personnel may find it necessary to refrain from attempting to reach campus or off campus class locations.

If classes are missed due to personal decisions of this nature, faculty are encouraged to allow students to make up any academic work which they have missed. It is the individual student’s responsibility to take the initiative to make up any classwork that has been missed.

**Employment of Relatives**

An employee of the college shall not exercise any control over the employment or the employment activities of a member of the employee’s immediate family and shall not be in a position to influence those activities. For purposes of this section, a member of the employee's immediate family shall be defined as any son, daughter, or spouse whether living in the employee’s household or not. Son and daughter shall include those related by blood, marriage, or adoption. Also included in the definition, is any other person residing in the household of the employee who is a dependent of the employee or of whom the employee is a dependent. For example: a spouse of the president, or a member of the president's immediate family, shall not be employed by the college. The spouse of a vice
president, or a member of the vice president's immediate family, shall not be employed in the area of responsibility of a vice president.

Each community college is prohibited from employing for remuneration in any capacity whatsoever, either on a full-time or part-time basis, a member of the college's board, including the member's spouse or a member of the immediate family.

All personnel actions must be within the limits of the Virginia Conflict of Interest Act.

**Employment Verification Policy**

The Personnel Office will provide employment information to third parties, such as financial and state institutions, upon request. The following information may be disclosed:

1. Employee's position title
2. Employee's job classification title
3. Dates of employment
4. Salary or wages

Other personal information will not be disclosed to third parties without the written consent of the subject employee. This includes reasons for leaving employment at NRCC.

**Terminating Access to Automated Systems When Employees Leave NRCC**

**Purpose**

Staff in the Human Resources Office are aware of or are notified by employees leaving the employ of New River Community College (NRCC). These employees' accesses to automated systems need to be terminated as soon as practical after the employees terminate their employment relationships with NRCC. This practice will preclude unauthorized accesses to automated systems. This policy delineates the responsibilities of staff in the Human Resources Office and in Information Technology in terminating accesses to automated systems.

**Policy**

Staff in the Human Resources Office will inform the Information Technology Manager, who functions as security officer for access to automated systems and the Help Desk, of employees leaving the employ of NRCC.

**Procedure**

Staff in the Human Resources Office will send the Information Technology Manager and the Help Desk written notifications of full-time employees leaving the employ of NRCC and these employees' last days of work at NRCC.
NRCC Intellectual Property Policy

Overview

New River Community College acknowledges and abides by all current copyright and intellectual property law and guidelines as well as the intellectual property policy of the Virginia Community College System (VCCS), which is published in the VCCS Policy Manual (see Section 12, Intellectual Property).

Unless usage of a copyrighted work falls under the definition of Fair Use, written permission must be obtained from the copyright holder before using/reproducing the item.

Intellectual property rights of employees and students shall be governed by the provisions of the VCCS policy.

Ownership of Intellectual Property (Employees)

Faculty and other NRCC employees shall retain ownership of intellectual property as follows (source: Section 12.0.3 of VCCS Policy Manual):

“Nothing in this policy invests ownership or any other rights in any person who produces intellectual property as the result of an unauthorized use of college resources. VCCS claims ownership of intellectual property produced by any VCCS employee or student as follows:

a. Assigned Duty. VCCS claims exclusive ownership of any intellectual property produced by a VCCS employee when produced as a result of an assigned duty except as otherwise provided by a separate written agreement or waiver which is executed by a duly authorized officer of a college or the VCCS.

b. Incidental Use of College Resources. VCCS does not claim an ownership interest or a license to use any intellectual property which was developed with only incidental use of college resources except as otherwise provided by separate written agreement or waiver which is executed by a duly authorized officer of a college or the VCCS. The creator shall own all dissertations, theses, and classroom instructional materials prepared at the creator’s inspiration regardless of the physical medium of expression when such theses, dissertations or materials are produced as a result of routine teaching duties. Further, notwithstanding the foregoing, unless there is agreement otherwise with the creator, the creator shall also own all literary works (such as poems, plays, novels, essays, musical scores, etc.) prepared as a result of the creator’s inspiration unless the creator was hired, assigned or directed to create the literary work in question. The scope of ownership, however, does not include elements in the work that are created as a result of an assigned duty of a VCCS employee, such as a computer programmer, that participates in the development of the intellectual property.

c. Substantial Use of College Resources. VCCS claims a non-exclusive, irrevocable, royalty-free license to use intellectual property which was developed with the substantial use of college resources except as otherwise provided by separate written agreement or waiver which is executed by a duly
authorized officer of a college or the VCCS. The creator shall retain ownership of the intellectual property, but shall grant VCCS a non-exclusive license to use the intellectual property in accordance with this policy in perpetuity. The creator’s scope of ownership, however, does not include elements in the work that are created as a result of an assigned duty of a VCCS employee, such as a computer programmer, that participates in the development of the intellectual property. The creator must advise the college’s intellectual property policy administrator when the creation of intellectual property involves substantial use of college resources.

d. Significant Use of College Resources. VCCS claims an exclusive ownership interest in any intellectual property which was developed with the significant use of college resources except as otherwise provided by separate written agreement or waiver which is executed by a duly authorized officer of a college or the VCCS. The creator must advise the college’s intellectual property policy administrator when the creation of intellectual property involves significant use of college resources.

Ownership of Intellectual Property (Students)

Student ownership of intellectual property shall be governed by the provisions of Section 12.0.3.0 of the VCCS Policy Manual:

“Except as otherwise provided by separate written agreement or waiver that is executed by a duly authorized officer of the VCCS or a college, the VCCS:

a. Does not claim an ownership interest in intellectual property produced by a student provided that the production of the intellectual property is not an assigned duty and it involves only incidental use of college resources. VCCS does, however, claim the right to use student intellectual property for its internal educational and administrative purposes.

b. Claims a non-exclusive, irrevocable, royalty-free license to use intellectual property developed by a student with the substantial use of college resources.

c. Claims an exclusive ownership interest in any intellectual property developed by a student with the significant use of college resources.”

Other Provisions

Other matters related to intellectual property (including definitions, sponsor-supported intellectual property efforts, royalty provisions and other related matters) shall be governed by the provisions of the VCCS policy.
Administrative Control of Fundraising Activities

All fundraising activities conducted by New River Community College and/or the NRCC Educational Foundation shall be directed by the president of New River Community College according to the following procedures:

1. The Executive Director of the NRCC Educational Foundation shall report to the President of New River Community College.

2. Both the President and the Executive Director of the NRCC Educational Foundation shall serve as full voting members of the New River Community College Educational Foundation.

3. The President of New River Community College shall serve as the Secretary of the NRCC Educational Foundation.

4. All fundraising or investment management activities of the College or the Foundation shall take place with the oversight of the President of New River Community College.

5. All investment management activities of the College or the Foundation shall take place with the oversight of the President of New River Community College and the Executive Director of the Educational Foundation.

6. The Executive Director of the NRCC Educational Foundation shall be evaluated annually by the President of New River Community College.

7. On an annual basis, the President of New River Community College and the President of the NRCC Educational Foundation shall sign a memorandum of understanding outlining the Foundation’s respective responsibilities.

8. All policies of the Virginia Community College System shall be observed in managing the fundraising activities, including both those of the College and of the NRCC Educational Foundation.

Institutional Control of Externally Funded Programs

In all instances of external funding, New River Community College shall maintain full financial control of all elements of project implementation. While appropriate regulations of external agencies must be followed, in no instance shall external funding take precedence over institutional governance. Project directors are responsible for following all state and institutional regulations and policies regarding fiscal control and other matters. It shall be the policy of New River Community College to refuse or return external funds should the institution’s own best interests be threatened by any relationship based on external funding. In addition, the following provisions of this policy shall be observed:

- The president of New River Community College is authorized on behalf of the institution to apply for and to accept gifts and grants made to the institution.
• Prior to their submission, grant proposals must be routed for administrative review and approval. This includes review by the appropriate functional area manager and the Vice President for Planning and Advancement.
• No proposal shall be submitted to any funding authority without the signature of the president or designee.
• All grants must be consistent with the college’s mission.
• The project director of each externally funded project shall provide copies of the submitted proposal, award letter and reports to the funding agency to the Vice President for Planning and Advancement and the Business Office for appropriate review and retention.
• All gifts and grants must be administered in accordance with the requirements of the granting agency. In addition, appropriate fiscal control must be exercised in accordance with the provisions of the Commonwealth Accounting Policies and Procedures Manual and the policies of the Virginia Community College System as articulated in the VCCS Policy Manual.

Professional Associations

All faculty members are encouraged to become members of professional societies in their respective academic disciplines, contributing to such organizations by serving on committees and submitting articles for publication in the society journals.

Travel

The Commonwealth has imposed stringent travel regulations and expense reimbursement guidelines. State employees who plan to travel on official state business should obtain a copy of the “State Travel Regulations” from the Business Office or the dean’s office prior to traveling. Some travel costs may be fully or partially paid.

Prior approval for travel must be obtained through submission of an Absence and Travel Request Form. An approved copy of this form should be in the possession of the traveler before travel occurs. Absence and Travel Request Forms are approved by the appropriate dean and the Vice President for Instruction and Student Services. A travel voucher listing actual expenses (all of which may or may not be reimbursed according to the state regulations) should be submitted no more than five days after the completion of the trip; travel expense worksheets are available from the division offices. Normally, no reimbursement of mileage in connection with the use of private cars will be made if the college-owned car is available.

Keys

Keys are issued and controlled by the appropriate dean. Faculty members may be issued keys to the buildings to which they are normally assigned when there is a need. At the close of the school year or upon termination of a contract, faculty members are responsible for returning keys to the division dean. No key should be duplicated or loaned to another person. If a duplicate key is required, it is issued by the Director of Facilities Services.
Instructors who utilize a building when the college offices are closed and when classes are not in session are requested to ensure that the doors are secured before their departure.

Mail

Individual mailboxes are provided for all faculty and full-time staff in the mailroom located in Room 185 of Godbey Hall or in the office area at the mall site. All memos, mail, etc., will be placed there. All faculty and staff are expected to get their mail daily or upon each campus visit to ensure efficient communications.

Outgoing mail may be mailed using the white mailboxes located in each building. The college will provide postage for college-related correspondence only.

Electronic Mail

Electronic mail (e-mail) is available to those employees who have been assigned a user identification for the college’s local area network. Please contact the office of Information Technology, ext. 4400, for more information.

Purchase of Flowers in Event of Death or Illness

To express condolences in the event of deaths of college employees or members of their immediate families, the college will routinely take the following measures:

- Flowers will be sent in the event of the death of an employee or an employee's spouse, child, parent, brother, sister, mother-in-law, or father-in-law.
- Cards may be sent in the loss of others such as step-brothers, step-sisters, grandparents, step-children and others.
- Members of the College Board and the Foundation Board will be treated the same as employees in this area.
- Flowers will not normally be sent in the event of illness of an employee or family member.
- Nothing in this policy shall prohibit individual employees or groups of employees from purchasing flowers or taking other similar measures using their own funds or resources.
- The president may authorize that flowers be sent to other persons or in instances other than those cited above.
- The president's administrative assistant will take care of this matter as necessary. Other employees are encouraged to help keep the president's office informed of situations where condolences would be in order.
Advertising and Bulletin Boards

Information for students regarding administrative policies, rules, and regulations, as well as notices of student activities, is posted on certain designated bulletin boards in the hallways and student lounges. Faculty members may wish to use these boards or the electronic boards to convey messages to students. All advertisements must be approved by the Coordinator of Student Activities.

Lending, Borrowing, or Moving Equipment

All classroom and laboratory equipment is for the purpose of instruction at the college. The use of all college equipment for other than its normal purpose is generally prohibited. However, requests for other use of college equipment may be submitted to the Vice President for Instruction and Student Services or to the President for consideration. Such requests should give details concerning the purpose, need, and benefit to the college.

A complete inventory of college property is maintained by the Vice President for Finance and Technology, and any damage or destruction of college property should be reported to him. No college property is to be moved from its designated room within a building without permission of the President or Vice President for Instruction and Student Services and without the knowledge of the Vice President for Finance and Technology.

Circulating audiovisual equipment is provided by the Learning Resource Center.

Use of State Cars

State cars are reserved through the Help Desk (x4400). Car reservations may be viewed for availability at on the website at http://www.nr.edu/cars/.

Anyone driving a state-owned vehicle must have a valid driver’s license. All state employees who drive or occupy the front seat of state vehicles or a privately owned vehicle on official state business shall wear their safety belts at all times when the vehicle is in motion and equipped with safety belt systems.

Drivers should practice defensive driving by anticipating and observing the actions of other drivers and controlling the vehicle in a manner so as to avoid accidents. When operating the vehicle be aware that averting your eyes from the road may cause an accident. Use ‘best judgment’ when changing climate control settings, using the radio, or accessing other settings on the vehicle’s dashboard. All state drivers should perform a walk around visual inspection of a state vehicle prior to moving. Smoking, to include vaporizers and electronic cigarettes, and the use of other tobacco products are prohibited in any state-owned vehicle.

Drivers shall use state-owned vehicles for official state business only. Drivers guilty of misuse are subject to disciplinary action by their agency and may lose their privilege to operate state-owned vehicle. Vehicles are to be operated in a manner which avoids even the appearance of impropriety.

Family members of state employees are prohibited to ride in state-owned vehicles unless the family member’s travel is directly related to official state business.
An agency may permit students, part-time or hourly employees, and volunteers to state service, to operate or ride in state-owned vehicles if on official business for the agency.

Individuals not employed by the state may accompany state employees operating state-owned vehicles when they have an interest in the purpose of the trip and their presence is directly related to official state business.

Hitchhikers and pets are not allowed to ride in any state-owned vehicle.

Cell phones, blackberries, smart-phones, GPS, or other electrical devices must be operated via a hands-free device or while the vehicle is in park. Any other use such as text messaging or emailing is prohibited while the vehicle is in drive and/or in motion. Use of two-way radios and related mission essential equipment for emergency response vehicles will be governed by agency policy.

Eating food is prohibited while driving a state-owned vehicle.

It is the responsibility of each individual driver to observe all motor vehicle laws of Virginia. Drivers must not knowingly operate vehicles that do not comply with legal requirements.

All violations and fines, including parking citations, are the responsibility of the assigned driver at the time of such violation. Abuse of motor vehicle laws by a driver may result in the loss of the privilege of a state-owned vehicle.

Under no circumstances may a state employee operate a vehicle while under the influence of intoxicating beverages, drugs or other substances. Conviction of such offenses will result in the loss of the privilege of a state-owned vehicle. No state vehicle may be used to transport alcoholic beverages unless it is operated by an employee of the Alcoholic Beverage Control Board or other law enforcement personnel in the performance of their official duties.

In accordance with Department of Human Resource Management Policy 1.80, no person should possess, brandish or use a weapon that is not required by the individual’s position in a state vehicle.

Drivers who drive a state-owned vehicle during adverse weather conditions are cautioned to take extreme care to ensure the safety of driver and passengers. Repairs for any damage to the vehicles resulting from their operation during adverse weather conditions will be charged to the using agency if it is found damage was caused by the driver’s negligence.

State employees who fail to comply with this order will be committing a Group I offense and be subject to a written notice.
Requisition and Purchase of Supplies and Equipment

All requisitions must be approved by the division dean and must be within the limitations of the departmental budget. Any exceptions to this procedure must have the approval of the Vice President for Instruction and Student Services. All printing, regardless of amount, must have state approval. *It is imperative that needs be anticipated as far in advance as possible.* To ensure that New River Community College continues to comply with the many purchasing policies under which it operates, prior written approval by the Business Office is required for all purchases regardless of the amount. Employees who do not follow this procedure will be liable for the payment of their purchases. Purchase Request Forms are available from division offices and should be turned in to the division secretary for processing.

Use of College Facilities

New River Community College, in upholding its commitment to maintaining accessibility and building community partnerships, makes its facilities available for use by non-college groups and organizations on a first-come, first-served basis. College facilities are available for use by community organizations for functions consistent with the college’s mission. With the commitment, however, comes a responsibility to recognize limitations which may exist in both the time staff members may be able to contribute and the availability of the space at the college. Other priorities are shown, in order, below.

I. Priorities for Use of College Facilities

A. The educational and co-curricular activities at New River Community College take precedence in assignment of all space in buildings and on the grounds of the campus. Other priorities are shown in order below.
B. Events and activities sponsored by other colleges or governmental agencies.
C. Use by non-profit/public service community groups.
D. Use by other organizations.

II. Scheduling Procedures

A. All facilities reservations, including the grounds for the main campus in Dublin, must be made through the Division of Arts and Sciences located in Godbey Hall (540-674-3611). Reservations for the New River Valley Mall site should be made through the mall site coordinator (540 674-3620).
B. Applications should not be submitted more than 60 days in advance of the events.

III. College Provision

A. The college will provide facilities which are safe, clean and accessible.
B. The space approved for the applicant will include the furniture and/or equipment normally provided in the area.
C. Business hours of New River Community College and all sites are Monday through Friday, 8:00 a.m. to 5:00 p.m. New River Community College
will not be open for selected holidays and the facilities will not be available for use on dates when the college is closed.

Information about user responsibilities, costs, and other matters may be obtained on request.

**Campus Telephones**

Telephone service is provided for business use only. Students should not be allowed to use college phones except in extreme emergencies.

NRCC’s toll-free number: 1-866-GO2-NRCC  
(1-866-462-6722)

**Information Center Operator**

NRCC has one main switchboard located at the main entrance of Godbey Hall. The information center operator covers these incoming calls from 8:00 a.m. to 5:00 p.m. Monday through Friday. To reach the information center operator while on campus, you may dial “0” at any time. For a complete listing of campus phone numbers, please consult the Employee Directory on the college website.

Most campus telephones are not set up to dial long-distance numbers directly. By dialing “0” the information center operator will help you in connecting a long-distance call.

If you are unable to reach Security at the Security Office (extension 3646), the information center operator can page them.

**Budget**

The college’s fiscal operations are based on a July 1 to June 30 fiscal year. Each year, the Vice President for Finance and Technology prepares a tentative budget using input from various departments. The president is responsible for the final budget and its operations.

**Facilities Services**

The Facilities Services is under the supervision of the Vice President for Finance and Technology and encompasses custodial and maintenance services and the use of state vehicles.

**Custodial Services**

College buildings are cleaned on a scheduled basis. If special attention is required for a particular classroom or area, notify the Help Desk at extension 4400 to ensure proper scheduling. Deficiencies in custodial service should be reported in the same manner. When possible, make such requests or reports prior to 4 p.m. each day.
Maintenance Services

For maintenance service, notify your appropriate division dean or the Director of Facilities Services. Maintenance will contact the appropriate staff member and prioritize and schedule the work. Routine matters (such as light bulb changes or a leaky faucet), as well as emergencies, may be called in directly to extension 4400.

Lost and Found

All personal articles found on the college grounds are stored in the Security office; they may be claimed upon appropriate demonstration of ownership.

News Releases

All news releases concerning any of the college's activities should be made through the Public Relations Specialist, who coordinates the preparation of all news releases, forwards approved releases to appropriate news media, and disseminates all approved news releases to appropriate offices at the college. No individual faculty member or administrator may issue press releases except through this office.

A faculty member who makes a trip, writes a book, gives a lecture, wins an honor, holds a conference, or receives an award should report it to the Public Relations Specialist so that a news release might be prepared. All faculty members are encouraged to take advantage of the Public Information Office.
Contagious Disease Policy

1. Scope

The policy applies to all members of the College community, including students and employees, as well as all visitors to the College’s campuses and facilities, including contractors, vendors, and guests.

2. Policy Statement

New River Community College is committed to maintaining, to the extent reasonably possible, a safe environment for all students and employees (the “College community”). The purpose of this policy is to help prevent the spread of contagious diseases through measures that focus on safety, prevention, and education. As needed, New River Community College will make available to its College community information about the transmission of diseases and precautions that infected persons should take to prevent the spread of disease. New River Community College will rely on information and guidance issued by the Centers for Disease Control and Prevention (“CDC”), the Virginia Department of Health (“VDH”) and local public health officials.

This policy is not intended to cover common illnesses, such as colds and viruses, or upper respiratory infections.

3. Definitions

**Contagious disease:** an infectious disease that is spread from person to person through casual contact or respiratory droplets, which may lead to an epidemic or pandemic and threaten the health or safety of the Campus community. These diseases include but are not limited to: tuberculosis (TB), measles or German measles (rubella), certain strains of hepatitis and meningitis, as well as SARS and certain strains of influenza. Other potentially less serious infectious diseases, such as chicken pox, seasonal flu, and pneumonia will be addressed on a case-by-case basis.

**Epidemic:** the occurrence in a community or region of cases of an illness clearly in excess of normal expectancy.

**Pandemic:** a disease epidemic that has spread across multiple continents or worldwide.

4. Procedures

Persons who know or have reason to believe they are infected with a contagious disease that, according to public health officials, creates a risk of death or significant injury or impairment, must stay home and notify appropriate College personnel, e.g., instructor(s) or immediate supervisor. They also should contact their healthcare provider and advise the local health department. They must follow the directions of the local health department to prevent the spread of infection and to protect their own health. The Director of Human Resources (employees) and the Dean of Student Services (students) will serve as the point(s) of contact between the local health department and the College.
4.1. Students

Students who know or have reason to believe they are infected with a contagious disease that poses a direct threat to the health or safety of others, i.e., creates a risk of death or significant injury or impairment, must stay home and notify the Dean of Student Services and/or their instructor(s).

Faculty or staff who suspect a student is exhibiting symptoms of a contagious disease shall report what they have observed to the Dean of Student Services but may not take any other direct measures with respect to the student. The Dean of Student Services may send students home if they exhibit or report experiencing symptoms of the contagious disease. Failure to follow the Dean of Student Service’s instructions will be considered a violation of the student code of conduct and may result in disciplinary action.

Before returning to the College, students who reported having, or have been diagnosed as having a contagious disease must be free of all symptoms of the disease for at least seven (7) days since the date of the first report or diagnosis, or as otherwise recommended by a healthcare provider, the VDH, CDC, or other public health officials. The College may require students to provide written documentation from a healthcare provider or local health department that the student may return to campus safely, unless state officials advise agencies to not make such requests, in which case students may return after the appropriate period as established by public health officials.

Students have a responsibility to stay in contact with faculty/instructors regarding their absence and missed class assignments and should contact the Dean of Student Services if they have any difficulties or concerns. The College will provide reasonable accommodations as requested and required by law.

4.2. Employees

Employees who know or have reason to believe they are infected with a contagious disease that poses a direct threat to the health or safety of others must notify their immediate supervisor and the Director of Human Resources that they have symptoms associated with the disease. Employees should stay home or leave the workplace if symptoms occur while already present at work. Supervisors have the authority to send employees home if they exhibit symptoms of a contagious disease while at the workplace. Employees will be charged sick or annual leave if sent home.

Before returning to the College, employees who have been diagnosed as having a contagious disease as listed above must be free of all symptoms of the disease for at least seven (7) days since the date of the first report or diagnosis or as otherwise recommended by a healthcare provider, the CDC, or other public health officials. Employees must provide written documentation from a healthcare provider that the employee may return to work safely, unless state officials advise agencies to not make such requests, in which case employees may return following the appropriate period as established by public health officials.

Employees must comply with all policies and procedures related to sick leave and supervisor notification regarding their ability to return to work. The College will provide reasonable accommodations as requested and required by law.
Failure to follow a supervisor’s directive is considered insubordination and is subject to formal disciplinary action under the Department of Human Resource Management’s (“DHRM”) Standards of Conduct or faculty human resource policy.

When the State Health Commissioner and the Governor of the Commonwealth of Virginia declare a Communicable Disease of Public Health Threat as defined in Section 32.1-48.06 of the Code of Virginia, employees, pursuant to DHRM Public Health Emergency Leave Policy (Policy No. 4.52), are permitted or required to attend to the medical needs of themselves and immediate family members and will be afforded up to the maximum hours of paid leave per leave year as established by DHRM for this purpose.

4.3. College

Should any disease reach a pandemic stage, the College will rely on information and guidance from local and state health officials to provide appropriate information to the College community. College officials may temporarily close the College or its campuses, if such closure serves the best interest of the College community.

New River Community College will inform the College community of plans to provide continuity of operations that will minimize disruption to campus operations. Such continuity measures may include requiring and/or permitting employees to transition to temporary telework through a telework agreement; modifying or shifting responsibilities and duties based on College needs and access to the campus; or modifying or altering normal working hours and schedules. Other measures may include implementing new safety and sanitary measures at the workplace based on current and applicable recommendations by the VDH, CDC or any other state or federal agency, and in compliance with any Executive Orders issued that would require such measures. Students and employees will be notified of specific measures and may be asked to acknowledge receipt and understanding of those measures as well as agreement to abide by them.

The College will consult with local and state health officials to provide any specific instructions for individuals returning to the College following infection of a contagious disease.

4.4. Visitors, Guests, Contractors, and other Third Parties

The College reserves the right to limit access to its facilities to any third parties (visitors, guests, contractors, etc.), in the event of an epidemic, pandemic or any outbreak of a contagious disease that alters normal business operations. The College may institute additional safety measures based on the recommendations of public health officials that would be applicable to third parties visiting or working on campus.

4.5. Confidentiality

No person, group, agency, insurer, employer, or institution should be provided any medical information without the prior specific written consent of the student, employee, or other College community member unless required or allowable under state and/or federal law. Furthermore, all medical information relating to contagious diseases of students and employees will be kept confidential, according to applicable state and federal law. Medical information relating to contagious diseases of persons within the College community will only be disclosed to responsible college officials on a need-to-know basis.
4.6. Non-Discrimination/ Harassment

Discrimination or harassment of employees having or regarded as having a contagious disease is prohibited.

4.6. Sanctions

Students who fail to comply this policy and applicable state and federal laws are subject to sanctions in accordance with the Student Code of Conduct.

Employees who fail to comply with all applicable New River Community College, VCCS, and DHRM policies and procedures, and applicable state and federal laws are subject to formal disciplinary action.

5. Authority

DHRM Policy 4.52, Public Health Emergency Leave
VCCS Policy 6.0.8.1, Contagious Diseases