

## Section 3: Human Resources

The purpose of this section is to record the various personnel rules, regulations, policies, and procedures of the Federal and State governments, the State Board, and the System Office. Special attention is given to the difference in provisions for faculty and classified employees.

### 3.0 Categories of Employment (SB)

All employees in the VOCIS are State employees. Personnel are further categorized as follows:

#### 3.0.0 Nine-month Teaching Faculty

Full-time teaching faculty (including program heads and assistant division chairmen) are normally on nine-month appointments which include the fall and spring semesters of the academic year. All assistant division chairmen and program heads are appointed as teaching faculty. Such appointments are made at the discretion of the individual college.

#### 3.0.1 Twelve-month Professional Faculty

Professional faculty are individuals holding non-teaching positions with continuing responsibilities, employed on a twelve-month basis beginning July 1 and ending on June 30. All professional faculty are assigned a faculty rank for which they qualify. Librarians and Counselors are professional faculty. Colleges may also designate Coordinator, Assistant Coordinator, and Administrative Officer level positions as professional faculty.

#### 3.0.2 Twelve-month Administrative Faculty

Administrative faculty perform work related to the management of the educational and general activities of the college, department, or division. All administrative faculty are normally 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.

#### 3.0.3 Restricted Faculty

Restricted faculty are individuals holding a restricted appointment to instructional, administrative or professional faculty positions. 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.

#### 3.0.4 Regular Part-Time Faculty

Regular part-time faculty are employed on a continuing basis to teach less than a full load.

# Vccs Policy Manual Section 3

**Wolfgang Guggemos**

A red circular graphic with a gradient, appearing as a partial circle or a thick curved line, located to the right of the author's name.

### Vccs Policy Manual Section 3:

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