



Faculty Handbook

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INTRODUCTION, VISION, MISSION AND GOALS

The Employee Handbook summarizes Human Resources policies and procedures for all employees at Galveston College including full time and adjunct faculty. Faculty are expected to be familiar with and abide by the policies in that Employee Handbook. This Faculty Handbook is a supplement to the general Employee Handbook and covers operating procedures and helpful suggestions for all faculty at Galveston College. If the content within this Faculty Handbook disagrees with the policies in the Employee Handbook or Catalog, please defer to the Employee Handbook and Catalog as the official version.

VISION

The vision statement of the College is:

“*GALVESTON COLLEGE* - a beacon of light guiding lifelong learning.”

MISSION

The mission statement of the College is:

“*GALVESTON COLLEGE*, an innovative public post-secondary institution dedicated to student success, teaching and learning, creates accessible learning opportunities to fulfill individual and community needs by providing high-quality educational programs and services.”

VALUES

The Board of Regents has developed a list of seven values that are an integral part of the College Mission and Vision. The values reinforce the Board’s desire to provide ethical leadership and are used in making decisions undertaken by the college community as the Mission is operationalized. From the development of unit strategic goals to the simplest actions and decisions taken by college staff, these values will manifest themselves.

ACCESS –

Providing an open door to learning while extending accessible educational opportunities to qualified students of all ages who can profit from instruction.

ACADEMIC EXCELLENCE AND STUDENT SUCCESS –

Providing high-quality, learning-centered programs and services that focus on achieving student success and academic excellence while improving student learning outcomes.

INTEGRITY –

Fostering a culture of trust, honesty, openness, and fairness, while upholding high ethical standards.

RESPECT –

Fostering an environment that seeks to understand and value the importance and contributions of each individual

DIVERSITY AND INCLUSION –

Affirming and empowering members of the college community by celebrating diversity, inclusion, and cultural awareness.

INNOVATION –

Creating and developing learning opportunities that support business and industry through innovative teaching-learning methods and strategies.

STEWARDSHIP –

Ensuring fiscally sound business practices to provide the resources necessary to foster teaching and learning for today and tomorrow.

PURPOSES

In accordance with Texas Education Code, Section 130.003, the College shall provide:

1. Technical programs up to two years in length leading to associate degrees or certificates.
2. Vocational programs leading directly to employment in semiskilled and skilled occupations.
3. Freshman and sophomore courses in arts and sciences.
4. Continuing adult education programs for occupational or cultural upgrading.
5. Compensatory education programs designed to fulfill the commitment of an admissions policy allowing the enrollment of disadvantaged students.
6. A continuing program of counseling and guidance designed to assist students in achieving their individual educational goals.
7. Workforce development programs designed to meet local and statewide needs.
8. Adult literacy and other basic skills programs for adults.
9. Such other purposes as may be prescribed by the Texas Higher Education Coordinating Board or local governing boards in the best interest of post-secondary education in Texas.

GOALS

1. Student Access and Enrollment – Provide an open door to learning and extend accessible educational opportunities to students of all ages who are able to benefit from instruction.
2. Student Success – Improve student success through high-quality, learning-centered programs and support services that reflect the highest expectation and academic standards.
3. Employee Development – Continue to provide for a qualified and diverse faculty and staff through fair hiring processes and continues professional development, as well as a competitive salary and benefits program accompanied by a healthy and safe work environment.
4. Institutional Resources – Provide equipment, technology resources, facilities, and grounds that create a physical environment conducive to teaching and learning, as well as student success in the 21st century.

FACULTY ROLES AND RESPONSIBILITIES

The responsibilities of each faculty member arise from one's involvement with students, from one's professional roles, from one's role in educational affairs and participation in governance, and from one's relationship with the institution.

Responsibilities in Educational Affairs and Governance

The faculty of the College have responsibility for the assurance of quality for current instructional programs. In addition, the faculty through leadership and participation in the College's Standing Committees have responsibility for the development of new instructional initiatives and/or the enhancement of current efforts.

The faculty maintain this responsibility through professional obligation and institutional procedure. The faculty are also charged with providing input and guidance to a variety of educational affairs including, but not limited to educational policies. The faculty shall accomplish these responsibilities through three distinct processes:

1. First, each faculty member is required to participate in the program area and divisional structure. All curricular changes and initiatives begin with Faculty input through program area and divisional meetings which are convened by the appropriate Dean or Division Director. These recommendations are subsequently forwarded to the Curriculum Committee for approval.
2. Secondly, each member of the faculty is expected to participate in one or more of the College's Standing Committees. Through leadership and participation in the College's governance structure through the College's Standing Committees, the faculty have opportunity to influence and/or develop institutional policy and are involved in almost every aspect of the operation and governance of the College.
3. The third method for participation by faculty in educational affairs and governance of the College is through participation in the Faculty Council. The Faculty Council addresses issues specifically related to the faculty.

Student-related Responsibilities

Faculty have a responsibility to deal seriously and conscientiously with the teaching assignment, including careful planning of courses, preparation of lectures, regularity in meeting scheduled classes, clearly informing students of course requirements, and fair and impartial grading according to standards established by the institution. Faculty can do this in the following way.

1. Recognize that students deserve respect as individuals and have certain rights that must be protected. This encompasses an active interest in individual academic and personal problems of students, the giving of mature professional advice, courteous treatment of students in class, and keeping in confidence personal information about students that may come to the faculty member's attention in his or her role as advisor or counselor.
2. Recognize that the faculty member serves as a model and exercises a great influence in shaping the individual. This being true, he or she must try to set a high standard in academic and scholarly excellence, personal integrity, and professional ethics.
3. Recognize that in one's influential classroom role a person is morally bound not to take advantage of his or her position by repeatedly introducing class discussions of subject matter outside the scope of the course and not within his or her field of professional competence.

Professional Responsibilities

Faculty have a special responsibility to keep current with developing knowledge in his or her academic discipline through familiarity with recent publications and journals and participation in local or national professional societies and meetings where appropriate. They are responsible to seek ways of improving his or her effectiveness as a teacher, exploring new ways of presenting academic subject matter, motivating students, and improving methods of evaluating student performance.

Faculty Responsibilities to assist colleagues in academic and College activities including:

1. Contributing to curriculum studies.
2. Participating in divisional and general faculty meetings for the better operation and strengthening of the educational programs of the institution.
3. Carrying a fair share of the burden of special faculty committee assignments, including participation in such bodies as curriculum committees and club sponsorships as well as sharing in joint faculty responsibilities such as registration, advising or counseling, and examination proctoring.

Faculty responsibilities to exercise an active role in protecting and enhancing the academic and professional standing of the faculty include:

1. Assisting with recruitment of competent new faculty members.
2. Giving appropriate recommendations regarding promotion for able faculty colleagues.
3. Recommending the removal of colleagues who, after a fair hearing, have been found to be incompetent, guilty of moral turpitude or gross misconduct, or lacking in personal or professional integrity.

Faculty are responsible to demonstrate respect for the right of others in the College community to hold divergent opinions, including other faculty members, students, administrators, and staff.

Responsibilities to the Institution

Faculty are responsible to conscientiously fulfill all the contractual obligations for the period of time agreed upon and that he or she will give the institution reasonable notice when resigning; to make conscientious use of the funds of the institution entrusted to his or her care, such as those allocated to budgets of academic divisions or special projects and to make every effort to avoid professional and personal actions that may cause economic loss or legal embarrassment to his or her institution. Faculty are also responsible to give reasonable support to institutional activities and to commit himself or herself to a reasonable amount of service on College committees. When making a public statement of his or her views, faculty should indicate clearly that he or she does not speak as a representative of the institution but as an independent scholar and citizen.

Academic Standards for Galveston College

Galveston College is committed to academic excellence. Each Galveston College faculty member explicitly agrees to adhere to the following academic standards:

- Demonstrated professional ethics and conduct, dedication to student needs, appropriate class management, commitment to relevant topics for classroom discussion, and adherence to required student contact hours
- Quality instruction through thorough preparation, effective communication skills, and the creation of a dynamic classroom environment
- Student proficiency in the course content by means of frequent written and/or oral tests, practical assessments of progress, and a final examination

- Ensure equivalency of course offerings
- Adherence to prerequisites for the course
- Provision to the students of a well-defined course syllabus, a clear statement of grading policy, and a precise statement of expectations for out-of-class assignments
- Use of clear grading policy based on a recognized system of evaluation for the discipline accompanied by accurate record keeping
- Prompt evaluation of all student assignments and tests and prompt feedback of such evaluation to students
- Dedication to the promotion of effective communication skills across the curriculum

It is from this statement, from requirements of the Board of Regents' Policies of Galveston College, and from common practice and habit at colleges and universities in general that Galveston College determines the customary duties and responsibilities by which it evaluates all faculty members.

Customary Duties and Responsibilities of Galveston College Faculty

The College is fortunate that all faculty are highly qualified in their respective areas of expertise, but many faculty have not before had the opportunity to serve as lecturers at the collegiate level and, as a result, may not be aware of the regulations to which such faculty are subject in order to meet Southern Association of Colleges and Schools, State, and Galveston College requirements, nor of those obligations of faculty membership that spring from common habit and practice at colleges and universities in general. In order to provide an understanding of the basic elements that define professional academic performance and to establish a uniform basis for faculty evaluation, Galveston College has established the following minimum standards of performance required of all who accept appointment to the College faculty. Although all obligations are ultimately to the student, the broad areas of customary Galveston College faculty duties and responsibilities as defined:

- Establish and maintain professional credentials
- Meet Federal and State employment eligibility requirements
- Maintain equivalency of content in course offerings
- Conform to campus faculty appointment, instruction, evaluation, and general policies as defined in the *Galveston College Employee Handbook* and *Faculty Handbook*
- Abide by the Statement of Academic Standards
- Match course content to *Galveston College Catalog* description
- Adhere to required student contact hours
- Require that students attend class regularly
- Participate in academic activities and procedures unique to the division, department, and/or curricula
- In all cases, conduct oneself and require that students conduct themselves in the courteous and civil manner befitting the serious pursuit of higher education
- Require the highest standards of honesty and ethics in all academic matters
- Provide a course syllabus outlining course goals, learning outcomes, and class schedule
- Maintain a classroom structure and dynamic that promotes the goal of educational success
- Encourage student proficiency in the course content by means of frequent and appropriate examinations
- Provide a clear statement of grading policy
- Evaluate and return assignments promptly
- Evaluate assignments fairly
- Protect students' right to confidentiality
- Participate in student evaluation of faculty

Academic Freedom and Responsibility

Institutions of higher education are conducted for the common good. The following statements rest upon the belief that the common good depends upon a free search for truth and its free expression without intent to do personal harm.

Each faculty member is entitled to freedom in discussing the subject that they teach. Limitations to this basic statement exist only within bounds of common decency and good taste. Each faculty member is also entitled to speak or write as a citizen of their nation, state, and community without fear of institutional censorship or discipline.

The concept of academic freedom must be accompanied by an equally demanding concept of responsibility, shared by the Board of Regents, administration, and faculty members. The fundamental responsibilities of a faculty member as a teacher and scholar include maintenance of competence in his/her field of specialization and the exhibition of such competency in lectures, discussions, and publications.

Exercise of professional integrity by a faculty member includes recognition that the public will judge their profession and their institution by the faculty's statements. Therefore, the faculty should strive to be accurate, to exercise appropriate restraint, to show respect for the opinion of others, and to avoid creating the impression that they speak or act for their college when they speak or act as a private person.

A faculty member should be selective in the use of controversial material in the classroom and should introduce such material only as it has a clear relationship to the subject matter. The responsibilities of faculty members arise from their involvement with students, from their professional roles, from their role in educational affairs and participation in governance, and from their institutional relationship with the institution.

Code of Professional Ethics

It is the policy of Galveston College to apply the highest ethical standards to all members of the College community including the Board of Regents, administration, staff, and faculty in achieving its mission, and in managing its resources efficiently and effectively to reach its goals and objectives. In order to adequately express the affirmation of our professional responsibilities, the employees of Galveston College hold ourselves and each other, subject to the following Code of Professional Ethics.

1. We shall treat all persons with respect, dignity, and justice, discriminating against no one on any arbitrary basis such as ethnicity, creed, gender, disability, social station, or age.
2. We shall strive to help each student realize his or her full potential as a learner, a scholar, and as a human being.
3. We shall by example and action encourage and defend the unfettered pursuit of truth by both colleagues* and students supporting the free exchange of ideas, observing the highest standards of academic honesty, integrity, and seeking always an attitude of scholarly objectivity and tolerance of other viewpoints.
4. We, recognizing the necessity of many roles in the educational enterprise, shall work in such a manner as to enhance cooperation and collegiality among students, faculty, administrators, and nonacademic personnel.
5. We shall recognize and preserve the confidential nature of professional relationships, neither disclosing nor encouraging the disclosure of information or rumor which might damage or embarrass or violate the privacy of any other person.
6. We shall maintain competence through continued professional development, shall demonstrate that competence through consistently adequate preparation and performance, and shall seek to enhance that competence by accepting and appropriating constructive criticism and evaluation.
7. We shall exercise the highest professional standards and shall make the most judicious and effective use of the college's time and resources.

8. We, recognizing the needs and rights of others as embodied in the institution, shall fulfill the employment agreement both in spirit and in fact, shall give reasonable notice upon resignation, and shall neither accept tasks for which we are not qualified, nor assign tasks to unqualified persons.

9. We shall support the goals and ideals of the institution and shall act in public and private affairs in such a manner as to bring credit to the institution.

10. We shall not engage in sexual harassment of students or colleagues and shall adhere to the College's policy that prohibits sexual misconduct.

11. We shall observe the stated policies and procedures of the College, reserving the right to seek revision in a judicious and appropriate manner.

12. We shall participate in the governance of the College by accepting a fair share of committee and institutional responsibilities.

13. We shall support the right of all to academic freedom and due process, and defend and assist those accused of wrongdoing, incompetence, or other serious offense so long as the individual's innocence may reasonably be maintained.

14. We shall not support a colleague or an individual who is known to be persistently unethical or professionally incompetent.

15. We shall accept all the rights and responsibilities of citizenship, including participation in the formulation of public policy, always avoiding use of the privileges of his or her public position for private or partisan advantage.

*In this code the term "colleague" refers to administrators, teachers, nonacademic personnel, and any other persons employed by the College in the educational enterprise. Reference: TCCTA, 1997.

Faculty Assembly

Membership in Faculty Council is open to all faculty members. As stated in its constitution, the purpose of the Faculty Council is "to serve as a channel of communications between the faculty and the administration in order to facilitate the achievement of the objectives of Galveston College."

The Faculty Council consists of a Faculty Assembly and a Faculty Senate. Voting members of the Faculty Assembly are faculty who teach six or more hours. Non-voting membership is open to retired faculty and faculty who teach less than six hours. The Faculty Assembly is the voice of the faculty. It meets at least twice a year, generally at the beginning of each long semester.

The Faculty Senate is composed of representatives from each of the divisions and the officers of the Faculty Assembly. The Faculty Senate serves as the voice of faculty between meetings of the Faculty Assembly.

Institutional Committees

Galveston College has a number of institutional standing committees, which meet regularly to assist faculty, staff and administrators in the operations of the college. An essential component of full-time faculty status is committee service. In addition to standing committees, ad hoc committees are formed as needed. Each faculty member is required to serve on at least one standing committee and participate in their division's meetings. Appointments to various committees are made by the President in the beginning of the Fall semester after seeking faculty input regarding their committee preference. In addition, ad hoc committees are created as and when necessary for specific purposes and for a limited time. Service on ad hoc committees is strictly on a voluntary basis. This system of committees allows input and voice to both administrators and the faculty. This process allows faculty to participate in an advisory capacity in the development of college policies including student welfare, curriculum, rank, tenure, and benefits.

Curriculum Development and Revision

Galveston College has adopted a curricular process that allows for the creation, review, and revision of curricula on an ongoing basis. The process allows for faculty input and oversight in the various procedural steps. A complete version of the Galveston College Curriculum Development and Revision Process is available on the intranet on the GC website.

Faculty should be aware that some curriculum developments or revisions could constitute a substantive change as defined by the Southern Association of Colleges and Schools (SACSCOC). Procedures have been established to ensure ongoing compliance with SACSCOC substantive changes policy. All faculty are responsible to be familiar with the *Procedures for Monitoring and Reporting Substantive Change* that are published in the College's *Curriculum Development and Revision Process Guide*. Faculty will not initiate any curricular change or other action that could be considered to be a substantive change without prior notification and approval, if required, from SACSCOC.

College Organization

Faculty are an important part of the organizational structure at Galveston College. Please refer to the current organization chart on the website for the current structure.

FACULTY ASSIGNMENTS AND SCHEDULES

Full-time Faculty

The teaching load or instructional load for full-time faculty at Galveston College is based primarily on instructional load hours, student contact hours, required student/teacher ratios, program specific student enrollment, and/or student contact hours required for normal progress. Fifteen instructional load hours per semester (30 instructional load hours per academic year), is considered the normal teaching load for full-time nine month faculty. Twelve month faculty are expected to teach an additional 12 instructional load hours during the summer sessions and adhere to the same 12 month work schedule as other 12-month full-time employees. The combination of teaching hours, office hours, and other professional activities and responsibilities must total a minimum of 37.5 hours per week. Final determination regarding an individual faculty member's workload will be dependent upon specific variations and requirements of the assignment, including but not limited to the number of instructional load hours, number of student contact hours per week, program specific faculty to student ratios, the number of preparations, and the nature of the subject. Teaching assignments may include teaching during the day, the evening, the weekends, online and/or at more than one location. Teaching assignments and teaching loads are contingent upon approval by the appropriate Division Director, Dean and the Vice-President of Instruction.

Adjunct (Part-time) Faculty

The maximum teaching load per semester (fall or spring) for part-time faculty is nine (9) instructional load hours. Part-time instructors shall be compensated at a rate established by the Board of Regents. On an emergency basis the Vice President of Instruction may authorize a part-time faculty member to teach more than nine instructional load hours during a given semester. Part-time faculty members employed on an emergency basis to teach more than nine instructional load hours in a long semester are (during this time term of employment) still regarded as temporary or part-time faculty. Assignments for adjunct (part-time) faculty are made on a semester-to-semester basis.

Part-time instructors may not exceed an average of 25 work hours per week (or a total of 1,300 hours) in a calendar year (January-December). This is based on the number of hours worked each week and **not** credit load hours. For this purposes, it is assumed that a faculty will spend approximately 1.25 hours of preparation for every 1 hour of instruction. To calculate the number of hours worked, the actual contact hours per week will need to be multiplied by 2.25. For example, an adjunct faculty teachers ENGL 1301 which meets 3 hours a week will have 6.75 work hours per week (3 hours in class + 3.75 hours preparing = 6.75 hours per week). This equates to a total of 108 work hours (48 contact hours x 2.25 = 108 work hours).

This calculation is for benefit eligibility determination only. Wages are based upon calculated work load hours which is discussed in the next section.

Continuing Education Instructors

Compensation for non-credit or Continuing Education instructors shall be based upon a variable amount of pay determined by the number, size, and duration of classes taught.

Division Directors

The Instructional Division Director report to the Dean or directly to the Vice President of Instruction and has broad responsibilities for the overall operations of the instructional programs within their division. The position requires both teaching and administrative duties and serves as an important link between faculty and the administration. The Division Director is appointed on a year-to-year basis and the duties of the position are performed on a 12-month basis. This position may require communications (via email or phone) and attendance on campus periodically during the summer break to ensure the timely recruitment and placement of faculty and other administrative duties before the semester begins. More details about essential job functions for this position can be found in the Division Director Job Description located on the College website.

Faculty Program Coordinators/Directors

Faculty Program Coordinators/Directors are responsible for the development, quality and overall management of a specific instructional area at Galveston College. This position reports to the appropriate Division Director and requires both teaching and administrative duties. This position has specific responsibility for the operation of the academic or workforce program(s), including, but not limited to the content, quality, effectiveness of the curriculum within the program area, recruiting, and student advisement within and for the program. The Program Coordinators/Directors are appointed on a year-to-year basis and the duties of the position are performed on a 12-month basis. This position may require communications (via email or phone) and attendance on campus periodically during the summer break to ensure the timely recruitment and placement of faculty and other administrative duties before the semester begins. More details about essential job functions for this position can be found in the Program Coordinator and Program Directors Job Descriptions located on the College website.

FACULTY WORKLOAD PROCEDURES

The basic computation of instructional load hours for full-time and part-time faculty members includes the following: a lecture hour equals one instructional load hour and a laboratory hour equals 2/3 instructional load hour. If two or more courses (lecture, laboratory, clinical, or other) are taught in the same time period, load credit will be given for only one class. In cases where the load value of two classes is different, the class having the higher load value will be used to calculate the load. Additional information concerning load calculation is given below.

- Lecture Courses - A lecture hour equals one instructional load hour, 1:1, or 100%.
- Laboratory or Laboratory/Lecture Courses - A laboratory hour equals 2/3 instructional load hour, 1:2/3, or 66.67% (.6667)
- Clinical / Practicum Courses - Normally, a clinical hour equals 1 instructional load hour, 1:1. These are clinical or practicum situations where the faculty member is continually on site with all the students and coordinates all learning experiences for all students. If the faculty member assigns students to another individual for supervision, but remains on site, this clinical or practicum would be compensated the same as a laboratory hour 1:2/3. If the faculty member is supervising preceptors or is not on site on a regular basis but coordinates the students, the preceptor, and the learning experience, these classes may be compensated the same as a laboratory hour 1:2/3.
- Cooperative Training - Faculty are compensated on a per student basis of \$150 each for internship and cooperative training courses.
- Independent Study Courses - Faculty are compensated on a per student basis for independent study courses. In addition, independent study courses must be approved in advance by the Vice President of Instruction upon the recommendation of the appropriate Division Director and/or Dean. Independent study courses are not the standard practice for community colleges and should be offered only under special circumstances to assist the student.
- Team Teaching: Faculty members who team teach a class shall be compensated in proportion to their responsibilities for the class. Example: If one faculty member is responsible for 60 percent of the class and one is responsible for 40 percent of the class, the faculty member teaching 60 percent shall receive 60 percent of the load credit towards their load and the faculty member teaching 40 percent of the class shall receive 40 percent of the load credit for the class towards their teaching load. The faculty member acting as team leader may receive an additional 20 percent of the class load credit towards their load for acting as team leader, coordinating all class activities, and acting as the instructor of record, if the class has a minimum of 25 students. The total amount of load credit for a class that is being team taught by two (2) instructors may not exceed 120 percent (1.20) of the actual load credit. If a class is being team taught by three or more instructors and the class has 37 or more students enrolled, the total amount of load credit for that class may not exceed 150 percent (1.50) of the actual load credit.
- Distance Education - Full-time faculty members are normally expected to teach a minimum of 40% of the regular teaching load in traditional face-to-face classes during the fall and spring semesters. Face-to-face classes may include live distance learning courses taught via interactive video classrooms or hybrid portions of the class. Final determination regarding an individual faculty member's workload shall be dependent upon specific variations and requirements of the assignment and is contingent upon approval by the appropriate Division Director, Dean and Vice-President of Instruction.
- External Learning Experiences - For student learning experiences which are external to the classroom, credit toward an instructor's workload shall be given only if the experiences are:
 1. Structured and approved as part of the course, and
 2. Expected of all students in the class.

Overload Assignments and Limitations

Some situations necessitate that full-time faculty be asked to teach an overload. And, whereas it is understood that overloads require additional class preparation time, additional teaching time, and additional office time for students, the following guidelines are designed to prevent faculty effectiveness from being diminished by overloads.

1. A one-course (3-5 instructional load hours) overload assignment must be approved by the Division Director.
2. The assignment of a two-course overload (6-10 instructional load hours) requires the approval of the Vice-President.
3. Multiple overloads created by assignments outside the academic department (i.e., Continuing Education) or overloads greater than two courses or (6-10) instructional load hours will be considered on an individual basis and require the approval of the Vice-President of Instruction.
4. First year faculty members generally should not teach overloads.
5. Instructional load hours should not exceed eight (8) instructional load hours per summer term or more than fourteen (14) instructional load hours for both summer sessions.
6. Overloads for full-time faculty will be compensated at a rate set by the Board of Regents.

Summer Employment

All classes taught during a special or summer session by faculty members on a nine-month contract will be handled as part-time or overload assignments and compensated on a per instructional load hour basis. Employees on ten-, eleven-, or twelve-month contracts may be assigned summer teaching during the contract period at no additional compensation.

New Course Development

A full-time or adjunct faculty member may be compensated for new course development. The compensation for new course development is \$1,400 per 3 to 5 instructional load hour course. Compensation is prorated for development of courses that are less than three instructional load hours. A Request for Course Development must be submitted to the Division Director and to the appropriate Dean for approval. If approved, the Dean will forward it to the Vice President of Instruction for consideration. Course development that is not approved in advance by the Vice President will not be reimbursed. Program revisions and adjustments to an established curriculum are considered part of the faculty member's workload and are not eligible for additional reimbursement.

Class Size

Restrictions on class size for some classes are governed by state requirements (including student / teacher ratios), room size, and availability of equipment. Classes not meeting the minimum enrollment of twelve (12) students will be offered based on administrative discretion.

Prorated Courses

Courses that do not meet the minimum number of students to hold the class may be considered based on administrative discretion with the faculty member receiving prorated compensation. Twelve students will be considered the minimum number of students to 'make a class.' The compensation shall be determined by dividing the number of students enrolled in the course by 12 and then multiplying that percentage by the standard compensation for the course. For example, if a class has only six students, the compensation would be one half of the regular compensation for the class.

If a small class is part of a full-time faculty member's regular load, consideration of the total number of student contact hours per week and/or the total number of fundable contact hours per semester will be considered in determining as to whether or not the class that is part of the regular teaching load shall be prorated or not. If the instructor in an academic area with no laboratory hours is teaching a minimum of 330 student contact hours per week during the semester and a minimum of 5,280 fundable contact hours per semester this will be considered the normal minimum teaching load for full-time faculty teaching in an academic program area and as such if these

standards are met, then a class that is part of the regular teaching load will not be prorated. (Where laboratory classes are involved the standard shall be a minimum of 396 student contact hours per week during the semester and a minimum 6,336 fundable contact hours per semester.) For full-time faculty teaching in a professional, technical, or workforce education program, a minimum of 256 to 640 contact hours per student per semester, specific faculty to student ratios, student contact hours required for normal progress, and/or total fundable contact hours generated will be considered when determining a normal teaching load and whether or not to prorate a class that is part of the regular teaching load.

Faculty Work Schedules and Conference Hours

Full-time Faculty: Each faculty member should determine, following publication of his/her teaching assignment, the best hours for student advising and student conferences, and post these outside his/her office. (Each full-time faculty member is required to maintain a minimum of 10 office hours per week for student advising and student conferences during the fall and spring semester.) Teaching assignments, teaching loads, and schedules are contingent upon approval by the appropriate Division Director, Dean, and Vice-President of Instruction. Class schedules and office hours should be posted outside the office door and should be on file with the Dean and/ or Division Director. It is important that all students have the opportunity for assistance and counseling outside of the classroom.

Part-time Faculty: For each class taught, part-time faculty should be available either before or after class for students.

Work Week Requirements

The combination of teaching hours, office hours, and other professional responsibilities must total a minimum of 37.5 hours per week. Faculty are expected to participate in registration and advising activities as part of their regular contract. In addition, attendance at department meetings, division meetings, committee or council meetings, graduation, and other College events and activities are also considered a part of the standard workload.

The College has adopted a Monday through Thursday teaching schedule for most disciplines. Faculty are required to be in attendance on Fridays. Fridays are used as day for meetings, professional development activities, and other College activities.

FACULTY SUPPORT

Classroom or Laboratory Assistants

In some circumstances, classroom or laboratory assistants may be hired. Approval for making such arrangements must be acquired from the Program Coordinator and the appropriate Dean in advance, and necessary paperwork and employment forms must be completed through the Vice President for Instruction.

Computer Facilities

The Galveston College Information Technology Department maintains and supports the majority of the computer labs and smart classrooms on campus. If at any time an issue occurs which cannot be resolved, please contact the Help Desk at x352 or helpdesk@gc.edu. Staff from Information Technology is present on campus 7:30 am – 7:00 pm Monday through Thursday and 7:30 am – 5:00 pm Friday. During summer hours staff is available to help Monday – Thursday.

Faculty Offices

All full-time faculty are assigned offices. Adjunct faculty are encouraged to hold office hours when possible and will be granted office space on request to the appropriate Dean's or Division Director's Office. Computers, printers, filing cabinets, and phones are available. Besides faculty offices, other quiet areas can be found in the library and elsewhere. Faculty offices will be assigned by the Vice President of Instruction.

Library/Learning Resource Center

The Learning Resource Center is responsible for library and tutoring services. Students and faculty have access to a growing collection of books, journals, periodicals and electronic resources including databases and ebooks. The Library is located on the first floor of Regents Hall. Library staff is available to assist individual students and faculty with research or to conduct library orientations for individuals or entire classes.

Loans and Checkout: Faculty may borrow books for an entire semester. Reference materials and journals may be checked out for shorter periods of time.

Reserves: Books, periodicals, videos, DVDs, CDs, photocopies of articles or excerpts from books may be placed on reserve within the Library. Faculty is responsible for providing sufficient copies of each article or excerpt to the Library, and should assure availability of reserve materials with the circulation desk. All reserve materials are to be used in the library and not checked out. At the end of each semester, a report of Reserve usage will be sent to the faculty, and they should determine which materials will remain on Reserve or be discontinued from the collection. To reserve instructional materials, complete the Reserve Form (available at the circulation desk) with the following information.

- a) Faculty full name
- b) Course name, number and section(s)
- c) Date delivered, time and semester
- d) Title of reserve material
- e) Special instructions
- f) Reserve quantity and format
- h) Signature of faculty

Access to the Library Collection: An Online Public Access Catalog (OPAC) gives information about the Library collection, databases and e-books collections, both on and off campus. There are four dedicated computer stations to search for books. Databases and other electronic materials can also be accessed online through the Library portal on GC's website. Off-campus users must have a user name and password. A book-mark, showing this information, is available at the library. The same information is available through the Whitecaps Portal's On-line Resources under

Library Online Resources.

Library Acquisition Requests: The Library staff welcomes faculty requests for books or other library-related materials. Inform a Library staff member of the title, author and date of publication of the material you would like to request.

Orientations: Library orientations are provided to individuals and classes upon request. Contact a librarian to setup an appointment.

Computers, Other Hardware and Usage: Dell computers are available for student use. Software on these computers is available through GC's network including Microsoft Office applications (i.e., Word, Excel, PowerPoint, Publisher and others), as well as tutorials. Library staff is available to assist students in the computer lab. Other hardware is also available for use such as VCRs. The Library has two carrels where videotapes may be previewed, with DVDs being viewable on individual computers within the computer lab or Cyber Café. For everyone's privacy, headphones are available for student checkout at the circulation desk.

Interlibrary Loans: Books and journal articles may be requested from other libraries using the Interlibrary loan service.

Group Study Rooms: The library has six rooms for group study. Reservations are made online on a first-come, first-served basis.

LIBRARY/LEARNING RESOURCE CENTER HOURS			
FALL - SPRING SEMESTERS		SUMMER I AND II SEMESTERS	
Monday - Thursday	7:30 am- 9:00 pm	Monday - Thursday	7:30 am - 9:00 pm
Friday	8:00 am- 5:00 pm	Friday	CLOSED
Saturday	8:00 am - 12:00 pm	Saturday	CLOSED
Library hours may vary during holidays and between semesters.			

Copyright Infringement and Intellectual Property: Faculty must familiarize themselves with and abide by the special copyright infringement regulations and conventions that apply in academic settings. <https://gc.edu/learning-resources/library/copyright-statement/>

Student Success Center

The Student Success Center (SSC) is located on the first floor of the Northern Building in N-119. The SSC provides free tutoring in math, science, writing and English. Assistance in other subject areas may be offered depending on demand and availability of tutors. Students may request help for subjects not offered on a regular basis by contacting the SSC Coordinator.

Tutors are available both by appointment and on a walk-in basis; schedules for walk-in tutoring are posted each semester. Study groups or individual tutoring sessions with a tutor may be set up by appointment through the SSC Coordinator.

Faculty may schedule orientation in the SSC for their classes by contacting the SSC Coordinator. Computer-based tutorials in basic math and English skills are also available. The SSC contains resource textbooks, refresher books, and pamphlets for reentry students, information about test preparation and study skills, aids for preparing for the GED, and Introductory Studies resources.

STUDENT SUCCESS CENTER HOURS			
FALL - SPRING SEMESTERS		SUMMER I AND II SEMESTERS	
Monday - Thursday	8:00 am - 7:00 pm	Monday - Thursday	8:00 am - 5:00 pm
Friday	8:00 am - 5:00 pm	Friday	CLOSED
Saturday	CLOSED	Saturday	CLOSED
Sunday	CLOSED	Sunday	CLOSED
SSC hours may vary during holidays and between semesters.			

Mail Procedures

The Media department will pick up internal and US mail from the Business Office daily at 10 am. All outgoing US mail should be posted in the Business Office by 8:30 am. US Mail is delivered to the campus around 11 am. The US and internal mail will be delivered after sorting is completed. Campus mail delivered to the Business Office after 8:30 am will be distributed the following day. Special deliveries and registered mail will be delivered immediately upon receipt.

Services for Special Needs Students

Galveston College offers support services for the disabled student. Students with special needs are requested to notify the Special Services Counselor regarding assistance and/or special accommodations. Students with disabilities, impairments, or other health conditions are required to provide documentation from medical physician(s) and/or referral agency; i.e., Texas Rehabilitation Commission, Texas Commission for the Blind, etc. A variety of special support aids are available to accommodate special needs. Arrangements for appropriate exam environments including proctors, private rooms, computer access and extended time also are made through the Testing Center. Contact the Counseling Center to request any of these services.

Student Learning Outcomes/Program Outcomes

Student Learning Outcomes/Program Outcomes are an essential measure of the institution's effectiveness in achieving its goals as outlined in the Galveston College mission statement. Faculty have the primary ownership and responsibility for the development, implementation, and monitoring of the student learning outcomes. Competencies at the course/program level are continually in the process of being identified, reviewed and adjusted as well as the assessment tools to measure such competencies. Outcomes assessment is an ongoing process intended to measure student academic achievement and adjust and adopt courses and programs as needed. Faculty must enter the assessment results in Strategic Planning Online at the end of each semester. These assessment results will be used in the departments institutional effectiveness plans.

Textbooks

Full-time faculty are required to select and recommend textbooks according to divisional policies. Textbooks should be adopted at least for a two-year period. If a new edition of an adopted textbook is released before the end of the two-year period, faculty may select another book or adopt the new edition. A new adoption decision should be made six months prior to expected use. To assure that all textbooks are available by the first day of classes, faculty should complete the Textbook Requisition form within the established deadline, and combined enrollment of all sections of a course should be estimated as accurately as possible. All instructors must use the textbook adopted for the specific course and section they are teaching. The Faculty Chairs/Program Coordinators can advise faculty on the procedure for ordering desk copies of textbooks and for securing additional support materials such as student or faculty member manuals.

Faculty should be aware that many textbooks come with an E-Book option which may represent a great savings to the students. Faculty should work with their textbook representative and the Bookstore personnel to see if E-Books are an option for their classes. Faculty must coordinate this through the Galveston College Bookstore and not have students purchase the books directly from the publisher.

FACULTY POLICIES AND PROCEDURES

General Faculty Orientation

Prior to the start of the fall and spring semesters, the Vice President for Instruction holds a Faculty Professional Development meeting for faculty which includes a professional development component as well as other relevant activities. These meetings typically will be scheduled in the afternoon of the College's General Assembly day and attendance at these meetings is mandatory for all full-time faculty. Adjunct faculty and other professional staff are invited to attend but it is not mandatory. Prior to the start of the fall semester, the Vice President of Instruction will hold an adjunct faculty orientation that all adjunct (new and returning) are expected to attend. Each fall semester an orientation for new full-time faculty will be scheduled. This orientation is mandatory for all new full-time faculty that were hired since the last orientation. First Friday luncheon workshops are also scheduled by the Professional Development Committee. The committee will circulate information about upcoming topics.

Faculty Absences

Faculty absences should be kept to a minimum. The maximum cumulative period of absence during a fall or spring semester will be no greater than two weeks of total class time or its equivalent. During the summer session, this period should be no greater than one week of total class time or its equivalent. The College has developed several procedures to deal with unavoidable faculty absences. Every effort should be made to make up missed classes. The administrative assistant in the appropriate Division Director's or Dean's office can assist with arrangements for classrooms.

- Inform the appropriate Division Director's or Dean's Office as far as possible ahead of time.
- If the full-time faculty knows about the absence beforehand, they should request their time off via the online ADP Labor system found on the Galveston College website. If the absence is unexpected, such as illness, the faculty must submit the time off via ADP Labor on the day they return to work.
- Provide appropriate educational opportunities for students if it is impossible to avoid being absent as follows:
 - full-time faculty with approved leave must find a substitute and Galveston College will pay that substitute at the rate of \$25.00 per instructional contact hour
 - adjunct faculty must find a qualified substitute.
 - conduct a make-up session
 - provide work ahead of time for the students to do at home (this alternative is less desirable, particularly for absences of more than one consecutive class period)
 - NOTE: Full-time and/or adjunct who are engaging in approved professional development activities/travel may request college paid substitutes as needed.
- If a faculty member must cancel class without warning due to an emergency, it is imperative that the appropriate Division Director's or Dean's Office be notified of the cancellation.
- If a faculty member needs classroom space to make up missed classes, the administrative assistant in the appropriate Division Director's or Dean's Office will help assist with the arrangements.

Faculty Professional Development

Galveston College operates with the fundamental assumption that each faculty member is a self-motivated professional with appropriate academic credentials who strives to be a good teacher, supports student success, and engages in college service. Galveston College addresses faculty development through regular performance evaluations and professional development activities/plans and through the Faculty Professional Development Committee.

Faculty Development

Each Galveston College member faculty is invited and encouraged to participate in any or all of the numerous faculty development activities provided on campus. Sometimes, the faculty may have an opportunity to attend professional development activities or conferences not held at Galveston College. For this travel, the faculty member must apply in advance and in writing to the Division Director and/or Dean. Travel also requires the prior permission of the Vice President for Instruction. The faculty member must itemize expenses anticipated. The faculty member must save receipts for reimbursement. Reimbursement for travel is made in accordance with the Travel Policy guidelines. Galveston College will pay registration fees for professional meetings in advance. The Vice President for Instruction may allocate additional funds for other activities.

For additional travel information, see Employee Handbook section 8.04

Performance Evaluations for Faculty

The President of the College shall develop appropriate evaluation procedures for all College employees. Participation in such periodic evaluations shall be a condition of employment for all employees. The primary objective of the college performance evaluation process is to promote effective job performance, to maximize employee potential and to ensure that individual performance goals are linked and focused on the College's Strategic Plan.

The evaluation of faculty addresses teaching and learning, professional development, collegiality, student success, program success, and service (activities outside of the classroom and ancillary duties). Student evaluations, supervisor's classroom observation, professional development plan, the faculty self-evaluation, professional portfolio (including student learning outcomes reports), and institutional data regarding student success and/or program success will assist in documenting these components. The process will culminate in a supervisor's evaluation of the faculty member and an evaluation conference.

Performance appraisal will be done in the late Fall or early Spring and the evaluation period will be for the calendar year, January through December. The evaluation must be completed by March 1st for all full-time faculty and by April 1st for all adjunct faculty of the following year. For a full description of the Faculty Evaluation process refer to the Faculty Evaluation forms post on the Whitecaps Portal under Faculty & Staff Resources.

Student Evaluations

Students are asked to evaluate instruction at regular intervals during their enrollment. Faculty should strongly encourage their students to complete the course evaluations. Faculty are able to access evaluation reports by students after the semester has ended.

Class Observations

Each new faculty member will receive a class visit from a Program Coordinator, Division Director and/or Dean during the semester or session. Galveston College has developed a systematic class visit schedule for returning faculty members. The visitor will arrange a time with the instructor after the visit to discuss the evaluation, to request oral and written comments about the evaluation results, and to secure the faculty member's signature on the evaluation form.

Reporting Sexual Harassment

It is the responsibility of every College employee, including full-time and part-time faculty, to immediately report any suspicion of harassment or sexual misconduct. Please see Employee Handbook section 3.19 for more details.

STATEMENT ON ACADEMIC AND PROFESSIONAL PREPARATION

In accordance with the policies and procedures of Galveston College, the rules and regulations of the Texas Higher Education Coordinating Board, and the *Principles of Accreditation* of the Commission on Colleges of the Southern Association of Colleges and Schools, all full- and part-time faculty, regardless of location or mode of delivery, teaching at Galveston College must meet the following appropriate criteria for academic and professional preparation.

For Faculty Teaching Baccalaureate Upper-Level Courses

All full-time and part-time faculty members teaching upper-level baccalaureate courses must have completed at least a minimum of 18 graduate semester hours in the teaching discipline and hold a doctorate or master's degree, or hold a minimum of a master's degree in the discipline (i.e., with a concentration in the teaching discipline).

For Faculty Teaching Lower-Level General Education, Academic, and/or Transfer Courses

All full-time and part-time faculty members teaching credit lower-level general education, academic, or transfer courses must have completed at least a minimum of 18 graduate semester hours in the teaching discipline and hold a master's degree, or hold a minimum of a master's degree in the discipline (i.e., with a concentration in the teaching discipline).

For Faculty Teaching in Workforce Education Occupational, and/or Technical Areas

All full-time and part-time faculty members teaching in Workforce Education, occupational, and/or technical areas that are components of associate degree programs not usually resulting in college transfer, or in the continuation of students at a senior institution must possess appropriate academic preparation or appropriate academic preparation coupled with work experience.

The minimum academic degree for faculty teaching in an associate degree Workforce Education, occupational, and/or technical areas must include a baccalaureate degree in the teaching discipline, or an associate's degree and demonstrated competencies in the teaching discipline (i.e., certifications, licensure, and/or appropriate work experience). (*Note: In certain disciplines, a current license or certification may be required for employment and/or continued employment (Ex: Nursing).*) In certificate programs or programs that are less than the associate degree, the minimum academic degree for faculty teaching in Workforce Education, occupational, and/or technical areas must be at the same level at which the faculty member is teaching. This must be coupled with demonstrated competencies in the teaching discipline and appropriate work experience.

If a workforce, occupational, and/or technical course or area is designed for transfer or if the majority of the students in the course or program transfer to a senior institution, the minimum academic preparation is the same as for faculty who teach academic and transfer courses or programs.

For Faculty Teaching Remedial or Developmental Education

All full-time and part-time faculty members who teach in remedial or developmental education programs must hold at least a baccalaureate degree in a discipline related to their assignment or a degree in a closely related area with a strong concentration in the discipline being taught. In addition, faculty teaching basic skills should also have teaching experience in the discipline related to their assignment, graduate training in remedial or developmental education, and/or specialized training or experience in teaching underprepared adult learners.

Exceptional Circumstances

Although Galveston College gives primary consideration to the highest earned degree in the discipline, in exceptional circumstances, the institution may also consider competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and successful student learning outcomes.

In these limited and exceptional circumstances, instructors whose professional preparation and experiences justify an exception to the above criteria may be considered. In such instances, documentation shall include a full statement of qualifications and a signed letter of recommendation from the Division Director and/or the Dean for the semester when an exception is requested. All exceptions to the faculty credentials guidelines must be approved the Vice President of Instruction.

Required Documentation

In addition, the policies and procedures of Galveston College, the rules and regulations of the Texas Higher Education Coordinating Board, and the *Principles of Accreditation* of the Commission on Colleges of the Southern Association of Colleges and Schools require Galveston College to document the qualifications of each full-time and part-time faculty member. Required documentation to document academic and professional preparation includes a completed Application for Employment, official transcripts from all institutions attended, and a current vita or resume. In addition, if professional certification or licensure is a condition of employment or continued employment or has been used to document qualifications, copies of all appropriate and current certifications and/or professional licenses must be on file. Lastly, individual faculty members are encouraged to submit any additional documentation regarding professional development activities and other professional accomplishments, such as publications or professional presentations.

RANK, TENURE AND SABBATICAL

The Rank, Tenure, and Sabbatical Committee

The Rank, Tenure, and Sabbatical Committee serves as a function of the Faculty Council. Members are elected by the full-time faculty during the fall faculty assembly. Committee members are composed of at least five tenured faculty representing both workforce and academic instructional areas. If no one is available to serve from an instructional area, then the faculty assembly may recommend an alternative representative. Committee members serve three year terms.

About this Document

This document is provided to guide faculty members through the process of applying for a rank change, applying for tenure, or requesting a sabbatical leave. It attempts to anticipate many of the commonly asked questions that arise, but may not be completely comprehensive. If you have a question about a form or process described in this manual, please do not hesitate to ask a representative from the Rank, Tenure, and Sabbatical Committee.

RANK

Rationale

The Board of Regents has approved the awarding of rank to full-time members of the faculty and has authorized the President of the College to develop criteria and procedures for awarding such rank in consultation with the Faculty Council. The system of rank is established to recognize and encourage advancement in the teaching profession through the acquisition of knowledge and/or professional skills. *The awarding of rank is independent of all salary considerations.*

Criteria

Criteria are established for faculty who teach primarily university transfer courses and/or programs of study (hereafter referred to as academic to follow the academic track) and for faculty who teach primarily non-university transfer courses or programs of study (hereafter referred to as workforce who follow the workforce track.) Faculty teaching in workforce programs which require a Master's degree for employment must opt to be considered for rank according to criterion established for faculty teaching in academic courses and programs.

All graduate hour credits, degrees and awarding of tenure must be earned from colleges and universities accredited by one of the regional accrediting agencies in the United States.

Equivalents for graduate credit, which must be related to the teaching field, may be in the form of professional work experience, internships, formal non-credit continuing education experiences, or CEUs. See the petition form for equivalency of these items in terms of graduate hour credits.

Faculty must have completed a minimum of at least one evaluation cycle before they are eligible to be considered for a change of rank.

Instructor Rank

- **Academic Track**: Eighteen (18) graduate hours in the teaching field and a Master's degree (which may or may not be in the teaching field)
- **Workforce Track**: Associate degree or equivalent (e.g. special licensure or certification) plus three (3) years professional work experience in the program area in which the instructor is teaching

Assistant Professor Rank

- **Academic Track**: Rank of instructor plus twelve (12) additional graduate hours (in a discipline related to the teaching field) beyond those hours required for the Master's Degree (see box D on the petitioning form) **AND** three (3) years of satisfactory postsecondary teaching experience
 - OR be awarded tenure
 - OR Rank of Instructor and have an earned doctorate (not necessarily in the teaching field)

- **Workforce Track:** Rank of instructor plus fifteen (15) hours in a discipline related to the teaching field or the equivalent of fifteen (15) hours in CEU and Professional Certifications (see Section E and Box D on the petitioning form) AND three (3) years of satisfactory postsecondary teaching AND five (5) years of work experience in the teaching field

Associate Professor Rank

- **Academic Track:** Rank of instructor plus thirty (30) additional graduate hours (in a discipline related to the teaching field) beyond those hours required for the Master's degree (see box D on the petitioning form) AND nine (9) years of satisfactory postsecondary teaching experience AND be awarded tenure.
 - OR Rank of Instructor plus an earned doctorate (not necessarily in the teaching field) plus a total of 12 additional graduate hours in a discipline related to the teaching field plus six (6) years of satisfactory postsecondary teaching experience AND be awarded tenure.
- **Workforce Track:** Rank of Instructor plus a Bachelor's degree with a minimum of 20 college hours or the equivalent in a related teaching field (see box D on the petitioning form) AND a minimum of 8 years professional experience AND nine (9) years of satisfactory postsecondary teaching AND be awarded tenure.

Professor

- **Academic Track:** Rank of instructor plus forty-five (45) additional graduate hours (in a discipline related to the teaching field) beyond the hours required for the Master's degree (see box D on the petitioning form) AND fifteen (15) years of satisfactory postsecondary teaching experience AND be awarded tenure.
 - OR Rank of Instructor plus an earned doctorate (not necessarily in the teaching field) plus 30 hours in a related teaching field or the equivalent (see box D on the petitioning form) AND 10 years of satisfactory postsecondary teaching experience AND be awarded tenure.
- **Workforce Track:** Master's degree plus thirty (30) graduate hours or the equivalent (see box D on the petitioning form) in addition to the hours required for the Master's degree AND fifteen (15) years of satisfactory postsecondary teaching experience AND a minimum of ten (10) years of work experience in the teaching field AND be awarded tenure.

Distinguished Professor

The rank of Distinguished Professor may be awarded by the Board of Regents upon recommendation of the President without regard to the normal standards established for rank to a person who has brought distinction to himself or herself and to the College by outstanding/unusual scholarly teaching, research, publication, and/or achievement.

Professor Emeritus

The rank of Professor Emeritus may be granted to a retiree with a minimum of twenty (20) years of service to Galveston College having earned the rank of Assistant Professor, Associate Professor, or Professor. The title of Professor Emeritus shall only be conveyed by an official action of the Board of Regents and shall be independent of any retirement benefits. Awarding of this distinction recognizes an individual retired faculty members' service and dedication to Galveston College and to teaching and learning.

Rank Change Procedure

The awarding a rank to a full-time faculty member shall be made as follows:

1. The faculty member shall submit a completed petition for rank form, a letter of recommendation from an immediate supervisor, and required documentation to the Rank, Tenure & Sabbatical Committee.
2. The Rank, Tenure and Sabbatical Committee shall verify that the faculty member making petition meets the established criteria related to the rank for which petition is being made. Petitions not meeting the established criteria will be returned to the faculty member with accompanying explanation.
3. The Rank, Tenure & Sabbatical Committee shall forward those petitions which are complete and which satisfy the established criteria along with their recommendation to the Vice President of Instruction by the 4th Friday of October (Fall petitioners) and 4th Friday of February (Spring petitioners.)
4. After review by the Vice President of Instruction, the Vice President of Instruction shall forward those petitions which are complete and which satisfy the established criteria along with his/her recommendation to the President for consideration.

5. After considering the petition and the recommendations of the RTSC and the Vice President of Instruction, the President shall forward those petitions which are complete and which satisfy the established criteria to the Board for its consideration along with his/her recommendation.
6. After the Board of Regents have made their decision, the College President will communicate the decision in writing to the faculty member making petition and to the Rank, Tenure and Sabbatical Committee.
7. The Office of Human Resources and the Office of the Vice President for Academic Affairs and Student Services will update the personnel records for any faculty member undergoing a change in rank.

Distinguished Professor and Professor Emeritus Procedure

The awarding of the Distinguished Professor rank or the Professor Emeritus rank shall be made as follows:

1. The college member or nominating representative shall submit a completed application form and required documentation to the Rank, Tenure, and Sabbatical Committee.
2. The Rank, Tenure, and Sabbatical Committee shall verify that the faculty member applying for respective Professor Emeritus or Distinguished Professor meets the established criteria related to the title for which application is being made. Applications not meeting the established criteria will be returned to the college member with accompanying explanation.
3. The Rank, Tenure, and Sabbatical Committee shall forward those applications which are complete and which satisfy the established criteria to the Vice President of Instruction for review. The Vice President for Instruction, following approval, will forward the application to the President by the last Friday in October (fall petitioners) and the last Friday in February (spring petitioners.)
4. The President shall forward these petitions to the Board for its consideration at the November Board meeting (fall petitioners) or the April Board meeting (spring petitioners.)
5. After the Board of Regents have made their decision, the College President will communicate the decision in writing to the college member making application and to the Rank, Tenure and Sabbatical Committee.
6. The Office of Human Resources and the Office of the Vice President for Academic Affairs and Student Services will update the personnel records for any College employee undergoing a change in title.

Frequently Asked Questions

Question: As a new faculty member am I automatically assigned a rank?

Answer: Yes. All new full-time faculty are hired in at a rank of "Instructor." However, the faculty member may petition for a change in rank any time thereafter (see the procedure for dates and deadlines.)

Question: Do I have to be a full-time faculty member in order to be eligible for rank?

Answer: Yes. Faculty rank is available only to full-time faculty members.

Question: Are tenure and rank the same thing?

Answer: No. Rank is a title for which a full-time faculty member may petition at any time (once each semester) after hiring. Tenure involves a multi-year process which begins when the faculty member is hired and which culminates during their fifth year when they formally apply for tenure. However, tenure is a criterion for some of the faculty ranks.

Question: Who grants the rank title to a faculty member?

Answer: The Board of Regents grants the faculty rank title to a faculty member.

Question: Do I have to be tenured in order to petition for rank?

Answer: No. Tenure is not a requirement for petitioning for rank.

Question: As a full-time faculty member am I required to petition for rank?

Answer: No. There is no requirement that you petition for rank. However, full-time faculty are encouraged to do so.

Question: What is the procedure and timeline for petitioning for faculty rank?

Answer: The procedure and petitioning documents contain the specifics regarding the steps and timelines. However, the petitioning process is implemented once in the fall semester and once in the spring semester.

Question: As a full-time faculty member, how can I check my current rank?

Answer: Your current rank is listed on the college website under <https://www.gc.edu/faculty-staff/> along with your

office and telephone number. It is also listed in the college catalog.

Question: The criteria refers to “in addition to the hours required for the Master’s degree.” What exactly are these hours?

Answer: These would be any graduate credit hours completed that were not required for conferral of the Master’s degree. This would include additional hours taken while the Master’s degree was being completed as well as graduate hours taken after conferral of the Master’s degree. In both cases the additional hours are considered enhancing and supporting the betterment of the faculty member and their potential for improving the learning environment at the college and for their students.

Question: Is there any financial or material benefits derived from rank?

Answer: No. There is no financial or material benefits derived from rank.

Question: What constitutes the documentation required for submission with the petitioning form?

Answer: College transcripts and certificates for CEUs completed constitute the required documentation. Official copies need to be in the faculty member’s personnel folder in the Office of Human Resources and copies of each need to accompany the petition for change in rank which is submitted to the Rank, Tenure and Sabbatical Leave committee.

TENURE

Rationale

The idea of academic freedom, which emerged in the early 1900s when prominent faculty members were being fired for voicing unpopular views, recommended that “after the expiration of a probationary period, teachers or investigators [researchers] should have permanent or continuous tenure, and their service should be terminated only for adequate cause.”

A common misconception is that tenured professors are virtually impossible to fire. This is *not* the case; tenured faculty can and should be terminated if we do not do our jobs. Tenure does, however, require that institutions follow due-process to ensure that professors are not fired because of their politics. Such a requirement helps the college as well; few would suggest getting rid of an experienced faculty member without careful deliberation.

The tenure-track system makes colleges and universities better for the following reasons:

1. **Tenure attracts talent.** In most disciplines, a person can make more money in the private sector than in education. The possibility of tenure gives the professor a certain level of job security in exchange for making less money; thus, tenure helps public education compete with business for talent. Colleges offering tenure-track positions have a competitive edge over those who do not.
2. **Tenure promotes stability among faculty.** To earn tenure, professors typically have a five to seven year probationary period in which they are scrutinized by their peers and administrators. Having made this investment of their time, instructors tend to stay at a given institution, reducing faculty turnover. This is particularly important at two-year colleges, where tenured faculty are often very connected to their communities.
3. **Tenure helps improve the quality of higher education.** A successful democracy depends on an educated populace. If we fail to teach our students how to intelligently question the status quo, our society risks sinking into mediocrity and/or mindless following of demagogues. Tenure enables professors to encourage students to question conventional wisdom without fear of reprisal from above.

Eligibility

A faculty member must meet the following minimum eligibility standards prior to submitting an application for tenure:

1. The candidate must be a full-time employee of the District and meet any minimal legal requirements.
2. The candidate must have served as a full-time faculty member at Galveston College for a period of not less than five years (10 long semesters).
3. The candidate must not be employed in a position funded from special sources of a temporary nature.

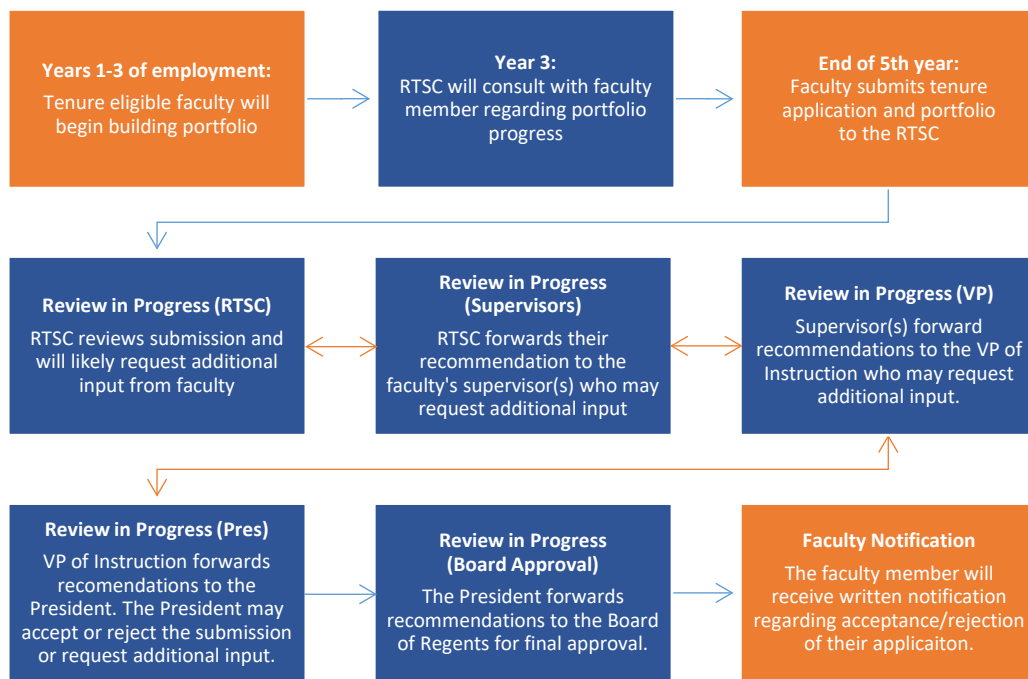
Tenure Procedure

1. Tenure requires an application process and must be approved by the Rank, Tenure, and Sabbatical Committee (RTSC), the appropriate supervisor(s), the Vice President of Instruction, the President, and the Board of Regents.
2. In January of the applicant’s third year of employment at the college, eligible faculty should arrange to meet with the RTSC to review their portfolio to date. At this time the RTSC will advise the applicant on areas that their portfolio may need to be strengthened and make other recommendations as needed. The purpose of this meeting is to provide faculty with guidance so that they might submit a strong tenure portfolio at the end of their fifth year of employment.
3. At the start of the semester following the fifth year of full-time employment, eligible faculty will receive a notice from the RTSC chair, inviting them to submit a tenure application and portfolio to the RTSC. The faculty member shall complete this step normally by the last day of the fall semester, following the fifth year of service to the College. Faculty hired during the spring semester shall normally complete this step by the end of August after their fifth year of full-time employment. It will be the responsibility of the applicant to meet all deadlines as set forth in the Tenure Procedure and/or as set forth by the RTSC.
4. The RTSC will review each application for tenure, making both a quantitative and qualitative evaluation of each candidate and their portfolio. The Committee may request additional information that it deems pertinent to the consideration of a specific application. In addition, the Committee may request personal interviews with the

faculty applicant, the appropriate supervisor(s), the Vice-President of Instruction, faculty peers, and/or other college and non-college personnel.

5. The RTSC will normally conduct its evaluation of each application for tenure during the months of January/February for fall hires, and August/September for spring hires. Recommendations will then be forwarded on to the next level
6. Once the application and portfolio have been reviewed by the RTSC it will be forwarded on to the faculty's supervisor and ultimately the Vice President of Instruction. At any level, the application may be returned to the RTSC for further questions or clarification, and the RTSC may solicit additional information from the faculty applicant. If the application is returned to the RTSC, the RTSC will have up to ten (10) business days to review and/or clarify any questions, and then the application will be returned to the supervisor or Vice President.
7. After receiving the application(s), the recommendations of the RTSC, the recommendations of the faculty's supervisors, the Vice President of Instruction will review the application(s), the recommendations of the RTSC, the recommendation of the Division Director, the recommendation of the Dean, and forward the tenure application to the President along with his/her recommendation, or return the application(s) to the RTSC, the Division Director, or the Dean for further review and/or clarification.
8. After receiving the application(s), the recommendations of the RTSC, the recommendations of the Division Director, the recommendation of the Dean, the recommendation of the Vice President of Instruction, the President will review the application(s), the recommendations of the RTSC, the recommendation of the Division Director, the recommendation of the Dean, and the recommendation of the Vice President of Instruction. The President may accept or reject the recommendations as presented or may seek further clarification from the RTSC, the Division Director, the Dean, or the Vice-President. If the recommendation is for the granting of tenure and the President concurs with this recommendation, the President shall forward this recommendation to the Board of Regents.
9. After the Board of Regents has reviewed the application(s) for tenure, the recommendations, as presented, and have rendered a decision, the President shall communicate the decision of the Board in writing to the applicant.
10. The dates set forth in this procedure are subject to change from year to year, as determined by the RTSC and/or the President of the College.
11. The RTSC, the administration, and/or the Board shall review periodically the functioning of the tenure system and update the system, as appropriate, using such committees and/or individuals as desirable for consultation and advice.

Figure 1: Overview of the tenure procedure



Application Guidelines

1. The RTSC will consider applications for tenure once each fall/spring semester.
2. Faculty members in tenure track positions are expected to apply for tenure following their fifth year (10 long semesters) of employment. If for some reason an applicant does not apply for tenure during the expected time frame, he or she has one year to apply for tenure and meet the tenure criteria, unless otherwise approved.
3. Those instructors who applied for tenure, but who were not approved may be permitted to reapply for tenure during that year with the expectation that the tenure requirements will be met.

Procedural Timeline

First Year of Appointment

1. Begin building your tenure application notebook(s) based on the required tenure portfolio*
2. Student Evaluations are conducted each semester.
3. At least one classroom observation shall be conducted during the year by the appropriate supervisor.
4. Complete the Faculty Self Evaluation each semester.
5. Develop a Professional Development Plan (PDP) for the year / multiple years.
6. Begin developing a professional portfolio.
7. Participate in an annual evaluation conference with your supervisor.

**Candidates for tenure should build their tenure materials based on the guidelines set forth in the section on the tenure portfolio. Candidates should also note that the professional portfolio and/or the tenure portfolio may contain materials produced outside of the 10 long semesters (5 years) required for consideration of tenure.*

Second Year of Appointment

1. Continue building your tenure application notebook(s) based on the required tenure portfolio.
2. Student Evaluations are conducted each semester.
3. At least one classroom observation shall be conducted during the year by the appropriate supervisor.
4. Complete the Faculty Self Evaluation each semester.
5. Evaluate prior year’s PDP and develop a PDP for the current year / multiple years.
6. Continue to develop and add to your professional portfolio.

7. Participate in an annual evaluation conference with your supervisor.

Third Year of Appointment

1. Continue building your tenure application notebook(s) based on the required tenure portfolio.
2. Student Evaluations are conducted each semester.
3. At least one classroom observation shall be conducted during the year by the appropriate supervisor.
4. Complete the Faculty Self Evaluation in January.
5. Evaluate prior year's PDP and develop a PDP for the current year/multiple years.
6. Participate in an annual evaluation conference with your supervisor.
7. Consult with the Rank, Tenure, and Sabbatical Committee to review your progress to date, and receive recommendations on areas that you might strengthen your portfolio.

Fourth Year of Appointment

1. Continue building your tenure application notebook(s) based on the required tenure portfolio.
2. Student Evaluations are conducted each semester.
3. At least one classroom observation shall be conducted during the year by the appropriate supervisor.
4. Complete the Faculty Self Evaluation in January.
5. Evaluate prior year's PDP and develop a PDP for the current year / multiple years.
6. Continue to develop and add to your professional portfolio.
7. Participate in an annual evaluation conference with your supervisor.

Fifth Year of Appointment

1. Continue building your tenure application notebook(s) based on the required tenure portfolio.
2. Student Evaluations are conducted each semester.
3. At least one classroom observation shall be conducted during the year by the appropriate supervisor.
4. Complete the Faculty Self Evaluation in January.
5. Evaluate prior year's PDP and develop a PDP for the current year / multiple years.
6. Continue to develop and add to your professional portfolio.
7. Participate in an annual evaluation conference with your supervisor.

Sixth Year of Appointment

1. Complete Application for Tenure.
2. Submit Application for Tenure along with all supporting documentation (see Tenure Portfolio) to the RTSC based on the timeline established by the RTSC.

Tenure Portfolio

As part of the tenure procedure, below is a list of the minimum items which must be submitted to the Rank, Tenure, and Sabbatical Committee (RTSC). The tenure portfolio you submit is not limited to the items below. You may include anything you feel may be relevant to the RTSC, your supervisor(s), the Vice President of Instruction, the President, or the Board of Regents in consideration of your tenure application. Remember that the RTSC must make both a qualitative and quantitative evaluation of each application. Please see the Criteria for Tenure Rubric so that you can provide adequate evidence in support of your tenure application. Portfolios should be submitted electronically (preferably using the College's Learning Management System) and organized as follows:

Top Level:

1. Cover letter
2. Completed and notarized tenure application
3. Curriculum Vitae
4. Reflective narrative describing your teaching experiences and curriculum development. The narrative should describe your progress and growth as an instructor and include information relevant to your professional development, course development and improvements, measurement and application of student learning outcomes, plus participation in program development and college activities including any leadership roles you may have taken.

Teaching and Learning (40%):

1. A brief statement of teaching philosophy
2. Sample syllabi (for each course and semester taught)
The purpose of this is to highlight the progression of your teaching during the five years of employment.
3. Sample assignments and exams (Work completed by the student and graded)
*The purpose of this is to see the types of assignments you give, and the feedback provided to students.
Please submit a variety of assignment types for each course taught including the two best and two worst for each academic year.*
4. Student evaluations of instruction for each course and semester
5. Grade Distributions from all courses taught
6. Supervisor evaluations
7. Classroom observations

Student and Program Success (25%):

1. Student learning outcomes and data as applicable for your program
2. Copies of your self-evaluations
3. Copies of your Supervisor's Classroom Observation Evaluations
4. Copies Supervisor's Evaluation and Summary of Evaluation Conference
5. Accountability measures and reports, if applicable (e.g. pass rates for accreditation exams or licensure)
6. Program Profiles and Program Evaluation Reports (as applicable)
7. Letters of support from students if available (unsolicited only)
8. IE reports with use of results

Professional Activity/Professional Development (20%)

1. A list of all professional development activities that you have undertaken (including advanced hours, certifications, or degrees received)
2. Professional Development Plans for each year of service
 - a. Goals for the year, including how they are to be measured. Include goals for teaching and learning, professional development, and service to the college/community.
 - b. Means for accomplishing the goals
 - c. Pertinent courses, workshops, or other resources needed to accomplish the goals
 - d. Evaluation of progress in accomplishing last year's Professional Development Plan
 - e. Reflective narrative
3. Publications and presentations/performances

Service to the College and Community (15%):

1. A list of college service (i.e., committees, outreach, etc.), community service, and highlighting leadership roles that you have assumed within these activities.
2. A list of community activities outside of the college
3. Letters of support from colleagues, and/or peers. (minimum of 3 letters)

Criteria for Tenure (Rubric)

The Rank, Tenure, and Sabbatical Committee may consider additional criteria depending on the teaching assignment or discipline.

Criteria	Possible Sources of Evidence	EVALUATION						
		Far Exceeds Expectations	4	Meets Expectations: good evidence	3	2	Needs Improvement/NA Insufficient evidence	1
Demonstrates command and competence in subject matter(s) and across discipline	<i>Publications, presentations, letters of recommendation, classroom evaluations</i>	5	4	3	2	1	0/NA	
Communicates effectively (both orally and in writing)	<i>Supervisor evaluation, student evaluations</i>	5	4	3	2	1	0/NA	
Effectively organizes classes and teaching materials	<i>Supervisor evaluation, classroom evaluations, syllabi, course work samples</i>	5	4	3	2	1	0/NA	
Improves courses and teaching materials	<i>Syllabi, course work samples, personal narrative</i>	5	4	3	2	1	0/NA	
Evidence of teaching strategies to evoke student interest in the subject	<i>Sample assignments, syllabi, student evaluations</i>	5	4	3	2	1	0/NA	
Actively involves students in the teaching/learning process	<i>Student evaluations, classroom evaluations</i>	5	4	3	2	1	0/NA	
Applies new knowledge to teaching, teaching materials, and teaching techniques	<i>Professional development, sample assignments, syllabi, self-evaluations</i>	5	4	3	2	1	0/NA	
Demonstrates use of student outcomes to improve teaching and learning	<i>Self-evaluation, sample assignments, syllabi</i>	5	4	3	2	1	0/NA	
Adheres to high standards for student performance	<i>Grade distribution reports, program outcomes</i>			3	2	1	0/NA	
Maintains proper standards regarding honesty and integrity	<i>Supervisor evaluation</i>			3	2	1	0/NA	
Interacts with students in a professional manner	<i>Student letters of support, student evaluations, assignment feedback</i>			3	2	1	0/NA	
<i>(Baseline of 39 points required for Teaching & Learning)</i>		Points Received:				of 49 (Possible Points)		
		Percent Earned:						

Student & Program Success (25%)							
Criteria	Possible Sources of Evidence	EVALUATION					
		Far Exceeds Expectations	Meets Expectations: good evidence			Needs Improvement/NA Insufficient evidence	
Implements appropriate strategies and actions to assess student learning outcomes	<i>Self-evaluation, sample assignments, syllabi</i>	5	4	3	2	1	0/NA
Demonstrates successful student outcomes in the courses and programs taught	<i>Program outcomes, grade distributions</i>	5	4	3	2	1	0/NA
Contributes to successful program outcomes	<i>Program outcomes</i>	5	4	3	2	1	0/NA
Shows willingness to advise and/or tutor, and/or recruit students, and assist in job placement as applicable.	<i>Professional development plan, supervisor evaluation</i>	5	4	3	2	1	0/NA
Administratively serves the department/program (i.e. budgeting, scheduling, evaluation, program outcomes)	<i>Professional development plan, supervisor evaluation, narrative.</i>	5	4	3	2	1	0/NA
Baseline 20 points = 80%		Points Received:			of 25 (Possible Points)		
Percent Earned:							
.....							
Professional Activity/Professional Development (20%)							
Criteria	Possible Sources of Evidence	EVALUATION					
		Far Exceeds Expectations	Meets Expectations: Good evidence			Needs Improvement/NA Insufficient evidence	
Evidence of professional activity within disciplinary area (external)	<i>publications, presentations/performances</i>	5	4	3	2	1	0/NA
Evidence of participation in professional organizations (include leadership positions)	<i>Professional development plan, conferences attended</i>	5	4	3	2	1	0/NA
Evidence of professional development activity (internal or external)	<i>Course work, seminars, workshops, professional meetings</i>	5	4	3	2	1	0/NA
Shares professional development activity with colleagues and students	<i>Workshops, presentations, letters of support</i>	5	4	3	2	1	0/NA
Interacts with colleagues in a professional/collegial manner	<i>Letters of support, supervisor evaluations</i>	5	4	3	2	1	0/NA
Baseline 20 points = 80%		Points Received:			of 25 (Possible Points)		
Percent Earned:							
.....							

Service to the College and the Community (15%)							
Criteria	Possible Sources of Evidence	EVALUATION					
		Far Exceeds Expectations	Meets Expectations : good evidence			Needs Improvement/NA Insufficient evidence	
Demonstrates involvement with student activities	<i>College service, letters of support</i>	5	4	3	2	1	0/NA
Shows evidence of service to college through appropriate departmental activities	<i>Supervisor evaluation, college service, letters of support</i>	5	4	3	2	1	0/NA
Shows evidence of participation in college committees and activities and a willingness to assume leadership roles within the committee or activity	<i>Committee participation, letters of support</i>	5	4	3	2	1	0/NA
Demonstrates involvement with community activities	<i>Community involvement list</i>	5	4	3	2	1	0/NA
Baseline 16 = 80%		Points Received:			of 20 (Possible Points)		
		Percent Earned:					

Scoring:

- 1 = Need improvement, does not meet standards, performance below bare minimum
- 2 = Needs improvement, insufficient evidence, below expectations, minimum performance.
- 3 = Meets expectations with sufficient evidence.
- 4 = Exceeds expectations with ample, wide-spread evidence, sometimes goes beyond expectations.
- 5 = Exceeds expectations with wide-spread evidence and exceptional performance, clearly outstanding, exceeds expectations.

Underlined scoring matches that applied in Faculty Self Evaluation Forms.

Sabbatical

Rationale

Sabbatical is granted to a faculty member or administrative employee following approval from the applicant's director or immediate supervisor, Rank, Sabbatical and Tenure Committee, the vice president of instruction, the college president and the College Board. An application for the granting of Sabbatical is available at the college's Intranet site. In addition, a proposal is required of the applicant, which explains the purpose of the sabbatical and the intent. Sabbatical is granted under the following conditions, according to the Employee Handbook: Upon application, for study, research, writing, field observations or other suitable purposes. Opportunities for additional training, for improving skills and for maintaining currency in the field are understood as legitimate reasons for Sabbatical Leave.

The Ranks, Sabbatical and Tenure Committee recommends retention of office space and other college privileges for the faculty member requesting sabbatical.

From the Employee Handbook

6.13 SABBATICAL LEAVE

Sabbatical Leave is authorized for the primary purpose of increasing the value of the recipient's contribution to the College by providing the individual a significant opportunity for professional growth. Sabbatical leave may be granted, upon application, for study, research, writing, field observations or other suitable purposes. Opportunities for additional training, for improving skills and for maintaining currency in the field are understood as legitimate reasons for Sabbatical Leave.

Sabbatical leave is defined as release time with salary (but with benefits other than accrual of sick and vacation leave) for either the equivalence of one long semester or one academic year. Applications for Sabbatical Leave shall be submitted to the Rank, Tenure and Sabbatical Committee for review. Upon recommendation from the President, leave may be granted by the Board for renewal, growth, development, and enrichment. Faculty and administrative employees with six or more consecutive years of service in the District shall be eligible for consideration for such leave. No more than six percent of the faculty members of the College may be on faculty development leave at any one time. Education Code §51.106

Prior to granting a sabbatical leave, the District shall require a signed commitment from the employee regarding duties with the District after the leave is taken. The employee requesting a sabbatical leave shall agree to serve the District an amount of time equivalent to twice the leave taken. If the employee desires to resign from the District during the sabbatical leave or during the amount of time the employee agreed to serve, the employee shall be required to remit to the District any and all salary and benefits paid for the employee on a pro rata basis during the leave or return time the employee agreed to serve. DEC Local

A faculty member or administrator on Sabbatical Leave may accept a grant for study, research, or travel from any institution of higher education, from a charitable, religious, or educational corporation or foundation, from any business enterprise, or from any federal, state, or local governmental agency. An accounting of all grants shall be made to the governing board of the institution by the faculty member. A faculty member on faculty development leave may not accept employment from any other person, corporation, or government, unless the governing board determines that it would be in the public interest to do so and expressly approves the employment. §51.105 (b)

Eligibility

Before going through the formalities of applying for sabbatical leave, each applicant should determine whether or not he or she is eligible. Full-time faculty or administrative employees with six or more years of consecutive service are eligible for sabbatical. While on sabbatical leave, a faculty member cannot accept full-or part-time employment elsewhere for remuneration beyond assuring normal full salary and unusual expenses resulting from the leave. This restriction does not apply to occasional honoraria. Any questions concerning the eligibility of an applicant should be directed to the Rank, Sabbatical and Tenure Committee or Personnel.

Sabbatical Duration and Remuneration Criteria

Each year, some applications of exceptionally meritorious quality as determined by the appropriate director, dean and Rank, Sabbatical and Tenure Committee may be recommended for increased leave time or remuneration. The final decision will be made by the President and the Board of Trustees.

Application Procedure

- Applications for sabbatical leave must be submitted by the Applicant by **October 1** of the year prior to the academic year in which the leave will be taken to the **dean, director or immediate supervisor**.
- The appropriate Dean, Director or immediate supervisor will review the applications for the quality of the proposal, appropriateness of the plan, and, where appropriate, the extent to which the faculty member has explored opportunities for external funding. **Director, dean or immediate supervisor** will then transmit applications with their recommendations to the Rank, Sabbatical and Tenure Committee by **October 15**.
- The **Rank, Sabbatical and Tenure Committee** will review the applications and forward them with their recommendations to the Sabbatical Subcommittee of the Vice President for Instruction by **November 1**.
- The appropriate **vice president** will review the application(s) and make recommendations to the President by **November 15** to approve, defer, or not approve sabbatical requests.
- The President's recommendation will be communicated to the Board of Trustees at its January meeting and applicants will be notified of their action no later than **February 15**.

Criteria for Selection

The Rank, Sabbatical and Tenure Committee and other parties will use the following criteria in reviewing applications:

Objective or purpose of leave
Rigor and clarity of approach
Proposed use of results
Contribution to: Individual
To: Department
To: College
To: Professional/Academic Area

- **Quality of Proposal:** The proposal should contain a description of the project, project objectives and the possibilities for outside support. It should indicate clearly what results can be expected from the work. If a book is planned, the current or potential interest of publishers should be identified.
- **Value of the Sabbatical to the Department and the College:** The application should indicate the ways the sabbatical will contribute to future programs within the department and the college.
- **Value of the Sabbatical to the Individual:** The application should describe the ways the sabbatical will strengthen the future teaching or research of the applicant. It should also include any important personal reasons for a sabbatical leave at the time requested.
- **Value of the Sabbatical to the Field or Profession:** The application should indicate clearly any expected contributions to the applicant's profession that will accrue.

Report on Sabbatical Experience

Each applicant who is granted a sabbatical leave is expected to prepare a brief report after the completion of his or her experience. The report is to be forwarded to both the appropriate Director and/or Dean and the Program Coordinator if applicable by the end of the semester following the completion of the sabbatical leave. See example below.

For example:

The report for a fall semester sabbatical should be filed with the instructor/professor's dean, director or immediate supervisor	within the first 45 days of the next long semester.
The report for a spring semester sabbatical should be filed with the instructor/professor's dean or director	within the first 45 days of the next long semester.

Besides an overview, the report should contain:

- A restatement of the plan outlined in the application.
- An explanation of major variations from the approved application.
- Any outcome or results based on the sabbatical experience.

Funds for the Sabbatical Leave

Since monies are limited and it is the wish of Galveston College to grant sabbaticals as possible each year, the following guidelines have been established:

- When a faculty member is on sabbatical, his or her annual salary will be included in the department's budget.
- The department, in consultation with the appropriate director or dean, will determine whether replacement funds, if any, are required.

SAFETY

General Safety

Faculty members are responsible for practicing and requiring their students to practice recognized safety procedures appropriate for the particular class under instruction.

Faculty must not conduct Galveston College activities or allow any student to conduct such activities if there is any question of violating recognized safety procedures or regulations involving the physical plant, equipment, apparel, or physical ability of the student. Faculty must report immediately any suspected safety hazard in the physical plant or equipment to the appropriate Dean and/or Director of Facilities and Security. Additionally, faculty in designated courses must ensure the distribution and completion of Student Safety Forms/Procedures, as appropriate.

Disaster Plan

All College employees should review the College's Emergency Management Plan, posted on the College website, and become familiar with its contents. Every College employee should have an Emergency Operations Preparedness Guide easily accessible at all times. Copies of the Guide can be obtained from the HR Department. The College's Emergency Operations Preparedness Guide outlines the steps to be taken in the event of an emergency. During events such as floods, hurricanes, fire or bomb threats, classes may be cancelled or buildings temporarily evacuated. Every effort will be made to immediately notify all persons on campus of these events. In such cases, classes will be conducted until the College is officially closed. All College employees must have a College ID badge and it is preferred that the badge be worn at all time when working on campus. Printed on the back of the badge is a toll free number (866) 483-4242 that can be utilized to obtain current College closure and status update information.

Only the College President or his/her appointed designee is authorized to represent the College and make statements to the press/public regarding the College and emergency situations. The following is a summary of the procedures to be initiated in case of such emergencies.

1. If dismissal or cancellation of College activities occurs during operational hours and classes are in progress an announcement will be made on campus as appropriate;
2. Supervisors will advise all employees of the emergency situation and their responsibilities;
3. When weather is threatening the island, all students and employees should follow the national weather advisories and emergency announcements regarding cancellation of classes, local weather conditions, evacuation advisories and when to safely return to the area. Announcements will be broadcast on the following television and radio stations:
 - Houston – KPRC (Channel 2 – NBC)
 - Houston – KHOU (Channel 11 – CBS)
 - Houston – KTRK (Channel 13 – ABC)
 - Houston – FOX (Channel 9 or 26)
 - Houston - KTRH (740 on the AM radio dial)

To receive emergency notices and College status updates from the College's automated phone notice system, Connect ED, all employees and students must ensure the College has current contact phone numbers and addresses on file. College status updates can also be received by calling (866) GUF-GCGC or (866) 483-4242. To update contact information, employees call the HR Department (409) 944-1280 and students call the Admissions Office (409) 944-1230.

Campus Evacuations

At the first sound of the campus fire alarms, all campus building occupants (including classroom, labs, offices, restrooms, snack areas, daycare and the bookstore) **MUST** calmly evacuate the premises and proceed to a parking area away from the building. This procedure also applies to all fire drills. Designated Area Safety Liaisons will ensure all areas of the College are evacuated and will secure the 66 buildings. Faculty, supervisors, and security will assist with the evacuation process. All College employees **MUST** follow this procedure and the directions of the assigned Area Safety Liaison:

- Leave by the nearest designated exit and alert others to do the same.

- Carry out all personal items in your possession, i.e., books, purses, etc.
- Close doors behind you but do not lock them.
- Assist the handicapped in exiting the building.
- DO NOT USE THE ELEVATORS.
- Report to your designated area assembly point.

Once outside, proceed to a clear area up wind that is at least 300 feet away from the affected building. Keep streets, fire lanes, hydrant areas and walkways clear for emergency vehicles.

Self-Determination Policy

No student will attempt to attend classes and no employee will report to work if, in his/her opinion or on the warning of law enforcement officials, travel conditions in their area are unsafe or if other circumstances would place their lives or health in jeopardy. Students who choose not to attend classes while the College remains open will be responsible for all course make-up work and fulfilling course requirements/assignments as directed by the instructor. If the College remains open and an employee determines not to report to work, the employee must notify the supervisor and must submit a Leave Request for the work time missed in accordance with the College's absence and leave procedures

Field Trips

The details of arrangements for any field trips must be confirmed in advance with approval from the appropriate Division Director or Dean and appropriate forms completed. Planning well ahead is recommended. It should be noted that faculty are legally liable for students who are in the faculty member's vehicle or for students whom the faculty member assigns to ride with other students.

Use of College Vehicles

College vehicles are available for college related use. This service is coordinated through the Director of Facilities & Security and requires the completion of a request form. Use of the vans requires a DOT driver certification with appropriate CDL with P endorsement license. Only employees of the college with appropriate driver's certifications and licenses are allowed to drive college vehicles. There are no exceptions.

A gas credit card will be issued by the Director of Facilities & Security at the time the vehicle is checked out. It is the responsibility of the faculty member checking out the vehicle that the vehicle is returned with a reasonably clean interior and full of gas. A first aid kit and cell phone will also be provided in case of emergency. The credit card and cell phone must be returned to Security when the vehicle is returned.

Class Emergency Procedure

Any class emergency that arises such as the illness of a student should be immediately reported to the college telephone operator. The operator has been given authority to call for emergency vehicles such as the EMS and/or college security. Emergency phones are located in the lounge and snack areas on all floors in Regents Hall, 2nd and 3rd floors of the Fine Arts Building, and in the elevators.

Student Discipline/Conduct

According to its Student Code of Conduct, Galveston College views college-level students as adults who subscribe to a basic standard of conduct that requires that they not violate any municipal, state, or federal laws. A student's enrollment in the college is a privilege and carries with it obligations to participate in and contribute to the educational mission of the College and to avoid any behavior that is contrary to the mission. Therefore, no student may disrupt or otherwise interfere with any educational activity being performed by a member of the college community. In addition, no student may interfere with his/her fellow students' right to pursue their respective academic goals.

Expected student conduct and responsibilities are described in the Galveston College Student Handbook, and students are expected to use these as guidelines for their behavior. An instructor may establish additional reasonable behavioral guidelines for their class. Any student failing to abide by appropriate standards of conduct during scheduled College activities may be asked to leave that day's class or activity by the instructor or another college official. If the problem persists, the instructor should consult with the appropriate Division Director or Dean concerning disciplinary action.

If a student refuses a request to leave the classroom voluntarily, Security can be summoned to remove the student so that the scheduled activity may resume without further disruption. The faculty member should promptly report the incident verbally and in writing to his or her instructional supervisor. If a faculty member who is having a disciplinary problem with a student feels that the student is a threat to the faculty member's safety and/or the safety of the other students, the faculty member should immediately alert Campus Security. Further disciplinary action may be pursued according to College policy regarding student conduct and student disciplinary procedures.

The student-teacher relationship is a very sensitive one and normally should be treated as one adult to another in face-to-face dealing; however, any disruptive influences exhibited by a student in a classroom may be cause for the student being barred from further attendance in the class. This is strictly a determination by the teacher and good judgment should be exercised in this action. When, in the teacher's judgment, it becomes necessary to bar a student from further class attendance, the facts of the situation should be reported to the Vice President of Student Services for possible investigation or disciplinary action. Normally, the College expects such difficulties to be handled by the instructor without resort to such measures.

STUDENT-RELATED POLICIES AND PROCEDURES

Academic Conduct

In all cases, conduct yourself and require that your students conduct themselves in the courteous and civil manner befitting the serious pursuit of higher education.

Academic Honesty

Galveston College faculty will require that students abide by the highest standards of conduct in all academic matters, including tests, quizzes, and assignments, both in class and outside class.

Faculty should require that no student give or receive help that prevents anyone's work from representing his/her own performance and should explain what plagiarism is and require that student work be free from it. Plagiarism may be briefly defined as using another's words or ideas as one's own. Guidelines appropriate for the students are as follows:

- A student may not use anyone else's words without using quotation marks and acknowledging the source of those words.
- A student may not use anyone else's ideas (including from electronic sources) without acknowledging the source of those ideas

Faculty members should include as part of the course syllabus a written statement of grading policy indicating the consequences of academic dishonesty. Faculty should warn students that among the serious penalties cited in the *Galveston College Catalog* for dishonest academic behavior are loss of credit for exam, course failure and/or dismissal from the college. The first step for either student or faculty member at Galveston College with questions about dishonesty is to consult the Galveston College Catalog. Additionally, the appropriate Dean will work to resolve the question.

Attendance

Students are expected to attend all lectures and laboratory periods and an accurate record of each student's attendance should be kept by each instructor for the duration of the course. Any student who has missed 10% of the total clock hours of instruction, not excused by the instructor, may be withdrawn from a class by the instructor with a grade of "AWN" (Administratively Withdrawn). Accurate documentation of student participation in independent study classes, self-paced classes, and distance learning classes should be kept.

Any student who misses 10 percent of the total clock hours of instruction (or an equivalent measure for online or hybrid classes), not excused by the instructor, may be denied credit for the course. NOTE: An excused absence will not factor against a student's attendance record in any class. An example of an officially excused absence is pre-approved participation in a school-sponsored activity. However, even when an absence is excused, the student is still responsible for any material covered in class during the time missed.

Students are expected to report to class on time. At the discretion of the instructor, tardiness may be treated the same as an absence.

If an AWN is processed before a student completes the drop procedures, the AWN will become the grade of record. The student, instructor and financial aid office will receive copies of the AWN form. Faculty are required to comply with College policies. Unenforced attendance policies may cause the College to be liable for overpayment to ineligible students receiving financial aid funding.

Programs with special attendance requirements mandated by local, state or national accrediting or professional agencies will observe the agency attendance requirements which affect student certification, registry or licensure, as well as those of the College.

Under Texas Education Code 51.911, a student who is absent from classes for the observance of a religious holy day shall be allowed to take an examination or complete an assignment scheduled for that day within a reasonable time as established by the student and instructor.

Military Students Information

Students who are withdrawing due to military obligations and who have or who will receive imminent orders MUST contact the Director of Admissions/Registrar's Office, before withdrawing from Galveston College. Galveston College has a military withdrawal policy that provides special grade and tuition options dependent on the specific circumstances of the military situation.

Attendance Reports

Temporary Rolls

Instructors are expected to check their rosters every class during the two to three weeks of the semester until the official reporting date (ORD or census date). Class rolls are accessed at the White Caps Portal. Go to www.gc.edu. Click on White Caps Portal. Log in. See "Faculty Tasks" at the Quick Links tab. Click on "View Course Rosters."

It is important that the students who are attending a class are registered for that particular class; instructors are encouraged to write the course name, number, and call number on the board on the first day of class, and ask students to be sure they are in the correct classroom. If students are present in a particular section but are not listed on the class roster, they probably either registered late or added the class during they drop/add period. Only students officially enrolled in a particular section are allowed to attend.

Official Class Rolls

After the official reporting date (ORD or census date), faculty will verify the accuracy of their class rosters online and submit them to the Office of Admissions. Class rolls are accessed at the White Caps Portal. To verify their rosters, faculty do the following:

1. Log on to the Whitecaps Portal
2. Select "Roster Verification" under the Faculty Tasks section
3. Select the roster to be verified
4. After reviewing the roster, check the certification statement and select "Submit" to certify the roster
5. After verifying the roster, click "Continue" to review any additional rosters to be certified

Early Alert Notifications

Galveston College policy is that proactive involvement from everyone at the College is necessary to ensure student success. The College's philosophy is that faculty and staff are the frontline to identify struggling students and to refer them through the Early Alert application. Faculty should submit a referral in Early Alert as soon as they identify a student that is struggling whether with attendance, grades or participation. The earlier that the faculty submits the referral the more likely advisors are to contact the student early enough to retain the student in that class. Early Alert referrals are not limited to just the first few weeks of class. Often students start to struggle after the mid-point of the semester (mid-term exam, spring break, etc.). Faculty should refer those in Early Alert as soon as possible.

The Early Alert program can be accessed through the Whitecaps Portal. Once the faculty logs into the portal there is a link titled "Contribute Retention Info" under "Quick Links". This link is also available under the "Self Service Advisors Information" tab. For step-by-step instructions on the Early Alert program, please contact the Counseling Center.

Auditing Courses

On a space available basis only, students may register to audit a course on the first day of class. Permission to audit a course may be granted by the appropriate Dean and/or the Vice President for Instruction. Such permission allows the audit student to listen and observe, but not complete assignments, enter into class discussions, or take part in laboratory work unless agreed to by the instructor. On the official class rolls "AUDIT" will appear adjacent to the name of the student who is auditing that course.

The student who is registered in a course on an audit basis cannot change from audit to credit status after the census. Although full tuition and fees will be charged, students auditing a course will not receive a grade in that course. However, the transcript will indicate that the student has audited the course.

Student Privacy Rights: FERPA

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights regarding their education records. They are:

- The right to inspect and review the student's records. The student may request to review his/her records by submitting a written request with student signature to the Registrar or other school official having custody of such records.
- The right to seek amendment of the student's records that the student believes are inaccurate, misleading, or otherwise in violation of the student's privacy right. Requests for amendment of records must be in writing and must describe the specific portions of specific record(s) the student wishes to have amended, text or instructions as to the change desired, and the reasons why the change is justified.
- The right to restrict the disclosure of Directory Information.
- The right to file a complaint with the Department of Education's Family Policy Compliance Office concerning alleged failures by the college/university to comply with the requirements of FERPA. For more information about FERPA, visit the following website:
<http://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>

Student Records

Galveston College has established policies and procedures to comply with the "Family Educational Rights and Privacy Act of 1974" and the "Texas Open Records Law" (State Senate Bill 1071 and House Bill 6).

A brief summary of this policy is as follows:

- Student records are released only for use by faculty and professional staff for authorized College-related purposes. The release of student records for off-campus use occurs only with the student's knowledge and consent, or where required by law, or upon subpoena.
- Review of Record — Any student who desires to review his record may do so upon written request to the appropriate office immediately responsible for the record.
- Challenge to Accuracy of Records — Any student who desires to challenge accuracy of his record should contact the Director of Admissions/Registrar.
- Formal Review — If the Informal Review does not clarify the question of accuracy of the student's record, the student may request a Formal Review. The President will appoint an institutional official, committee, or other party who does not have a direct interest in the outcome of the hearing to hear challenges concerning the student's record. A written decision will be sent to all interested parties at the conclusion of the hearing.

Classroom Structure and Dynamics

While each faculty member has a unique style of teaching that best suits his or her own subject matter, personal preference, and gifts, certain professional practices transcend individuality and are fundamental to every successful educational experience. Each faculty member should follow these practices, which are subject to evaluation during the Class Visitation segment of the Faculty Performance Evaluation.

- Provide each student with a well-defined course syllabus or outline
- Provide each student with a clear statement of your grading policy.
- Go over the syllabus and grading policy with your students so that they know what is expected of them and how their grades will be determined.
- Prepare thoroughly for class meetings.
- Whether you choose to use a lecture or discussion format, focus on subject matter appropriate to the course.
- Provide regular feedback to students on their performance by evaluating and returning assignments promptly.

Children on Campus

Liability issues and the potential for disruption of normal business operations are the rationale for the College's procedure disallowing employees to bring children into the workplace. Although the College at-large strives to be a family-friendly environment, it must be recognized that it is not appropriate to bring children to work. Employees may not bring their older children to the workplace to volunteer to do work assignments in the parents' or relatives' classroom or office.

This procedure does not apply to the children of employees attending Kids College or organized athletic, musical or art events where they are the responsibility of their school or visiting organization. Children are not allowed in the classrooms, the Learning Resource Center or the Student Success Center at any time unless they are enrolled in a Galveston College program or part of a College approved event (i.e. career fair, campus tours, etc.). For additional information see Employee Handbook 3.13

Confidentiality

The following actions will be taken to protect and defend student and employee identifying information from unauthorized access, theft, and/or disclosure. Departmental files containing hard copies of identifying information are to be kept locked when not in use. Monitoring and controlling access of these files will be the responsibility of the department supervisor. Printed documents that have been identified as trash, but which contain student and employee identifying information will be placed in a locked bin for future shredding or immediately shredded using a mechanical crosscut.

A valid photo ID will be required any time identifying information related to a student and/or employee is collected or changed. This includes but is not limited to payments received using a credit or debit card, information collected for financial aid, information collected for registration / admission (parking permits and College ID badges), and information collected for background checks, drug tests, communicable diseases or proof of vaccination (bacterial meningitis vaccine for athletes).

Faculty are required by law as well as by campus policy to respect and preserve students' rights to confidentiality in academic matters. The Family Educational Rights and Privacy Act of 1974 (FERPA) restricts the release of information to anyone other than the student without the student's written permission. Copies of FERPA with specific detailed guidelines are available in Student Services.

Because a student's right to confidentiality must be protected, faculty members should practice circumspection in handling and discussing student work.

- Student assignments must be handled carefully to avoid loss. Faculty may not leave student papers, exams, quizzes, etc. in any public area. Grades may not be posted either in public or on web site.
- Reasonable efforts must be made to assure that no unauthorized person has access to records of a student's performance.
- Faculty should obtain the student's written permission before discussing that student's academic matters with any unauthorized person, including the student's parent(s) if the student is 18 years of age or older.
- Faculty may not discuss a student's grade or level of performance in the presence of other students.
- Faculty who call students for conferences must make every effort to secure a meeting space in which discussion with the student may be held in private.

General Examinations

Student proficiency in the course content should be encouraged by means of frequent and appropriate examinations. With few exceptions, students should take in-class examinations at the scheduled examination time. Any faculty concerns regarding particular instances may be discussed with the Program Coordinators, Division Directors and/or Dean.

Make-up Examinations

Consideration of individual excuses or requests for make-up examinations are at the discretion of the individual faculty member, subject to the following considerations: exceptional and unavoidable circumstances or notification in advance that a student will be absent because of conflicts with business, travel, or hospitalization. Such reasons as personal travel or lack of preparedness are not acceptable as justification for a make-up examination. Faculty are responsible for making arrangements with the Testing Center for administering make-up tests.

Final Examinations

The preparation and administration of examinations is the responsibility of the instructor who teaches the course. The number and kind of examinations will be determined by the nature of the specific course.

Mid-semester and final examinations are usually the minimum required of any course. Graded examination papers may be returned directly to the student or kept with the instructor in a file where the student can examine them during the semester. A Final Examination Schedule is published each semester in the credit class schedule (see the College Calendar for examination dates). Except for internet courses, self-paced or independent study courses, final examinations must be given only during the scheduled time and day. If for some reason it is not possible to give a final examination as announced, advance approval to change the date or time must be obtained from the Dean or Division Director. Instructors must assure that all students agree in writing to such changes.

In an effort to evaluate student learning, a final exam or final experience is required in each course as provided for in the course syllabus. Guidelines covering the final examinations are listed below:

1. A final examination or final experience is required as stated in the grading section of the course syllabus. (A final exam is defined to include a test, a final project, a portfolio, or other final experience.)
2. A final examination schedule will be published each semester. All tests should be given at the time scheduled.
3. Students will not normally be allowed to take a final examination at any time other than the assigned period. Exceptions to this policy may be granted in cases of extreme need when approved by both the faculty member and the appropriate Dean/Division Director.

ACADEMIC INFORMATION

Class Hours and Credit Hours

The semester credit hour provides the basis for measuring the amount of engaged learning time expected of a typical student enrolled not only in the traditional classroom settings but also in laboratories, internships, studios, clinical, field work, experimental learning and in distance and correspondence education. Credit hours are the common currency for academic credit used by colleges and universities to calculate, record, and interpret the number of credits students earn to fulfill degree, certificate, and other similar academic requirements. The value of a credit hour can be determined by contact time, the educational experience, and out-of-class preparation by the student.

A credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement, for the various modes of instruction offered at Galveston College, in accordance with the following guidelines:

1. For traditionally-delivered courses during traditional long semesters, meet not less than one (1) hour each week during a traditional long semester, approximately sixteen (16) weeks. This includes not less than one (1) hour each week for approximately fifteen (15) weeks of direct faculty instruction, a minimum of two (2) hours out-of-class student work each week for each credit hour; plus additional contact hours for a final examination or final experience.
2. Face-to-face courses that are offered in less than a 16-week semester will consist of the same number of class contact hours as outlined in item 1 and shall have the same learner outcomes and quality of instruction as regular length semester courses.
3. At least an equivalent amount of work as outlined in item 1 above is required for other academic activities including laboratory courses, internships, clinical, field work, studio work, and other academic work that lead to the award of credit.
4. Online, hybrid and other nontraditional modes of delivery, may not meet the contact hours assigned above. In such instances, the semester credit hour is based upon the learning outcomes and estimated contact hours required to successfully meet those outcomes. Faculty will review these courses to ensure that the learning outcomes and quality of instruction is equivalent to courses offered in a traditional manner.
5. In determining the amount of coursework to achieve learning competencies and outcomes, the college will take into account and consideration alternative delivery methods, measurements of student work, academic calendars, disciplines, and degree levels.
6. These definitions and this policy pertain to all courses offered by the College regardless of location or mode of delivery.

Explanation of Grading System

The grades awarded in all courses are indicative of the quality of work done. Their significance in most courses is as follows:

A	<i>Excellent</i>	4 grade points per credit hour
B	<i>Good</i>	3 grade points per credit hour
C	<i>Average</i>	2 grade points per credit hour
D	<i>Below Average</i>	1 grade point per credit hour
F	<i>Failed</i>	0 grade points per credit hour

CR A/B/C Gives credit for the course. CR credit is the equivalent of at least a grade of C but is not computed in the scholarship index or a student's GPA.

NC D/F Not computed in the scholarship index or a Student's GPA.

I Incomplete The grade of "I" is given only when circumstances beyond the student's control have prevented completion of the work of a course within the official dates of a session. See Removal of Incomplete Grade, below.

AWN An "AWN" grade is used for approved administrative withdrawals. Examples of administrative withdrawals include determination by the instructor that the student never attended the class, processing errors, catastrophic illness of the student, or other reasons beyond the student's control.

W Withdrawal A “W” grade is not calculated into a student’s GPA or awarded credit. W’s are recorded on the transcript and are initiated by the student between the census date and the last day to withdrawal.

Grading

Students who do not maintain academic standards of C level work or better are subject to probation, suspension, and denial of opportunity to attend Galveston College. Faculty should keep students informed of their academic progress and make every effort to see to it that students whose performances are below expectations receive the help they need.

- Provide a clear, written statement of grading policy on the syllabus to your students
- Choose a grading policy based on a recognized system of evaluation in the discipline. The significance of grades awarded in Galveston College courses is explained in detail in the section ACADEMIC INFORMATION in this handbook.
- Evaluate student performance with consistency, making a conscious effort to avoid the uneven grading that can result from such situations as your own tiredness, haste, or sympathy for a student who has worked diligently but has not performed well.
- Evaluate, return, and discuss student assignments promptly.
- Keep students informed of their academic standing in the class.
- Notify the counselor, via the *Early Alert Referral Form* early in the semester if students fall below C level or fail to attend class so that counseling or tutoring can be arranged.

Assigning Course Grades

Grades awarded in all courses are indicative of the quality of student work done. For a more complete explanation of grading, grade interpretation, and enrollment and withdrawal regulations see section ACADEMIC INFORMATION in this handbook.

Grades must reflect accurately the student's command of the course content. While such elements as promptness, technique, and missing assignments may be considered at the faculty member's discretion in the awarding of a student's final course grade, such elements as student effort and progress are not appropriate for consideration.

Reporting Course Grades

Galveston College utilizes a web-based grade reporting system. Each faculty member (following guidelines provided by the Galveston College Registrar) is responsible for the submission of his/her grades at the completion of each course taught each semester/session by the designated deadline. For information and instructions regarding the posting of grades, see the document below.

Change of Grade

The faculty member has the sole and final responsibility for any grade reported for his/her assigned course. Any change of grade (except removal of an Incomplete) after the grade is on record in the Office of Admissions and Records may be made only after the reasons for such a change have been submitted by the Change of Grade Form by the faculty member concerned and have been approved by the appropriate Dean. Any change in grade must be requested within **30 days** after the original grade was issued.

Incomplete Grade (I)

The grade of Incomplete is only given by Galveston College faculty in exceptional cases, when circumstances beyond the student's control have prevented completion of the work of a course within the official dates of a session. Please consider the situation seriously. Some students have had difficulty finding the faculty members who promised to help them complete the course. If a faculty member issues a grade of Incomplete, he/she is obligated to complete a Petition for Incomplete and submit to the Office of Admissions.

Removal of Incomplete Grade (I)

No grade except Incomplete may be raised by completion of other extra work or by special examination. The student may change the "I" to a passing grade by satisfactorily performing the work prescribed by the faculty member in a manner determined by the faculty member with the approval of the Dean.

The student should make arrangements with the faculty member within a reasonable time for the completion of the work required to remove the "I". Incomplete work must be completed by the end of the next long semester. Work not completed by the end of the next long semester will be changed to a grade of "F". After these arrangements have been made the faculty member obtains from the Dean's Office a Change of Grade Form to assign the grade. The faculty member then completes the form with all the appropriate signatures and returns to the Office of Admissions where the Registrar makes the official entry on the student's record. The removal form must be in the Office of Admissions by the last day of the appropriate semester.

Students should not re-enroll or re-register (for credit) in a course for which an Incomplete has been received to remove the Incomplete.

Grade Appeal Process

Any student at Galveston College has the right to appeal academic decisions or actions which he or she considers manifestly unjust or improper. The primary responsibility for assigning grades in a course belongs to the individual course instructor, and in the absence of compelling evidence of discrimination, differential treatment, or procedural irregularities, the judgment of the instructor responsible for the course must remain determinative. A student who believes that an improper or incorrect grade was assigned should first take informal steps to resolve the situation.

The request for a grade adjustment must occur within 30 calendar days of the end of the term in which the grade was issued. Detailed information about each step of the grade appeal process is published in current College Catalog located on www.gc.edu.

Course Syllabus

Faculty are required to professionally prepare, publish, and update syllabi for each course in the official Galveston College approved format. Every faculty member has the responsibility to professional display the most accurate information for each course they are teaching. Updates to syllabus should be completed by the start of each semester and faculty are expected to ensure the Galveston College approved format is the only syllabus used for credit classes. Additional information may be distributed (electronically or printed) to students but this information should not replace nor contradict the official syllabus. Faculty are required to post an official syllabus online through Canvas and/or distribute an official formatted syllabus to each student on the first class day for face-to-face classes.

Faculty must make sure that the online syllabus is consistent with the syllabus distributed in class. The syllabus should contain the following information:

1. Instructor Name
2. Office Hours/Location
3. Contact Phone Number
4. E-mail Address
5. Course Name and Number
6. Class Days and Times
7. Course Catalog Description
8. Required Textbook(s) / Optional Textbook(s) [if applicable]
9. Learning Outcomes
10. Evaluation Criteria/Grading Criteria
11. Course Outline/Assignment Schedule
12. Attendance Policy
13. Incomplete/Late Work Policy
14. Academic Integrity Statement
15. Students with Disabilities Statement
16. Cell Phone Use
17. Library and Computer Usage
18. Special Instructions (if applicable)

Faculty can add additional information or items to their syllabus. Students will use the syllabus as a guideline throughout the course so faculty should be as thorough as possible so that the students clearly understand the expectations of the course and the instructor.

Source of Information Automatically Included on Syllabus

Many of the items above are maintained in databases and are automatically pulled for the syllabus. If any of that information is not correct or you need to make a change, the following explains who to contact to make those changes.

- Course/Section Information
 - Pulled from Colleague - Entered by Admissions
 - Subject, Course, Section, Course Descriptions, Classroom Room Number, Class meeting times, Instructor of Record
- Catalog Description:
 - Pulled from Colleague
 - Changes can be submitted to the Vice President of Instruction's office
- Required Books, Material and Supplies:
 - Pulled from Colleague based upon what faculty submitted on Textbook Adoption form
 - Corrections or changes should be sent to Vice President of Instruction's office
- Learning Outcomes:

- Pulled from an Access Database that is maintained by Institutional Effectiveness & Research Office
- These learning outcomes should match what in SPOL.
- Instructor Information:
 - Pulled from Colleague – Corrections can be sent to Human Resources
 - Name, Campus Phone number, office number and email address
- Faculty office hours,
 - Pulled from Colleague, entered by Department Administrative Assistant
 - Entered in FAOH
- Additional course information
 - Entered by Faculty Member
- Standardized Statements on Syllabus, updated by IT
 - Includes statements on:
 - Special Services
 - Attendance
 - Academic Integrity
 - Computer Usage

Distance Education Courses

Faculty that teach distance education courses (online, hybrid, etc.) must recognize the importance of ensuring that the student who registers in a distance or correspondence education course is the same student who participates in and completes the course and receives the credit. At Galveston College this is accomplished by using the College's course management system or an approved alternative (i.e. My Math Labs) that require students to have secure logins and passwords. Faculty are encouraged to require a portion of the students' final course grade come from activities completed in a monitored/proctored environment (proctored exams, on campus labs, etc.).

Drop, Add, Withdrawal

Procedures for Changes in Enrollment in 16-, 8-, and 6-Week Classes

Students withdrawing from six-week classes follow the same procedures for withdrawal from eight-week (i.e., Summer-Session) classes.

Detailed procedures for accomplishing change in a student's program, which are available from the Registrar's Office, include the following:

1. Program changes (adds, drops, and section changes) must be initiated by the student, in the Counseling Office, and appropriate forms must be filled out.
2. A course may be added to the student's program until the end of the second day of classes of the semester including summer.
3. A student may drop a course or courses until the census day of the semester. Grades will not be required, and the courses will not appear on the student's academic record if the course is dropped before the deadline given above.
4. A student may withdraw from a course between the census day and the end of the twelfth week of a semester (or between the census date and the end of the fourth week during a Summer Session). During this period, no approvals are required. Course withdrawals after the end of the twelfth week during a semester (and after the end of the fourth week during a Summer Session) require the approval of the Dean of Enrollment Management. This approval is limited to hardship cases involving circumstances beyond the student's control. Course withdrawals are subject to grades of "W" (withdrawal). No withdrawals will be accepted during closed week (final examination week).
5. The student is responsible for the completion of every course for which he has registered. If a student drops or withdraws from a course at any time without complying with the procedures

described above and without filling out the appropriate forms, a grade of F in the course will be received, even though the student may be passing the course up to the time of leaving.

Procedures for Changes in 4-Week (or less) Classes

1. A student may **drop** a class without a grade until the census date.
2. A student may **withdraw** from a class from the census day through the end of the 3rd week with a “W”.

Learning Management System

Galveston College’s Learning Management System is located at www.gc.edu at the “Canvas” link. All online courses, hybrid courses, and web-enhanced courses are taught using this system. Faculty can use Canvas to post supplemental information, presentations, reviews, and such for their face-to-face classes also. Training and further information about the site is available through the Coordinator of Distance Education.

Appendix A

Rank, Tenure and Sabbatical Forms



APPLICATION FOR CHANGE OF RANK
Petition for Rank

Name: _____ Date of petition: _____

Current rank: _____ Rank for which you are petitioning: _____

Category (check one): Academic Track _____ Workforce Track _____

Instructions: Fill in all sections below which apply to your petition. Be sure to calculate the "Box D" total, as this is the figure used for satisfying the criteria of the various ranks. Please also submit a letter of recommendation from a direct supervisor.

Highest degree earned: _____ Date of conferral: _____

Section A

List below any *graduate credit hours* earned in addition to the Master's degree. Attach additional pages as necessary.

<u>Course</u>	<u>Date</u>	<u>Hours</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Section B

List below any *GCEs (Graduate Credit Equivalents)* being applied toward this petition for rank.

<u>Topic</u>	<u>Date</u>	<u>CEUs</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
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_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Subtotal (B): _____

GCE (subtotal B divided by 24): $\frac{\quad}{24} =$

(next page)

Section C

List below any *professional work experience* being applied toward this petition for rank

<u>Employer</u>	<u>Work Experience</u>	<u>Dates</u>	<u># of years</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Subtotal (C): _____

GCE (subtotal C multiplied by 12): _____ × 12 =

Section D - TOTAL Graduate Credit Hours and Equivalent

Total of the *boxes* for sections A, B and C:

Box D:

Are all necessary verifying documents (official college transcripts, CEU certificates, etc.) on file in your personnel folder in the Human Resources office?

Yes _____ No _____

Are *copies* of all verifying documents (official college transcripts, CEU certificates, etc.) attached to this petition form?

Yes _____ No _____

Have you attached a letter of recommendation from an immediate supervisor?

Yes _____ No _____



NOMINATION FOR DISTINGUISHED PROFESSOR
Galveston College

Section A:

Date: _____

Department: _____

Nominating Employee: _____

Name of Employee Nominated: _____

Proposed Title: _____

DESCRIPTION OF ACHIEVEMENTS:

DATE:

DATE:

DATE:

Letters of Recommendation: (Attach)

Section B: [For Human Resources Department only]

Years of Service to the College: _____

Does the employee remain in good standing with the college?: yes:[] ____ no[] ____
(explain) _____

Retirement date: (if applicable) _____

Title or Rank at retirement: _____

Rationale for nomination: (Reason this employee should receive title. Use back of form if necessary.)

List below any *professional work experience* being applied toward this nomination.

<u>Employer</u>	<u>Work Experience</u>	<u>Dates</u>	<u># of years</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Are all necessary verifying documents (official college transcripts, CEU certificates, etc.) on file in the employee's personnel folder in the Human Resources office?

Yes _____ No _____

Section C:

Approval: (Representative or Chair)

Title Awarded: _____

Board of Regents:

Date: _____

President:

Date: _____

Vice President of Instruction:

Date: _____

Rank, Sabbatical and Tenure Committee:

Date: _____



NOMINATION FOR PROFESSOR EMERITUS
Galveston College

Section A:

Date: _____

Department: _____

Nominating Employee: _____

Name of Employee Nominated: _____

Proposed Title: _____

DESCRIPTION OF ACHIEVEMENTS:

DATE:

DATE:

DATE:

Letters of Recommendation: (Attach)

Section B: [For Human Resources Department only]

Years of Service to the College: _____

Does the employee remain in good standing with the college?: yes:[] ____ no[] ____
(explain) _____

Retirement date: (if applicable) _____

Title or Rank at retirement: _____

Rationale for nomination: (Reason this employee should receive title. Use back of form if necessary.)

List below any *professional work experience* being applied toward this nomination.

<u>Employer</u>	<u>Work Experience</u>	<u>Dates</u>	<u># of years</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Are all necessary verifying documents (official college transcripts, CEU certificates, etc.) on file in the employee's personnel folder in the Human Resources office?

Yes _____ No _____

Section C:

Approval: (Representative or Chair)

Title Awarded: _____

Board of Regents:

Date: _____

President:

Date: _____

Vice President of Instruction:

Date: _____

Rank, Sabbatical and Tenure Committee:

Date: _____



APPLICATION FOR TENURE

FACULTY PROFESSIONAL RECORD FORM

I. – Personal Information

Name: _____

Faculty Rank: _____

Administrative Title: _____

Date of First Faculty Appointment at Galveston College, (Exclusive of service under temporary or part-time appointment) _____

Division: _____ Subject(s): _____

II. – Education

List, in sequence beginning with the most recent, all institutions of higher learning attended.

<u>Institution</u>	<u>Mo./Yr to Mo./Yr.</u>	<u>Degrees attained/Program followed</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Private Study – Significant unrecorded personal study. Please explain and indicate dates.

Special Certificates or Licenses - Technical, business, or professional training received.

Undergraduate and Graduate Honors/Awards received – Scholarships, Honorary Societies, Academic or other distinctions.

Academic Specialization

1. Undergraduate: Major Field(s) of Study:

2. Master's Degree: Major Field(s) of Study:

3. Doctoral Degree: Major Field(s) of Study:

Dissertation Title:

Language Attainments – Indicate proficiency: Good, Fair, or Poor

Language

Reading proficiency

Speaking proficiency

III. – Professional Experience

Teaching Experience – List in sequence, beginning with the most recent.

<u>Elementary, Secondary, College, University or Other</u>	<u>Subjects</u>	<u>Dates</u>	<u>Reason for leaving</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Administrative Experience – List in sequence, beginning with most recent, administrative positions held.

<u>Institution</u>	<u>Title</u>	<u>Date</u>	<u>Reason for Leaving</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Research Experience – Institution, Agency, Corporation, Other.

<u>Place</u>	<u>Research Function</u>	<u>Dates</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

RTSC Policies, Procedures & Guidelines

Consulting Service – College, Agency, School District, Other.

<u>Place</u>	<u>Consulting Function</u>	<u>Dates</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Government Service – Other than Armed Military Services

<u>Types of Service</u>	<u>Agency, Dept. Office</u>	<u>Inclusive Dates</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Foreign Service

<u>Type of Service</u>	<u>Country/Countries</u>	<u>Inclusive Dates</u>
_____	_____	_____
_____	_____	_____

Other Professional or Work Experience – (e.g., Accountant, Attorney, Engineer, Journalist)

<u>Place</u>	<u>Inclusive Dates</u>	<u>Reason for Leaving</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

IV. – College or Division Service

Committee Service

<u>Committee</u>	<u>Inclusive Years</u>	<u>Office Held</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Advisor or Student Organizations

<u>Organization</u>	<u>Inclusive Years</u>
_____	_____
_____	_____

Other College or Division Service – (e.g., official delegate or representative, special assignment, voluntary individual contribution)

<u>Service</u>	<u>Dates</u>
_____	_____
_____	_____
_____	_____
_____	_____

V. – Memberships in Learned/Honor Societies/Professional Organizations

<u>Society or Organization</u>	<u>Position held</u>	<u>Inclusive dates</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

VI. – Membership in Social and Civic Organizations

<u>Organization</u>	<u>Positions held</u>	<u>Inclusive dates</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Creative Productions – Describe painting, poems, scores, scripts, sculptures, writing of a non-professional nature, etc.

VII. – Conference Participation

Program presentation papers read, offices held:

VIII. – Work in Progress

Writing, research, projects, study, etc.

Addenda

This space is to allow inclusion of activities which you consider part of your College or professional responsibilities or contributions. Attach a separate sheet if desired.

I, _____, agree to provide the tenure committee of Galveston College with copies of evaluations completed on me at Galveston college by previous supervisors and students.

Affidavit

, being duly sworn according to law, deposes and says that he/she is

_____ the person referred to in this application for tenure at Galveston College and that the statements herein contained are true in every respect; and that he/she has read and understands this affidavit.

Signature of Tenure Applicant:

Dr.

Mr. _____

Ms. First name Middle name (Maiden name) Surname

Mrs.

Sworn to before me this _____ day of _____, 20 _____

Notary Public

In and for _____ County, _____



APPLICATION FOR SABBATICAL LEAVE

PROCESSING GUIDELINES:

- Each **applicant is required to complete Parts A & B**, and to submit TWO copies of this application packet (Parts A, B, C & D) to the appropriate department (director or immediate supervisor). (Applicants are advised to retain a copy of the application for their personal record.)
- The **Division Director or Dean in cooperation with Program Coordinator or immediate supervisor completes Part C** and forwards the packets to the Rank Sabbatical and Tenure Committee.
- The **Rank, Sabbatical Tenure Committee completes Part D** and forwards all TWO copies of the application to the **Vice President and President**.
- Following review and approval, the **President** submits the application to the board at the January board meeting.
- To insure equity in the distribution of limited resources, all applications must be complete and accurate.

<u>PART</u>	<u>COMPLETED BY</u>	<u>DATE</u>
A & B	Applicant	October 1 – submit to Division Director

<u>PART</u>	<u>APPROVED BY</u>	<u>DATE</u>
C	Director/Dean	October 15– submit to Rank, Sabbatical Tenure Committee
D	Rank, Sabbatical Tenure Cmt.	November 1 – submit to Vice President and President
E	Vice President & President	January – submit to board

Part A. Background Information

DATE:

1. Name:
2. Department/School/Division:
3. Academic Rank:
4. Date of original hiring:
5. Date tenured (or expected):
6. Number of years of continuous full-time service:
7. Previous sabbaticals or official leaves of absence:

<u>Dates</u>	<u>Purpose</u>
From	To

_____	_____
_____	_____
_____	_____

8. Have you accumulated the required six continuous years of full-time academic service (excluding official leaves)?
Yes No

Comment:

9. Time of proposed leave: (check one)
One Long Semester: Fall Spring Academic Year _____
One Academic Year: Academic Year _____

Part B: Summary of Proposal

Attach a detailed description of your proposed sabbatical project on numbered pages in at least 12-point font. The application should not exceed 10 pages in length. The proposal should include:

1. Title:
2. Objectives or purpose of leave:
3. Rigor or Clarity of Approach (e.g., research design):
4. Relationship to other research or past work:
5. Proposed use of results (e.g., publication, classroom, etc.):
6. External dollar support or other resources such as, laboratory space, office use and use of other institutional resources, etc.
7. Include detailed summary of potential contribution:
Specify:

Contribution to: Individual
To: Department
To: College
To: Professional/Academic Area

8. If this proposal is not your first sabbatical at Galveston College, include a one-page self-assessment of the way that your previous sabbatical has strengthened your teaching, scholarship, or profession and a copy of the report filed upon return from your previous sabbatical.

Date

Signature

Part C: Recommendation of Division Director/Dean

(If no Department Chair or equivalent exists, this section should be omitted.)

Applicant: _____

1. Analysis of the Proposal: (please circle)

	OUTSTANDING	GOOD	SATISFACTORY	QUESTIONABLE
Objective or purpose of leave	4	3	2	1
Rigor and clarity of approach	4	3	2	1
Proposed use of results	4	3	2	1
Contribution to: Individual	4	3	2	1
To: Department	4	3	2	1
To: College	4	3	2	1
To: Professional/ Academic Area	4	3	2	1

2. Overall Recommendation:

Acceptable: Should be granted. Unacceptable: Sabbatical should not be granted.

3. Would you classify this application to be of exceptionally meritorious quality, and, therefore, eligible for increased leave time or remuneration? (See DU Sabbatical Leave Policy, Section 3.C.)

Yes No

4. Replacement Provisions: (please check)

- Hire a competent substitute
- Reallocate responsibilities to other departmental personnel (explain)
- Not offer certain courses (specify courses)
- Not offer as many sections of certain courses (specify courses)
- Suspend or phase down certain research/other activities (explain)
- Other

Explanation: _____

5. Replacement Fund Request (if any): _____ (consult Dean for guidelines)

 Date

 Signature

Part D: Recommendation of Rank, Tenure, and Sabbatical Committee

Applicant: _____

1. Analysis of the Proposal: (please circle)

	OUTSTANDING	GOOD	SATISFACTORY	QUESTIONABLE
Objective or purpose of leave	4	3	2	1
Rigor and clarity of approach	4	3	2	1
Proposed use of results	4	3	2	1
Contribution to: Individual	4	3	2	1
To: Department	4	3	2	1
To: College	4	3	2	1
To: Professional/ Academic Area	4	3	2	1

2. Overall Recommendation (may be supported by additional information):

____ Acceptable: Should be granted. ____ Unacceptable: Sabbatical should not be granted.

3. Comments: _____

4. Would you classify this application to be of exceptionally meritorious quality and, therefore, eligible for increased leave time or remuneration?

Yes ____ No ____

5. Does this applicant meet the time requirements of the sabbatical policy for a sabbatical?

Yes ____ No ____

Date

Signature

Part E: Recommendation of Vice President of Instruction

Applicant: _____

1. Analysis of the Proposal: (please circle)

	OUTSTANDING	GOOD	SATISFACTORY	QUESTIONABLE
Objective or purpose of leave	4	3	2	1
Rigor and clarity of approach	4	3	2	1
Proposed use of results	4	3	2	1
Contribution to: Individual	4	3	2	1
To: Department	4	3	2	1
To: College	4	3	2	1
To: Professional/ Academic Area	4	3	2	1

2. Overall Recommendation (may be supported by additional information):

____ Acceptable: Should be granted. ____ Unacceptable: Sabbatical should not be granted.

3. Comments: _____

4. Would you classify this application to be of exceptionally meritorious quality and, therefore, eligible for increased leave time or remuneration?

Yes ____ No ____

5. Does this applicant meet the time requirements of the sabbatical policy for a sabbatical?

Yes ____ No ____

 Date

 Signature

Part E: Recommendation of President

Applicant: _____

1. Analysis of the Proposal: (please circle)

	OUTSTANDING	GOOD	SATISFACTORY	QUESTIONABLE
Objective or purpose of leave	4	3	2	1
Rigor and clarity of approach	4	3	2	1
Proposed use of results	4	3	2	1
Contribution to: Individual	4	3	2	1
To: Department	4	3	2	1
To: College	4	3	2	1
To: Professional/ Academic Area	4	3	2	1

2. Overall Recommendation (may be supported by additional information):

____ Acceptable: Should be granted. ____ Unacceptable: Sabbatical should not be granted.

3. Comments: _____

4. Would you classify this application to be of exceptionally meritorious quality and, therefore, eligible for increased leave time or remuneration?

Yes ____ No ____

5. Does this applicant meet the time requirements of the sabbatical policy for a sabbatical?

Yes ____ No ____

Date

Signature