3.0.5 Adjunct Faculty

Adjunct faculty are employed to teach less than a normal faculty load or to teach less than a full session on a semester by semester or summer term basis. The adjunct faculty contract contains no guarantee of continued employment.

3.0.6 Classified Employees

Classified employees are employees who occupy positions that are listed in the Commonwealth’s Compensation Plan, and who are covered by the Virginia Personnel Act as found in Chapter 10, Title 2.1 of the Code of Virginia, once they have completed the probationary period.

3.0.7 Wage Employees

Wage employees are employees not covered by the Virginia Personnel Act (also referred to as hourly, P-14, or WE-14 employees) who are non-exempt for purpose of overtime compensation, and who are used to supplement the workforce during seasonal or temporary workloads, to provide interim replacements, or to perform short-term projects, or other jobs that do not require full-time classified employees. Wage employees are limited to working 1500 hours per agency per year.

3.1 Academic Rank and Administrative Titles

3.1.0 Academic Rank

The titles authorized for the four standard levels of faculty rank are Professor, Associate Professor, Assistant Professor, and Instructor. The qualifications for these are on the VCCS-29.

3.1.1 Special Rank

a. Assistant Instructor may be used for individuals, appointed on a temporary or emergency basis for one year, meeting most of the minimum requirements for the instructor rank and who show evidence of being able to complete such requirements within one year. A one-year renewal may be requested by a college administrator for a person who is actively pursuing completion of the necessary requirements.

b. Lecturer may be used when qualifications make it more appropriate than other titles. It may also be used for grant funded positions if VCCS-29 qualifications do not apply.

3.1.2 Emeritus: The Emeritus/Emerita title is honorific and is intended to acknowledge outstanding service to the Virginia Community College System. It does not represent any entitlement to authority, rights, privileges or resources.

a. President Emeritus.

1. Eligibility: Candidates for emeritus status must have provided ten or more years of outstanding, distinguished, and honorable service to the VCCS in positions of substantial leadership to include the role of president.