



Policy No. 3-31

Subject: Appointment Proposal and Rank and Salary Proposal

Last Revised:

Historical Status:

| Division | Policy Manager | Administrative Supervisor | Reference |
|-----------------|--|--|-------------------------|
| Human Resources | Vice President of Instruction and Student Services | Vice President of Instruction and Student Services | VCCS Policy Section 3.4 |

I. POLICY

It is the policy of Virginia Highlands Community College (VHCC) to operate in accordance with the applicable Virginia Community College System (VCCS) policy, which may be found here:

<https://go.boarddocs.com/va/vccs/Board.nsf/goto?open&id=D5FSTH743B35>

II. PERTINENT INFORMATION

III. DEFINITIONS

IV. GENERAL GUIDELINES

V. DELEGATION OF AUTHORITY

APPENDIX

VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS

VII. OPERATING REQUIREMENTS