

Policy No. 3-27

Subject: Faculty Compensation

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 3.8

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:

- A. [Nine-Month Faculty Salaries](#)
- B. [Nine-Month Faculty Summer Pay](#)
- C. [Teaching Overloads](#)
- D. [Twelve-Month Administrative and Professional Faculty Teaching Credit Courses](#)
- E. [Teaching Non-Credit Courses](#)
- F. [Workload Credits for Adjunct Faculty](#)
- G. [Outside Employment](#)
- H. [Professional Duties and Consulting](#)
- I. [Payment for Professional Duties and Consulting](#)
- J. [Faculty Compensation Plan](#)
- K. [Administrative/Professional and Instructional Faculty Compensation Actions](#)
- L. [Voluntary Early Retirement Incentive Program](#)
- M. [Voluntary Pre-Retirement Workload Reduction Program](#)

II. PERTINENT INFORMATION

III. DEFINITIONS

IV. GENERAL GUIDELINES

V. DELEGATION OF AUTHORITY

APPENDIX

VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS

VII. OPERATING REQUIREMENTS