

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](#).

II. PERTINENT INFORMATION

III. DEFINITIONS

IV. GENERAL GUIDELINES

V. DELEGATION OF AUTHORITY

APPENDIX

VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS

VII. OPERATING REQUIREMENTS