

PIEDMONT VIRGINIA COMMUNITY COLLEGE
VIII – HUMAN RESOURCES / PERSONNEL POLICIES

VIII – 8.0 RETIRED FACULTY POLICY

Policy #:	VIII – 8.0
Effective:	5/5/03
Revised:	9/18/08
Responsible Dept.:	HR/VP/ISS

1. INTRODUCTION

The College wishes to recognize the many contributions made over the years by retiring faculty. The College also wishes to provide retired faculty with support and encouragement to maintain a connection with the College. The College recognizes retired faculty as valuable resources, experienced, talented and in many cases eager to pursue academic endeavors beyond what was possible while teaching full-time. Therefore, the College bestows upon faculty who retire with 10 years of service at PVCC and 15 years of professional service overall, the following benefits.

2. RETIRED FACULTY BENEFITS

- Continuing notification about College news
- Invitation to participate in public ceremonies (commencements, other convocations, and academic processions) with academic regalia provided
- Invitation to attend College social functions open to faculty

3. ACCESS TO COLLEGE SERVICES AND FACILITIES

This access will be provided on a space available basis for College related business and College approved professional activities. At no time may these facilities or services be used for consulting activities or other services for which the retired faculty member will be paid, except if paid by the College. The decision of the Vice President for Instruction and Student Services is final on all questions related to this item.

- Up-to-date computer (not necessarily private) and PVCC software as allowed by licensure agreement, e-mail, and the Intranet
- Office space (not necessarily private)
- Copying facilities
- Secretarial support
- Technical support for on-campus College equipment
- Physical facilities for College-related projects
- Faculty parking, with permit (not individually reserved spaces)
- Recreational and social facilities
- Mailing facilities (faculty mailbox, postage for outgoing mail, etc.)
- Unofficial enrollment in College courses, subject to availability of space and consent of the instructor
- Faculty/staff health offerings, such as flu shots, blood pressure checks, etc.
- Off-site access to library databases for College-related business

4. MISCELLANEOUS PRIVILEGES

- PVCC identification card
- Discounts available to faculty at the PVCC bookstore; travel agencies (for professional travel); special events such as athletic, dramatic, musical, and other cultural events of the institution or made possible by the institution, such as eligibility for membership in the University of Virginia fitness and recreation program
- Reception of appropriate campus publications
- Official representation of the College at special events (as requested by the College and accepted by retired faculty member)
- Access to campus facilities for meetings and reunions on a space available basis

5. TEACHING AND SPECIAL PROJECTS

Retired faculty are eligible to teach at PVCC based upon the staffing needs as determined by the appropriate division dean. As is the case whenever a division dean selects a faculty member to teach a course, the division dean must consider such factors as the needs of the students, the nature of the course, the available pool of faculty, and the demonstrated quality of teaching by each faculty member under consideration. Retired faculty are eligible to teach up to nine (9) credit hours per semester and four (4) credit hours in the summer. They are eligible to teach in the Honors Program. They will be paid at the maximum rate allowed by the VCCS (at the time the course is taught) for the rank held upon retirement. In matters related to hiring or teaching assignment, the decision of the division dean is final.