



Employee Handbook



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INTRODUCTION

Nashua Community College (NCC) faculty and staff members are responsible for knowing and for following the policies and procedures contained in the *NCC Employee Handbook*. If a conflict exists between a policy stated in the Community College System of New Hampshire Policy Manual and *Handbook*, the Community College System of New Hampshire Policy Manual will take precedence.

Nothing in the *Handbook* should be interpreted as to create any right or benefit not duly authorized as provided by law, or which is contrary to any law, policy, rule or regulation of the State of New Hampshire or of the Community College System of New Hampshire. No statement in the *Handbook* should be interpreted as restricting the authority of the Community College System of New Hampshire as conferred by the New Hampshire Legislature.

Even though the material in this version of the *Handbook* was verified for accuracy, errors may have occurred. Please submit corrections or changes to the Human Resources Office or NCCHR@ccsnh.edu. Our appreciation and gratitude is extended to the persons who helped to compile and to review this document.

While the *Handbook* may contain a number of statements of policy and/or procedures, it does not purport to include all available information. More precise information may be obtained from appropriate campus personnel, other official publications or from the college website.

PURPOSE

The purpose of the *Handbook* is to provide the additional information needed by faculty and staff members to fulfill their responsibilities in an effective and efficient manner. The *Handbook* contains information regarding the structure, organization, policies and procedures of the Community College System of New Hampshire (CCSNH), applicable Federal and State of New Hampshire laws, and internal policies and procedures developed by the College.

To act in an environmentally-friendly manner, and to insure that the *Handbook* is current, the contents of this document will be stored and updated in an electronic format by the College's Human Resources Office. The *Handbook* is available online via the College's website at <http://nashuacc.edu/about/hr-employment>, or can be obtained from the Human Resource Office in an electronic (PDF) or hard copy if necessary.

NCC and the CCSNH keep updated documents online, and they are available through their respective websites. The chart below is designed to provide the most up-to-date information for employees, and many of these online documents may be mentioned throughout this handbook. It should be understood that all online documents should be considered to be the most current policy and/or procedure, and take precedence over the information listed in this document.

Document/Publication	Web Link	Notes
Nashua Community College: <i>Student Handbook</i>	http://nashuacc.edu/download-forms-publications	Document available under the heading: PUBLICATIONS

Document/Publication	Web Link	Notes
Nashua Community College: <i>Adjunct Faculty Handbook</i>	http://nashuacc.edu/about/hr-employment	Document available under the heading: ADJUNCT FACULTY INFORMATION AND RESOURCES
Nashua Community College: <i>Course Catalog</i>	http://nashuacc.edu/academics	Document available under the heading: COURSE SCHEDULE
CCSNH: <i>Staff Collective Bargaining Agreement</i>	http://www.ccsnh.edu/human-resources/ccsnh-employee-and-labor-relations	Document available under the heading: CCSNH/SEA STAFF COLLECTIVE BARGAINING AGREEMENT
CCSNH: <i>Faculty Collective Bargaining Agreement</i>	http://www.ccsnh.edu/human-resources/ccsnh-employee-and-labor-relations	Document available under the heading: CCSNH/SEA STAFF/FACULTY COLLECTIVE BARGAINING AGREEMENT
CCSNH: <i>Managerial and Confidential Employee Handbook</i>	http://www.ccsnh.edu/human-resources/ccsnh-employee-and-labor-relations	Document available under the heading: CCSNH MANAGERIAL & CONFIDENTIAL EMPLOYEE HANDBOOK
CCSNH: <i>Adjunct Faculty Collective Bargaining Agreement</i>	http://www.ccsnh.edu/human-resources/ccsnh-employee-and-labor-relations	Document available under the heading: ADJUNCT FACULTY COLLECTIVE BARGAINING AGREEMENT
CCSNH: <i>Strategic Plan</i>	http://www.ccsnh.edu/about-ccsnh/mission-strategic-plan	CCSNH document directly available from link.
CCSNH: <i>Board and System Policy Manual</i>	http://www.ccsnh.edu/about-ccsnh/board-policies-system-policies-and-fees	Multiple CCSNH documents directly available from link.
CCSNH: <i>Employee Benefits Information</i>	http://www.ccsnh.edu/human-resources/employee-benefits	Multiple CCSNH documents directly available from link.
CCSNH: <i>Employee Payroll Information</i>	http://www.ccsnh.edu/human-resources/hrpayroll-information	Multiple CCSNH documents directly available from link.

Document/Publication	Web Link	Notes
CCSNH: <i>Employee Professional Development and Training Information</i>	http://www.ccsnh.edu/human-resources/professional-development-and-training	Multiple CCSNH documents directly available from link.
CCSNH: <i>Human Resources/Payroll Contact Information</i>	http://www.ccsnh.edu/human-resources/human-resources-contact-information	All CCSNH contacts directly available from link.
CCSNH: <i>Employee Retirement Information</i>	http://www.ccsnh.edu/human-resources/nhrs-information-members-retires	NH Retirement System website link also available here.
Federal: <i>Family Education Rights and Privacy Act (FERPA)</i>	https://ed.gov/policy/gen/guid/fpco/ferpa	Federal policy directly available from link.
Federal: <i>Campus Safety Act:</i>	http://www.ed.gov/admins/lead/safety/campuscrimestatute.pdf	Federal policy directly available from link.
Federal: <i>Family and Medical Leave Act</i>	https://www.dol.gov/general/topic/benefits-leave/fmla	Federal policy directly available from link.
Federal: <i>Americans with Disabilities Act</i>	https://www.dol.gov/general/topic/disability/ada	Federal policy directly available from link.
Federal: <i>Title IV Policy</i>	https://www2.ed.gov/policy/highered/leg/hea08/index.html	Federal policy directly available from link.
Federal: <i>Title VII Policy</i>	https://www.eeoc.gov/laws/statutes/titlevii.cfm	Federal policy directly available from link.
Federal: <i>Title IX Policy</i>	https://www.dol.gov/oasam/regs/statutes/titleix.htm	Federal policy directly available from link.

COLLEGE MISSION STATEMENT

Nashua Community College provides quality, academically rigorous, higher-education programs focused on the diverse needs of students and the community.

COLLEGE VISION STATEMENT

Nashua Community College (NCC) will continue to be the preferred provider of two-year, post-secondary education in the Nashua Region and evolve with the educational needs for lifelong learning.

CORE VALUES

The college community endeavors to guide and inspire a mindset of success in our students. Our core values help students to:

- Commit to the successful completion of a program at NCC;
- Communicate effectively in writing and speaking;
- Collaborate with others in group projects;
- Create new ideas and works;
- Challenge themselves to ask questions and to think critically.

THE EDUCATED PERSON

Nashua Community College helps students improve their lives and become more responsible as informed citizens and educated persons. The college community has defined a set of essential skills to maximize one's role as a contributing member of society. Among those skills are communications, information literacy, scientific reasoning, quantitative analysis, ethical responsibility, critical thinking, global connectedness, and tolerance for ambiguity.

EDUCATIONAL PHILOSOPHY

Since the College serves a diverse student population possessing a wide range of backgrounds and academic abilities, the institution provides a variety of educational programs, instructional methods, supplementary services, and co-curricular activities. The major *raison d'etre* of the College is for students to become self-reliant, self-confident, skilled workers, and educated persons.

EXPECTED INSTITUTIONAL COMMITMENT TO THE COMMUNITY

The College fulfills its mission and commitment to the community as determined by the extent to which the institution:

- Engages in programs and activities that expand access to higher education for the Nashua region
- Offers college-preparatory instruction that readies underprepared students for success in college-level work
- Provides students with a variety of academic support, academic advising, and student development services
- Offers students the opportunity to contribute to the well-being of others through service learning and volunteerism
- Prepares individuals for employment in business, health sciences, human services, computer-related occupations, engineering and industrial technologies, and public service

- Offers transfer opportunities to degree programs at other institutions through a sequence of appropriate major field and general education courses
- Engages in economic development and continuing education activities to meet the needs of business, industry, and government while enhancing employee skills and enriching their lives
- Collaborates with visual and performing arts organizations in the community to elevate the human spirit, broaden student horizons, and enrich the community.

DIVERSITY PLAN

Goal I: Promoting Diversity at the College

- Formulate and distribute a formal diversity plan for the College.
- Hire outside speakers/consultants to educate faculty and staff about matters/issues regarding diversity, tolerance, harassment and discrimination.
- Emphasize to students the College's diversity policies during new student orientation.
- Evaluate the outcome of the College's diversity efforts periodically and report progress to the College community.

Goal II: Recruitment and Retention of Underrepresented Students

- Increase efforts to recruit and to retain students of underrepresented groups.
- Involve current and former underrepresented students in the effort to recruit new underrepresented students.
- Prohibit use of language, physical action, and audio/visual material either insensitive to diversity tolerance or considered an act of harassment.
- Evaluate the outcome of underrepresented student recruitment and retention efforts periodically and report progress to the College community.

Goal III: Recruitment and Retention of Underrepresented Employees

- Encourage applications from underrepresented groups in all recruitment advertisement.
- Advertise job openings in media or through channels that reach underrepresented groups.
- Involve current minority employees in the effort of recruiting new personnel.
- Prohibit use of language, physical action, and audio/visual material either insensitive to diversity tolerance or considered an act of harassment.
- Evaluate the outcome of minority employee recruitment effort periodically and report progress to the College community.

Goal IV: Promoting diversity through curricula and instruction

- Incorporate into instruction materials important work accomplished by persons of diverse background.
- Incorporate into instruction materials relevant information of interest to students of diverse background.
- Invite guest lecturers of diverse backgrounds to participate in instructional activities.
- Evaluate the outcome of instructional diversity enhancement efforts periodically and report progress to the College community.

ACCREDITATION AND ACADEMICS

REGIONAL/SPECIALIZED ACCREDITATION

The Community College System of NH is accredited by the New England Association of Schools and Colleges, Inc. through its Commission on Institutions of Higher Education.

Accreditation of an institute of higher education by the New England Association indicates that it meets or exceeds criteria for the assessment of institutional quality periodically applied through a peer review process. An accredited college or university is one which has available the necessary resources to achieve its stated purposes through appropriate educational programs, is substantially doing so, and gives reasonable evidence that it will continue to do so in the foreseeable future. Institutional integrity is also addressed through accreditation.

Accreditation by the New England Association is not partial but applies to the institution as a whole. As such, it is not a guarantee of every course or program offered, or the competence of individual graduates. Rather, it provides reasonable assurance about the quality of opportunities available to students who attend the institution.

Inquiries regarding the accreditation status by the New England Association should be directed to the administrative staff of the institution. Individuals may also contact:

Commission on Institutions of Higher Education

New England Association of Schools and Colleges

3 Burlington Woods Drive, Suite 100

Burlington, MA 01803

Toll Free: 1-855-866-3272

Phone: (781) 425-7700

Web: <https://cihe.neasc.org>

E-mail: cihe@neasc.org

Nashua Community College also holds a number of specialized accreditations outlined below:

Automotive Technology and Collision Repair Technology- The programs are certified by the National Automotive Technicians Education Foundation (NATEF) and the instructors are certified by the National Institute for Automotive Service Excellence (ASE) certifications,

Aviation Technology-NCC is an FAA approved training facility.

Business Administration-Accounting, Management, Marketing, and Small Business Entrepreneurship programs are accredited by The Accreditation Council for Business Schools and Programs (ACBSP).

Electronic Engineering Technology-This program is accredited through the Technology Accreditation Commission/Accreditation Board for Engineering and Technology, Inc. (TAC/ABET).

Nursing-The Associate of Science in Nursing Program maintains Full Approval from the New Hampshire Board of Nursing. Initial approval for the program was granted June 15, 2006.

ACADEMIC ASSESSMENT AND PROGRAM REVIEW

Per CCSNH Board policy, all associate degree and certificate programs are to undergo a program review at least once every five years, although low-enrollment in a particular program will trigger an earlier review. Program reviews provide data that document programmatic strengths or identify concerns about program viability. Academic programs reviewed by outside accrediting bodies are considered differently for the terms of this requirement, as an independent accreditation review fulfills the aforementioned requirement of the academic program review process.

The academic program review is an essential component of the College Learning Assessment Process. While a large part of this process focuses on the pedagogic aspects of the program, it also provides an opportunity for the program coordinator and the curriculum committee to evaluate the programs' relevancy and achievement in addressing the needs of the students, the College, and the community. The process requires program faculty to respond to the following topics: program purpose and goals, continued need for the program, enrollment trends, strengths of the program, areas of concern in the program, availability of qualified faculty, level of skill-preparedness of graduates and adequacy of facilities and equipment.

The primary goals of the program review are to:

- Identify program goals and relate them to the College's mission and the needs of the community
- Ensure that the program still offers the skills needed to compete in its field of specialization and is relevant to current and future job markets and/or four-year college aspirations.
- Evaluate the performance of the program in regards to student success, i.e., persistence, completion, transfer, gainful employment and licensure passage rates.
- Document the quality and adequacy of program staffing, including the Program Advisory Committee.
- Analyze the availability and utilization of educational resources, including technology, software, and support services.
- Evaluate the overall strengths, weaknesses, and needs of the program.

NEA CODE OF ETHICS

A copy of the following code is provided to each faculty member upon initial employment with the college.

Code of Ethics of the Education Profession

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provide standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specially designated by the NEA or its affiliate.

Principle I: *Commitment to the Student*

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator, therefore, works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall not reasonably restrain the student from independent action in the pursuit of learning.
2. Shall not reasonably deny the student access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly
 - a. Exclude any student from participation in any program.
 - b. Deny any advantage to any student.
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

Principle II: *Commitment to the Profession*

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service. In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator:

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall not misrepresent his/her professional qualifications.
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
5. Shall not assist a non-educator in the unauthorized practice of teaching.
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
7. Shall not knowingly make false or malicious statements about colleagues.
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action.

ADJUNCT FACULTY

As practitioners in their respective fields, adjunct faculty members complement the expertise of full-time faculty, provide a variety of views within fields of study, and offer "real-life" lessons to students. The College has the same primary expectation for full-time and adjunct faculty: to provide students with quality teaching regardless of employment status.

Hired on a per semester basis, adjuncts receive a written contractual agreement that details salary, conditions of employment, and teaching responsibilities prior to the start of each semester in accordance with the *Adjunct Faculty Collective Bargaining Agreement*. A copy of the current inforce agreement can be found on the college website at <http://www.ccsnh.edu/human-resources/ccsnh-employee-and-labor-relations> , under the headline *Employee and Labor Relations*.

Adjuncts are integrated into the life of the College in many ways such as their attendance at department meetings and monthly attendance at the President's Forum. Adjuncts are also invited to on-campus, professional development activities and social functions, and some participate in commencement ceremonies. The college boasts an active committee dedicated to adjuncts, the Adjunct Faculty Initiative Team (AFIT). The AFIT team promotes, maintains and facilitates the following initiatives on campus:

- Adjunct orientation
- Adjunct Certification Training (ACT)
- JumpStart Your Semester program
- Mentoring programs
- Adjunct Performance Evaluations
- Adjunct faculty handbook
- Adjunct Appreciation Week
- Adjunct of the Year award
- Adjunct Faculty Center
- Adjunct Job Fairs

Recognizing that many adjuncts have expertise in business and industry but have little teaching experience, the College instituted an Adjunct Certification Training Program (ACT) in Fall 2007 modeled after the certification program at Johnson County Community College (Kansas). The ACT program provides adjuncts the tools and resources that might not otherwise be easily accessible. It offers adjunct faculty a sense of community and connection to the College. In turn, the students benefit by the adjunct's professional growth. While many adjuncts bring a wealth of real world experience into the classroom, often times they do not necessarily have a teaching background. For those who do possess teaching credentials, more often than not that experience often comes from the secondary level. ACT gives the participant an understanding of the adult learner in the classroom and the elements that go into college level teaching at NCC. More information on this program can be accessed on the college website at <http://www.nashuacc.edu/about/hr-employment> under the headline *Adjunct Faculty Information and Resources*.

A series of ten modules is presented in two to three-hour blocks by full-time faculty and administrators. The NCC ACT program is designed to:

- Familiarize adjuncts with the College's mission and philosophy
- Provide adjuncts with andragogical tools and resources
- Provide training in the art of teaching
- Create a vital connection between the adjunct and the College.

Upon completion of the program, the adjunct will:

- Understand the practice of teaching in the post-secondary classroom
- Be aware of the mission of higher education
- Incorporate technology into the classroom
- Teach to a diverse learning environment.

The College offers other professional development opportunities on campus, such as the Jumpstart Program, which is a series of mini-workshops designed to provide specific training for adjunct faculty and helps to acclimate them to the college teaching environment.

The *NCC Adjunct Faculty Handbook* is updated annually, and copies are distributed during the adjunct faculty orientation. In addition, it is made available for viewing on the College website at <http://nashuacc.edu/about/hr-employment>, under the headline *Adjunct Faculty Information and Resources*.

ACADEMIC FREEDOM

The statement of academic freedom is set forth by the American Association of University Professors, the Association of American Colleges, and the Association for Higher Education, National Education Association, is endorsed by the Board of Governors as follows:

1. "The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution."
2. "The teacher is entitled to freedom in the classroom in discussing his/her subject but should be careful not to introduce into his/her teaching controversial matter which has no relation to the subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment."
3. "The College or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When the teacher speaks or writes as a citizen, he/she should be free from institutional censorship or discipline, but the teacher's special position in the community imposes special obligations. As a person of learning and an educational officer, the teacher should remember that the public may judge the teaching profession and the institution by his/her utterances. Hence, the teacher should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he/she is not an institutional spokesman."

ADVISING

Academic Advising is a partnership between a student and academic adviser. The intent of this partnership is to assist the student in developing and reaching meaningful educational goals based on personal interests, values and abilities. Academic advising helps students to select an academic program, understand NCC processes and procedures, select and register for courses, add/drop courses, change a major, and assists students with transferring to a four year institution.

The Academic Advising Center works with students in the Liberal Arts and General Studies program. Assistance is provided for students planning on transferring to a four year institution, including the Dual Admission program. If a student's faculty advisor is not available, an advisor in the Advising Center will assist him/her.

CAMPUS FACILITIES

COLLEGE FACILITIES

The College has physical resources that are consistent with institutions of higher education. Two classroom buildings contain nineteen general classrooms, twenty program-specific classrooms and laboratories, the Academic Support Center, Advising Center, the Walter R. Peterson Library & Media Center, administrative and faculty offices, the Maintenance Department, Stock Control, and the Bookstore.

The original 60,000 square-foot facility was built in 1970, a 20,000 square-foot automotive building was added in 1975, and a 33,000 square-foot addition to the original building was completed in 1985. The 18,000 square-foot Walter R. Peterson Library & Media Center was dedicated in 2000. There is parking for 520 vehicles including parking for handicapped persons. A small portion of land with an access road is leased to Sprint for a communications tower.

The Wellness Center opened in the fall of 2008. The Wellness Center contains a gymnasium, a walking track, a workout room, and the Service Learning department. The Center also provides a cafeteria and room for club activities.

Since 2002, major renovations in the main building have included air-conditioning in classrooms, asbestos abatement, installation of a sprinkler system and new suspended ceilings, installation of new carpets in classrooms and corridors, the addition of lounge furniture in corridors, replacement of tile floors with terra cotta around the atrium and in the old cafeteria area, and installation of new corridor lighting.

Classrooms and laboratories in the Automotive Building have been painted, and new ceilings and lights have been installed. Air-conditioning has also been added.

In June 2009, the New Hampshire Legislature approved capital improvement funds to construct a new health and science academic building which opened in the Fall 2010. The HSH facility houses a nursing simulation suite and classrooms, 9 general classrooms, 4 science laboratories, a 300-seat lecture hall/auditorium and faculty offices.

College facilities meet the requirements of the New Hampshire Department of Public Works and local building codes. The College is handicap accessible, and the ADA-compliant elevator in the Wellness Center will also serve the main building.

WALTER R. PETERSON LIBRARY AND MEDIA CENTER

The Walter R. Peterson Library & Media Center incorporates traditional print collections with media and electronic information to meet the college information demands and to support all academic programs. The Library & Media Center contains approximately 17,000 volumes, 240 journals, 1,600 videos, and it provides seating for 150. Hours of operation are Monday through Thursday 7:45am-8:00pm, Friday 7:45am-5:30pm, and Saturday 9:00am-1:00pm.

The 18,000 square-foot Library & Media Center incorporates traditional library services with media and information technology. The main reading room contains book collections, carrels, tables, and comfortable seating. The Mary Milliken Memorial Serials Room contains journals, a photocopier, a microform printer, and a few computers.

The twenty-one station Electronic Classroom serves as a laboratory for information literacy classes and as an open computer laboratory. The Faculty Resource Room is used by adjunct faculty members as an office and as a computer laboratory to develop computer-related coursework.

The Library & Media Center also provides media services on campus. All classrooms and laboratories are equipped with LCD projectors, computers, DVD, and audio with *Polyvision Eno* interactive whiteboards.

CAMPUS BOOKSTORE

The Campus Bookstore is located in the Main Building next to Admissions and offers textbooks, books, and course materials and supplies, as well as clothing and apparel items for purchase. The Campus Bookstore also has rental options and online ordering available for students.

CAMPUS SAFETY AND SECURITY

In consideration of the health and safety of students and employees, Nashua Community College maintains a Campus Safety Office, located in room 124 in the main building. Telephone numbers for the Campus Safety Office and for individual Campus Security Officers are available at the NCC website and are posted throughout the campus. Campus Security maintains a daily log of events which is available for public view in the Campus Safety Office. NCC Identification cards, as well as NCC parking permits, are also available at the Campus Safety Office. The Nashua Community College Security Report is published annually and is made available online on the Campus Safety and Security webpage at <http://www.nashuacc.edu/about/campus-safety-and-security>

The Campus Safety Department operates during the normal operating hours of the college, and employs five (5) security officers to cover all open times of the campus. Officers conduct vehicle and foot patrols on campus, enforcing Nashua Community College policies and regulations, as well as notifying Law Enforcement Authorities of any on-going or reported crimes on campus or on property controlled by the campus. Although campus safety officers do not have arrest powers, the Campus Safety Department maintains a strong working relationship with the Nashua Police Department and maintains a formal written memorandum of understanding (MOU) with the Nashua Police Department. The campus is monitored by a state of the art video surveillance system which records video activity in and around the campus 24 hours a day.

CAMPUS SECURITY AUTHORITIES (CSA)

In compliance with the Clery Act of 1998, the college has identified several members of the staff and faculty as Campus Security Authorities or CSA's. An updated list of CSA's is posted on bulletin boards throughout the campus and is available online at the college website at <http://www.nashuacc.edu/about/campus-safety-and-security>. The role of the CSA is to provide a conduit for staff, faculty, and students to report any crime committed on campus grounds or on grounds controlled by the college. CSA's report these crimes to law enforcement through the NCC Security office. CSA's may also assist an individual in making an *anonymous* crime report when requested to do so.

EMERGENCY RESPONSE PROCEDURES

NCC has established an Emergency Operations Plan (EOP) to address extraordinary circumstances wherein the lives and property of individuals could be placed imminent danger. Public portions of the EOP 'Basic Plan' are published on the NCC website as referenced above.

For purposes of the Emergency Operations Plan, evacuation operations are either classified as “Standard” or “Extraordinary”. “Standard” refers to a total or partial evacuation of one or several facilities to an assembly area within walking distance. A Standard evacuation can be classified as either Precautionary (preplanned) or Emergency. “Extraordinary” refers to a total evacuation of the Nashua Community College complex by all employees and visitors to a location a minimum of 5 miles from the campus facility.

In some situations, evacuation may not be the safest alternative to the emergency. In these cases, a “Lockdown” or “Shelter in Place” action may be ordered. During a Shelter in Place emergency, faculty, staff, and students should close and secure the doors and place objects in front of the doors to create a barricade and remain in place until the threat has subsided or until notified by a competent authority to move to a safer location. A Shelter in Place notification is broadcast through the campus wide public address system. A message is also sent via cell phones (*text and voice messages*), landlines, and e-mail systems to all employees and student subscribers of the NCC alert system.

NCC ALERTS SYSTEM

NCC Alerts is the College's emergency notification system that helps to ensure rapid and reliable mass communication to students, faculty, and staff. The NCC Alert system is designed to communicate with cell phones (text and voice messages), landlines, and e-mail systems, should a crisis, emergency situation or weather closure/delay occur on the NCC Campus. All NCC employees are automatically registered by the Human Resources Department upon hire. If you have changes in your emergency contact information, please contact the HR Office to provide them with your latest information.

For the complete listing of all campus safety and security procedures, please visit:
<http://www.nashuacc.edu/about/campus-safety-and-security>.

PET POLICY/SERVICE ANIMAL POLICY

Animals and pets are not permitted in campus buildings, with two exceptions: any guide dog, signal dog or other animal individually trained (or undergoing training) to assist an individual with a disability, and dogs registered by Faculty and Staff with Campus Safety. Service dogs must be identified while on campus wearing the appropriate service dog attire. Service animals in training must receive prior approval of the President’s Office before coming onto campus. This request should be initiated in writing to the attention of the college President. This policy applies to all students, faculty and staff. Students in violation of this policy will go through the judicial process as outlines in the Student Handbook. In the case of faculty or staff, violations shall be reported to the appropriate supervisor to initiate corrective action.

Service Animal Policy- The term “service animal” means any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or tasks performed by a service animal must be directly related to the individual's disability. Examples of work or tasks include, but are not limited to, assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, providing non-violent protection or rescue work, pulling a

wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as medicine or the telephone, providing physical support and assistance with balance and stability to individuals with mobility disabilities, and helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors. The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of this definition. (Federal Regulation Title 28 → Chapter I → Part 36 → Subpart A → §36.104). The types of service animals this policy addresses are listed here:

- **Guide Dog**-A dog that is trained to serve as a travel tool for individuals who are blind or have low vision.
- **Hearing Dog**-A dog trained to alert deaf persons or those with significant hearing loss, to sounds such as knocks on doors, fire alarms, phone ringing, etc.
- **Service dog (assistance dog)**-A dog trained to assist a person with a mobility or health impairment. Types of duties the dog may perform include carrying, fetching, 18 opening doors, ringing doorbells, activating elevator buttons, steadying a person while walking, assisting a person to get up after a fall, etc.
- **Sig (signal) dog**-A dog trained to assist a person with autism. The dog makes a person aware of movements, which may appear distracting to others and are common to those with autism. A person with autism may also have deficits in sensory input and may need service animals to provide similar assistance as is provided to a person who is blind or deaf.
- **Seizure response dog**-A dog trained to assist persons with seizure disorders. The method by which the dog serves varies depending on the individual's needs. Some dogs are able to predict seizures and provide advanced warning.

NCC Requirements of Service Animals and Their Handlers

- The service animal must be registered through the Disability Services Office and the Security Office.
- The service animal must have all veterinarian recommended vaccinations to maintain the animal's health and prevent contagious diseases. Documentation of vaccinations must be provided in advance.
- The service animal must be licensed and have tags in accordance with applicable state and local laws. Documentation of animal licensing must be provided in advance to NCC. NCC also reserves the right to request proof of licensing anytime during the animal's residency.
- The service animal must be on a leash, harness or tether at all times. Exceptions may occur when the animal is performing a specific duty that requires it to be unleashed or where the nature of the documented disability of the handler precludes adherence to this requirement.
- The handler must be in full control of the animal at all times.
- The care and supervision of a service animal is solely the responsibility of its handler. The handler must (1) always carry equipment sufficient to clean up the service animal's feces whenever the animal and handler are on NCC campus; and (2) be responsible for the proper disposal of the animal's feces and for any damage caused by the waste or its removal.
- The service animal must be well-behaved. The handler must ensure that the animal refrains from behavior that threatens the health and safety of others.
- The service animal whose behavior poses a direct threat to the health or safety of others or is disruptive to the NCC community may be excluded, regardless of training or certification.

CCSNH POLICIES AND RESPONSIBILITIES

The Community College System of NH administers and maintains all system-wide policies and procedures for all seven campuses. For a complete listing of all CCSNH system and Board of Trustees policies in downloadable format, please visit <http://www.ccsnh.edu/about-ccsnh/board-policies-system-policies-and-fees>.

SEXUAL HARASSMENT POLICY

CCSNH follows and adopts the current State OF NH policy on sexual harassment:

Policy Statement: All employees of the State of New Hampshire are entitled to work in an environment free of sexually inappropriate behavior. The State of New Hampshire is committed to preventing and eliminating such misconduct in the workplace before it rises to the level of sexual harassment. To accomplish these goals, the state's policy against sexual harassment shall be clearly and regularly communicated to all state employees, both supervisory and non-supervisory, through periodic educational programs and training. In addition, this policy shall be implemented through the complaint investigation procedures set forth below. This policy shall also serve as a guideline for the investigation of any other type of discrimination prohibited by law.

All complaints of sexual harassment or retaliation shall be promptly and thoroughly investigated. Particular care shall be taken in the course of investigations to protect the confidentiality of all involved to the extent possible. Should it be determined that a state employee has violated this policy, immediate and appropriate corrective and/or disciplinary action shall be taken. This may include discharge and/or other forms of discipline. The type and extent of corrective action regarding non-employees will depend on the amount of control the agency has over the non-employee.

Policy Purpose- Statement of Prohibited Conduct: Harassment and discrimination in employment based on sex are illegal under federal and state law and shall not be tolerated in state employment. Maintenance of a discriminatory work environment is also prohibited. Every state employee has a duty to observe the law and shall be subject to appropriate disciplinary or corrective action for failing to do so.

SEXUAL HARASSMENT: An unwelcome sexual advance, a request for a sexual favor, or other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Any supervisor who threatens or suggests, either explicitly or implicitly, that an employee's refusal to submit to sexual advances or other conduct of a sexual nature will adversely affect the employee's job and/or working conditions has committed sexual harassment.

In order to rise to the level of legally actionable sexual harassment, conduct creating a hostile work environment must be severe or pervasive. However, it is the intent of the State to prevent conduct from escalating to the point that a hostile work environment exists. To that end, the following conduct is considered inappropriate and is prohibited in the workplace regardless of whether it rises to the level of being severe or pervasive: verbal abuse of a sexual nature; unwelcome, offensive sexual flirtation; unwelcome, graphic verbal comments about an individual's body; sexually degrading words to describe an individual; unwelcome brushing, touching, patting, or pinching an individual's body; sexually explicit gestures; the display in the workplace of sexually suggestive, sexually demeaning or pornographic objects, pictures, posters, or cartoons; unwelcome inquiry or comment about sexual

conduct or sexual orientation or preferences; or verbal abuse consistently targeted at only one sex, even if the content of the abuse is not sexual. Whether the conduct is severe or pervasive shall be considered in determining the level of appropriate corrective action required.

Procedures for making, investigating and resolving sexual harassment and retaliation complaints:

Complaints: Complaints of sexual harassment or of retaliation for making such complaints shall be made, either in writing or verbally, to the Director of the Division of Personnel or the agency Human Resource Administrator, who shall then refer the complaint to the Director. Complaints may also be submitted to the employee's supervisor, who shall be responsible for transmitting any complaint received to the agency Human Resource Administrator. If the employee's supervisor is involved in the alleged harassment, the employee may submit the complaint to the next supervisor in their direct chain of command, who shall be responsible for transmitting any complaint received to the agency Human Resource Administrator. The Director of Personnel shall then assign, as appropriate, one or two investigators. If only one investigator is assigned, the investigator shall be from outside the complainant's agency. No employee shall be required to file a complaint with a supervisor who is hostile to that employee and/or who engages in conduct or has been alleged to have engaged in conduct which could be considered sexual harassment.

Any supervisor who has knowledge of sexual harassment, or retaliation against a person who has reported sexual harassment, shall be required to report it to the Director of Personnel or the agency Human Resource Administrator. Failure to report may result in appropriate corrective action, which may include discipline. During the pendency of the investigation, the agency, in consultation with the Director of Personnel, shall promptly take such action as is reasonably calculated to prevent further harassment from occurring.

Investigations-Confidentiality: All complaints shall be investigated with reasonable thoroughness and as expeditiously as possible by the investigator(s). Subject to the limits or requirements of the law, investigations shall be conducted with particular care to preserve the confidentiality of all persons involved. Only those who need to know in order to accomplish the purposes of the investigation shall be provided with the identity of the complainant and the allegations. All parties including the complainant and the alleged harasser contacted in the course of an investigation shall be advised of the necessity of confidentiality and that any breach of confidentiality shall be treated as misconduct subject to disciplinary action. Copies of the investigators' final report shall be submitted to the Director of Personnel, who shall share it with the agency Human Resource Administrator and Agency Head. The complainant and the alleged harasser shall be advised of the findings reached on the complaint. If a violation of this policy is found to have occurred, the complainant will be advised that appropriate corrective action will be taken. This is in accordance with RSA 91-A, which provides that specific personnel actions must remain confidential.

All individuals are required to be truthful, forthcoming, and cooperative in connection with the complaint investigation. An investigation shall begin promptly. The investigators shall provide the Director of Personnel with progress reports every thirty days. Upon completion, a written report shall be prepared and submitted to the Director of Personnel who will share it with the agency Human Resource Administrator and the Agency Head. The agency officials and the Director of Personnel shall review the report. The agency shall make a determination as to whether or not disciplinary or corrective action is warranted.

Retaliation prohibited: Retaliation of any kind against anyone who is involved in the investigation of or in making an allegation of sexual harassment is prohibited and may result in disciplinary action against the retaliator, up to and including termination from employment.

State Employee Education and training:

The State's policy against sexual harassment shall be communicated in writing to all employees. Educational posters communicating the State's opposition to sexual harassment shall be conspicuously and continuously displayed in the workplace. Such notices shall advise employees of the right to initiate a sexual harassment complaint through the procedures outlined in this policy as well as the right to initiate complaints with the New Hampshire Commission on Human Rights and/or the Equal Employment Opportunity Commission.

Each state department or agency shall conduct periodic training to inform employees of the state's policy prohibiting sexual harassment and retaliation and the complaint and investigation procedure set forth herein. Such training shall include the following components:

- A. For all employees: As part of general orientation, each recently hired employee shall be provided a copy of this policy and during their first year of employment shall attend a training session regarding this policy.
- B. For all supervisory employees: All supervisory personnel shall annually participate in a training session on sexual harassment and other forms of discrimination which includes information about the types of conduct which will not be tolerated in the workplace.

DOMESTIC VIOLENCE POLICY

CCSNH follows and adopts the current State OF NH policy on domestic violence in the workplace:

Purpose: The purpose of this policy is to set forth procedures and guidelines for all State of New Hampshire employees to reduce the occurrence of domestic violence and its impact on the workplace.

Definitions:

- A. DOMESTIC VIOLENCE: As defined by New Hampshire RSA 173: the commission or attempted commission of one or more of the following acts by a family or household member, current or former sexual/intimate partner where such conduct constitutes a credible threat to the victim's safety: assault or reckless conduct, criminal threatening, sexual assault, interference with freedom, destruction of property, unauthorized entry and harassment.
- B. PERPETRATOR: An individual who commits an act of domestic violence as defined above.
- C. VICTIM: An individual who is subject to an act of domestic violence as defined above.

Policy: All State of New Hampshire agencies, to the fullest extent possible without violating any existing rules, regulations, statutory requirements, contractual obligations and collective bargaining agreements, shall designate and direct all state employees to follow these guidelines.

The State of New Hampshire will not tolerate acts of domestic violence perpetrated by or against any employee while in state offices, facilities, work sites, vehicles or while conducting state business. This includes the display of any violent or threatening behavior by a perpetrator (verbal or physical) that is likely to result in physical or emotional injury or otherwise places a victim's safety or productivity at risk. This policy addresses the particular concerns of domestic violence and its impact on the workplace.

In response to a voluntary request by an employee who is a victim of domestic violence, the State of New Hampshire will provide appropriate support and assistance. This includes identifying a person to whom an employee can go to seek help; resource and referral information; work schedule adjustments or leave as needed to obtain assistance; and workplace relocation, if feasible. Other appropriate assistance will be provided based on individual need and availability.

The State of New Hampshire is committed to working with employees who are victims of domestic violence to prevent abuse and harassment from occurring in the workplace. No employee will be penalized or disciplined in the workplace solely for being a victim of domestic violence.

Employees who are identified as perpetrators of domestic violence are encouraged to access services through the State of New Hampshire Employee Assistance Program. They will be provided with information regarding counseling and batterer intervention resources.

Any employee who threatens, harasses, or abuses someone at the workplace, or from the workplace, using an state resources such as work time, workplace phones, fax machines, mail or other means is subject to corrective or disciplinary action, up to and including dismissal. This policy shall be interpreted consistently with the State of New Hampshire's policy prohibiting sexual harassment.

All employees need to take seriously the problem of domestic violence and its effects in the workplace. The State of New Hampshire will take all reasonable measures to foster a safe working environment for all employees.

Agency Response: Domestic violence occurs between people of all racial, economic, educational and religious backgrounds, in heterosexual and same-sex relationships, and between couples living together or separately, married or unmarried. Domestic violence can affect adversely the well-being and productivity of employees who are victims, as well as their co-workers. Effects of domestic violence in the workplace include increased absenteeism, turnover and health care costs and reduced productivity.

All New Hampshire State agencies provide their employees with a copy of this policy and the State of New Hampshire domestic violence brochure. Employees shall read and sign a statement acknowledging the policy. As part of general orientation, each recently hired employee shall be provided with a copy of this policy and state brochure. As part of any annual evaluation process, employees shall be given a copy of this policy. All state agencies shall ensure that employees participate in domestic violence training as provided.

Each agency shall designate an appropriate person to address domestic violence issues within that agency. This designee shall refer any employee who discloses that he or she is a victim or perpetrator of domestic violence to the State of New Hampshire Employee Assistance Program at 1-800-852-3345, extension 4336 or 271-4336.

In response to a voluntary request from a victim, all state agencies shall work with victimized employees to develop and implement individualized workplace safety plans. These plans may include, when appropriate, advising co-workers of the situation; setting up procedures for alerting security and/or the police; temporary relocation to a new work site; reassignment of parking space; escort for entry to and exit from the building; addressing telephone, fax, e-mail or mail harassment; and providing a photograph of the perpetrator and/or a copy of any existing court orders to security personnel. All information relating to an employee's involvement in a situation relating to domestic violence, to the extent possible, should be kept confidential and should not be made part of any employee's personnel file.

When an employee needs to take time off for medical assistance, legal assistance, court appearances, counseling stemming from domestic violence, relocation or to make other necessary arrangements to create a safe situation, all state agencies should take into consideration the employee's particular situation and leave benefits.

In cases where an employee's work performance falls below expectations as a direct result of being a victim of domestic violence, the employee shall be encouraged to develop a workplace safety plan consistent with this policy and shall be provided clear information about performance expectations, priorities and performance evaluations. If a disciplinary process is initiated, special care should be taken to consider all aspects of the victimized employee's situation, and exhaust all available options in trying to resolve the performance problems, including making a referral to the State Employee Assistance Program, consistent with existing collective bargaining agreements, statute, regulations and agency policies.

If performance problems persist and the employee is terminated, disciplined or voluntarily separates from employment the employee should be informed of his or her right to appeal the agency's decision and of their potential eligibility for unemployment insurance. The agency will respond as quickly as possible to any requests for information that may be needed in the claims process. New Hampshire law, RSA 282-A:32, I(a), provides that a victim of domestic violence who voluntarily separates from employment may, under certain circumstance, be eligible for unemployment compensation benefits.

In accordance with existing collective bargaining agreements, statutes and regulations, all state agencies shall hold employees accountable under this policy who engage in the following confirmed behavior: 1) misuse state resources to commit an act of domestic violence; 2) commit an act of domestic violence from or at the workplace or from any other location while on official state business; or 3) misuse their job-related authority and/or state resources in order to negatively affect victims and/or in perpetrating an act of domestic violence; 4) threaten, harass or abuse a person at the workplace, from the workplace, or on state business using any workplace resources such as work time, workplace phones, fax machines, mail, e-mail, or other means. Agencies should consult with the appropriate personnel as needed to address other concerns relating to domestic violence in the workplace.

Employee Awareness: Information on domestic violence and available resources shall be posted in the worksite in places where employees can obtain it without having to request it or be seen removing it, such as employee restrooms or lounge areas. Such information shall include available resources of assistance such as the State Employee Assistance Program, local domestic violence service providers, and/or human resources personnel who are trained and available to serve as sources of information, support and referral. Information shall be made available on employee bulletin boards and included in employee newsletters, as appropriate.

CCSNH DRUG-FREE WORKPLACE POLICY

Purpose: The CCSNH is committed to ensuring a drug-free workplace. **Legal Requirements:** In accordance with the Drug Free Workplace Act of 1988 (Pub. L. No. 100-690, Title V, Subtitle D) employees are prohibited from the unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance in the workplace. Chemical dependency can and does affect work performance and attendance.

Requirements:

As a condition of employment employees are:

- Prohibited from the use, possession, distribution, dispensation, or unlawful manufacture of any controlled substance while on the property of the CCSNH or its colleges, during work hours, or while attending any CCSNH or college sponsored activity or function;
- Prohibited from consuming alcohol while on duty or in the workplace and from reporting to work while under the influence of alcoholic beverages or controlled substances (drugs);
- Driving any CCSNH or college owned vehicle, or driving a personal vehicle while on business for the CCSNH or its colleges, while under the influence of alcoholic beverages or controlled substances (drugs);
- Required to report in writing to the College or CCSNH Human Resources Office any criminal conviction based on the unlawful use, possession, distribution, dispensation or manufacture of a controlled substance where the violation occurred on CCSNH or its college premises or that occurs in the workplace. The reporting of such incidents must occur within five (5) calendar days from entry of the trial court's decision, regardless of whether an appeal is taken.

Sanctions:

- Conviction of a drug-related crime shall be a basis for disciplinary action, up to and including termination.
- A notice of the drug conviction shall be placed in the employee's personnel file in accordance with normal disciplinary procedures.
- Conviction of a drug-related crime shall require the employee to utilize the services of the CCSNH's employee assistance program and successfully complete an approved drug abuse assistance or rehabilitation program recommended by the EAP as a condition of continued employment.

Programs: The CCSNH and its colleges shall initiate a drug-free awareness program which informs CCSNH employees of the dangers of drug abuse in the workplace; the CCSNH rules and policies requiring a drug-free workplace; or the availability of employee assistance programs; and of the penalties that may be imposed for abuse violations occurring in the workplace.

PROFESSIONAL DEVELOPMENT ASSISTANCE POLICY

Purpose: The Community College System of New Hampshire (CCSNH) recognizes and supports both career and job related professional development activities. CCSNH institutions, may at their option, use departmental funds to provide financial assistance for employee participation in professional development activities. Professional development is intended to be the continuing responsibility of both the employee and the institution.

Authority: The Chancellor or his/her designee shall approve/disapprove the professional development requests of the college presidents and system office personnel. The Chancellor shall delegate to each college president the authority to approve/disapprove professional development requests of his/her college personnel. The college president may delegate the approval/disapproval of professional development requests and the oversight of the institution's professional development program to a designee or a staff development committee.

Program Eligibility:

- All full-time and part-time employees, except adjunct faculty, are eligible to receive financial assistance for participation in professional development activities.
- Adjunct faculty shall be eligible to participate in college or department sponsored in-service trainings or educational programs. Financial assistance for participation in professional development activities

may be approved at the discretion of the college president as determined by demonstrated need and benefit to the institution.

- An employee must have satisfactory job performance in their current position to be eligible for professional development assistance. Participation in professional development activities should not in any way interfere with the employee's ability to perform his or her job.
- Requests for grant-funded professional development assistance must be consistent with the goals and objectives of the grant program.

Program Guidelines:

- Professional development activities may include, but are not limited to, non-credit courses, workshops, seminars, conferences, and lectures offered at institutions outside of the CCSNH and participation in professional and technical association meetings.
- Financial assistance will be provided for those professional development activities that will benefit the institution and the employee in terms of increased knowledge, abilities, and skills. Assistance may be denied in cases where management determines that the proposed professional development activity is not of sufficient benefit to the institution or is not consistent with the goals and objectives of the grant funding source.
- Financial assistance for professional development activities may be granted for registration and travel costs only. Expenses associated with travel shall be reimbursed in accordance with state and federal regulations, system and college travel policies and procedures, and the collective bargaining agreement. Reimbursement for books, tools or learning aids is not permitted, unless permissible through grant funding.
- The provision of professional development assistance shall be subject to the availability of funding and/or based upon institutional priorities. Staff development opportunities and budget allocations shall be determined by each institution and shall be consistent with policies in force by the Board of Trustees and CCSNH.

Procedures:

- To be considered for professional development assistance, an employee must complete a Request for Professional Development Funds form.
- For professional development activities that are being held "out-of-state," the employee must complete a Request for Out-of-State Travel form. Reimbursement for travel expenses shall be reimbursed in accordance with state and federal regulations, system and college travel policies and procedures, and the collective bargaining agreement.
- Authorization for a professional development activity must be received prior to registering or confirming travel arrangements. The completed forms as referenced in A and B above, must be completed, signed, and dated by the employee and be approved by the employee's supervisor and the institution's appointing authority (i.e. Chancellor, College President) or his/her designee (i.e. Institutional Staff/Professional Development Committee). The approval/disapproval of professional development assistance may be based on the needs and priorities of the college and/or department, the individual, the availability of funds and/or the consistent application of policy.
- Once approval has been granted, the institution shall provide written notification to the employee documenting the approved professional development request. The written authorization notice shall designate the authorized travel destination, dates of travel, and funding allocation, as well as, provide information pertaining to the requirements for reimbursement. Authorization for the pre-payment of registration fees and/or air travel tickets may be granted. A copy of the approved Request for Professional Development Funds and the Request for Out-of-State Travel shall be provided to the

employee along with the written authorization notice. If the request is denied, the request shall be returned to the employee indicating that the request was not approved and the reasons(s) for the denial.

- The original authorized Request for Professional Development Funds and the Request for Out-of-State Travel shall be forwarded to the institution's business office. Copies of the approved request shall be provided to the employee's supervisor, and the institution's human resources office. The business office shall be responsible for ensuring the completion of the required purchasing forms (IHR's) that result in payment of billed registration fees and/or travel costs and the reimbursement of authorized travel and/or training expenses to the employee.
- For non-grant and grant funds, the institution's business office shall be responsible for entering the approved obligation into Banner Finance and then forwarding the original approved requests with all related documentation and a copy of the written authorization notice as issued to the employee to the CC System Office Budget Department for auditing and processing.
- For reimbursement of authorized training and/or travel expenses, the employees shall be required to complete a Payment Voucher – Travel, (Form #A-4) and provide a certification of completion or proof of attendance, as authorized by the sponsoring organization. Expenses shall be reimbursed in accordance with state and federal regulations, system and college travel policies and procedures, and the collective bargaining agreement. The original completed documentation shall be forwarded to the institution's business office for approval and then forwarded to the appropriate department within the CC System Office for the final auditing and processing of payments.

General Provisions:

- Professional development expenses shall not be reimbursable if the employee has not received advanced/prior approval for the professional development activity or voluntarily cancels his/her participation in the authorized activity.
- If an employee voluntarily cancels his/her participation in a pre-approved professional development activity, he/she shall be responsible for the reimbursement of any costs incurred by the employer. Due to extenuating circumstances, exceptions may be authorized by the Chancellor for college presidents and system office personnel or by the college president for designated college personnel.
- Participation in a professional development activity/program that is not required by the institution/college (employer) shall be considered voluntary. Voluntary attendance at a professional development program occurring outside of or after the employee's normal work hours shall not be considered as working time.
- Attendance shall not be considered voluntary if it is required by the employer. Mandated attendance at a professional development program occurring outside of or after the employee's normal work hours shall be considered hours worked and will be calculated accordingly.

Reporting:

- The college president or designee shall be responsible for maintaining professional development records for college personnel on funding allocations and costs and the educational/training activities. Records on each employee who receives staff development funds shall also be maintained and shall include information on what program the employee participated in (program title, dates, location and sponsor), cost of the program, and completion.
- The CCSNH Director of Human Resources shall be responsible for maintaining professional development records for system office personnel on funding allocations and costs, and educational/training activities. Records on each employee who receives staff development funds shall

also be maintained and shall include information on what program the employee participated in (program title, dates, location and sponsor), cost of the program, and completion.

- Each institution shall provide an annual report to the BOT Personnel Committee designating the authorized professional development activities at the college for the prior fiscal year. Such reports shall be directed to the CCSNH Director of Human Resources on or before August 15.

For specific forms and compliance documentation please visit <http://www.ccsnh.edu/human-resources/professional-development-and-training> for more information.

TUITION REIMBURSEMENT POLICY

Purpose: The Community College System of New Hampshire (CCSNH) recognizes and supports the need for the continued professional growth of its faculty and staff. CCSNH institutions may, at their option, use institutional funds to reimburse eligible employees for tuition costs associated with credit coursework completed in a satisfactory manner at a regionally accredited, degree-granting college or university.

Policy: It is the intent of this policy to encourage and support educational opportunities of full time employees that will benefit the CCSNH, further the System's mission and strategic goals, enhance employees' current job performance, and improve options for career advancement. Tuition reimbursement is the financial support for approved educational courses that are job-related or are part of a degree, professional certification, or licenses program. Tuition reimbursement shall be subject to the availability of funds and shall be limited to the cost of tuition.

Authority: The Chancellor or his/her designee shall approve/disapprove the tuition reimbursement requests for the college presidents and system office personnel. The Chancellor shall delegate to each college president the authority to approve/disapprove tuition reimbursement requests of his/her college personnel. The college president may delegate the approval of tuition reimbursement requests and the oversight of the institution's professional development program to a designee or a staff development committee.

Program Eligibility:

- Full-time employees who have completed twelve months of continuous employment and have satisfactory job performance in their current position shall be eligible for tuition reimbursement. In exceptional circumstances a college president or Chancellor, in the case of system office personnel and presidents, may waive the service eligibility requirement for tuition reimbursement. When service eligibility requirements are waived, an explanatory justification statement approved by the college president/Chancellor shall be forwarded to the CCSNH Human Resources Office.
- Requests for tuition reimbursement must be for credit courses that are directly related to the employee's existing job or career path or are part of an undergraduate or graduate degree, professional certification, or licensing program. Job-related courses are defined as those in which the course content is directly related to the employee's present duties and responsibilities or is needed to maintain or improve skills required by the institution or meet the express requirements of the CCSNH or of a law or regulation. Courses that are not directly related to a specific job, but form part of a job-related degree program (career related), also qualify for this benefit. Coursework undertaken by an employee for self-enrichment does not qualify.

- Courses eligible for reimbursement must be for college credit(s) from a regionally accredited, degree-granting college or university. This includes classroom and on-line courses. Associate degree level coursework taken at an institution outside of the CCSNH shall only be reimbursed when the equivalent course is not offered at a CCSNH college. No auditing of courses is permitted.
- Requests for tuition reimbursement must be made, and approval granted, prior to the start of the course.

Procedures:

- Requests for reimbursement for the tuition cost shall be initiated by the employee. To be considered for tuition reimbursement, an eligible employee must complete a Request for Tuition Reimbursement and a Tuition Reimbursement Agreement and submit these forms along with material describing the course and/or program to his/her supervisor for initial approval. If financial assistance is being requested through the use of Carl Perkins Grant Funds, a Carl Perkins Professional Development Grant Authorization Form must also be completed.
- For initial approval, the supervisor shall review the request to determine job relatedness, benefit to the institution, and that the proposed course meets the criteria for reimbursement. The supervisor shall forward all approved tuition reimbursement requests along with supporting documentation to the institution's appointing authority (i.e. Chancellor, College President) or his/her designee (i.e. Institutional Staff/Professional Development Committee) for final approval and funding allocation. If the request is rejected, the request shall be returned to the employee indicating the reasons(s) for the denial.
- Once final approval has been granted, the institution shall provide the employee with written notification of the approved tuition reimbursement request. The written notification shall designate the authorized coursework and funding allocation, as well as provide information pertaining to the requirements for reimbursement. A copy of the approved Request for Tuition Reimbursement and a Tuition Reimbursement Agreement shall be provided to the employee along with the written notice.
- The original authorized Request for Tuition Reimbursement and Tuition Reimbursement Agreement shall be forwarded to the institution's business office. Copies of the approved tuition reimbursement documents shall be provided to the employee's supervisor, the institution's human resources office, and the CCSNH Director of Human Resources. For non-grant and grant funds, the institution's business office shall be responsible for entering the approved obligation into Banner Finance.

Reimbursement:

- Tuition reimbursement shall be limited to eight credit hours per semester/term.
- Reimbursement shall be for tuition costs only. Expenses associated with fees, travel, books, or incidental items are non-reimbursable.
- Reimbursement may be obtained for courses taken and completed with a final grade of "C" or better for undergraduate work and a grade of "B" or better for graduate level work. In cases where the grading system is Pass/Fail, Satisfactory/Unsatisfactory, etc., the employee must receive the grade that gives credit for the course.
- Reimbursement for courses taken more than once will not be provided.
- The provision of tuition reimbursement shall be subject to the availability of funding and based upon institutional priorities. The amount of reimbursement shall be contingent upon institutional budget allocations.

General Provisions:

- The employee is no longer eligible for tuition reimbursement if he/she does not complete the course satisfactorily, drops or withdraws from the course(s); or leaves the employ of Community College System before completing the course. Employees who receive a grade of “Incomplete” will be reimbursed only when the grade for the course has been changed to a grade of “C” or better for an undergraduate course or a grade of “B” or better for a graduate course. In cases where the grading system is Pass/Fail, Satisfactory/Unsatisfactory, etc., the employee must receive the grade that gives credit for the course.
- Participation in credit coursework shall be considered voluntary. Voluntary education time occurring outside or after regular or normal work hours is not considered time worked.
- Courses may not be taken during work hours if they are available during the employee’s non-work hours. For credit courses offered only during work hours, the employee’s supervisor may grant approval for the employee to participate in class during his/her scheduled work hours. In considering such requests, the employee’s supervisor must verify that the employee’s attendance at class will not adversely affect his/her job performance or department services or productivity. For courses approved to be taken during work hours, the employee shall use appropriate leave or, if approved by their supervisor, adjust their work schedule to make up the time taken during their work day. The employee shall be required to make up work time during the designated pay week.

Payment:

- Within 30 days after the completion of the course, the employee is responsible for providing documentation of the successful completion of course(s) approved for reimbursement to the institution’s business office for processing. Such documentation must include proof of the paid tuition bill, evidence of successful completion of the course (college transcript, grade report, or certification of course completion), and the approved Request for Tuition Reimbursement and Tuition Reimbursement Agreement.
- The institution’s business office shall be responsible for forwarding the original authorized tuition reimbursement request along with all related documentation to the CCSNH System Office Budget Department for auditing and the processing of payment.

Reporting:

- The college president or designee shall be responsible for maintaining records for college personnel on education and training activities, funding allocations and costs, and each employee who uses the program, including information on what program the employee participated in (program title, dates, location and sponsor), cost of the program, and completion.
- The CCSNH Director of Human Resources shall be responsible for maintaining records for system office personnel on education and training activities, funding allocations and costs, and each employee who uses the program, including information on what program the employee participated in (program title, dates, location and sponsor), cost of the program, and completion.
- Each institution shall provide an annual report to the BOT Personnel Committee designating the authorized professional development activities at the college for the prior fiscal year. Such reports shall be directed to the CCSNH Director of Human Resources on or before August 15.

Tax Consideration: The taxability of tuition reimbursements is subject to the provisions of the Internal Revenue Code. Employees should obtain advice from tax counsel as to the reporting and deductibility of educational

expenses reimbursements. Generally, educational expenses qualifying as job-related are not reportable by the State as income to the employee. It is the employee's responsibility as an individual taxpayer to review the current tax codes as they relate to his/her particular situation.

For specific forms and compliance documentation please visit <http://www.ccsnh.edu/human-resources/professional-development-and-training> for more information.

TUITION BENEFIT POLICY

Authority:

- In accordance with RSA 188-F:15, II, the Board of Trustees has the authority to allow full-time employees who have one year of previous service at the Community College System, free tuition, and to the dependents of such employees a 50 percent discount of tuition, at the Community College System of New Hampshire colleges.
- The CCSNH Director of Human Resources is responsible for the administration of the tuition benefit plan and for determining the eligibility for tuition benefits for system office employees and their dependents.
- The College President or his/her designee is responsible for determining the eligibility for tuition benefits for his/her college employees and their dependents.

Employee Tuition Benefits:

- For the purpose of the tuition benefit, an eligible employee is defined as a full-time CCSNH employee, who has completed one year of service/work and has satisfactory job performance in his/ her current position. Participation in the tuition benefit plan should not in any way interfere with the employee's ability to perform his or her job.
- For eligible full-time employees, the tuition benefit covers enrollment in any credit or non-credit course, including workshops and seminars, offered by CCSNH colleges, where the tuition is paid to a CCSNH entity. The tuition benefit includes a 100% tuition discount and the waiver of any mandatory fees generally required of other students.

Dependent Tuition Benefits:

- The dependents of an eligible full-time employee may enroll in any of the regular credit courses offered by a Community College System of New Hampshire college at one-half (50%) of the current in-state tuition rate. This benefit is not cumulative; that is, if both parents are employed by the CCSNH, one-half (50%) of the current in-state tuition for their dependent child or children must be paid.
- For the purpose of the tuition benefit, an eligible dependent is defined as:
 - Spouse: A spouse is any person who is legally defined as a spouse or civil union partner by the State of New Hampshire. Documentation that verifies marriage or civil union may be required.
 - Children: For the purpose of this benefit, children are considered dependent if, on the first day of classes for the semester, they have not reached the age of twenty-three (23); are unmarried; and are listed on the most recent income tax return of the employee, the employee's spouse, or the employee's civil union partner; or are dependent on the employee for more than half of their financial support for the calendar year. Documentation that verifies IRS dependent status may be required.

- **Paid Tuition Benefits for Children of Deceased Employees:** Children of deceased employees who, at the time of death, were employed by the CCSNH on a full-time basis and had completed at least one year of full-time service/work, are entitled to the same tuition benefits as indicated above.

Conditions: The tuition plan does not apply to courses offered by other educational institutions on the campuses of the Community College System of New Hampshire.

Procedures: To be considered for the tuition benefit, an employee must complete a Tuition Benefit Authorization Form and forward the completed form to the CCSNH Director of Human Resources or the College President of the employing institution for employment verification. For final processing, the employee is responsible for directing the authorized form and course registration form to the CCSNH college offering the course(s).

Termination: An employee who terminates employment with the CCSNH during a semester in which the tuition benefit is being used shall be responsible for a pro-rated portion of the benefit provided to the employee, spouse, and/or dependent children.

Taxability: The CCSNH will comply with all state and federal laws regarding the taxation of tuition benefits.

For specific forms and compliance documentation please visit <http://www.ccsnh.edu/human-resources/professional-development-and-training> for more information.

EDUCATIONAL LEAVE WITH PAY POLICY

Policy: The Board of Trustees believes that it is vital to the functioning of any organization that long-term employees be given an opportunity for professional improvement. As a means of encouraging staff members to continue their education for the mutual benefit of themselves and the Community College System, educational leave with pay may be granted, at the discretion of the CCSNH, for the purpose of allowing employees time to further their education through a course of study related to their work or that of system. Such leave shall be available as a matter of privilege rather than a right and shall be granted only in those cases where the criteria as set forth below are met.

Eligibility

- Any employee who shall have completed six (6) or more years of full-time employment with the State of New Hampshire, four (4) of which must be with the Community College System, will be eligible to apply for educational leave with pay. Their approved Individual Professional Development Growth Plan must be on file with the System or institution President showing the individual's ultimate objective and previous progress made toward the indicated goal.
- The employee must have a consistent record of satisfactory job performance in their current position.
- The employee shall be engaging in an educational endeavor directly related to his/her approved Individual Professional Development Growth Plan, which will provide long range benefit to the Community College System as well as the individual.

Length of Educational Leave and Salary

- An employee may be granted full-time leave not to exceed six (6) months at half pay after six (6) years of service. Employees with ten (10) years or more service, eight (8) years of which must have been with the System, may be granted full-time leave not to exceed one (1) academic year (10 months) at half pay.
- An educational leave for an academic-year employee shall be timed so that it starts and ends on dates established in the academic calendar for the beginnings and endings of semesters. The beginning and ending of an educational leave without pay for a twelve month employee shall be scheduled at times reasonable and convenient to the employee's department or work unit.

Benefits

- The individual will earn his/her increment and longevity benefits, but is not entitled to accumulate annual or sick leave;
- Health Care and Life Insurance benefits will be continued in the normal manner;
- Retirement deductions will be continued at the individual's normal percentage rate on the salary being paid during the leave time.

Application Process

The employee shall file a written application at least six months prior to the commencement of the proposed educational leave with pay. The application must include the purpose for the requested leave, the dates of the requested leave, the expected results, and the benefits of the leave to the employee's professional development and the institution. Applications for educational leave with pay shall be routed through the employee's supervisor and College President for college personnel and to the Director of Human Resources and Chancellor for system office professional staff and college presidents.

Supervisor Assurances

The immediate supervisor and the President will make recommendations regarding the requested leave and provide assurance that the essential services related to the individual's position will be maintained during the individual's absence; and there will be no increased cost to the System as a direct result of the leave being granted.

Approval

- Approved applications for educational leave with pay must be submitted to the CCSNH Human Resources Office for submission to the Chancellor for final review and approval by the Chancellor.
- Upon receipt of final approval, the employee shall complete and submit the "CCSNH Educational Leave Agreement." This agreement sets forth the obligations of the recipient of an educational leave with pay.

Individual "RIGHT" to Leave Approval

Adoption of these criteria provide only for the possible granting of an educational leave with pay in those circumstances where it is both practical and possible within the Community College System's operational structure. Nothing herein is to imply or signify the right of any employee to demand or expect educational leave as a benefit to be provided by the Community College System.

EDUCATIONAL LEAVE WITHOUT PAY POLICY

Policy: Educational leave without pay may be granted, at the discretion of the CCSNH, for the purpose of allowing employees time to further their education through an approved full-time course of study or professional development activity directly related to their work or that of the Community College System. Such leave shall be available as a matter of privilege rather than a right and may be granted only in those cases where the criteria as set forth below are met.

Eligibility: Full-time employees who have completed two years of continuous employment and have satisfactory job performance in their current position are eligible to apply for an educational leave without pay for the pursuit of full-time study or an approved employment opportunity that will significantly enhance one's knowledge and skills within their academic discipline or occupational field.

Restrictions:

- An educational leave without pay shall not be granted for more than 12 consecutive months.
- An educational leave without pay shall be granted only at a time when it will not disrupt the operations or teaching programs of the Community College System or its colleges.
- An educational leave for an academic-year employee shall be timed so that it starts and ends on dates established in the academic calendar for the beginnings and endings of semesters. The beginning and ending of an educational leave without pay for a twelve month employee shall be scheduled at times reasonable and convenient to the employee's department or work unit.

Benefits: During an approved educational leave without pay no annual leave, sick leave, bonus leave, or floating holidays shall be accumulated and the employee's increment, leave progression, and seniority dates shall be adjusted based on the total number of calendar days without pay. The continuation of health dental, retirement, and other voluntary benefits shall be processed in accordance with federal laws, the provisions of negotiated agreements, and human resources policies and procedures.

Application Process: The employee shall file a written application to his or her supervisor designating the purpose for the requested leave, the dates of the requested leave, the benefit of the leave to the employee's professional development, and the contribution/benefit of the outcome of the leave to the institution.

Approval

- Requests for educational leave without pay may be granted at the discretion of the College President for his or her college personnel or the Chancellor in the case of system office personnel and presidents.
- Approved requests for educational leave without pay are to be submitted to the CCSNH Human Resources Office through the appropriate college president or administrative officer for processing. Such documentation shall include the a) an explanation by the employee's supervisors of the impact of the educational leave on the teaching or operational needs in the department; b) the manner in which the essential services related to the individual's position will be maintained during the individual's absence; and c) a detailed explanation of the professional development project for which educational leave without pay has been granted.

Conditions

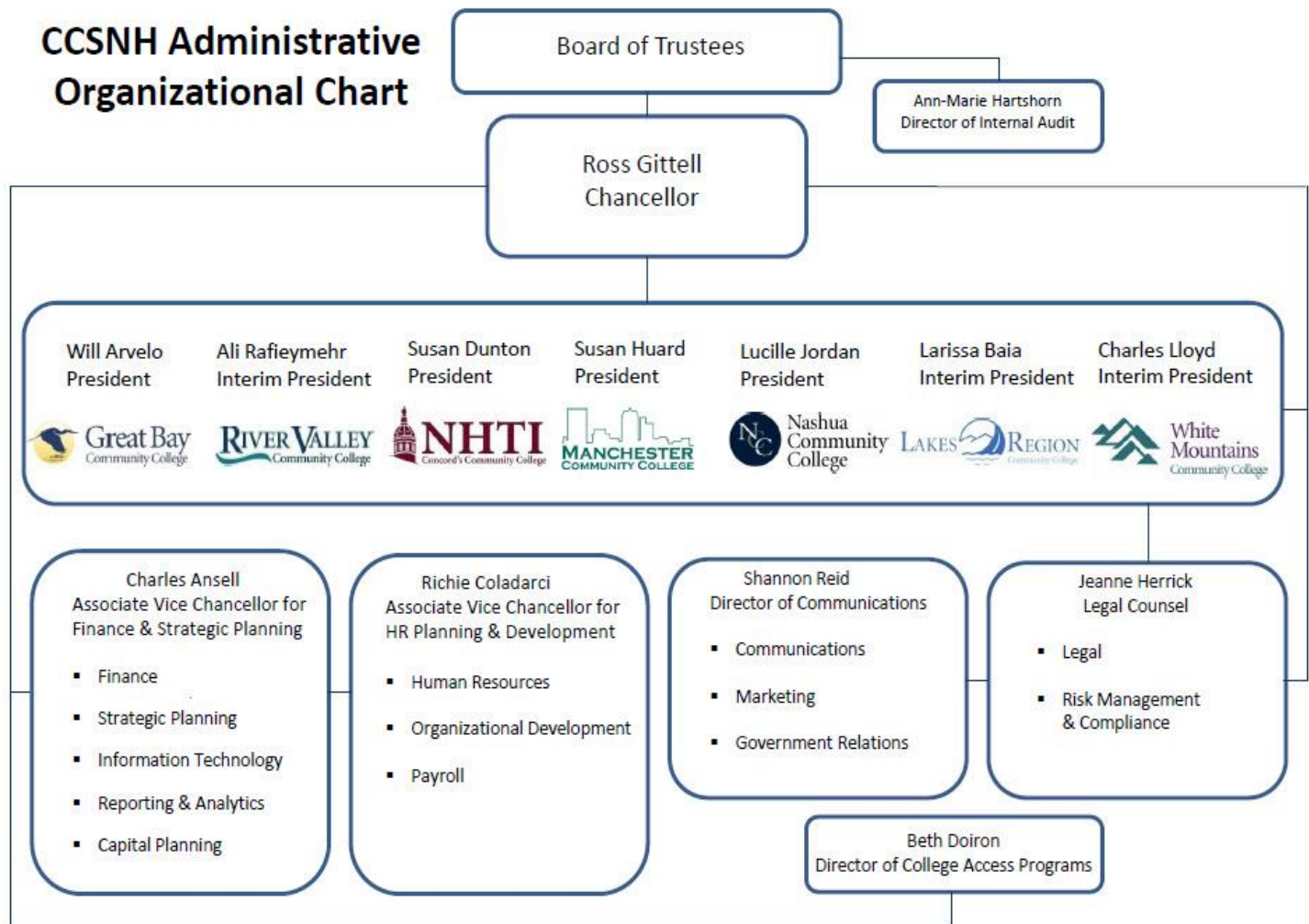
- Recipients of an educational leave without pay must return to full duty following the expiration of the approved leave. Failure on the part of the recipient to report without acceptable reason on the next business day following the expiration of an approved educational leave without pay shall be cause for termination.
- At the end of the educational leave, a report describing the educational activities and completed work for which the unpaid leave was granted shall be provided to the College President or his/her designee or the Chancellor for system office personnel. Reports will be made available to other college or system personnel upon request.

For specific forms and compliance documentation please visit <http://www.ccsnh.edu/human-resources/professional-development-and-training> for more information.

ORGANIZATIONAL STRUCTURE

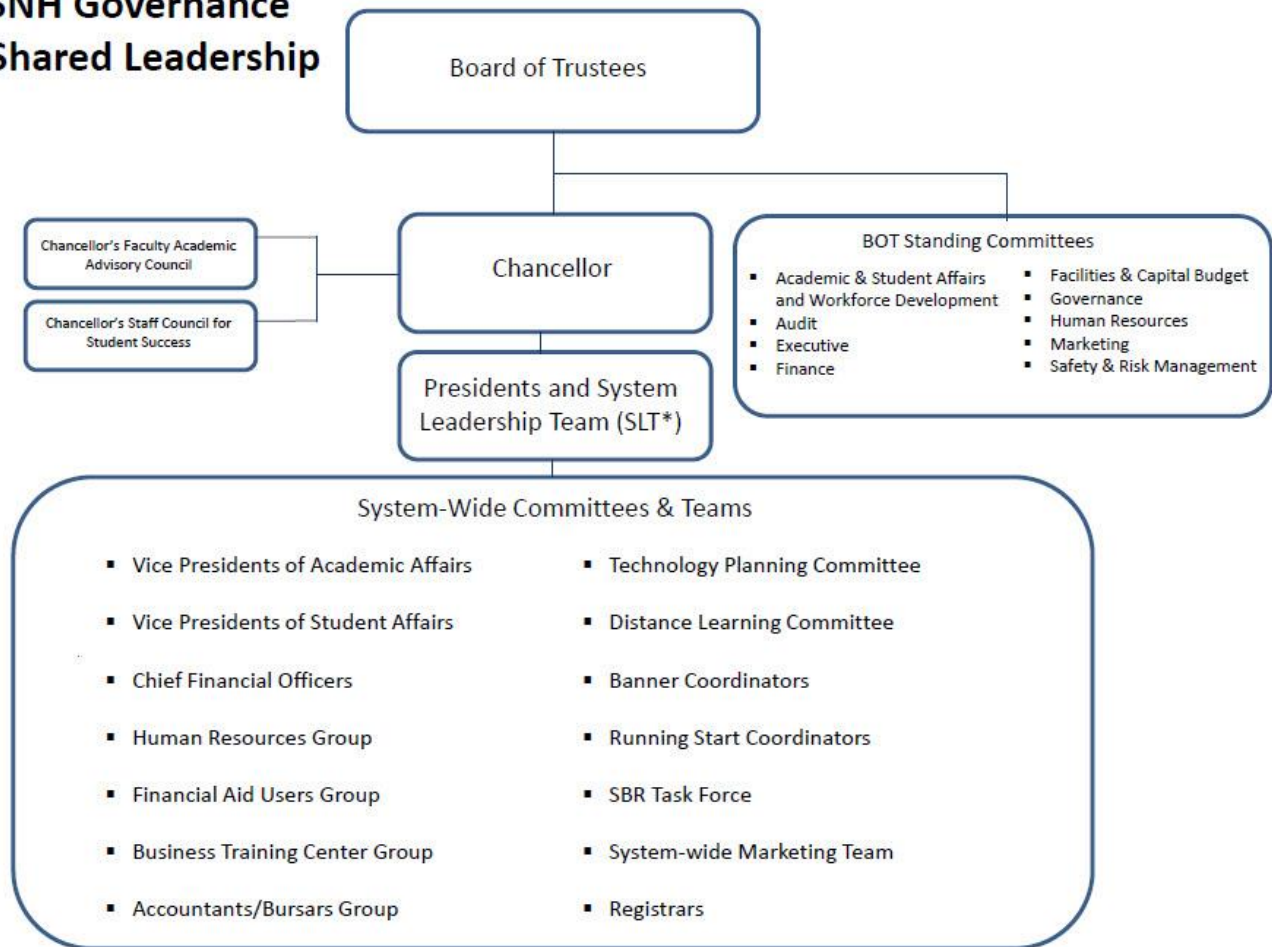
CCSNH ORGANIZATIONAL STRUCTURE

CCSNH is a public system of higher education consisting of seven independent colleges, plus local academic centers. The System is led by a Board of Trustees, a Chancellor, and the College Presidents. CCSNH is organized pursuant to NH RSA 188-F. The Chancellor's Office is located in Concord on the campus of NHTI.



This information is kept current and updated on the employee intranet, *MyCCSNH*. The CCSNH operates under a structure of shared governance in conjunction with all seven community college campuses, the Board of Trustees and the Chancellors Office as indicated below.

CCSNH Governance and Shared Leadership



*With the Chancellor and the Presidents, the SLT is comprised of the Associate Vice Chancellors and Chancellor's senior office staff.

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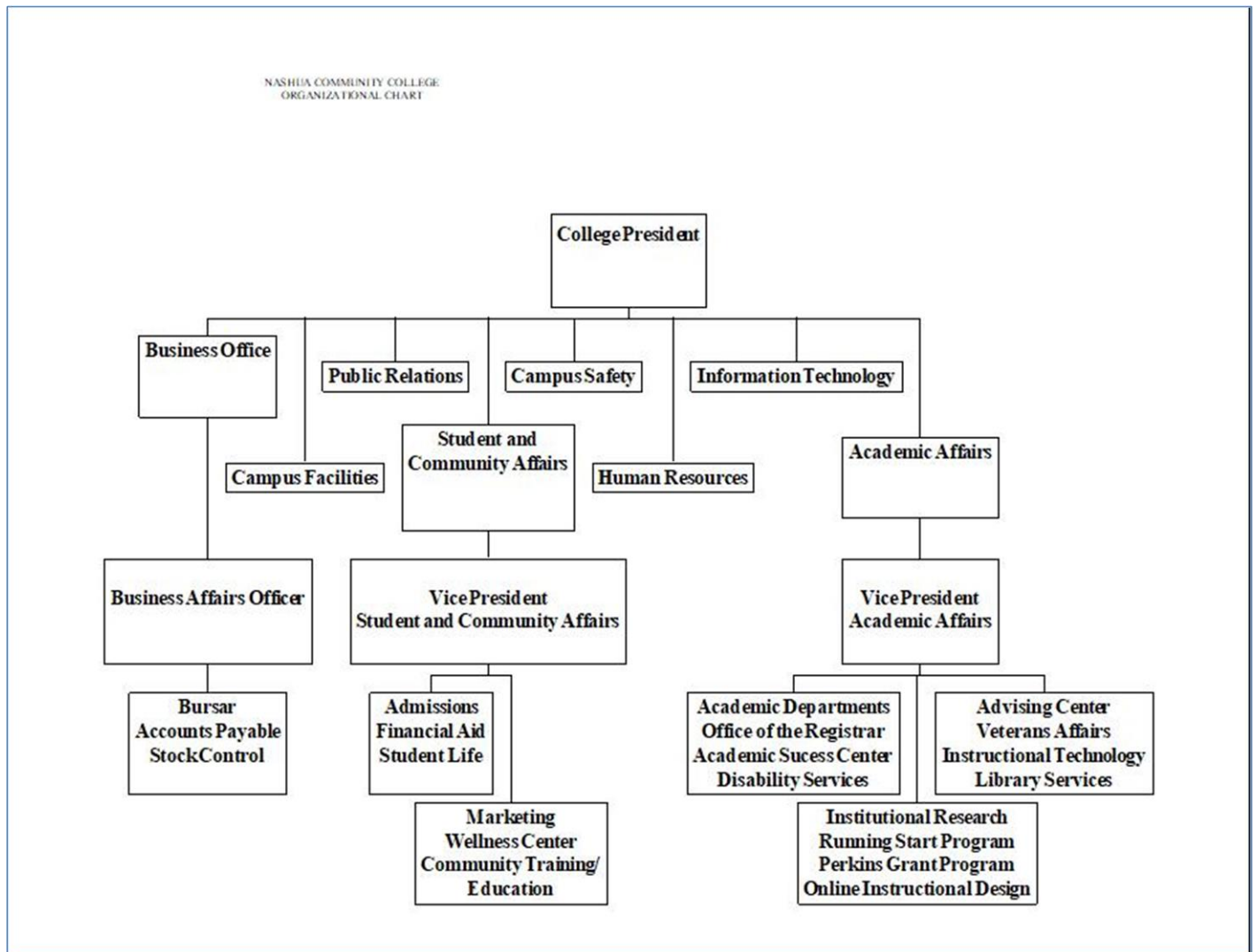
CCSNH COMMITTEES AND TEAMS

The Community College System office interacts and works in tandem with the seven colleges to create, maintain and improve college operations. CCSNH offers many opportunities for employee input and expertise., most notably through the following committees and teams:

- **Chancellor's Faculty Academic Advisory Council**-Provides direct input to the Chancellor and to the Board of Trustees on system-wide faculty issues. Comprised of faculty representatives from each college, Chancellor, and a member of the BOT.
- **Chancellor's Staff Council for Student Success**-Provides direct input to the Chancellor and to the Board of Trustees on matters of student support and student success. Comprised of staff representatives from each college and the System Office, Chancellor, and a member of the BOT.

- **Vice Presidents of Academic Affairs Team**-Confers on matters related to academic instruction, programs, and services at the colleges and makes recommendations on related policies and procedures. Comprised of the colleges' VPAs and facilitated by two Presidents.
- **Chief Financial Officers Team**- Discusses system-wide and college budgeting, accounting, and other financial matters. Comprised of the colleges' Business Affairs Officers/CFOs and System Finance staff.
- **Vice Presidents of Student Affairs Team**-Confers on student matters within the colleges and makes recommendations on related policies and procedures. Comprised of the colleges' VPSAs and facilitated by two Presidents.
- **Human Resources Group**-Facilitates conversation about human resource programs, compliance, and best practices. Comprised of the colleges' HR staff, System HR staff, and payroll.
- **Financial Aid Users Group**-Discusses financial aid issues, compliance and best practices. Comprised of college and System financial aid staff.
- **Accountants/Bursars Group**- Discusses accounting and financial operations policies and best practices. Comprised of colleges' accountants and bursars.
- **Running Start Coordinators Group**- Resolves common issues related to the delivery of the Running Start program and ensures the quality, integrity and timely delivery of the courses. Comprised on college Running Start coordinators and System staff.
- **Technology Planning Committee**- Facilitates the flow of technology planning and deployment. Comprised of System IT staff and college IT staff.
- **System-wide Marketing Team**- Reviews marketing activities and suggest directions and priorities for future activities. Comprised of System staff and campus marketing directors or those performing related responsibilities at the colleges.
- **Business Training Center Group**- Meets regarding strategy and best practices for industry engagement, partnership, and service. Comprised of business training center and workforce development staff at the colleges and the System office.
- **Distance Learning Committee**- Discusses best practices as related to the delivery of distance learning education. Comprised of college and System staff focused on academic technology.
- **Registrars Group**-Discusses common issues among the colleges and shares best practices. Comprised of colleges' Registrars and System staff.
- **Banner Coordinators Team**- Collaborates on database updates, planning, and solutions. Comprised of college Banner coordinators and System staff.
- **SBR Task Force**- Confers on matters related to the shared Banner database. Comprised of representatives across colleges/functional areas.

NASHUA COMMUNITY COLLEGE ORGANIZATIONAL STRUCTURE



COLLEGE COMMITTEES AND TEAMS

All NCC committees have goals that support the mission and purposes of the College, and the committees and teams are established by the President's Council. Committees are asked to distribute meeting minutes via email to foster campus communication and collaboration.

College Advisory Board: The President is assisted by a College Advisory Board whose members advise her regarding the development of the institution and is comprised of members of Greater Nashua business & industry, city and state government, higher education, and public schools. The President, VPAA, VPSCA, AVPAA, Business Affairs Officer, and other membership is determined by the College President. These individuals provide counsel to the President with respect to the College's external relationships, implementation of marketing strategies, recommendations about facilities, reviews of college programs, fund-raising and related initiatives, and other matters as requested by the President and/or the System Board of Trustees.

Leadership Team: The members of the NCC Leadership Team include the President, Vice President of Academic Affairs, Vice President of Student and Community Affairs, Business Affairs Officer, and the Senior Human Resource Officer. The Leadership Team provides general oversight of College operations, establishes strategic direction, provides oversight of financial matters, and addresses confidential personnel matters as needed.

Academic Leadership Team: This team is comprised of the Vice President of Academic Affairs, Associate Vice President of Academic Affairs and the Department Chairs of each Academic Focus Area. Academic Department Chairs are responsible for curricula, personnel, laboratories and equipment, and budgetary expenditures for their respective departments. The CCSNH and the State Employees' Association have defined the administrative responsibilities and duties of Department Chairs in the enforce *Collective Bargain Agreement*. In addition, this team helps to aid the Vice President of Academic Affairs in decisions regarding the academic structure and integrity of the institution.

President's Council: The President's Council serves as a decision-making body in all institutional matters with the exception of personnel issues. The council is designed to share information among departments and help to prioritize budgetary decisions on department equipment purchases. Academic Department Chairs, Administrative Department Heads, and members of the Leadership Team serve on the President's Council.

Curriculum Committee: The Curriculum Committee meets monthly or more frequently if necessary. Membership is selected from Program Coordinators, Department Chairs, and other full-time faculty. The VPAA attends Curriculum Committee meetings and reviews the results of meetings. The Curriculum Committee plays a significant role in maintaining the academic integrity of the institution. The Committee reviews all degrees, certificates, and courses for the following elements: changes in program title, shifts in program emphasis, additions and deletions of courses, changes in course outlines, major changes in course content, sequencing of courses including prerequisites and co-requisites, changes in course numbers and titles, award of credit for courses, internships, and laboratory or clinical/fieldwork experiences, adherence to degree and certificate requirements.

Compliance/Enrollment Management Team: The Compliance Team meets regularly to address financial aid matters. The purpose of the team is to ensure that the College is in compliance with financial aid laws and regulations. It acts as a communication vehicle for coordinating compliance and enrollment efforts among departments such as financial aid, business office, student affairs, academic affairs, and IT. The team is comprised of representatives from the Business Office, Financial Aid Office, the Registrar's Office, and Student Services. The President also serves on this team.

Human Rights/Equity Committee: The mission of this committee is to aid and guide the college to fundamentally and intrinsically promote a concept of "inclusiveness versus exclusiveness" for all students, faculty, staff, and guests to the campus. It is comprised of faculty, staff, and an ad-hoc student representative, who meet once a semester and on an as-needed basis as issues/concerns are presented.

Safety Committee: The campus safety committee is comprised of volunteer faculty and staff members, the Director of Facilities, the Human Resources Director and is led by the Chief of Security at Nashua Community College. This committee meets to discuss campus safety concerns and review policies and procedures to maintain compliance with all applicable federal, state and local safety guidelines.

Ethical Research Board: The primary purpose of this committee is to protect the rights and welfare of human research subjects by ensuring that physical, psychological, legal, financial, emotional, and/or social risks to subjects are minimized, and when present, justified by the importance of the research, and agreed to by subjects (informed consent). All NCC research activities proposing to involve human subjects must be reviewed and receive written, unconditional approval from the ERB before commencing.

Graduation Committee: The graduation committee is comprised of members of the Registrar's office, Student Services Department, Academic Affairs office, the Business Office and volunteer staff and faculty members and is tasked with planning and development the graduation ceremony at NCC each year. The Vice President of

Academic Affairs and the College President also attend these meetings to stay apprised of any issues or decisions that need to be addressed.

Academic Advisory Boards: Many academic programs have their own community advisory boards that provide curriculum specific information in regards to their programs and industry requirements. These boards generally consist of Program Coordinators and members from business and industry, government, community agencies, health care, and the like, and keep the programs relevant and in line with current and industry standards.

INFORMATION TECHNOLOGY

THE INFORMATION TECHNOLOGY INFRASTRUCTURE

The CCSNH System IT Department is responsible for WAN infrastructure, network switching connectivity, Internet access, and student and employee email accounts. The System is also responsible for implementation, training, and upgrades of *Banner*, *Banner Web*, and *Blackboard*. System personnel approve campus-level computer and peripheral purchases above a set threshold.

The College IT Department is responsible for LAN infrastructure, local connectivity, and domain account creation for staff and faculty. The IT Department is responsible for the installation, maintenance, and replacement of IT equipment and telephone service on campus. The IT Department is responsible for the installation, maintenance, and replacement of the security cameras and emergency messaging systems. Finally, IT maintains the message display system and printing services for the campus.

The College maintains seven general computer laboratories:

- Room 102 Computer Science
- Room 104 Business Studies
- Room 132 Library Electronic Classroom
- Room 166 Business Computer Applications
- Room 170 Machine Design Technology/CADD
- Room 171 Computer Science
- Room 310 Assorted Programs

The College also maintains computers in eight specialty laboratories:

- Room 89C Aviation
- Room 100 Academic Success Center
- Room 232 Electro-mechanical Laboratory
- Room 134 Library Faculty Resource Room
- Room 145 Machine Tool Laboratory
- Room 146 Machine Tool Laboratory
- Room 220 Physics Laboratory
- Room 307 Computer Science

The College uses the *Windows 10* operating system and will most likely continue to migrate to the latest Windows platform. Wireless connectivity is available throughout campus for faculty, staff and students.

NCC INTERNET/COMPUTER USAGE POLICY

The purpose of this policy is to encourage the responsible use of CCSNH and member campus technology resources consistent with expectations for the appropriate conduct of the members of our campus communities. This policy is intended to provide guidance to CCSNH technology users. While this policy and its addendum are intended to provide guidance, it is impossible to contemplate all potential applications since technology and applications consistently change. If an employee is unsure whether any use or action would constitute a violation of this policy, contact your campus Information Technology department or the System Office for assistance. In cases not covered explicitly by the CCSNH Acceptable Use policy, the System Office determination will prevail. Access to CCSNH technology resources is a privilege, not a right. This privilege is extended to all users including faculty, staff, students, alumni/ae, and affiliated individuals and organizations. CCSNH's technology resources include computing facilities, telecommunications and network services, video network services, web page servers, equipment, software, applications, information resources, printing and scanning services, and user and technical support provided by Information Technology staff. Accepting access to these technology resources carries an associated expectation of responsible and acceptable use. Failure to abide by the responsibilities articulated below may result in loss of privileges.

Responsibilities: Users of CCSNH technology resources have a shared responsibility with our Information Technology staff to maintain the integrity of our systems, services, and information so that high quality and secure services can be provided to everyone. Toward this end, all users shall:

- a. Comply with posted policies governing use of computing and printing facilities.
- b. Respect all contractual and license agreements, privacy of information, and the intellectual property of others.
- c. Comply with federal, state, and local regulations regarding access and use of information resources (e.g., policies regarding Federal Copyright Act, The Family Education Rights and Privacy Act, Gramm-Leach-Bliley Act, codes of professional conduct and responsibility, etc.).
- d. Maintain and secure your own system accounts (including files and data associated with those accounts); this includes taking action to backup your files and data as appropriate.
- e. Exercise due diligence in protecting any computer you use to connect (either through dial-up, VPN or any other means) to the CCSNH network from viruses, worms, and security vulnerabilities by maintaining and regularly using anti-virus software, installing available security updates/patches for your operating system and any applications you use, and avoiding the installation of un-trusted programs on your computer.
- f. Take precautions to keep your technology accounts (computer, network, Blackboard, Banner, etc.) secure.
- g. Do not share privileges with others. Your access to technology resources is not transferable to other members of the CCSNH community, to family members, or to outside individuals or organizations. If someone wishes access to CCSNH's technology resources, s/he should contact the CCSNH Information Technology Office by sending email to ITSupport@ccsnh.edu
- h. Ensure that any and all of your web pages and blogs reflect the highest standards of quality and responsibility. As page or blog owner, you are responsible both for the content of your web page or blog and for ensuring that all links and references from these are consistent with this and other policies, copyright laws, and applicable local, state, federal laws. CCSNH hosted web pages and blogs are not to be used for commercial purposes or for activities unrelated to the educational mission of the college without written authorization from the CCSNH.
- i. Ensure that any contributions of information to WIKIS reflect the highest standards of quality, accuracy, and responsibility.

- j. Understand the implications of sharing information or data via the Internet, e-mail, Instant Messaging, social networks or other services that are either open to access by others, or that can be viewed and/or forwarded to others.

Enforcement of this Policy: CCSNH reserves the right to monitor the System network and systems attached to it, and to take actions to protect the security of the CCSNH systems, information, and users.

- a. Reporting Violations or Suspected Violations:
 - College Personnel: Report violations to your immediate supervisor, Vice-President of Academic Affairs or President.
 - System Office Personnel: Report violations to your immediate supervisor, Vice-Chancellor or Chancellor.
 - Students: Report violations to your College Vice-President of Academic Affairs or President.
- b. Response to Violations: The CCSNH Information Technology office will investigate and respond to reports of violations or suspected violations and include appropriate CCSNH offices as necessary. As part of this response, Information Technology reserves the right to immediately disconnect any system or terminate user access to protect the security of the CCSNH systems, information, and users.
- c. Sanctions: Violation of this policy may result in the immediate termination of access and/or disciplinary action by CCSNH including, but not limited to restriction to all CCSNH technology resources and/or denial of employment opportunities with CCSNH. As a recognized agent under the Digital Millennium Copyright Act, CCSNH will act in accord with the provisions of this act in the event of notification of alleged copyright infringement by any user.
- d. Compliance: All users who access or use CCSNH Information Technology resources must agree to comply with the CCSNH Information Technology Acceptable Use Policy. (also referenced in Student Handbook Section 730.08)

Addendum A: Example Violations of Acceptable Use Policy

The purpose of this addendum is to provide examples of violations of CCSNH's Acceptable Use Policy. The following is not an exhaustive list and if you are unsure whether any use or action would constitute a violation of this policy, please contact your campus Information Technology department or the System Office for assistance. In cases not covered explicitly by the CCSNH Acceptable Use policy the System Office determination will prevail.

Authorized Access/Accounts

- Attempting to obtain unauthorized access or circumventing user authentication or security of any host, network or account. This includes accessing data not intended for the user, logging into a server or account you are not expressly authorized to access, or probing the security of systems or networks.
- Supplying or attempting to supply false or misleading information or identification in order to access CCSNH's technology resources.
- Sharing your passwords or authorization codes with others (computing, e-mail, Blackboard, Banner, etc.).
- Using technology resources for unauthorized uses.
- Logging onto another user's account (without the permission of the account owner)

- Sending e-mail, messages, etc. from another individual's or from an anonymous account.
- Unauthorized use of CCSNH registered Internet domain name(s).
- Changing your issued machine name to a name that is different from that assigned by CCSNH or campus Information Technology departments without authorization.
- Connecting computers or other devices to the CCSNH network that have not been registered with, or approved by, CCSNH.

Services

- Attempting to interfere with service to any user, host, or network. This includes "denial of service" attacks, "flooding" of networks, deliberate attempts to overload a service, port scans and attempts to "crash" a host.
- Use of any kind of program/script/command designed to interfere with a user's computer or network session or collect, use or distribute another user's personal information.
- Damaging a computer or part of a computer or networking system.
- Knowingly spreading computer viruses.
- Modifying the software or hardware configuration of a CCSNH owned computer with malicious intent
- Excessive use of technology resources for "frivolous" purposes *unrelated to the academic or administrative work of the Colleges*, Examples are game playing (local or networked), downloading of music/video media files, using peer to peer file sharing programs, listening/watching streaming audio/video feeds (Internet radio, Internet TV, YouTube, etc.). These examples can cause congestion of the campus network and Internet connection or may otherwise interfere with the academic and administrative work of others, especially those wanting to use public access PCs or network and Internet resources.
- Violating copyright laws.
- "Hacking" on computing and networking systems.
- Using technology resources (networks, central computing systems, public access systems, voice and video systems) for new technologies research and development without review and authorization from the CCSNH Information Technology office.
- Deployment of wireless access points (WAPs) without review and authorization from the CCSNH Information Technology office.

Software, Data & Information

- Inspecting, modifying, distributing, or copying software or data without proper authorization, or attempting to do so.
- Violating software licensing provisions.
- Installing software on public access and other CCSNH owned computers without appropriate authorization from the CCSNH Information Technology office.
- Installing any diagnostic, analyzer, "sniffer," keystroke/data capture software or devices on CCSNH owned computer equipment or on the CCSNH network.
- Breaching confidentiality agreements for software and applications; breaching confidentiality provisions for institutional or individual information.

Email/Internet Messaging/Voice Mail/Voice Services

- Harassment or annoyance of others, whether through language, frequency or size of messages, or number and frequency of telephone calls.

- Sending e-mail or voice mail to any person who does not wish to receive it, or with whom you have no legitimate reason to communicate.
- Sending unsolicited bulk mail messages ("chain mail", "junk mail" or "spam"). This includes bulk mailing of commercial advertising, informational announcements, political tracts, or other inappropriate use of system e-mail distribution lists. Forwarding or otherwise propagating chain e-mail and voice mail and pyramid schemes, whether or not the recipients wish to receive such mailings. This includes chain e-mail for charitable or socially responsible causes.
- Malicious e-mail or voice mail, such as "mailbombing" or flooding a user or site with very large or numerous items of e-mail or voice mail.
- Forging of e-mail header or voice mail envelope information. Forging e-mail from another's account. Sending malicious, harassing, or otherwise inappropriate voice mail from another's voice lines.
- Falsely representing opinions or statements on behalf of CCSNH or others.

CCSNH hosted Web Pages, Blogs, Wikis, Servers and general content

- Posting content on your web page, blog, or wiki that provides information on and encourages illegal activity, or is harassing and defaming to others.
- Linking your web page, blog, or wiki to sites whose content violates CCSNH policies, local, state, and/or federal laws and regulations.
- Running websites, blogs, or wikis that support commercial activities or running server systems under the CCSNH registered domain name, CCSNH.EDU or variation thereof, without authorization.
- The use of the CCSNH name, seals, images and text are the property of CCSNH and shall not be used without the written permission of CCSNH.

Listservs, Bulletin & Discussion Boards

- Posting a message whose subject or content is considered unrelated to the subject matter of the listserv, bulletin or discussion board to which it is posted. For moderated listservs, the decision as to whether a post is unrelated will be made by the moderator. For listservs that are not moderated and discussion boards, we employ the practice of "self-policing" -- that is, members serve as moderators, commenting (to the sender, to the list) about inappropriate posts.
- Posting chain letters of any type.
- Forging header information on posts to listservs, bulletin or discussion boards.

INSTRUCTIONAL TECHNOLOGY

The college provides technology assistance for faculty who require it before, after, or during their instruction time. Technical support with classroom technology and with Blackboard is available to faculty and training is provided in face-to-face and online formats. Technical support is also provided for events in the auditorium and conferences rooms when necessary.

NCC POLICIES & PROCEDURES

INTERNAL PAYROLL POLICIES & PROCEDURES

Employees of the NCC campus are paid bi-weekly on the Friday of each scheduled pay period for the fiscal year. The requirement of completing an electronic timesheet is based on an individual employees' salary

schedule and labor grade. All part-time employees are required to complete an electronic timesheet for each scheduled payroll period.

Electronic Timesheet Preparation and Submission: All electronic timesheets need to be approved at the end of each Thursday shift preceding a scheduled Friday pay date. Employees are responsible for the electronic approval and submission of their own timesheets and must prepare them for their supervisor to sign off at the end of each pay period.

Accrual of Leave Time: The CCSNH provides compensation for 11 paid holidays throughout the fiscal year for all full-time employees. Part-time employees are also eligible for holiday pay according to the guidelines of the current Collective Bargaining Agreement.

Full time employees acquire annual leave, fiscal year bonus leave, and sick leave throughout the fiscal year. Annual, fiscal year bonus, and sick time taken during a scheduled pay period should be entered into the electronic timesheet prior to approval. Fiscal year bonus time must be utilized in full-day increments. Part-time employees do not acquire annual or sick leave.

Leave Slip Request Forms: Full time employees who wish to utilize their acquired annual, fiscal year bonus, sick or compensatory leave time are required to submit a leave slip request form for that scheduled pay period. Blank leave slip request forms are available in the Human Resources office or in the online PDF version. It is the responsibility of the employee to complete and submit a leave slip for any annual, fiscal year bonus, or sick time taken. Leave slip request forms must be approved and signed by the employees' immediate supervisor prior to any time taken, with the exception of sick leave time.

Employees requesting sick leave should complete a leave slip request form on the first day of their return to work. Employees are only allowed to use leave time that they have already acquired and cannot "borrow" against future time accumulated to cover during a period of inclement weather. All leave slip request forms should be submitted to the Human Resources office by the end of each shift on the Thursday preceding a scheduled Friday pay date.

Payroll Check Distribution Policy: Payroll checks and pay statements are distributed biweekly on Fridays in the Business Office, in accordance with the current payroll schedule:

- If you receive a "live" check, you will need to pick up your check at the Business Office during normal business hours, from 8:00am to 4:30pm on each Friday that is a pay date.
- If you receive a paper pay statement, you may pick up your pay statements in the Business Office within 60 days of the check date.

We will only mail checks and pay statements for those staff and faculty members who do not work in the Nashua location during normal business hours. However, we will do so only if we have received a completed form authorizing us to mail the checks/statements on file.

EMPLOYEE PARKING POLICY

The NCC campus does not have a designated staff parking area. Parking spaces are available on a first-come, first-served basis. Employees may park in any designated area, with the exception of the "State Vehicle Only" or "reserved" spaces, located directly in front of the West and Main entrances to the building. These spaces are reserved for CCSNH vehicles and employee vehicles only, and any non-CCSNH or

employee vehicle parked in one of these designated spaces may be towed at the owner's expense. Employee parking is also not permitted in spaces designated for "visitors", located in front of the Main Building.

Employees must clearly display their NCC parking permit in their vehicle at all times while on campus, and must adhere to all traffic laws while operating their vehicle on campus grounds. The campus speed limit is clearly posted at 15 MPH. Employees are responsible for the safety and security of their own vehicles.

PROFESSIONAL ATTIRE POLICY

All employees at the NCC campus are expected to maintain a professional and neat appearance that is appropriate for the position held and the nature of work being performed. Employees having personal contact with customers, vendors, and/or the public must be particularly conscious of maintaining an appearance that presents the business image desired by the College.

If an employee is participating in meetings, appointments, and/or other public or external events, they should dress in professional attire for their scheduled activity. In accordance with this policy, sleeveless dresses or shirts and knee length dress shorts may be worn as professional attire. Stained, torn, or faded clothing or footwear, or casual attire (graphic t-shirts, sneakers, halter tops, or short shorts, etc.) shall not be permitted. Jeans will be permitted on designated "dress down" days and must be appropriate for the nature of work being performed. If you have any questions regarding professional attire please contact your supervisor or the HR office.

SMOKING POLICY

The NCC campus is designated as a smoke-free facility and smoking is not allowed on the college premises. In accordance with this policy, the term *NCC college premises* includes all land, buildings, facilities, and other property in the possession of, or owned, used, or controlled by the CCSNH colleges (including adjacent streets and sidewalks).

This policy has been enacted to promote the health and well-being of the students, faculty, staff, and general public and as such it is expected that all employees will comply with this order. However, the smoking policy is equipped with one area of exception, as smoking is only allowed inside personal vehicles parked in designated parking areas on campus grounds. Disposing of tobacco products on campus grounds is considered a violation of this smoking policy.

ANNUAL LEAVE RECOMMENDATION POLICY

Due to the nature of our academic environment and schedule, the NCC campus is especially aware of the needs of our students at certain times throughout the year. As the month of August is an extremely busy time in preparation for the fall semester, it is our policy to request that any employees in the following areas do not utilize their annual time during this month: Business Office, Financial Aid, Registrar, and Student Services.

In order to ensure that all employees are allowed a sufficient respite from their work for their health and well-being, it is the request of the college that any employee in the above listed areas that would like to utilize their annual leave in the summer, do so in the months of June and/or July, preferably in 2-week increments. This practice directly enhances the services for our students and provides the support necessary for a smooth transition into our fall semester.

In recognition that extenuating circumstances may occur, employees that need to utilize their annual time during this period may request authorization for approval in advance with the College President.

VEHICLE USAGE POLICY

The College offers a fleet of vehicles for use by employees when engaged in approved, work-related activities off of the campus. Employees must adhere to the following, or usage of these vehicles may be prohibited.

How do I reserve a NCC vehicle?

- To reserve any NCC vehicle, sign the vehicle reservation book and maintain your Vehicle Use Form in the security office.
- NCC vehicles must be picked up on the day of travel, unless otherwise approved by the College President.
- Vehicle keys and the vehicle information binder can be picked up in the Maintenance Office.
- The Mobil gas card may be obtained from the Business Office at the time of departure.
- If there are no NCC vehicles available for your trip, travel reimbursement is available only if you have received prior written approval from the President or Business Affairs Officer:
 - If approved for reimbursement, you must submit a copy of your current insurance coverage to the Business Affairs Officer 24 hours prior to your departure.
 - If approved for reimbursement, you must see the Security Office to complete the Vehicle Availability Form 24 hours prior to your trip or you will not be eligible for reimbursement.

What are the general rules for NCC vehicle usage?

- You need to take the vehicle that you signed up for, there are no substitutions.
- There is no smoking in any of the NCC vehicles.
- Use of alcohol is strictly prohibited in any of the NCC vehicles.
- Non-CCSNH employees are not allowed in the NCC vehicles at any time, however, students directly involved with campus activities are allowed as passengers.
- NCC Vehicles are to be used for work or business related travel purposes only.

Are there any safety procedures I should be aware of?

- Completion of the online Defensive Driving course is required every three years in order to be eligible to drive any NCC car. The course information can be obtained through the Security Office.
- If you are requesting the usage of any NCC vehicle and have not completed a Defensive Driving course, you must complete the course prior to your travel.
- You may not take your own vehicle without prior written approval from the President or Chief Financial Officer in order to be reimbursed for your mileage.
- Always wear seatbelts when using any NCC vehicle and ensure that any of your passengers do as well.

- Any moving traffic violations or parking violations are the sole responsibility of the vehicle operator and not that of NCC.
- Drive safely at all times, we want you to return to the workplace unharmed!

What about gas for the NCC car?

- Fill the gas tank prior to your return to campus, using the Mobil credit card. (see above on how to obtain it)
- Remember to take the gas receipt from the pump as you are responsible for the purchase.
- All gas receipts must be submitted to the Business Office for processing. Please print the vehicle number on the receipt and attach it to the Vehicle Use Form.
- If there is no receipt attached to your Vehicle Use Form, you may be responsible for the entire cost of the gas purchase.

What do I do when I return from my trip?

- NCC vehicles are to be returned to the designated parking area in front of the Main Building.
- Return the keys and vehicle information binder to the Maintenance Office.
- Return the Mobil credit card, gas receipt, and Vehicle Use Form to the Business Office.
- Note any noticeable problems with the vehicle on the Vehicle Use Form prior to returning the form, credit card, and keys to the respective offices.
- Please be courteous and remove all your trash from the vehicle.

What if I am involved in an accident while using the car?

- In event of an accident, please refer to the insurance documents located in the glove compartment of each NCC vehicle.
- Report the accident as soon as possible to the Security Office and complete a Vehicle Accident Form. A copy of the accident form will be forwarded to the Chief Financial Officer. You may be contacted directly if more information is required for insurance purposes.

USE OF COLLEGE FACILITIES/SOLICITATION POLICY

As community resources, the Colleges make their facilities available for public use as long as such use does not interfere with the primary purpose of education or compromise the safety and security of students, faculty or staff. The College reserves the right to deny any use it deems not in the best interest of the College or inconsistent with its values and mission.

The College, at its discretion, may make facilities available for local non-profit agencies without charging a full rental fee.

Individuals or organizations seeking access to College facilities for specific use or in order to meet with or make solicitations to students, faculty, or staff are required to request access from the Office of the President or designee. Failure to do so may result in a request to vacate the campus immediately.

No unapproved commercial solicitations will be permitted in classrooms or offices. An approved business or organization may be allowed to set up a table and display in a public space for a designated period of time.

The use of college facilities is subject to the following stipulations that will be incorporated in a contract between the college and the contractee:

1. Facilities must be used with due discretion and care.
2. There must be no interference with the educational schedule or undue demands made on college personnel.
3. One member of the user group is to be designated and authorized to act as the person with primary group responsibility.
4. Although classroom and other facilities may be made available at less than the full rental fee, the using group is responsible for meeting the following costs:
 - Meals and rental fee: meal charges and room rent shall be established by the college administration, with modifications approved by the President or designee.
 - Staff time: when staff (faculty, clerical, custodial) time is required over and above the normal day's activities, expenses related to such time will be charged to the using group.
 - The cost of police coverage.
 - Any damage arising from facilities usage.
 - Any special services required or arising as a result of the usage.