

Allen
COMMUNITY COLLEGE



2023-2024

Faculty
Handbook

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SECTION 1: THE ACADEMIC CALENDAR

Fall 2023

Residence Halls Open for Early Arrivals	July 31
Fall Scholarship Deadline	August 1
Housing Application Deadline	August 1
First Fall Faculty Contract Day	August 8
All College Convocation (Offices Closed)	August 10
Payment Due for Full Semester and Session 1	August 14
Fall Financial Aid Appeals Deadline	August 14
Assessment Day	August 15
Residence Halls Open	August 19
Fall Semester and Session 1 Classes Begin	August 21
Last Day to Add Full Semester Classes	August 28
Last Day to Add or Drop Session 1 Classes	August 28
100% Refund Deadline for Session 1	August 28
Last Day to Sign Up for Payment Plan	August 28
Labor Day (College Closed)	September 4
Last Day to Drop Full Semester Classes	September 4
100% Refund Deadline for Full Semester	September 4
25% Refund Deadline for Session 1	September 4
100% Refund Deadline for Housing Balance	September 4
Constitution Day	September 17
Census Day	September 18
25% Refund Deadline for Full Semester	September 18
25% Refund Deadline for Housing Balance	September 18
Last Day Federal Aid Returned for Withdrawn Students for Session 1 Only	September 22
Financial Aid Refunds Disbursed to Students	September 29
FAFSA available for 2024-2025	October 1
Last Day to Withdraw from Session 1	October 9
Payment Due for Session 2	October 9
Session 1 Ends	October 13
Session 2 Begins	October 16
Grades due for Session 1, 8:00 am	October 16
Last Day to Add or Drop Session 2 Classes	October 23
100% Refund Deadline for Session 2	October 23
Last Day Federal Aid Returned for Withdrawn Students for Fall Full Semester	October 26
25% Refund Deadline for Session 2	October 30
Federal Financial Aid Priority Deadline for Spring Semester	November 1
Financial Aid Refunds Disbursed for Session 2	November 3
Financial Aid Refunds 2 nd Disbursement for Fall Only Loans	November 3
Spring Registration Begins	November 6
Last Day Federal Aid Returned for Withdrawn Students for Session 2 Only	November 17
Fall Break (College Closed November 22-24)	November 20-24
Thanksgiving	November 23
Last Day to Withdraw from Full Semester and Session 2 Classes	December 4
Payment Due for Fall Intersession	December 11
Final Exams	December 12-15
Fall Semester and Session 2 End	December 15
Last Fall Faculty Contract Day	December 15

Residence Halls Close (Iola)	December 15
Fall Intersession	Dec 18-22 & Jan 2-12
Holiday Break (Offices Closed)	Dec 25-29 & Jan 1

Spring 2024

Spring Scholarship Deadline	January 1
Housing Application Deadline	January 1
Residence Halls Open for Early Arrivals	January 2
Last Day to Withdraw from Fall Intersession Classes	January 3
First Spring Faculty Contract Day	January 8
Payment Due for Full Semester and Session 1	January 9
Spring Financial Aid Appeals Deadline	January 9
Assessment Day	January 9
All College Convocation (Offices Closed)	January 11
Fall Intersession Ends	January 12
Residence Halls Open	January 12
Martin Luther King Day (College Closed)	January 15
Spring Semester and Session 1 Classes Begin	January 16
Grades due for Fall Intersession, 8:00 am	January 16
Last Day to Add Full Semester Classes	January 23
Last Day to Add or Drop Session 1 Classes	January 23
100% Refund Deadline for Session 1	January 23
Last Day to Sign Up for Payment Plan	January 23
Last Day to Drop Full Semester Classes	January 30
100% Refund Deadline for Full Semester	January 30
25% Refund Deadline for Session 1	January 30
100% Refund Deadline for Housing Balance	January 30
Housing Application Opens for 2024-25	January 31
Census Day	February 12
25% Refund Deadline for Full Semester	February 13
25% Refund Deadline for Housing Balance	February 13
Last Day Federal Aid Returned for Withdrawn Students for Session 1 Only	February 16
Financial Aid Refunds Disbursed to Students	February 23
Last Day to Withdrawn from Session 1	March 4
Session 1 Ends	March 8
Payment Due for Session 2	March 11
Grades due for Session 1, 8:00 am	March 11
Spring Break (College Closed March 15)	March 11-15
Session 2 Begins	March 18
Last Day to Add or Drop Session 2 Classes	March 25
100% Refund Deadline for Session 2	March 25
Last Day Federal Aid Returned for Withdrawn Students for Full Spring Semester	March 28
25% Refund Deadline for Session 2	April 1
Financial Aid Refunds Disbursed for Session 2	April 5
Financial Aid Refunds 2 nd Disbursement for Spring Only Loans	April 5
Summer and Fall Registration Begins	April 8
Last Day Federal Aid Returned for Withdrawn Students for Session 2 Only	April 19
Last Day to Withdraw from Full Semester and Session 2 Classes	April 29
Financial Aid Priority Deadline for Fall Semester	May 1
Commencement	May 4
Final Exams	May 7-10
Spring Semester and Session 2 End	May 10

Last Spring Faculty Contract Day	May 10
Residence Halls Close	May 10
Grades due for Spring Semester and Session 2, 8:00 am	May 13
Memorial Day (College Closed)	May 27

Summer 2024

Federal Financial Aid Priority Deadline for Fall Semester	June 1
Summer Session Begins	June 3
Last Day to Add or Drop Summer Classes	June 10
100% Refund Deadline for Summer Classes	June 10
25% Refund Deadline for Summer Classes	June 17
Census Day	June 17
Federal Aid Disbursement for Summer Session	June 21
Independence Day (College Closed)	July 4
Last Day Federal Aid Returned for Summer Session	July 5
Second loan disbursement (if required)	July 12
Last Day to Withdraw from Summer Classes	July 22
Summer Session Ends	July 26
Grades due for Summer Classes, 8:00 am	July 29

*All dates subject to change

SECTION 2: GENERAL INFORMATION

VISION STATEMENT

The Vision of Allen Community College is to be recognized for excellence as a valuable, responsive resource to the communities we serve and as a caring, supportive institution that empowers and educates our students, faculty, and staff to embrace change, become lifelong learners, and take their place as productive members of the global community.

MISSION STATEMENT

The purpose of Allen Community College is to provide quality educational and support services in an atmosphere that is caring, safe, and conducive to learning. The College is committed to a wide range of accessible, affordable educational programs that enable students to reach their academic, occupational, and personal potential.

Guiding Principles to Support this Mission:

- a. Provide access to education without the limits of time, place, and distance.
- b. Enable learners to transfer college credit and successfully pursue education at other institutions.
- c. Enable students to study career/technical education certificate and degree programs or upgrade work skills that prepare them for successful employment.
- d. Enrich and encourage personal development through course offerings.
- e. Prepare students for success in college level work in reading, writing, and computational skills through developmental courses.
- f. Foster diversity within the student body, administration, faculty, and staff.

- g. Enrich the environment of students and those we serve by engaging them in social, intellectual, cultural, and recreational activities.
- h. Support student retention and success through effective advisement and other support services.
- i. Enhance the student experience by incorporating intercollegiate activities in student life.
- j. Promote economic development.
- k. Provide campus facilities that are safe, comfortable, and conducive to learning.
- l. Promote a program of continuous institutional improvement that ensures quality, effectiveness, and relevance.

COLLEGE LOCATIONS

Allen Community College provides quality higher education and workforce development through the Iola Campus and Online Learning to approximately 3,000 students each academic year. The Iola Campus, with residence halls and vibrant arts and athletics programs, offers the two-year college experience in a caring environment. Allen Online Learning serves students with individual online courses and fully online certificate and degree programs.

Allen's multi-county service area in the rolling Flint Hills of eastern Kansas comprises the counties of Allen, Coffey, Osage, Woodson, southern Anderson, and southern Wabaunsee, all home to approximately 49,000 people.

COLLEGE HISTORY AND HLC AFFILIATION

Established in 1923 as Iola Junior College under the jurisdiction of the local Board of Education, Allen enjoys a long history of serving its communities. A full history of the people and places of Allen County Community College can be found on the College's website at www.allencc.edu. The College's affiliation with the North Central Association of Colleges and Schools began with its Candidacy for Accreditation in 1972, leading to full Accreditation in 1974. Under an act of the State Legislature in 1999, Kansas community colleges moved from organization through the State Department of Education to coordination under the Kansas Board of Regents, linking public institutions of higher education. Allen presently participates in the Open Pathway accreditation process with the Higher Learning Commission. The next visit by the Higher Learning Commission will be in the 2028-29 academic year.

MEMBERSHIPS

Allen Community College is a member of the American Association of Community Colleges, the Association of Community College Trustees, the Higher Learning Commission, the Council for Higher Education, the Kansas Association of Community College Trustees, the Council on Accreditation for Two-Year Colleges, the Rural Community College Alliance, the National Institute for Staff and Organizational Development, the Kansas Association of School Boards, the National Junior College Athletic Association, the Kansas Jayhawk Community College Conference, and the Iola, Osage City and Topeka Chambers of Commerce.

SECTION 3: COURSE POLICIES AND PROCESSES

COLLEGE CATALOG

The College Catalog serves as a resource, communicating academic and student services policies and procedures, institutional policies, academic programs of study, course descriptions, and College personnel. To access the College Catalog on the website, go to the **Academics** tab, then to the Registrar link, and then scroll down to **College Catalogs**.

CURRICULUM DEVELOPMENT

In AY 2008-09, the Curriculum Committee reviewed the Curriculum Process set out in our Board of Trustees Policies and Procedures V-A-1.10. We discussed this policy and agreed upon processes and timeframes for submitting a course proposal for consideration by the Curriculum Committee.

Process and Timeframe for submitting a course proposal: Course proposals/revisions should be drafted by the initiator and discussed with program colleagues or division members, the division chair, and the appropriate dean (Dean for Academic Affairs) before submission to the Curriculum Committee. Then, course proposals should be submitted seven (7) working days before the date of the Curriculum Committee meeting at which the proposal is to be discussed. This allows time for assembling the agenda and reading the proposals. Should the committee recommend proposals forward, they are discussed and acted upon at the next regularly scheduled President's Council and Board of Trustee meetings. The appropriate dean and VPAA will represent the proposals at President's Council and BOT meetings; the initiators need not be present.

Method for submitting a course proposal: Course proposals/revisions should be submitted electronically from the Division Chairs by the date due to Chris Freelove, Administrative Assistant, at freelove@allenc.edu. A course proposal/revision includes a completed Course Proposal/Revision Form and a completed Common Course Outline for the proposed course/revision.

Adhering to this established timeframe and method of submission is respectful to all instructors, staff, and committee members involved in the process. Additionally, it enhances our communication and organization. For more information about Curriculum processes, visit myAllen and click on the **Allen Resources** tab. Choose Academic Materials from the items in the box and scroll down to the Curriculum Process box.

AUDITING A COURSE

To audit a course, attending a course for no credit or grade, a student must declare that desire at the time of enrollment. The option to audit cannot be changed once the class begins. A course originally completed under the audit option cannot later be converted to a graded or Pass/Fail option. A course taken for audit will not count toward any program or degree requirement. Regular tuition and fees are assessed for the course. Scholarship dollars cannot be used to pay for courses being audited. An audit student cannot displace a student taking a class for credit.

PASS/FAIL GRADING

A student may enroll in a class for a pass/fail grade. A student enrolling for a class with a pass/fail option shall request the instructor give a pass/fail grade and file necessary paperwork with the Registrar's office. A change of grading request is not permitted after the official drop/add period. Pass/fail grades are not calculated in a student's grade point average, and a maximum of 12 hours may be taken pass/fail to satisfy degree requirements.

CONCURRENT ENROLLMENT/DUAL CREDIT PROGRAM

Allen Community College and area unified school districts have been educational partners for many years, with Concurrent Enrollment Program classes offered to high school students at most area high schools. Concurrent Enrollment Courses are defined as courses in which high school teachers instruct college-level courses for high school students at high school locations during the high school day. Concurrent enrollment courses are offered as part of Concurrent Enrollment Program (CEP) partnerships formed between the high schools and the College. Concurrent enrollment high school teachers meet the same instructional qualifications as regular college instructors.

Concurrent post-secondary educational opportunities are available to high school sophomores, juniors and seniors who are motivated and prepared for college-level courses. The Concurrent Enrollment Program enables many high school students to earn both college and high school credit. This program follows Kansas legislative guidelines, which require an agreement between a high school and Allen. The high school principal's approval is also required before the high school student can participate in the Concurrent Enrollment Program. Allen actively partners with Burlingame, Burlington, Crest, Heritage Christian School, Humboldt, Iola, Lebo, Lyndon, Marais Des Cygnes Valley, Marmaton Valley, Mission Valley, Osage City, Santa Fe Trail, Shawnee Heights, Southern Coffey County, Waverly, and Yates Center.

Allen also works with many high schools throughout the State to offer dual credit courses. Dual credit courses are courses in which high school students are enrolled in a college-level course, either online, hybrid, or on the Iola campuses, and their high school may award secondary credit for successful completion of the course. Secondary credit is awarded at the discretion of high schools.

ATTENDANCE

The responsibility for class and laboratory attendance is entirely upon the student. The student is expected to be in an enrolled class each time that class meets. No student is entitled to any absences. There is no policy that authorizes a student to be absent from classes except as an official representative of the College as part of recognized and approved activities. Absence from class is regulated on the principle that all students must do the full work of the class. Even unavoidable absences do not excuse the student from the obligation to do all the work required. Any absence represents an academic loss and will naturally jeopardize a student's grades and the possibility of passing the course. The student will be given the opportunity to make up the work and tests missed when the absence is due to a college activity, verified illness, or personal or family crisis. Students should notify the instructor ahead of time if an absence is required. Excessive absence is defined by the instructor.

Each instructor at Allen sets an attendance policy and explains it in his or her class syllabus. The instructor may withdraw a student when absences exceed the instructor's attendance policy. The withdrawal will be reported to the Registrar and Vice President for Student Affairs, who will notify the student of having been withdrawn for nonattendance. Instructors must record student absences in the course grade book. An attendance record is the only source of attendance documentation for the College. Grade entry upon completion of the course occurs through the myAllen portal. This information is located on the **Faculty-Advisor** tab in the **Faculty File Upload** box.

ROSTERS

CLASS ROSTERS

Class rosters can be accessed from the myAllen portal. Go to <https://my.allencc.edu> and enter your user name and password. Click on the **Faculty-Advisor** tab and choose the *View Roster* button. A list of all students enrolled in the course will be displayed. Click on a student name and that student's information and schedule will display.

ATTENDANCE ROSTERS

In order to document attendance, instructors are required to submit rosters. These rosters are extremely important in determining financial aid and enrollment. Instructors are expected to complete certification rosters for all classes taught. These certification rosters for student attendance are due by the 20th class day.

20TH DAY ROSTERS

Instructors are required to verify student attendance on 20th Day Rosters. These documents are used to determine the enrollment-based funding that the College receives. An instructor is required to complete a 20th Day Roster for each course. All 20th Day Rosters are submitted through the myAllen portal. These certification rosters for student attendance must be submitted by the 20th class day.

Instructions for Submitting Roster through myAllen Portal:

1. Go to the myAllen portal. You can click the “**myAllen**” link on the top of the Allen webpage (<https://www.allencc.edu>) or you can go directly to <https://my.allencc.edu/ics>.
2. To log in to the portal.
3. Click on the “**Faculty-Advisor**” tab.
4. Choose a course from the drop down menu in the “ESP-Roster2.0” module.
5. Click the “**Attendance Roster**” button below the drop down menu.
6. Student information will display for each student in your course. Check the “**Did not ever attend**” box, if a student has not completed any work in an online course or has not attended an onsite course.
7. Indicate a last date of attendance for students who are NOT making satisfactory progress.
8. Check the “**Yes**” or “**No**” button for the students' progress in the course.
9. Use the “<<**Prev**” and “**Next**>>” buttons to move through your roster and record information for all of your students. For students who seem to be missing from the roster, check ID numbers. This often occurs when there has been a name change. If a student is missing from your roster, please contact the College Registrar.
10. Click “**Attendance Review**” and verify you entered correct information for each student. Enter the date in the box at the bottom of the roster.
11. Click “**Submit Attendance Roster**” from the options below the roster. You will receive an email in your Allen email account that includes the information you entered.

The Importance of Attendance Tracking and Student Enrollment

Maintaining accurate attendance records and properly administrating student withdrawals is important for Allen to ensure the integrity of our programs and to remain in good standing with the Higher Learning Commission. There are implications in terms of the financial aid dollars we receive if we do not properly report attendance and withdrawal data. Failure to follow policies can result in adverse issues to both the student and the College.

If you have questions or are not sure about a student's status please contact the Registrar at haviland@allenc.edu or 620-901-6291.

CHANGE OF SCHEDULE

DROP/ADD PERIOD

Students may add full semester and 8-week session classes during the first 8 calendar days of the term. Students may drop full semester classes during the first 15 calendar days of the semester. Courses in 8-week sessions may be dropped during the first 8 calendar days of the session. Students in classes which last less than 8 weeks must drop or add by the end of the first day of class. No record of courses dropped during this period will appear on the transcript.

Students should always discuss any class schedule changes with their advisor. During the drop/add period, schedule changes may be completed through the myAllen portal or by submitting a Change of Schedule form. No class may be added after the official add period without the consent of the instructor and the appropriate Dean or the Vice-President for Academic Affairs.

Change of Schedule forms may be found in the myAllen portal. All Change of Schedule forms must be initiated through the student's advisor. Advisors can facilitate a schedule change online with a confirmation e-mail from the student to replace the student's signature on the Change of Schedule form. The confirmation e-mail should include the student's ID number and confirmation of what class(es) the student requests to change. This e-mail should also accompany the form when turned in. The completed Change of Schedule form must be returned to the registrar at haviland@allenc.edu, in the Administration Office on the Iola Campus, or online.

During the Drop/Add period, schedule changes may be completed through the myAllen portal or by contacting an advisor. No class may be added after the drop/add period without the consent of the instructor and the appropriate Dean.

WITHDRAWING FROM CLASS

To withdraw from a course or the college after the drop period, a student must officially withdraw online, in person, or in writing. Phone or text messages do not meet the requirement to withdraw.

For a full semester or second 8-week course students may withdraw up to and including the 70th class day of the semester. For a first 8-week course students may withdraw up to and including the 35th class day of the semester. For courses lasting less than 8 weeks, students may withdraw up to and including 50% of the class meetings. A designation of "W" (withdraw) shall be entered on the student's transcript for withdrawn classes.

An instructor may withdraw a student from his/her class if the student exceeds the limits of the class attendance or course work policy specified on the syllabus. The instructor shall submit a Change of Schedule form. The student shall be notified and may request reinstatement.

A student may be administratively withdrawn from the College for non-payment of financial obligations or student conduct violations. The staff member initiating the withdrawal must complete a Change of Schedule form. The student shall be notified and may request reinstatement.

After the designated withdrawal period, no withdrawals by the student or instructor shall be allowed. In cases of extenuating circumstances, permission to withdraw from all classes in which the student is enrolled may be granted by the Vice President for Academic Affairs. If a student simply stops attending class, he or she is not officially withdrawn. Such students shall receive "F" grades and these grades shall be counted in the grade point average.

GRADE BOOKS

Instructors are expected to upload grade books to myAllen portal (<https://my.allencc.edu/ics>) as follows:

1. Enter user name and password
2. Click on the **Faculty-Advisor** tab
3. Retrieve grade book documents by downloading grade book documents from the course shell and save to your desk top or a file folder. Hard copies can be scanned and saved to your desk top or a file folder. Click on the link **Gradebook Upload** on the lower right side of the Faculty-Advisor page.
4. From the drop down menu choose the appropriate class or click on **Browse** to locate the grade book.
5. Click on the document or file folder to upload to myAllen portal, then click on **Send File**.
6. An email will be sent to confirm the grade book submission.

GRADES AND GRADE POINTS

A, B, C, D, and P are recorded as passing grades; F indicates failure. Grade points are as follows:

A - Excellent	4 grade points per semester hour
B - Good	3 grade points per semester hour
C - Average	2 grade points per semester hour
D - Poor	1 grade point per semester hour
F - Failure	No credit or grade point
I - Incomplete	No credit or grade point
P-Pass	Credit but no grade points
W - Withdrawal	No credit or grade point.

INCOMPLETES

An incomplete grade, designated as "I," is given only when a student cannot complete the coursework because of illness or other conditions usually beyond the control of the student. It is recommended that 80% of the course be completed at the time of the student's incomplete grade request. An explanation of the work required to complete the course must be filed by the instructor with the appropriate Dean and the Registrar at the time the incomplete grade is submitted. The incomplete work must be made up by the end of the following semester. A student who fails to meet the deadline for completion of the incomplete work will have to repeat the entire course for credit. To discuss incomplete grade requirements, contact the appropriate Dean.

ACADEMIC APPEALS PROCESS

Students are provided with a Student Handbook that outlines general academic policies. Students also receive a course syllabus that indicates expectations, grading system, and other pertinent data regarding a particular course. It is the student's responsibility to become familiar with the contents of these publications.

If a student receives a grade that he/she feels is unfair and not in compliance with guidelines in the above publications, he/she may appeal the grade using the following process.

- The student shall appeal in writing to the instructor who issued the grade. A copy of the written appeal shall be given to the Vice President for Student Affairs and Dean for Academic Affairs Onsite, or Dean for Academic Affairs Online. This shall be done within

seven (7) calendar days from the day the grade was issued for an assignment or test and within thirty (30) calendar days from the end of the semester for a final grade. Included in the appeal shall be the student's name, the class in which the grade was received, and the basis for the appeal.

- The instructor shall respond to the student in writing within five (5) calendar days of receipt of the notice, regarding the disposition of the appeal. The instructor will provide a copy of the appeal and the instructor's response to the Vice President for Academic Affairs, Vice President for Student Affairs, and the appropriate Dean.
- If the student feels that the instructor's decision is not fair, he/she may appeal the matter to the Vice President for Academic Affairs with a copy going to the Vice President for Student Affairs. This appeal shall be in writing and shall be submitted within five (5) calendar days of the date of the instructor's written response.
- The Vice President for Academic Affairs shall confer with both the student and the instructor and may review any other information relevant to the situation. The Vice President for Academic Affairs shall respond to the student in writing within seven (7) calendar days of receipt of the appeal regarding its disposition with a copy going to the Vice President for Student Affairs.
- If the student feels the Vice President for Academic Affairs decision is not fair, he/she may within five (5) calendar days of receipt of the Vice President for Academic Affairs decision, appeal the matter to an Academic Appeals Task Force. This task force shall be composed of the Vice President for Student Affairs, the Dean for Academic Affairs Onsite, or Dean for Academic Affairs Online, an instructor of the student's choice, and an instructor appointed by the Vice President for Academic Affairs. The instructor whose grade is being appealed shall not serve on the task force. The Academic Appeals Task Force shall confer with the student and instructor and review all pertinent information. The task force shall come to a decision regarding the appeal and respond to the student, in writing, within seven (7) calendar days of receipt of the appeal.
- If the student still feels that he/she is being treated unfairly, an appeal may be made to the Board of Trustees through the President. A written appeal shall be filed with the President within five (5) calendar days after the Academic Appeals Task Force notifies the student. All pertinent information shall be forwarded to the President for dissemination to the Board of Trustees. The Board shall place the appeal on the agenda for their regularly scheduled meeting. The appeal may be heard in open or executive session depending on the wishes of the student. The President shall deliver the decision of the Board to the student in writing.
- The Board's decision is final. The student who finds it necessary to further pursue the matter must do so outside the realm of the College administrative structure.

GRADE CHANGES

An instructor who wishes to change a grade is responsible for completing a Request to Change Grade form. This form can be accessed in the myAllen portal. The Registrar processes grade changes after approval by the Vice President for Academic Affairs.

REPEATING A COURSE

Repeating a course for which credit has already been earned will cancel the grade and credit in the earlier enrollment even though a record of the work will continue to appear on the transcript. The last grade in the course repeated will be used in computing grade point averages. No advanced placement tests are permitted for repeat of a credit course. Some activity/participation courses may be taken for credit more than one time.

SECTION 4: INSTRUCTIONAL POLICIES AND EXPECTATIONS

ABIDE BY COLLEGE POLICIES AND EXPECTATIONS

All personnel accepting employment with Allen Community College are bound to comply with the terms of their contracts; to abide by policies, rules and regulations of the Board of Trustees; and to follow the instructions of their immediate supervisors.

Instructors at Allen are expected to assume the role of professional educators interested in the overall development of the College. As such, instructors are encouraged to consider College policies, procedures, and practices and to bring new ideas and concepts to the institution. Concerns and suggestions regarding the operations of the College should be discussed with administrators of the College in a free and open atmosphere, which is most likely to lead to the improvement of the overall college program. At the same time, excessive complaints and negativism, especially when directed at fellow instructors, students, or community members, tend to be detrimental to the entire educational effort. This tends to reduce instructor morale, damage the image of the College, and become detrimental to the development and growth of the institution. As a result, every instructor has the responsibility to express his or her concerns and suggestions within a framework which is constructive, not destructive. The long-term benefit of the institution demands this.

Allen encourages instructor participation in community activities and involvement in community leadership positions. An instructor is regarded by persons in the community as an agent of the College. Therefore, what constitutes good taste and judgment should guide instructors in all external relationships and contacts. A suggested guideline is for instructors to participate in community activities to the extent expected of other citizens commensurate with their training and ability.

STUDENT LEARNING ASSESSMENT

Allen Community College instructors participate in four levels of Student Learning Assessment: Classroom Assessment, Course Assessment, General Education and Program Assessment.

Instructors consistently engage in Classroom Assessment in all modalities of instruction to gain insight into student understanding of lesson concepts.

Course Assessment is conducted by instructors selecting a competency within a student learning outcome of a course, selecting a method of assessing student learning of the competency, and then reporting on the assessment, results, and improvements. Reports are then reviewed and discussed by division faculty during Assessment Day sessions. For some courses where there are multiple sections taught by multiple faculty members, all instructors teaching the course may assess the same competency. In this situation, comparative data may be used for discussion during Assessment Day.

Program Assessments are conducted each year by faculty members in all technical programs.

Program assessments are completed using a crosswalk of program outcomes and course outcomes. Faculty members in all programs annually review and discuss student learning data with the College's academic deans and institutional research person.

General Education Assessment occurs during the fall and spring semesters and is aligned with the College's general education degree requirements. The College uses the following categories:

1. Effective Communication
2. Mathematical/Analytical Reasoning
3. Critical Thinking/Problem Solving
4. Social Context in the World
5. Appreciation of Arts and Humanities

For assistance with Student Learning Assessment, contact the appropriate division chair and academic dean.

ACADEMIC HONESTY

Allen Community College expects students to exhibit the highest standards of scholarly conduct. This includes upholding the principle of academic honesty in all work. Academic honesty is a partnership between the students, the faculty, and the College.

Students are responsible for reading and understanding the academic honesty policy, learning to use materials ethically, asking for assistance when needed, reporting instances of academic dishonesty, and refusing to aid others in academic dishonesty.

Instructors are responsible for establishing classroom policies regarding academic honesty and for adequately preparing their students for the challenges assignments provide. Instructors also provide support for students with questions concerning academic honesty and take steps to minimize the temptation of academic dishonesty in the classroom. Each instructor must inform students of the classroom policy regarding academic honesty in writing at the beginning of the semester through the course syllabus. Instructors should be consistent in applying the academic honesty policy, protect the identity of students accused of academic dishonesty, and use reason in making consequences match the offense.

The College provides an academic honesty policy, which can be found in the myAllen portal under Academic Materials. Academic honesty is addressed in resources such as the student handbook, in orientations, and in the College Career Success Seminar. The College endeavors to provide facilities, class enrollments, and/or support services such as the Writing Center and Math Center to help students be academically honest and to support stakeholders in their efforts to maintain academic honesty.

When an instance of academic dishonesty is suspected, the instructor should first meet with the student. If the student is not responsible for academic dishonesty, no action is taken. If the instructor believes sufficient evidence exists and the student has violated the academic honesty policy, consequences will be determined by the instructor. Consequences can include, but are not limited to the following: a verbal reprimand, a written reprimand, repetition of course work, referral to counseling, a failing grade on an assignment, a lowered grade on an assignment, a failing grade for the course, or administrative withdrawal from the course.

A student accused of academic dishonesty has the right of appeal. Appeal follows the same process as the Academic Appeals Process. Students should first contact the instructor to resolve any issues. Should the instructor and student fail to resolve the issue, then the student should contact the appropriate Dean. Should the appropriate Dean fail to resolve the issue, the student should contact the Vice President for Academic Affairs.

INSTRUCTOR ABSENCES

When an instructor is going to be absent from class, the instructor must notify the appropriate Dean and/or the office of the Vice President for Academic Affairs immediately. In no instance should an instructor cancel a class on his or her own initiative. At least three (3) days notice is expected for absences not due to illness or unforeseen emergency. An Absence Report must be completed in the leave scheduler for any time missed.

ROOM ASSIGNMENTS

Classroom assignments for instructors will be made by the administration before the beginning of each semester. In the event an assigned classroom is inadequate in some way or needs attention, the instructor should notify the appropriate Dean.

Instructors are responsible to see that lights and equipment are turned off in the classroom and that outside doors are secure if last to leave the classroom and/or building.

TEACHING SUPPLIES AND EQUIPMENT

In the spring semester, each academic program shall submit a budget request for the following fiscal year. Items on the budget request should be listed according to priority. Budgets will be reviewed by the Dean for Academic Affairs, the Vice President for Academic Affairs, the President's Council, and the President. Instructors should communicate needs for teaching supplies and equipment to the appropriate Division Chair and Dean for consideration.

TEXTBOOKS

Textbooks are an integral part of the teaching and learning process. Textbooks should serve as the cornerstone of content for courses. Instructor textbooks/desk copies are not provided by the bookstore, instead from the publisher.

TEXTBOOK RENTAL AT ALLEN

Textbook rental saves students at Allen several hundred dollars each year. Students are required to pay a book rental and materials fee for each course. Some classes may require the purchase of a consumable book or a workbook. All books are distributed from the Allen Bookstore and rental textbooks must be returned at the completion of finals or upon withdrawal from a course. Any student who fails to return rental textbooks in accordance with this policy will be assessed the replacement cost of the rental textbooks. Academic transcripts will be held until the assessed payment is received. Textbooks must be returned and account cleared prior to checking out textbooks for future semesters.

CHANGING TEXTBOOKS

Textbooks are changed approximately every three years on a rotation cycle. Requests for the adoption of textbooks are the responsibility of instructors and coordinated by the Division Chairs. Textbook adoption requests are submitted by the Division Chair, through the Information Portal and by the deadline established by Academic Affairs, for approval by the appropriate dean and the Vice President for Academic Affairs.

1. The Bookstore Manager identifies textbooks up for rotation in the rental program each year and shares this information.
2. Division Chairs visit with appropriate instructors in their program areas and coordinate the review and selection of textbooks for adoption.
3. Division Chairs submit textbook adoption requests for their division by the established deadline (October) in the myAllen portal.
4. The Deans review textbook requests.
5. The Vice President for Academic Affairs reviews textbook adoption requests and notification is sent to all stakeholders regarding textbook adoptions.

SYLLABI

Every course should have a syllabus. Templates can be found on the myAllen portal under Allen Resources, on the Academic Materials page in the Syllabus Templates box.

A syllabus includes:

1. Course Number and Title
2. Instructor Information
 - a. Name
 - b. Office Phone
 - c. Email
 - d. Office Location
 - e. Office hours
3. Course Information
 - a. Credit hours
 - b. Textbook Information
 - c. Prerequisites
 - d. KRSN (if applicable)
4. Course description
5. Learning Outcomes
6. Instruction Methods
7. Evaluation Methods (may include but are not limited to)
8. Class Procedures and Policies
9. Academic Honesty
10. Student Accommodations statement
11. Academic Support statements
12. Student Email Information statement
13. Course Calendar (attachment to syllabus).

Syllabi for regular semester 16-week courses are to be submitted electronically within the first two weeks of the course. Syllabi for 8-week and short session courses are to be submitted electronically within the first week of the course.

CLASS MEETINGS

CHANGES TO MEETING TIMES/LOCATIONS

Instructors should obtain approval from the Dean for Academic Affairs to change the scheduled meeting time or room assignment of a class meeting. Instructors should obtain prior approval from the Dean for Academic Affairs to dismiss a class at an earlier time than it is scheduled for dismissal.

Allen requires that students receive fifteen hours of instruction for every credit hour received. Finals will be given the last week of the semester. Finals should not be given early without permission from the appropriate dean.

SPONSORED TRIPS

Any instructor who will have a group of students missing classes must notify other instructors, the Dean for Academic Affairs, and the Vice President for Academic Affairs at least two weeks in advance. A request for a field trip shall be submitted on a "Travel Request" form to the Dean for Academic Affairs. Estimated expenses for such trips must be submitted to the supervising administrator for approval and should be scheduled as early as possible. Full-time instructors attending conferences should fill out a travel request at least two weeks in advance. Athletic teams and other groups that will have repeated absences should submit a roster of the students involved and the event schedule to each instructor.

CLASSROOM CONDUCT

Students are expected to maintain a high standard of conduct in the classroom. Students whose conduct is detrimental to the College should be encouraged to modify their behavior. Should inappropriate conduct on the part of students persist, the instructor should contact the appropriate Dean for guidance.

ACADEMIC FREEDOM

Allen is committed to academic freedom. The right to teach the truth about the physical, social, and biological world, so long as it is related to the subject assigned, shall not be abridged.

College instructors are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As individuals of learning and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they 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 they are not institutional spokespersons.

NON-STUDENTS IN THE CLASSROOM

Allen prohibits anyone who is not enrolled in a course from attending that class. This includes children of students and children of instructors. A student who brings a child to class should be informed of College policy and asked to make arrangements for appropriate childcare. Please review this policy with students during the first class period.

GUEST LECTURERS

An instructor who wishes to invite a resource person to appear before his/her class or any other group of students (such as a student club) under his/her sponsorship should contact the appropriate Dean for permission. The instructor should interpret this procedure as a formality, as it can be expected that only in the rarest instance will permission be withheld. To protect the instructor as well as the College from possible embarrassment, the instructor is asked to observe this procedure.

If consultants or speakers are utilized, the visitor's compensation is the responsibility of the instructor unless prior approval of honorarium funds is obtained from the appropriate Dean. The same is true for mileage and meals.

SCHEDULING SPECIAL EVENTS

All College-sponsored activities should be cleared through the appropriate Dean. Events are placed on a master calendar that is maintained in the office of the Vice President for Student Affairs. Social events, depending upon the nature, should also be scheduled through the Vice President for Student Affairs and the Director of Student Life.

EXAMS

Each instructor determines the number and type of examinations to be administered in class. Each instructor will decide what portion of the student's grade will be based on exams. Students will be informed of the grading policies.

MAKE UP EXAMS

Whether students will be permitted to take special or make-up examinations is left to the discretion of the individual instructor. There is no policy that authorizes a student to be absent from classes except as an official representative of the college in athletic contests, academic affairs, or student activities authorized by the president. The instructor is cautioned against setting policies or procedures that destroy flexibility in meeting a unique situation.

An appointment to take a special or make-up exam must be made by the student with Student Success Center in Iola. Iola Campus students may call 620-901-6255. If the appointment cannot be kept, the student should call to reschedule.

On examination day:

- Show a picture ID.
- Personal items will be monitored by the staff.
- Turn off cell phones.
- Sit in test location.
- The instruction sheet will be explained by the Proctor.
- If necessary, special accommodations will be made available.
- The student will not be allowed to leave the testing area once testing has started.
- Upon completion of test, return all paperwork to the proctor staff as instructed.
- The proctor will put the time started and completed and the date on the test log.

If the staff on the Iola Campus determines that cheating has occurred, the test will be taken from the student, and the student will be asked to immediately report to the Dean for Academic Affairs. The staff will notify the Vice President for Student Affairs of the incident.

FINAL EXAMS

Final examinations will be administered in each class at the end of the semester. Any deviation from the published schedule requires approval from the Dean for Academic Affairs. All students are required to take final examinations

ESPS

Grades are issued at the close of each semester; however, a progress report may be issued anytime to inform a student of his or her status in a class. The Early Student Progress report (ESP) will be available through campus email, and follow-up will be provided through Academic Support. Suggestions and resources may be recommended to help improve the student's academic performance.

SECTION 5: THE MYALLEN PORTAL

OBTAINING A TEXTBOOK/TEXTBOOK INFORMATION

Instructors order their own textbooks directly from the publisher. With many of the publishers moving toward web-based instructor aids and ancillary materials, it is extremely beneficial for the instructor to be registered with the publisher. To accomplish this, the College will provide each instructor with a list of books for courses being taught each semester. Instructors can access textbook information on the Allen website by looking at the Common Course Outlines.

Publishers often contact the College to verify an instructor before shipping textbooks and materials. Instructors should check the **Common Course Outline** prior to each semester for changes in textbooks. If you have any questions concerning ordering your textbooks, please contact the appropriate individual for assistance. Adjunct instructors may contact Jerald Johnson at jejohnson@allenc.edu or by telephone at 620-901-6243.

HOW TO USE ALLEN EMAIL

Each instructor is provided with an Allen email account. To access your Allen email account, go to <http://portal.office.com>. Enter your Allen assigned email address as your user name and your password (first four letters of your last name, last four of your SSN). It is possible to set up message forwarding so that anything sent to an Allen account will also be forwarded to another account. To set up forwarding you will need to log into your Allen 365 email account, then click on the blue square that says Mail. In the upper right corner of your screen click on the gear icon and select "View All Outlook Settings" from the menu. Look down the menu on the left and select "Forwarding" then select "Enable forwarding" and enter your other email address in the box provided.

HOW TO ACCESS CLASS ROSTERS

Class rosters can be viewed and printed from the myAllen portal. To access your class rosters log in to the myAllen portal at <https://my.allenc.edu/ics>. Enter your user name and password. Your user name is your first initial and the first seven letters of your last name or your employee ID number. Your password is the standard 4x4 password (first four letters of your last name plus last four digits of your SSN).

1. Click on the **Faculty-Advisor** tab.
2. Choose a course from the drop down menu in the **ESP-Roster 2.0** box.
3. Click the *View Roster* button.
4. You can email your entire class from this page *Email Entire Class* button or you can print a roster *Show Sign-in Sheet* button.

HOW TO USE STUDENT LOOK UP

Student information is available through the Internet.

1. Go to <https://accchp.allenc.net>.
2. From the CARS on the Web menu select the *Student Lookup* button.
3. Enter your employee ID or user name and password.
4. Enter the last name, first name, or the student I.D. number of the student you wish to access.
5. Click the *Lookup* button.
6. The student's picture (if provided), class schedule, contact information, and other student information will be displayed.

HOW TO GET ADVISEE LISTS

Go to <https://my.allencc.edu> to log on to the portal. Enter your user name and password. Your user name is your first initial and the first seven letters of your last name or your employee ID number. Your password is the standard 4x4 password (first four letters of your last name plus last four digits of your SSN).

1. Click on the **Faculty-Advisor** tab.
2. Choose a semester and year from the drop down menu.
3. Choose the *View Advisees* button from the **Advisor Listing** box.
4. Click on an individual student for information about the student.
5. You can use the tabs to see information about consent to release information, GPA, hours, major, and activity involvement.

HOW TO RECORD/ENTER GRADES

Online grade entry is accomplished via the Internet and any web browser. Allen's grade entry is secure. Go to <https://my.allencc.edu> to log on to the portal. Enter your user name and password. Your user name is your first initial and the first seven letters of your last name or your employee ID number. Your password is the standard 4x4 password (first four letters of your last name plus last four digits of your SSN).

To Enter Grades:

1. To enter grades, click on the **Faculty-Advisor** tab.
2. Choose your course from the drop down in the **Grade Entry** box.
3. Click the *Go to Grade Entry* button.

For each student on the roster:

1. Choose the appropriate letter grade from the drop down menu.
2. If a student is receiving an "F" in the course, you must submit a last date of attendance for that student. Select a grade of "F" and enter a date in MM/DD/YYYY format in the Last Attend Date column.
3. Click the *Go to Grade Review* button.
4. Click the *Submit Grades* button to enter the grades into the system.
5. If a student has requested an early grade, (This will happen with some high school students or transfer students) you will have to submit the grade to the Registrar to post. The *Grade Entry* portal will not allow you to post just one grade.

NOTE: If you fail to properly enter a Last Attend Date for a grade of "F", it will cause an error and grades will not be recorded. You will have to re-renter the information.

If you have technical difficulties following these instructions, please contact Doug Dunlap at the Iola Campus at 620-901-8261 or by email at ddunlap@allencc.edu.

HOW TO COMPLETE CHANGE OF GRADE REQUESTS

Go to <https://my.allencc.edu> to log on to the portal. Enter your user name and password. Your user name is your first initial and the first seven letters of your last name or your employee ID number. Your password is the standard 4x4 password (first four letters of your last name plus last four digits of your SSN). To complete a Change of Grade Request in the portal:

1. Click on the Request to Change Grade form link in the **Academic Info** box.
2. Enter student information (name, ID #), course information (number, section, name, semester, year).

3. Enter the grade currently assigned and the new grade to be assigned.
4. Provide a short explanation of the reason for the change.
5. Type your name, employee ID#, and email address in the boxes provided.
6. Click the *Send Request* button.

Your request will be forwarded to the Registrar who will process the paperwork with the Vice President for Academic Affairs. Grade changes can take several days to process. If you do not receive an email copy of the form, please re-submit the request.

HOW TO SEND ESPS

Allen's Early Student Progress Reporting system was developed to improve communication between students and their advisors. Instructors are urged to use the system to report concerns they may have for their students. The system is simple to understand and use. Instructors are expected to notify students who are not making satisfactory progress in writing.

To begin the process, log in to the myAllen portal at <https://my.allencc.edu>. Click on the **Faculty-Advisor** tab.

1. Choose the course from the drop down menu in the **ESP Roster 2.0** box
2. Choose the student(s) from the left hand column by putting a check mark in the box next to their name.
3. Choose appropriate comments from the negative and positive comment boxes. You may choose up to three comments.
4. You may also enter a comment in the box provided.
5. Click the *Send ESP* button.

The report is emailed to the student, the student's advisor, and other stakeholders. A listing of who is receiving the report is listed on the browser after submitting.

SECTION 6: SUPPORT SERVICES

ACADEMIC ADVISING

For the purpose of academic planning, an advisor is assigned to each student. Every attempt is made to match the student's academic emphasis, goals, and interests with the advisor's field of expertise. Students who have not declared an emphasis area are assigned to professional advisors and trained faculty members who specialize in advising undecided students.

ACADEMIC SUPPORT

LIBRARY SERVICES

The Allen Library's extensive resources are available to all students, faculty, and staff. Faculty members are encouraged to schedule library instruction for their courses. Library and information literacy instruction are available to both onsite and virtual classrooms and are tailored to each course. In addition to instruction, the library welcomes resource requests from instructors. Please e-mail the Library Director with book, e-book, or database suggestions.

The library's 16,500-volume collection is available to all Allen instructors, whether they teach concurrently at an area high school, or online. Library staff will ship books to schools and home addresses. To access the library's catalog and other electronic resources visit the Allen Library website at <https://www.allencc.edu/student-life/library>. The online catalog, library guides,

databases, and e-books are on this site. For more assistance, using library resources, please call 620-901-6235.

THE WRITING CENTER

The Writing Center serves students with any assignment that involves writing. Tutors are available at the Writing Center on the Iola Campus in the Allen Library. The Writing Center's Online Writing Lab is available to all students who wish assistance with their writing via the Internet. The Writing Center link on the Allen website, www.allencc.edu, can be visited by clicking on Menu then Academics then Academic Support and scrolling down. It can also be found by clicking on "Resources for" then "Current Students" and scrolling down.

Faculty members are encouraged to share information about Allen's academic support services, including the Writing Center, and use it in referrals and assignments. For information, contact the Writing Center Coordinator at 620-901-6303 or via email at symes@allencc.edu.

TUTORING

Peer tutoring is available for students experiencing academic difficulty. Students seeking assistance in mathematics and writing should visit the Allen Library on the Iola Campus. A Zoom meeting may be set up by contacting Bruce Symes during tutoring hours. An Online Writing Lab also is available for online, concurrent, and other students through the college's website or by emailing symes@allencc.edu.

For other subjects, and for online and concurrent students needing help with math, NetTutor is available through Canvas. Professional tutors are ready anytime day or night to assist students in math, business and technology, physical and life science, social and behavioral science, allied health, humanities, fine arts, and literature.

ADMINISTRATIVE SUPPORT

THE BOOKSTORE

Rental textbooks, workbooks, supplies, and merchandise are obtained through the College bookstore. On the Iola Campus, the bookstore is located in the Student Center and is open each class day. A wide selection of merchandise, including Allen apparel is also available. The Bookstore mail order form is located on the portal.

COPYING/DUPLICATING

On the Iola Campus, all in-house duplicating is done on a copy machine. Only under special conditions should instructors do their own copying.

The following information is needed when materials are turned in for copying

- name of person making the request
- number of copies needed
- when copies are needed
- special instructions (color of paper, enlarge/reduce, collate/staple, make transparencies, etc.)
- to have copies on time, the material must be turned in 24 hours before it is needed. Material needed on Monday should be turned in on the preceding Thursday.

ADVISING / COUNSELING

Academic and career advising are provided by academic advisors and faculty. Students needing personal and social adjustment counseling are referred to local mental health centers for services.

STUDENT ACCOMMODATIONS / DISABILITY SERVICES

Allen Community College is committed to assisting individuals with disabilities in achieving their educational goals with appropriate accommodations and services based on individual documented need.

The Enrollment Management Office coordinate accommodations for Allen students who have a documented disability. Accommodations are provided at no cost to enrolled students on an individual basis and with respect for confidentiality. The College encourages independence and self-advocacy for students with disabilities.

Disabilities qualifying for services may include, but are not limited to: physical disability, health or medical disability, hearing disability, visual disability, learning disability, acquired brain injury, attention deficit disorder, mental/emotional disability, and speech disability.

To access accommodations:

- Students with disabilities should contact the Enrollment Management Office to schedule an interview. The interview will focus on how the disability affects the student and what accommodations will be needed.
- Students will be required to furnish appropriate documentation of their disability. Documentation must include justification for the requested academic accommodation.
- The advisor will determine if the documentation is adequate to establish the existence of a qualifying disability and to support the requested accommodations.
- Students must meet with the advisor each semester to determine needs for that term.
- Students must notify the advisor of any class schedule changes.

The advisor will serve as an advocate for students with disabilities, sharing information pertaining to accommodations with instructors.

Types of accommodations may include, but are not limited to: notification of instructors concerning needed accommodations, use of a note taker or scribe, use of tape recorders during class, course exam accommodations (e.g., extended time in a quiet location), use of a dictionary during tests, recorded textbooks/materials, sign language interpreters, large print materials, Braille materials, library accommodations, and assistive technology.

All requests for accommodations and services will be considered on a case-by-case basis. Factors affecting the program of accommodations and services will be dependent upon disability, documented need, and the compliance requirements of Americans with Disabilities Act and section 504 of the 1973 Rehabilitation Act.

CUSTODIAL SERVICES

Custodians are on duty at specified hours. On the Iola Campus, check with the Director of Physical Plant Operations for the name of the building custodian and the hours on duty. Requests for assistance should be made with the Director of Physical Plant Operations. If an instructor needs to have major rearrangement of furniture or equipment or any special custodial service, please make the request to the Director of Physical Plant Operations through completion of a Maintenance and Repair Request Form.

LOST AND FOUND

Articles found on the Iola Campus should be turned in to Campus Services/Mail Room. The College, through policy and procedures, will make an effort to return property to the owner. Depending on the type of item, the property may be held up to 3 months before disposal.

POSTAGE

On the Iola Campus, mailboxes for all full-time instructors are located in the Campus Services. College mail postage is charged back to each program budget.

SECTION 7: PERSONNEL

ACCESS TO COLLEGE FACILITIES

Full-time instructors will receive keys to the building in which their classrooms and offices are located. Keys should not be loaned to students. Loss of any key should be reported to the Director of Physical Plant Operations immediately.

ADMISSION TO COLLEGE ACTIVITIES

Instructors and staff members and their families are admitted, without charge, to all College-sponsored activities.

COMMENCEMENT ATTENDANCE

Allen's philosophy places the student first. Therefore, full-time instructors and academic staff are expected to attend Commencement to demonstrate that the concern for students does not end in the classroom but continues as they reach their goals. Academic dress is required.

INSTRUCTOR ATTIRE

In accordance with the professional image of the College and higher education, instructors are expected to be well dressed and to reflect professionalism in higher education.

USE OF COLLEGE VEHICLES

College vehicles are available for use by College employees for off-campus travel. On the Iola Campus, any employee who desires to use a vehicle must reserve the vehicle through the office of the Vice President for Student Affairs. Credit cards will be issued when the keys to the vehicle are picked up. Employees using College vehicles should ensure all provisions of Board policy regarding vehicle use are met.

TEACHING ASSIGNMENTS

Personnel shall be assigned by the Vice President for Academic Affairs in conformity with the standards established by the Board of Trustees, the Kansas Board of Regents, and the Higher Learning Commission of the North Central Association of Colleges and Schools.

COMPENSATION/PAYROLL

Adjunct instructors and full-time instructors teaching overload are paid in four equal installments for the fall and spring semesters. Fall checks are sent in September, October, November, and December. Spring checks are sent in February, March, April, and May. Summer checks are sent in June and July.

Salary checks are issued on the 15th day of the month. If the 15th falls on a weekend or holiday, then instructors are paid on the Friday before the holiday or weekend.

WORKLOAD AND OFFICE HOURS

For full-time instructors, the normal professional workload shall consist of fifteen (15) credit hours or their equivalent per semester, or thirty (30) credit hours or their equivalent per year. Full-time instructors dedicate a minimum of thirty-five (35) hours per week for college workweek responsibilities. Overload and/or supplemental contracts will increase the number of work hours required proportionately.

Office hour policies for full-time instructors are outlined in Board of Trustees Policies and Procedures V-A-1.18 Faculty Time / Available Presence . This document is available on the myAllen portal.

Adjunct instructors are encouraged to arrive at least 15 minutes prior to the start of class and to remain after the class for at least 15 minutes. This allows time for students to meet with instructors who do not have an office on campus.

CONTRACTS

Full-time instructors sign a yearly contract with the College to teach a designated load each semester. Hours beyond the required load are designated overload. For overload and adjunct instruction, individuals receive a contract in the mail after classes begin. It is the instructor's responsibility to sign, date, and return the contract to Human Resources.

STUDY DAYS

Allen has an established Study Days during the week of final examinations each semester. During this period, there will be no school sponsored extracurricular activities except as may be scheduled in state, regional, district and national competition.

EVALUATION AND OBSERVATION

STUDENT EVALUATION OF INSTRUCTION

Students will be asked to evaluate instruction each semester. The Student Evaluations of Instruction will be conducted through the portal beginning the 12th week of 16-week courses and will be available up to 3 weeks. A report of the results will go to instructors, the appropriate Dean, and the Vice President for Academic Affairs after grades have been submitted.

ADMINISTRATIVE EVALUATION OF FULL-TIME INSTRUCTION

Allen provides class observation and evaluative services to assist instructors for the purpose of improving instruction and the teaching/learning process. This service is conducted by the appropriate Dean. This process includes a self-evaluation and a post observation conference to provide feedback and improvement strategies to the instructor.

OBSERVATION AND EVALUATION OF ADJUNCT INSTRUCTORS

The College provides course observation and evaluation to assist instructors in implementing continuous quality improvement processes in their courses. For onsite courses, this service is conducted by the Adjunct Faculty Coordinator. For online courses, the Dean for Academic Affairs, Adjunct Instructor Coordinator and Instructional Designer conduct observations. This process includes a self-evaluation and a post observation conference to provide feedback and improvement strategies to the instructor.

More information about the evaluation and observation process can be found on the myAllen portal. Choose the **Allen Resources** tab. Click on the [Academic Materials](#) link from the box. Look in the **Academic Affairs** box.

PERSONNEL FILES AND EMPLOYMENT DOCUMENTS

PERSONNEL FILES

Instructors must provide the College with a current address, telephone numbers, and an email address so that the College may contact them with pertinent information and provide them with services in a timely manner.

The College must establish and maintain personnel files and keep employment documents on file. First, a completed application must be submitted along with official copies of college transcripts. In addition, the College must be provided with a W-4, K-4, Kansas State Loyalty Oath, I-9 Employment Eligibility Verification, a copy of the instructor's Social Security card, and a State-issued photo ID.

Upon employment by the College, personnel files are maintained by the Human Resources office for all employees. The files consist of

- A current and complete record of official transcripts
- A resume
- Record keeping data for federal files
- Basic and supplemental contracts
- Student Evaluations of Instruction
- Administrative Evaluations of Instruction
- Tenure recommendations (for full-time faculty)
- Other information requested or agreed to by the instructor.

CHANGE OF NAME AND ADDRESS

Changes in an instructor's name, address, and phone numbers must be reported so that personnel records can be updated in the Vice President for Academic Affairs Office and the Business Office. Changes in name and contact information should be reported to the Human Resource Specialist at 620-901-6299 or sregehr@allenc.edu.

FULL-TIME EMPLOYEE TUITION AND BOOK RENTAL GRANT

Full-time instructors and staff are eligible for a tuition, fees, and book grant for Allen Community College for-credit classes taken while they are employed. Administrative approval is required prior to the start of the class and enrollment is on a space-available basis. The employee pays for purchased books and/or supplies. IRS dependent spouses and children are eligible for tuition and book rental grants for Allen Community College for credit classes taken while their spouse or parent is employed by Allen.

Policy information and a printable form are available on the myAllen portal. Click on the **Allen Resources** tab then choose the [Allen Forms](#) link. Look for this information in the **Other Forms** box.

TENURE PROCESS FOR FULL TIME INSTRUCTOR POSITIONS

All non-tenured full-time instructional staff shall be subject to the procedures outlined in Board of Trustees Policies and Procedures IV-B-1.4 Tenure Review Process, according to the years of employment requirement. The College follows state statutes in the granting of tenure for full-time faculty.

SECTION 8: INSTITUTIONAL POLICIES

INTERNET POLICY

Access to the Internet through the Allen Community College facilities is designed to serve a traditional educational goal; it is a privilege, not a right. Access at any given time is not guaranteed. The use of Allen's Internet to further a commercial enterprise or for personal financial gain is prohibited. Use of the Internet must be ethically and morally prudent, reasonable, and exercised with good judgment.

Examples of use considered ethically and morally objectionable are:

- Accessing sexually explicit literature, images, or graphics.
- Accessing images and/or instructions of a criminal nature.

Abuse of Allen's facilities, equipment, or access privileges is considered a violation of this published policy. Those who are determined to have violated this policy will face a stiff penalty to include a fine, facilities restriction, expulsion, or any combination thereof.

SEXUAL MISCONDUCT

Allen County Community College is committed to maintaining a positive and safe learning and working environment. Allen Community College students and employees are responsible for assuring that the college maintains an environment for study and work free from Sexual Misconduct or related retaliation and all members of the Allen community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Allen Community College prohibits Sexual Misconduct, specifically including sexual assault, sexual exploitation, rape, acquaintance rape, domestic/dating violence, sexual harassment, stalking, cyber-stalking/bullying, or facilitating the commission of a violation, and retaliation.

Sexual Misconduct violates the dignity of individuals, impedes the realization of educational goals, is unlawful and will not be tolerated. Specifically, Sexual Misconduct is a form of illegal discrimination in violation of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Violence Against Women Act of 1994, and the Kansas Act Against Discrimination and could lead to criminal prosecution.

Individuals with questions or concerns about Sexual Misconduct, or those wishing to file a complaint of Sexual Misconduct, should contact the Vice President for Student Affairs, Allen Community College, 1801 North Cottonwood Street, Iola, Kansas 66749, [ypsa@allenc.edu](mailto:yypsa@allenc.edu). In an emergency, please call 911 for immediate assistance.

Every reasonable effort will be made by the Title IX Coordinator to protect the confidentiality of the parties during an investigation and provide for the safety and welfare of the complainant. After an

investigation, any person who is found to have violated this policy or retaliated against another will be subject to discipline, up to and including expulsion from Allen and/or termination of employment, to help ensure that such actions are not repeated. Please refer to the Sexual Misconduct policy in the online student handbook for specific information on reporting and the disciplinary process.

ALCOHOL USE

The possession, distribution, or consumption of alcoholic beverages is not permitted by any student or non-student on college property. Any employee, student, or visitor possessing or consuming alcoholic beverages while on campus at an unauthorized event shall be subject to disciplinary action and/or prosecution by local authorities.

The college does not allow alcoholic beverages at any on or off campus sponsored activity unless previously authorized by the Board of Trustees. Alcoholic beverages are not allowed at any college sponsored student events on or off campus.

TOBACCO USE

It is a violation of state law for a person under 18 years of age to use or possess tobacco products. Tobacco use of any type, including vaping and smokeless tobacco, is prohibited in all college buildings, student housing, and college vehicles.

Tobacco may be used by persons of legal age outside college buildings. No smoking is allowed outside college-owned buildings within a minimum of a ten foot radius of any doorway, open window, or intake leading into such buildings. The possession of tobacco or tobacco products by a person of legal age is not a violation of this policy, only the use of tobacco inside college buildings, student housing, or college vehicles.

Tobacco Products are defined as all tobacco-derived or containing products, including but not limited to cigarettes, electronic cigarettes, electronic smoking devices, any and all vaping products, cigars, hookah products, pipes, and oral and smokeless tobacco (spit and spitless, chew and snuff) and nasal tobacco. It also includes any product intended to mimic tobacco products, contain tobacco flavoring or deliver nicotine other than for the purposes of cessation, as approved by the FDA (e.g., nicotine patch, nicotine gum).

DRUGS

Instructors and staff are expected to observe State law and College policy, which prohibit the use or possession of illegal drugs. Illegal drugs include those drugs that State laws prohibit and those drugs for which the user does not have a prescription.

FIREARMS AND WEAPONS

In order to promote a safe and secure community college and a caring learning environment, Allen County Community College prohibits the possession or use of firearms and weapons other than concealed handgun on college/campus facilities and at off-campus activities.

Individuals carrying concealed handguns should refer to the Allen Board of Trustee Firearms Policy for specific restrictions on concealed carry and storage of handguns.

CHILDREN AND PETS ON CAMPUS

The College strives to maintain an environment conducive to academic pursuits and study. Employees and students are not permitted to bring children under the age of sixteen (16) years to

campus and leave them without supervision. Parents are responsible for any damage their children inflict on college property.

Pets are not allowed in college buildings with the exception of service animals for disabled individuals or animals kept for laboratory use. The Office of Civil Rights defines a service animal as a dog that has been individually trained to do work or perform tasks for an individual with a disability. A companion animal not trained for a specific task in assisting the person with a disability may be allowed in student housing, but is not allowed in other campus buildings.

NON-DISCRIMINATION POLICY

Allen Community College is committed to a policy of nondiscrimination on the basis of race, sex, religion, age, color, national origin, and disability in admissions, educational programs or activities, and employment. The final responsibility for ensuring equal opportunity rests with the Board of Trustees and the President of the College. The responsibility for implementation of policy is assigned to the Affirmative Action Officer. It is the responsibility of the Affirmative Action Officer (Vice President for Student Affairs) to provide leadership that is necessary for attainment of the goals and objectives of the program.

Non-discrimination complaints by an employee should be addressed to the employee's supervisor, the appropriate vice president, or the compliance coordinator. Non-discrimination complaints by a student should be addressed to the appropriate vice president or the compliance coordinator. Complaints by any other person alleging discrimination should be addressed to the appropriate vice president or the compliance coordinator. Complaints about discrimination will be resolved through the following complaint procedure:

- A complaint should be filed in writing and contain the name and address of the person filing the complaint. The complaint should briefly describe the alleged violation.
- A complaint should be filed within 30 days after the complainant becomes aware of the alleged violation, unless the conduct forming the basis for the complaint is ongoing.
- If appropriate, an investigation shall follow the filing of the complaint. If the complaint is against the President, the Board shall appoint an investigating officer. In other instances, the investigation shall be conducted by the compliance coordinator. The investigation shall be informal but thorough. All interested persons, including the complainant and the person against whom the complaint is lodged, will be afforded an opportunity to submit evidence, written or oral, relevant to the complaint to the investigator.
- A written determination of the complaint's validity and a description of the resolution shall be issued by the investigator, and a copy forwarded to the complainant no later than 30 days after the filing of the complaint.
- Records relating to complaints filed and their resolution shall be maintained in a confidential manner by the compliance coordinator.
- The complainant may appeal the resolution of the complaint to the President or to the Board of Trustees if the complaint was against the President. The request to appeal the resolution shall be made within 10 days after the date of the written resolution of the complaint at the lower level. The appeal officer shall review the evidence gathered by the investigator's report, and shall afford the complainant and the person against whom the complaint is filed an opportunity to submit further evidence, orally or in writing, within 10 days after the appeal is filed. The appeal officer will issue a written determination of the complaint's validity and a description of its resolution within 10 days after the appeal is filed.

- Use of this complaint procedure is not a prerequisite to the pursuit of any other remedies.

All instructors are required to abide by and honor the College non-discrimination policy.

SECTION 9: PROFESSIONAL DEVELOPMENT

CONVOCATIONS

Each semester before classes begin, instructors, staff members, and administrators gather for professional development. The College’s Convocation focuses on professional development for full-time employees. Please check the academic calendar for specific dates.

PROFESSIONAL MEMBERSHIPS

Acknowledging the contribution professional organizations have made to the field of education, full-time instructors are encouraged to join and support appropriate professional organizations of their choosing. Contact the appropriate division chair or dean for information on professional organizations.

PROFESSIONAL DEVELOPMENT

In recognition of the vital role the instructor plays in the instructional program, instructors are expected to take advantage of opportunities that will enable them to increase their teaching skills and grow professionally. Attending professional and convocation meetings and workshops, professional reading, and the continuation of formal education is expected of all instructors. Within the limits of budgeted travel funds, full-time instructors will be reimbursed for expenses incurred in attending approved professional meetings. For more information, full-time instructors should reference the current negotiated Master agreement posted in the myAllen portal. Choose the **Allen Resources** tab, then the College Materials link. The Master Agreement is posted in the **College Materials** box.

ADJUNCT FACULTY DEVELOPMENT INCENTIVE PROGRAM

Adjunct instructors are eligible for the Adjunct Faculty Development Incentive Plan. Adjunct instructors are an integral part of instructional delivery and fulfillment of the College’s mission, and their skill enhancement is vital to the success of the institution and our students.

The Adjunct Faculty Development Incentive system is based on participants earning 10 points per year (July 1 – June 30). If an adjunct instructor completes any combination of the following to accumulate 10 points during the year, a once a year contract of \$150 will be issued.

Points may be accumulated as follows

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| • Fall Convocation | 3 points |
| • Spring Convocation | 3 points |
| • Pre-Approved Conference / Meeting (1 to 2 points based on number of days) | 2 points max |
| • Division Meeting (1 point per meeting) | 2 points max |
| • Topical Workshop (online or onsite, 1 point per workshop) | 6 points max. |

Contact the Adjunct Faculty Coordinator for information on how to participate in the Adjunct Faculty Development Incentive Plan.

SECTION 10: Safety

USE OF DANGEROUS EQUIPMENT AND MATERIALS

Public institutions are sometimes held liable for injuries sustained by persons using dangerous equipment and materials on the institution's premises. For this reason, it is essential that each instructor exercise every precaution to see that such equipment and materials used in each class are handled only when the instructor is present. Each instructor is responsible for becoming familiar with the safety procedures and regulations attendant to the conducting of each assigned class. On the Iola Campus, the instructor is responsible for reporting any and all possible safety hazards existing within the facilities to the Director of Physical Plant Operations. The College carries insurance to protect individual instructors from suit; instructors may be familiarized with this coverage through the Business Office.

PROCEDURE IN CASE OF INSTRUCTOR OR STUDENT ACCIDENT

If an instructor or student is injured, there is no substitute for good judgment and the ability to render discretionary assistance. Ambulance services are available on call. The supervising administrator should be notified of the accident as soon as possible. Accidents of serious nature should be reported to the Administrative Assistant to the Vice President for Student Affairs as soon as possible. The Personnel Office should be contacted immediately for forms to be completed if injury is to be covered by worker's compensation.

SEVERE WEATHER PROCEDURES

A tornado watch indicates that conditions are favorable for the development of severe thunderstorms, large hail, heavy rains, damaging winds, and tornadoes. A tornado warning indicates that a tornado is developing and people in the warning area should seek shelter immediately.

IOLA CAMPUS

Main Academic Building: Students and personnel should take shelter in the Barclay Lecture Hall (A 27) or the restrooms in the B and C Complex part of the building (no windows-solid roof).

Activities Building: Students and personnel should not stay in the building. They should go immediately to the main building.

Theatre Building: Students and personnel should not stay in the building. They should go immediately to the main building.

Student Center: Students and personnel should go to one of the above locations in the main building or to Horton Hall.

Horton and Winter Residence Halls: Students in both residence halls should go to the ground floor hallways of Horton Hall.

Masterson Hall: Students should go to the Main building outside the Administrative Office Complex to take shelter in Barclay Lecture Hall (A 27).

Herynk Hall: Students should go to the Main building outside the Administrative Office Complex to take shelter in Barclay Lecture Hall (A 27).

Red Devil Duplex: Students should go to the Main building outside the Administrative Office Complex to take shelter in Barclay Lecture Hall (A 27).

Ballard House: Lincoln Elementary School 700 N Jefferson Ave. Enter on the west side, south door. Or, in the Barclay Lecture Hall (A27) or the restrooms in the B and C part of the building (no windows-solid roof).

Parkford Apartments: Lincoln Elementary School 700 N Jefferson Ave. Enter on the west side, south door. Or, in the Barclay Lecture Hall (A27) or the restrooms in the B and C part of the building (no windows-solid roof).

Outdoors in a car or truck: Those who do not have time to reach one of the above locations should leave their vehicles, lie flat in a ditch or low place, and protect their heads.

In the event that Iola Campus classes are canceled, the College will notify students and employees by email and text messages.