



**2017-2018**

**FULL-TIME FACULTY HANDBOOK**

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## EXECUTIVE ADMINISTRATION

Dr. Raymond Staats  
President

Kathleen Gallman  
Vice President for Instruction/Chief Academic  
Officer

Gerald Boucher  
Vice President for Students

Dr. Page Varnell  
Vice President for Administration

## ACADEMIC ADMINISTRATION

### Career Programs

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Dean of Career Programs  
638-7372

Ricky Meadows  
Executive Director for Career Programs  
638-4550

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Director of BLET  
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### Liberal Arts

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Chair of English, Communication & ACA  
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### Health Programs

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### Havelock Campus

Walter Calabrese  
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Havelock-Cherry Point Campus  
444-0739

Dr. Vincent Castellana  
Chair of Havelock/Cherry Point Campus  
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Greg Purvis  
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## **Institutional Effectiveness**

Dr. Cynthia Bellacero  
Executive Director Institutional Effectiveness  
633-3879

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## **Learning Support**

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Opal Harris  
Testing Coordinator  
638-7274

Dr. Jenifer Marquis  
Director, Distance Learning and Professional  
Development  
633-2039

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Executive Director of Academic Support  
638-6715

## **Instructional Support**

Tracy Minchin  
Senior Administrative Assistant – Liberal Arts &  
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444-6001

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Administrative Assistant – Havelock  
444-8204















## Procedures for administering sick leave:

- For any absence of six or more consecutive workdays, an employee is required to obtain and present a Certification of Health Care Provider form (available from the Human Resources Office), from the employee's health care provider attesting to the illness or injury. For any absence of ten or more consecutive workdays due to illness, injury, medical condition, or serious health condition for which sick leave may be taken under this policy, the employee is requested without additional notice to obtain and present a Certification of Health Care Provider form.
- Employees should be directed to the Policies & Procedures Manual (<http://cravencc.edu/about/policies/>) to review the College's policies on Sick Leave and Family Medical Leave.
- Once the employee requests the Certification of Health Care Provider form from Human Resources, they will then be provided with any additional information they might need.
  - For example, if the employee's medical absence will extend beyond 2-3 weeks, the employee will need to write a letter addressed to the President, copy to Human Resources and immediate supervisor, requesting this leave of absence.
  - The letter should include the dates of the request and expected return to work date as certified by their health care provider.
  - The President will sign off on the letter and note "pending verification and additional information to Human Resources and supervisor." This process will assure that the employee has at least followed the proper procedures in requesting this absence, that the College is aware of the absence and that the absence is counted towards the employees 12 weeks of job protected leave provided under the Family Medical Leave Act.
  - Regardless whether the employee has adequate leave to cover this absence it still runs concurrently with the request.
- Faculty may use sick leave without pay while on a medical leave; however, it still counts towards their 12 weeks. The 12-week clock begins the date of their original request for extended absence, example April 2010-April 2011.
- Human Resources will use the information provided by the employee for the following reasons:
  - To track employees' 12 weeks of job protected leave.
  - To assist the employee in the event they qualify for and have to go out on short-term disability (60-day waiting period).
  - To assure that the College is following federally mandated guidelines of providing employees FMLA rights.

Human Resources will issue the employee a letter at the beginning of their FMLA absence informing them of their rights and responsibilities under the College's FMLA policy. The letter will also state that employment is not guaranteed beyond the 12 weeks, but continued employment will be handled on a case-by-case basis depending on the expected date of return.

### ***Leave Faculty Work Day***

If a faculty member is absent a portion of a scheduled work day, the actual number of hours missed will be charged. Work days prior to, following, and between semesters are 8-hour days, i.e. faculty work days. If a faculty member is absent a full week, forty hours of sick leave will be taken.

















































- There should be no expectations of privacy when using computers on the Craven Community College campuses. All activity is subject to monitoring by Information Technology staff.

## ***Academic Skills Center***

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The Academic Skills Center, located in Barker Hall on the New Bern campus and in the Learning/Career Center of the Redd Building on the Havelock campus, assists individuals to achieve educational goals. Open enrollment provides easy access to the following programs and services:

- Tutoring in curriculum courses by trained tutors
- Writing Lab/drop-in lab for writing help (located in the Academic Skills Centers in NB and HV)
- Math Lab/drop-in lab open for help with courses involving math applications
- Computer Lab with tutorial software in various subjects.
- Seminars and workshops on a variety of topics
- ADA accommodations for students
- Make-up and distance education tests
- Make-up tests are given per instructor guidelines. Either a list of the students or the student's name should be written on every test for identification purposes. Mail or bring your tests to the Academic Skills Center, include any special instructions, and inform your students that picture identification will be required. Be sure to specify if you want your tests returned through campus mail or held for you to collect.

Please mention the Academic Skills Center to your classes, as it provides academic support of which your students may be unaware. The Academic Skills Center is always in search of good tutors. Interested persons may contact the Academic Skills Center at (252) 638-7274 for the New Bern Campus or (252) 444-0707 for the Havelock Campus. Faculty may contact the Academic Skills Center Director who will be glad to make a presentation to your class on the academic support services offered to students.

To receive services from the Academic Skills Center, students must have a completed referral form from an instructor in-hand or a completed referral sent by the instructor via e-mail to [ascresf@cravencc.edu](mailto:ascresf@cravencc.edu).

Please make sure that all fields on the form are completed. Be very specific in regard to identifying the definite needs of the student.

### **Acceptable Examples of Student Needs**

Internet research and typing  
 Access to Blackboard, MS Office and Internet  
 Solving linear equations  
 Multiplying trinomials  
 Construction of a thesis statement

### **Unacceptable Examples of Student Needs**

Help with Chapter 3  
 Help with essay writing  
 Fractions  
 World War II

Students will need a referral form for each of the Academic Skills Center areas as their needs arise. Contact either Jennifer Bumgarner on the New Bern campus, (252-638-6715) or Michelle Davis on the Havelock campus, (252-444-0707) with questions.

## ***Copiers***

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The College maintains photocopiers in New Bern and Havelock for use by instructors, staff, and students. The individual responsible for each copier assigns copier-use numbers to faculty and staff for that particular copier. Employees, instructors, work studies, and lab assistants may have access to the copiers. Users of the photocopiers should be aware of the laws governing the reproduction of copyrighted materials. The laws governing the duplication of materials for instructional purposes are described in the Copyright Protections section of the Policies and Procedures Manual located in section 8.5: <http://cravencc.edu/about/policies/>.

Note: Copiers are provided for college business use only. A coin operated copier for student use is located on the New Bern campus in Perdue Hall and on the Havelock campus in the Academic Skills Center.

In an effort to conserve resources, copying should be judicious and alternative methods of mass communication or presentation employed when possible. This will support our green initiative as well as reduce our costs for paper, toner, labor, and mechanical wear of the equipment.

## ***Library Facilities and Services***

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### **Godwin Memorial Library**

2nd floor, Barker Hall (252) 638-7272  
library@cravencc.edu

For current hours check the library's webpage [www.cravencc.edu/library](http://www.cravencc.edu/library).

Library instruction can be scheduled by using the *Book-a-Librarian* form (<http://cravencc.libguides.com/library/faculty#s-lib-ctab-11515305-0>) at least 24 hours in advance. Librarians can conduct research and information literacy classes, ACA library orientations, or resource demonstrations.

*Book-a-Librarian* may also be used to reserve the library computer lab and library space for your classes to use. Library instruction sessions take priority over scheduling class sessions. Please do not bring your classes to the library without prior confirmation from library staff.

Circulation of most library materials is for three weeks and may be renewed once unless requested by another user. A library card or Craven identification card are required to check out materials. Faculty may apply for a library card at the library's service desk or online at <http://cravencc.libguides.com/library/librarycard>. Faculty may request a semester length checkout for materials they need for a course.

Reserve materials can be held in the library for your students' use. Materials will be circulated by the instructor's request (overnight, 3 days, library use only, etc.).

## **Resources**

Godwin Memorial Library provides a shared catalog of more than one million learning resources. CCLINC gives access to the collections of fifty of the North Carolina Community College libraries and allows users to search, request materials, and check the status of their personal account.

NCLIVE ([www.nclive.org](http://www.nclive.org)) is a virtual library with full-text magazines, journals, newspapers, ebooks, audio books, business resources, and full length films. All are available on campus or remotely.

Electronic subscriptions to The Chronicle of Higher Education and The Teaching Professor are available. Access is through the library's web page.

### **Havelock Public Library**

(252) 447-7509

For current hours check the library's webpage <http://havelocklibrary.org/>

The Havelock Public Library is located on the Havelock campus and serves as the library for the Havelock campus. The public collection is supplemented with academic titles suggested by faculty or chosen by the Craven Community College librarians.

Faculty and students using the Havelock Public Library should apply for a Craven Community College library card in order to request materials through CCLINC.

### **Marine Warrior Library MCAS Cherry Point**

(252) 466-3552

For current hours check the library's webpage  
[http://library.usmc-mccs.org/cgi-bin/get\\_data.pl?library=Cherry%20Point](http://library.usmc-mccs.org/cgi-bin/get_data.pl?library=Cherry%20Point)

Students enrolled in classes on the Base have access to the Base library.

## ***Mail***

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Physical mailboxes are assigned to all full-time faculty or mail is delivered from the Facilities Support mailroom to faculty offices. See your Dean for the location of your mailbox and delivery method. Mail for instructors teaching at the Havelock campus will be delivered to instructor mailboxes in the Workroom 101E in the Redd Building.

## ***Parking***

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Each motor vehicle parked on campus by students, faculty, and other College staff members must be registered with the College and display a current official parking permit on the left side of the rear window. Full-Time Faculty/Staff parking permits can be obtained from the Security Office Monday through Thursday 9:00-10:00 a.m.; 1:00-2:00 p.m.; 5:00-6:00 p.m. and Friday 9:00-10:00 a.m. and 1:00-

2:00 p.m. Part-Time Faculty/Staff parking permits can be obtained through One-Stop Monday through Friday 8:00 a.m. to 5:00 p.m.

## ***Technical Assistance***

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For telephone, computers, and other technical assistance, submit a request for service using the Help Desk. Faculty should send an email to [helpdesk@cravencc.edu](mailto:helpdesk@cravencc.edu) with detailed information about the problem. Adjunct faculty should contact their supervisor to issue a help desk request.



## **Technology Resources Faculty and Staff 2016 - 2017**

<b>Resources</b>	<b>Contact Information</b>
<b>Emergency Classroom Support through Soft Phones - IT</b>	<b>Phone: 638-1222</b> <b><a href="mailto:helpdesk@cravencc.edu">helpdesk@cravencc.edu</a></b>
<b>Emergency Classroom Support through Soft Phones - Facilities</b>	<b>Phone: 638-1315</b> <b><a href="mailto:facilities@cravencc.edu">facilities@cravencc.edu</a></b>
<b>Instructions for Accessing Office 365 Products FREE for Faculty/Staff/Students</b>	<b><a href="http://cravencc.edu/wp-content/uploads/2014/07/Accessing-Office-365-Products.pdf">http://cravencc.edu/wp-content/uploads/2014/07/Accessing-Office-365-Products.pdf</a></b>
<b>Work Related Microsoft Office and other software installation for office/lab use</b>	<b><a href="mailto:helpdesk@cravencc.edu">helpdesk@cravencc.edu</a></b>
<b>Jabber Instant Messaging</b>	<b><a href="mailto:helpdesk@cravencc.edu">helpdesk@cravencc.edu</a></b>
<b>Skype conferencing (one-on-one)</b>	<b><a href="mailto:helpdesk@cravencc.edu">helpdesk@cravencc.edu</a></b>
<b>Technology assistance, PC security consulting, online help desk, and remote desktop assistance available during office hours</b>	<b><a href="mailto:helpdesk@cravencc.edu">helpdesk@cravencc.edu</a></b>
<b>Consultation on projects throughout the college including software purchases</b>	<b>Dean of Technology &amp; Facilities</b> <b><a href="mailto:edwardsb@cravencc.edu">edwardsb@cravencc.edu</a></b>
<b>Training on any IT topics</b>	<b>Director of DL &amp; Prof Development</b> <b><a href="mailto:marquisj@cravencc.edu">marquisj@cravencc.edu</a></b>
<b>Classroom needs include PC, projector, and DVD support</b>	<b>for additional needs</b> <b><a href="mailto:helpdesk@cravencc.edu">helpdesk@cravencc.edu</a></b>
<b>Qomo Monitors to capture lectures information and video directions</b>	<b><a href="http://cravencc.edu/wp-content/uploads/2014/04/Qomo-Monitors.pdf">http://cravencc.edu/wp-content/uploads/2014/04/Qomo-Monitors.pdf</a></b>
<b>Learning Platform (Moodle) &amp; Web space for streaming media (Kaltura//)</b>	<b>Director of DL and Prof Development</b> <b><a href="mailto:marquisj@cravencc.edu">marquisj@cravencc.edu</a></b>
<b>Respondus and Respondus Lockdown</b>	<b>Director of DL and Prof Development</b> <b><a href="mailto:marquisj@cravencc.edu">marquisj@cravencc.edu</a></b>
<b>Accessibility needs</b>	<b>Academic Skills Center</b> <b><a href="mailto:harriso@cravencc.edu">harriso@cravencc.edu</a></b>

Reset passwords for Student Gmail accounts, Web Advisor, and Moodle	Academic Skills Center 1-877-982-2233, locally 638-7212, or 444-6117
Reset passwords for Faculty/Staff GroupWise, VOIP, Active Directory, E-procurement, Informer, NCID, Datatel, and Web Advisor	<a href="mailto:helpdesk@cravenc.edu">helpdesk@cravenc.edu</a>
Reporting Spam– GroupWise and Gmail	<a href="mailto:spam@cravenc.edu">spam@cravenc.edu</a>
Antivirus software for home use – Microsoft Security Essentials	<a href="http://windows.microsoft.com/en-US/windows/products/security-essentials">http://windows.microsoft.com/en-US/windows/products/security-essentials</a>
Classroom Lab Management app issues - Net Control	<a href="mailto:helpdesk@cravenc.edu">helpdesk@cravenc.edu</a>
Work issued mobile device support	<a href="mailto:helpdesk@cravenc.edu">helpdesk@cravenc.edu</a>
Clickers (3 available)	NB Library
Headsets with Microphone (4 sets available) Headsets without microphone (7 sets available)	NB Library
Webcams (11 available)	NB Library
Flip Cameras (2 available)	NB Library
Sony Handy-cams and tripods (5 available)	NB Library
VHS to DVD Mobile Dubbing Devices (1 available)	NB Library
Laptop with case for short term loan (varies)	NB Library or <a href="mailto:helpdesk@cravenc.edu">helpdesk@cravenc.edu</a>

Instructions/or helpful hints for Specific Topics	Link (Copy and Paste)
Change Web Advisor/Active Directory Password	<a href="https://reset.cravenc.edu/PasswordReset">https://reset.cravenc.edu/PasswordReset</a>
New Employee/Work Study Enrollment Process  Current Employee Move Process  New or Returning Adjunct Employee	<a href="http://cravenc.edu/faculty-and-staff/new-employee-enrollment-current-employee-move/">http://cravenc.edu/faculty-and-staff/new-employee-enrollment-current-employee-move/</a>
Resignation Process	<a href="http://cravenc.edu/faculty-and-staff/employee-resignation-checklist/">http://cravenc.edu/faculty-and-staff/employee-resignation-checklist/</a>
Information Technology helpdesk	<a href="mailto:helpdesk@cravenc.edu">helpdesk@cravenc.edu</a>
Facilities helpdesk	<a href="mailto:facilities@cravenc.edu">facilities@cravenc.edu</a>
Moodle helpdesk link	<a href="http://goo.gl/forms/lafcDmDOKf">http://goo.gl/forms/lafcDmDOKf</a>
Room reservation	<a href="http://cravenc.edu/faculty-and-staff/faculty-and-staff-room-reservation-form/">http://cravenc.edu/faculty-and-staff/faculty-and-staff-room-reservation-form/</a>
Craven Community College Directory	<a href="http://cravenc.edu/faculty-and-staff-directory/">http://cravenc.edu/faculty-and-staff-directory/</a>
Setting Up Your Voice Greeting and Pin on Your VOIP Phone	<a href="http://cravenc.edu/wp-content/uploads/2014/07/Setting-up-your-voice-">http://cravenc.edu/wp-content/uploads/2014/07/Setting-up-your-voice-</a>

	<b><a href="#">greeting-and-password-on-your-VOIPPhone.pdf</a></b>
<b>VOIP Phone Quick Reference</b>	<b><a href="http://cravenc.edu/wp-content/uploads/2014/04/MANUAL_VoIP-7945G-p3-4-quick-reference.pdf">http://cravenc.edu/wp-content/uploads/2014/04/MANUAL_VoIP-7945G-p3-4-quick-reference.pdf</a></b>
<b>Groupwise Basic Information</b>	<b><a href="http://cravenc.edu/wp-content/uploads/2014/04/groupwise-basic-information.pdf">http://cravenc.edu/wp-content/uploads/2014/04/groupwise-basic-information.pdf</a></b>
<b>Setting up Groupwise on your Android Phone or Tablet</b>	<b><a href="http://cravenc.edu/wp-content/uploads/2014/05/Setting-up-Groupwise-on-your-Android-Phone-or-Tablet.pdf">http://cravenc.edu/wp-content/uploads/2014/05/Setting-up-Groupwise-on-your-Android-Phone-or-Tablet.pdf</a></b>

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