Message from the Vice President for Student Learning

The quality of education at Roane State Community College is dependent on the quality of instruction. The interaction between faculty and students is an important ingredient in the educational experience and is evidenced by our guidelines regarding the availability of faculty for student contact outside of the classroom. We feel strongly that learning occurs not only within the traditional learning environment, but can occur equally as well through independent research and the open exchange of ideas.

Adjunct instructors at RSCC play a critical role in determining whether our college students succeed or fail in their attempt to accomplish their educational goals. Your credentials are evaluated using the same criteria that are used for our full-time faculty and your experiences in business and industry bring special expertise to the classroom. We want you to know how much your services are valued!

The administration, faculty, and support staff at Roane State will assist you in providing a successful educational experience for our students. The Dean of the division in which you are teaching is an experienced faculty member and can provide you with counsel on college policy and procedures. The division Dean can assign a mentor to assist you with the transition to teaching at Roane State. Furthermore, all of Roane State’s instructional support services are available to you; please do not hesitate to ask for help in any area to improve the quality of your teaching.

The Adjunct Faculty Workshop is held before the fall semester begins. You are encouraged to attend this session to meet with your division Dean and to attend specific training sessions. Other professional development opportunities are available during the academic year and will be announced by e-mail and/or on the RSCC Adjunct Faculty Website (www.roanestate.edu Keyword: Adjunct). Each adjunct is issued a Roane State email address which needs to be checked at a minimum once per week. This is an official communication method and used regularly in accordance with RSCC Policy GA-18-05. All RSCC policies can be found on the Roane State web page under Human Resources.

The Adjunct Faculty manual and the college catalog provide general information and procedures that may affect you and your students. This manual is also on the RSCC website on the Adjunct Faculty web page. If I may be of assistance to you at any time, please do not hesitate to contact me at 865-882-4513 or by sending e-mail to whaleycl@roanestate.edu.

Christopher Whaley, J.D.
Vice President for Student Learning
Academic Divisions

Humanities
Dr. Myra Peavyhouse, Dean
peavyhousem@roanestate.edu
(865) 882-4567
Denise Cloyd, Administrative Secretary
cloyddj@roanestate.edu
(865) 882-4567

Social Science, Business, & Education
Dr. Diane Ward, Dean
wardd@roanestate.edu
(865) 882-4646
Tammy Guge, Administrative Secretary
gugetp@roanestate.edu
(865) 882-4582

Mathematics & Science
Dr. Larry Bouldin, Dean
bouldincl@roanestate.edu
(865) 882-4533
Kathy Voiles, Administrative Secretary
voiles@roanestate.edu
(865) 882-4533

Nursing
Priscilla Spitzer, Dean
spitzer@roanestate.edu
(865) 354-3000 ext. 4295
Tammy Robinette, Administrative Secretary
robinettetj@roanestate.edu
(865) 882-4605

Allied Health Sciences
Dr. Michael Laman
lamanma@roanestate.edu
(865) 539-6904
Amy Bowman, Administrative Secretary
bowmanan1@roanestate.edu
(865) 539-6904

Vice President for Student Learning
Dr. Chris Whaley, Vice President
whaleycl@roanestate.edu
(865) 882-4513
Cathy Smith, Administrative Assistant
smithcc@roanestate.edu
(865) 882-4513
## Other Department

<table>
<thead>
<tr>
<th>Department</th>
<th>Location</th>
</tr>
</thead>
</table>
| Counseling/Disability Services    | Roane County 882-4546  
                                    | Oak Ridge 481-2003 |
| CTAT                              | 882-4556          |
| Financial Aid                     | 882-4545          |
| Learning Center                   | Roane County 882-4677  
                                    | Oak Ridge 481-2026   |
| Library                           | Roane County 882-4553  
                                    | Oak Ridge 481-2004   |
| Help Desk                         | 354-3000 ext. 4357 |
| Placement                         | 882-4695          |
| Records and Registration          | 882-4526          |
| Security                          | 882-4500          |
| Student Services                  | 882-4550          |
Helpful Information
If you are teaching at a site campus, check with the site director for additional information pertaining solely to that site.

Academic Calendar
You will find the academic calendar for each semester in the front of the college catalog. It is important to note the dates for breaks and holidays for syllabus planning. Academic Festival is held each spring for area high school students. Day classes are cancelled, but night classes meet as scheduled. The date is announced via e-mail.

Address Change
If you have an address change please contact your division secretary and the Human Resource office and fill out a Human Resource Action form noting the change.

Administering Exams
Secretaries and non-professional staff are not permitted to administer exams.

Dismissing Classes Early
Classes are to be held for the assigned period of instruction. Any deviation must be arranged with the division Dean. If you have a change in your scheduled meeting time, please inform the person in charge of the location at which you are teaching.

E-Mail Accounts
Adjunct faculty must apply for a temporary email account. Contact the Dean of your division and/or the division secretary for the proper forms. Email is the official communication method. Check your Roane State email a minimum of twice per week and preferably daily.

Office Hours
Discuss office hour arrangements with the Dean. Plan to be available for an average of one and one-half hours per week for student consultations for each 3-hour class taught. Arrange to arrive early or remain after class for student consultations. Office hours should be posted on the office door and included in the syllabus.

Parking
There is a campus access fee of $10 per year. Please follow signs designated for faculty/staff parking.

Paycheck / Direct Deposit
If you have problems receiving your direct deposit, contact the Payroll office at (865) 882-4518.
Photocopying
All faculty members should limit photocopying to a reasonable amount due to budget limitations. For large photocopying needs, please ask the division secretary or Dean for suggestions.

- **Main Campus**
  Contact your academic division secretary at least 48 hours in advance of the date you need your materials. The secretary and/or the division Dean will assist you with materials preparation.

- **Oak Ridge**
  Faculty in Oak Ridge are asked to complete a "Faculty Work Order Form." Please allow at least 48 hours on all requests. Completed jobs will be placed in your mailbox.

- **Site Campuses**
  Site Campus secretaries perform typing and photocopying services on a limited basis.

Placement (882-4695)
Roane State's Placement Office assists students and graduates seeking part-time and/or full-time employment. Job announcements are disseminated to students via email and the web. The Placement Office assists students in resume preparation, letter writing and interview skills on an individual basis or in groups.

Posting Grades
Faculty cannot post grades by social security number or code names. Please be aware that secretaries cannot give out grades over the phone, even with your permission.

Courier Service
RSCC courier service runs daily from the Roane County Campus to all of the surrounding site campuses. Since site campus mail is brought back to the Roane County Campus to be sorted and sent out the following day, please allow an extra day for the package to reach the other site campuses. Please make sure your materials are in the courier box approximately one hour before the courier's arrival time. A quicker method to distribute student assignments and/or homework is to use the course management system (Momentum/D2L). For more information, contact CTAT at extension 4556. Below is the courier schedule:

<table>
<thead>
<tr>
<th></th>
<th>ARRIVAL</th>
<th>DEPARTURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roane County</td>
<td>7:30 am</td>
<td></td>
</tr>
<tr>
<td>Morgan County</td>
<td>8:00 am</td>
<td>8:15 am</td>
</tr>
<tr>
<td>Loudon County</td>
<td>9:00 am</td>
<td>9:15 am</td>
</tr>
<tr>
<td>Knox County</td>
<td>9:30 am</td>
<td>9:45 am</td>
</tr>
<tr>
<td>Oak Ridge Branch Campus</td>
<td>10:00 am</td>
<td>10:45 am</td>
</tr>
<tr>
<td>Campbell County</td>
<td>11:00 am</td>
<td>11:30 am</td>
</tr>
<tr>
<td>Scott County</td>
<td>12:00 pm</td>
<td>12:30 pm</td>
</tr>
<tr>
<td>Fentress County</td>
<td>1:15 pm</td>
<td>1:30 pm</td>
</tr>
<tr>
<td>Cumberland County</td>
<td>2:00 pm</td>
<td>2:30 pm</td>
</tr>
<tr>
<td>Roane County</td>
<td>3:15 pm</td>
<td></td>
</tr>
</tbody>
</table>
Scheduled Classroom
If a classroom is not suitable for the class, please contact the division secretary. Instructors teaching at a site campus should contact the site administrator or secretary at that location.

Smoking
Students are not allowed to smoke inside public school buildings. Smoking is only permitted in designated smoking areas.

Teaching at a Site Campus
Each site administrator will provide you with site-specific information. Please meet with him or her concerning specific questions about teaching at that location.

Teaching Load
The Tennessee Board of Regents (TBR) will not allow adjunct faculty to teach a load similar to that of full-time faculty. RSCC’s policy is a maximum of 24 workload hours a year. Since it is often not possible to determine how many classes need to be covered by adjunct faculty until soon before classes begin, it is best to not plan financial obligations around previous semester teaching loads.

Textbook and Syllabus
Contact the Dean of the division to receive any materials needed for your class. It is imperative that you have a syllabus to give to your students. Some divisions have syllabi already prepared for certain classes while others do not. You must provide your division dean with a copy of the syllabus for each class within the first two weeks of the semester. Whether you obtain a syllabus or construct your own, the following items need to be on the document:

- Your name and title by which you wish to be addressed.
- The semester and year of the course
- The complete name of the course with course number and catalogue description
- Office hours and location of your office. See more information on office hours in the “Office Hours” and “During the Term” sections.
- Contact methods for the student (mailbox location, Roane State e-mail address, telephone number).
- The texts and any required outside readings
- The course requirements and grading standards
- The course objectives assignments and projects to be completed during the term
- Policies including absences, tardiness, breaks, make-up tests, snow, etc.
- The course competencies. Many courses have prepared competencies.
What’s First?

Before Classes Begin

- Complete and return the following forms to the Dean of your division. These forms must be on file before your waged can be deposited.
  - W-4
  - I-9
  - Payroll Distribution
  - Official Transcript
  - Roane State Employment Application/Resume
- If on a temporary contract, the contract must be signed and returned in order to be paid.
- Obtain desk copies of your textbooks, course outline and syllabus from your division.
- Locate the classroom and exact time of the class.
- Check with the division secretary on the exact procedure to obtain a grade book and/or supplies you will need. A grade book or an alternative method such as an Excel Spreadsheet must be used to record grades. Information on the availability of detailed student grading records is at the discretion of the division Dean. A copy of the grades may be required if you will not be available at the end of the semester.
- Read the catalog to know the mission, rules, and regulations of the college.
- Include in the syllabus your class policies. Make sure your contact information is present including your home phone if you wish students to contact you at home. Secretaries will not give out home numbers. Include the division’s course competencies.
- Distribute a syllabus and outlines indicating course objectives and competencies to the Dean of your division, your division secretary and students the first day of class.
- If teaching a lab course, review safety procedures.
- When needing to schedule audio-visual software and/or equipment, notify the Help Desk (x4357) at least two days in advance, or notify the site administrator at your teaching site.
- Locate the mailbox for internal communications.
- Check the calendar in the college catalog for holidays, due dates, etc.
- Plan for office hours.

First Class Meeting

- Check your class roll in Banner for spellings, omissions and section numbers.
- Students not listed should provide documentation from the Records Office before being allowed to remain in class. Students cannot change sections of the same course without following the drop/add procedure.
- If the student has no confirmation, direct the student to the Records office.
- Provide each student with a copy of the course syllabus containing the rules and procedures and objectives of the class. You may want to ask the students to sign a list stating that they have received these materials. This reduces the possibility of complaints from students that they didn’t know what to expect. Also give each
• Give a copy of the list of student competencies expected of all RSCC graduates.
• Explain the drop/add procedure and deadlines for the class.
• Ask students to inform you privately about any problems of which you should be aware and to let you know of any procedures you should follow. Suggest that students notify Disability Services of any problem. Remember, it is illegal to ask about the existence of a disability, but a general invitation in for students to “self-disclose” about a disability is certainly appropriate.
• Remind the class about any course prerequisites.
• Remind students to pick up their Student I.D.’s in the Assistant Vice President for Student Services (Roane County), Business Office (Oak Ridge), or from the administrator at the site campuses. This should be done during the first week of classes.

During the Term
• Instructors should access their class rosters through Banner at the beginning of the term and throughout the semester.
• Please verify class rolls for accuracy and notify the Records Office if there is a problem.
• You will also be asked by the Financial Aid Office two times during the semester to verify attendance of students. Directions will be provided by your division secretary.
• Measure student progress on a regular basis throughout the term.
• Contact your division Dean to discuss any questions you may have.
• Notify the division Dean, secretary, and the administrator at the teaching site if you must miss a class session. Arrangements should be made in advance to cover the class.
• Complete the student evaluation of instruction, as directed.
• Be available for an average of one and one-half hours per week for student assistance for each 3-hour class taught. Arrange to arrive early or remain after class for student meetings. Post your office hours on the office door.
• If your class will be participating in any activity which may involve a degree of liability (ex. field trip), have the students sign a Hold Harmless Agreement. Send the agreements to the Assistant Vice President for Student Services to be kept on file.

At the End of the Term
• Give a final exam or other activity. If cumulative, follow the College’s exam schedule. The exam schedule is distributed via e-mail during the semester. A copy of the exam should be given to the division Dean and secretary.
• Access Banner on the appropriate date and post final grades.
• Turn in all college materials to the division Dean.
Adjunct Pay
The following rate of pay has been approved for the 2009-2010 academic year:

<table>
<thead>
<tr>
<th>Education Credential</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate</td>
<td>$520</td>
</tr>
<tr>
<td>Masters</td>
<td>$495</td>
</tr>
<tr>
<td>Bachelors</td>
<td>$470</td>
</tr>
<tr>
<td>Associate</td>
<td>$443</td>
</tr>
</tbody>
</table>

The pay schedule for part-time faculty for the 2010-2011 academic year is listed as follows:

<table>
<thead>
<tr>
<th>Fall 2010</th>
<th>Spring 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 30, 2010</td>
<td>February 28, 2011</td>
</tr>
<tr>
<td>October 29, 2010</td>
<td>March 31, 2011</td>
</tr>
<tr>
<td>November 30, 2010</td>
<td>April 29, 2011</td>
</tr>
<tr>
<td>December 22, 2010</td>
<td>May 31, 2011</td>
</tr>
</tbody>
</table>

All payroll checks are direct deposited to your bank account. Please remember, your pay will be withheld if all paperwork is not complete.

Travel Reimbursement
The salary supplements for adjunct faculty travel are listed below for your information. The rates assume courses meet for the full term of the semester. Special rates apply to alternative scheduling and the summer term. For example, a faculty member who teaches an eight-week class during the summer will receive one-half of the amount listed in the table below. If teaching a class which meets for four weeks, the faculty member would be paid one-fourth of the amount indicated below. Amounts will be prorated for other courses which meet for a shorter period of time.

<table>
<thead>
<tr>
<th>Miles Drive/Week</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>50 - 99</td>
<td>$ 170.00</td>
</tr>
<tr>
<td>100 - 149</td>
<td>$ 330.00</td>
</tr>
<tr>
<td>150 - 199</td>
<td>$ 500.00</td>
</tr>
<tr>
<td>200 - 249</td>
<td>$ 660.00</td>
</tr>
<tr>
<td>More than 250</td>
<td>$ 830.00</td>
</tr>
</tbody>
</table>

Note that these amounts are total for the semester and will be paid in 4 equal payments on the scheduled regular pay dates. For example, travel reimbursement of $170 would be $42.50 per paycheck in addition to regular pay. Some divisions use independent sources, such as Rand McNally [http://www.randmcnally.com](http://www.randmcnally.com), to check mileage from your teaching site to your home in order to calculate travel.

Class Rolls, Attendance and Records
Faculty members should access their class lists via Banner frequently during the semester to check for proper registration of students attending each class. Particular attention should be given to the accuracy of class lists after the add period is over. Class lists should be carefully reviewed after the add deadline and corrections or discrepancies should be reported to the Records Office by the faculty member. Any student in the class at that time, not listed on the class list, must be sent to the Records Office to clarify the
discrepancy. Students must be fully registered before they are allowed to attend any class. It is the responsibility of the faculty member to see that the student clears any discrepancy in his/her registration status. The Records Office will notify the faculty member of the admission status of such a student. Faculty will be notified by email each semester of the dates that Banner will be open for grading. During this period faculty can enter Banner and record grades for their assigned classes. No final grades may be reported for students whose names do not appear on the official roll. Faculty members must maintain accurate rolls at all times.

RSCC Grading System
Adjunct faculty should adhere to grading scale guidelines established for the course or the department. These guidelines should be clearly stated on the course syllabus. Refer to the RSCC catalog for a listing of acceptable grades. The markings which may appear on the grade report and/or transcript are as follows:

- I Incomplete
- AU Audit, no grade or credit
- P Pass
- R Repeated
- AW Administrative Withdraw for Non Attendance
- W Withdrew

Review the rosters for accuracy and make certain students do not attend class unless their names are listed on the roster. If for some reason a student's grade must be changed, discuss the change with the appropriate division Dean.

Library Services (882-4553/481-2004)
The RSCC Libraries want to help our adjunct faculty provide high-quality instruction to our students. The library offers a diverse collection of information resources in a variety of formats: print books; eBooks; magazines and academic journals; electronic databases; websites and more. To learn more about resources available at your RSCC libraries, please visit www.roanestate.edu/library.

Our online catalog provides a complete listing of resources available at all RSCC library locations. Books and copies of articles may be requested for courier delivery to any RSCC campus location. Requests may be placed by phone, email (librarystaff@roanestate.edu) or online (www.roanestate.edu/library/distance.htm).

Other services include:
- Library tours/instruction – Bring your class to us or schedule a classroom visit
- Research assistance
- Help finding articles and other supplemental instructional material
- Wireless internet hotspot (Roane & Oak Ridge)
- Laptops (available for checkout to students and staff)
- Interlibrary loan
- TBR/TALC Borrower card – Gives you borrowing privileges at UT, Knoxville; Tennessee Technological University; and other TBR-affiliated community college libraries.

For more information about library services, contact Robert Benson, Director of Library Services, at bensonrm@roanestate.edu or by phone at ext. 4551.
Student Academic Services

Academic Advising
At Roane State, academic advisement is a shared responsibility of the student and the faculty advisor. Counseling staff advise new students through the New Student Orientation Program. Once students enroll at Roane State, they are assigned a faculty advisor in their major area of study and emailed the information through RaiderNet. Students may access their academic advisor through Raidernet. Students contact the faculty advisor for academic advisement through graduation. The Intent to Graduate Form can only be signed by the faculty advisor.

Distance Education (882-4602)
The Distance Education office is located on the second floor of the Library in L-210 on the Roane County Campus. Distance Education coordinates flexible and convenient educational opportunities through web courses including the Regents Online Degree Program and other non-traditional student programs.

- **Web Courses**
  Web courses at RSCC are taught through the Internet using Momentum (D2L). Some courses require on campus testing, while others may not. Check the syllabus for detailed information.

- **Regents Online Degree Program**
  Roane State offers associate degrees on the web with the assistance of other Tennessee Board of Regents schools. A current listing of RODP degrees can be found at [http://www.rodp.org](http://www.rodp.org).

RODP courses are offered over the Internet via the course management system D2L. Some courses require two tests to be taken at the Testing Center. Testing Centers are conveniently located at the main campus (Harriman) and at the branch campus in Oak Ridge.

Center for Teaching Arts and Technology (CTAT) (882-4556)
The Center for Teaching Arts and Technology is located on the second floor of the library on the Roane County Campus. CTAT is the point of contact to get assistance for instructional technology needs, assistance with electronic course materials, or training in instructional software and D2L/Momentum, the college’s learning management system. The Center provides services that can be broken into the following categories: instructional technology support, distance learning support, and training.

- **Instructional Technology Support**
  The instructional technology support component of CTAT is responsible for assisting faculty in the development of multimedia content and course materials. The CTAT staff is also available to assist with the creation of course materials such as podcasts which can be posted to the college’s iTunesU page.

- **Distance Education Support**
  The distance learning support component of CTAT is responsible for assisting faculty with online (D2L/Momentum) courses, as well as for web-enhanced on-ground courses.
The Learning Centers (882-4677/481-2026)
The Learning and Tutoring Centers provide free learning assistance to Roane State students, faculty, and staff, and to service-area community members. There are Learning Centers on the Roane County Campus (second floor of the Library) and the Oak Ridge Campus (in the Coffey Library), and a Tutoring Center on the Cumberland County Campus (rm. 152). Some tutoring is also available at our other sites. Visit our web site at http://www.roanestate.edu keyword Learning Center.

- Tutoring in Math, Science, and Other Disciplines
  The Learning Centers provide tutoring in a variety of disciplines. Students can check the schedule for available tutors that is published on Raidernet, distributed around the campuses, and posted outside the Learning Centers. The software that accompanies the college’s math courses is loaded on Learning Center computers and is available to students.

- Writing Help
  - Writing consultations are available by appointment for one-to-one interaction with individual writers. Writing consultants do not edit or proofread writing assignments. Consultants focus on rhetorical and logical principles. Students are introduced to models of excellence in writing and challenged to think clearly and critically. We look for patterns of error and stress solid organization. To make an appointment, students may come by the Centers or call 882-4677 in Roane County, or 481-2026 in Oak Ridge.
  - The RSCC Online Writing Lab (OWL) contains a number of online documents that students can access to help solve their writing and research problems. The documents include brief instructions for writing essays in various rhetorical modes, along with student samples; guidelines for writing research papers; help in using MLA style and quotations; help with organization and writing introductions and conclusions; and information on conducting research on the Web. The OWL also includes a wealth of information for faculty, including links to other OWLs and professional sites across the country.

- Online Tutoring
  Professional online tutoring in a variety of disciplines is available from www.Smarthinking.com at no charge to RSCC students. Call the Director of Learning Centers at extension 4486 for more information, including student passwords.

- Group Study Rooms
  The Learning Center on the Roane County Campus has three group study rooms that students may sign up to use.

- Computer Use
  Each Center is equipped with computers with internet access and Microsoft programs. Center staff members provide free basic computer instruction.

Instructors are encouraged to drop by the Centers and introduce themselves. The Learning Center relies on full-time and adjunct faculty to bring to our attention students with strong skills in a discipline as these students may make excellent tutors. The Learning Center staff is also available to visit classes and tell your students about our services.
The Information Technology Division provides administrative, email, networking and microcomputer support for Roane State Community College. It has two departments, Administrative Systems and Networking and Technical Support.

- **Administrative Systems**
  - Administrative Mainframe Support—maintains the mainframe systems, Internet software, system printers, and numerous system software packages.
  - Programming Support—maintains the IA/SCT, Banner software, and all related sub-systems for Banner and various locally developed programs.

- **Networking and Technical Support**
  - Help Desk—provides assistance and trouble-shooting for all computer problems, including but not limited to: Microsoft Office E-mail, PC/MAC hardware, PC/MAC software, password problems, etc. The Help Desk is open Monday--Friday, 8:00 a.m. until 7:00 p.m when classes are in session. The preferred method for reporting a problem is to send e-mail to HELP@roanestate.edu. The Help Desk may also be reached by dialing extension HELP (4357). After hours the Help Desk number is forwarded to a technician working after hours.
  - Microcomputer Support—provides all microcomputer maintenance and support to faculty, staff and labs for Roane State. Support for applications software comes from this department as well. To request technical support, call or e-mail the Help Desk and identify the problem, the tag number of the machine, and whether the problem will prohibit a class from starting or continuing.
  - Network Management—responsible for the entire RSCC network, including Windows servers, network wiring, network configurations, and network monitoring. Requests for Network Support should be sent to HELP@roanestate.edu.
  - IDEA Room Support—responsible for supporting the IDEA room system. Please contact the IDEA room coordinator for assistance extension 4260.

**Policies**

**Accessing the RSCC and TBR Policy Manuals**
The Roane State Policy Manual is available online to ensure that every faculty and staff member has access to the current manual. To access the RSCC policy manual, go to the RSCC homepage [http://www.roanestate.edu](http://www.roanestate.edu) Keyword: Policies. TBR policies can also be found on the TBR homepage [http://www.tbr.state.tn.us](http://www.tbr.state.tn.us).

**Scheduled Class Times**
All classes are to be met for the full scheduled time; however, if you must miss a class, please:
Contact the Dean of your division. If you are at a satellite center contact the administrator at that location.
Inclement Weather
Roane State announces weather related closings via its website, local TV and Radio Stations, as well as via Raidernet text alert. RSCC recommends that students use their own discretion when snowy and icy conditions exist.

Smoking
Roane State Community College has established, as allowed by legislation, a policy on smoking on campus. This policy is as follows:

- Smoking is permitted outside only in designated locations on each campus.
- Smoking or use of other tobacco products is prohibited inside any building.
- Enforcement of this policy for staff will be the primary responsibility of supervisors. Security officers will be responsible for enforcement at public events. The Student Government Association will recommend appropriate enforcement for student offenders.

Food and Drink
The food and drink policy pertains to all persons using classroom space at Roane State.

- All general classrooms (excluding those with carpet) will be open for food and drink.
- Individual faculty may establish a "no food and drink" policy for their class periods.
- Decisions on whether to allow food and drink in labs require consensus among faculty using each lab each term providing that universally accepted safety regulations such as those of OSHA, etc., are followed.
- No food or drink is permitted in carpeted classrooms. Division deans may make exceptions for classes lasting longer than two hours.
- Site Campuses have a "no food and drink" policy in classrooms.

Guests and Visitors
Children, relatives or friends are prohibited from attending class with students or instructors. Children are not to be left unattended on campus.

Security
If you need the assistance of security personnel while teaching on the Roane County campus, call Security at ext. 4500 for help. If you are teaching on the Oak Ridge campus, call Security at ext. 2020. If you are teaching at a site campus, ask the administrator or in the evenings, locate the security guard at the center to assist you or call the police.

Firearms and other dangerous weapons
Possession or use of firearms or a dangerous weapon of any kind is prohibited.
Student Problems

Disagreements
In dealing with disagreement, confrontation and inappropriate behavior, seek the advice or guidance of the Assistant Vice President for Student Services (ext 4550). In addition, the administrator at site campuses may be able to assist you with guidance or appropriate steps to take.

- If confrontation occurs in a public setting, attempt to move to a private setting.
- Listen carefully and professionally to the criticism or grievance.
- Repeat the main points of the argument to ensure both of parties see the same issue.
- Express your point of view. Allow your critic to respond.
- Accept any valid criticism and state the intended corrective action.
- If it appears that the issue cannot be resolved satisfactorily, restate your position making clear any action you plan to take. Indicate what recourse is available to appeal.

Emotional Problems
Occasionally, a student may experience emotional problems due to illness, stress, family situations or other hardships. During the regular office hours, call Counseling and Career Services for assistance.

- Remain calm. This is the most important action you can take.
- Remove the student from the classroom.
- If this is a major disturbance and the student is out of control, call security.
- If you are at a site campus, ask the site director to assist you with the student.

Alcohol and Drugs
Occasionally, a student may attend class after the ingestion of alcohol or drugs.

- Remain calm.
- On the Roane County or Oak Ridge Branch Campus, contact security by calling the switchboard operator. If it is after the switchboard operator’s hours, the automated attendant will direct you to security.
- Calmly and professionally ask the student to step outside the classroom.
- At a site campus, ask the administrator or a staff member to call a relative or friend of the student to take the student home. If the student is under 21, call the police. Under no circumstances should a RSCC employee transport the student.
- If you have no other resource, call the police for advice.
- File a report with the Assistant Vice President for Student Services providing the details of the incident and the name of the student involved.

Student Discipline
RSCC students are expected to adhere to institutional student conduct code. The code is found in the RSCC catalog. Contact the Assistant Vice President for Student Services for assistance.
Counseling and Career Services (CCS) (882-4546/481-2003)

Counseling and Career Services assists students with successfully completing their college work and establishing good foundations for future growth. CCS has offices at both the Roane County and the Oak Ridge Branch Campus. The staff is comprised of professionally trained counselors who provide students with a wide range of services including:

- COMPASS Placement Testing
- New Student Orientation Sessions
- Entrance Advising for First-Time Freshmen during New Student Orientation
- Short-Term Personal Counseling
- Career Assessments, including the online Kuder Career Planning System
- Career Counseling for Undecided Degree-Seeking Students

Disability Services

Disability Services at RSCC are provided through the Counseling and Career Services Office to students who choose to self-identify. Disability Services cannot provide disability assessments; however, the office can provide students with referrals to obtain assessments and documentation outside the College. Classroom accommodations or other disability services cannot be provided until the student has submitted appropriate documentation to Disability Services. Instructors should only provide accommodations after receiving the Accommodation Plan Form, which outlines any specific accommodations. Please see the RSCC website at [www.roanestate.edu](http://www.roanestate.edu), keyword: disability services for more information.

Testing Services

The Testing Center provides a wide range of services to both the college and the community. The center provides testing for the RN Entrance Examination, LPN Challenge, Health Science Entrance Exam, Departmental performance exams, GED exams and ACT exams. The Academic Profile test, required of all graduating sophomores, is also provided by the center.

Distance Education exams are given at the Roane County and Oak Ridge Testing Centers. Hours are established at the beginning of each semester. The Testing Center also coordinates proctoring services for the Regents On-Line Degree Program.

Exams to be proctored on the Roane County Campus should be sent to the Testing Center one week in advance. Instructors are responsible for supplying copies of exam and handouts for each site. Faxing and emailing materials are not permitted. Please route materials to be copied through your division secretary and allow extra time for preparation.

Please send a copy of your syllabus or testing schedule for the semester to the Testing Center on the Roane County Campus. The Testing Center is responsible for scheduling all proctors. A proctor will not be provided without at least a one-week notice. A 24-hour notice is required to cancel a proctor. When requesting a proctor for your test, be sure to include the following:

- Date
- Course
- Instructor
- Test Delivery Method
Evaluations

Guidelines for Administering Faculty Evaluations

Adjunct faculty must evaluate all classes unless otherwise instructed by the division Dean. Special arrangements must be made with the division Dean for any adjunct faculty member who wishes to evaluate an individual instruction course. All classes for which materials are prepared must complete the rating forms during the assigned week.

Procedures for administering the evaluations in-class or web-based will be sent out during the semester.

Please note, evaluation scores will be returned as soon as they become available to the division secretaries. Narratives will be typed at the discretion of the division Dean. The division secretary will notify you of the dates the evaluation process will be administered each semester. More complete instructions will be included in the evaluation packet.

Interpretation of Faculty Evaluations

You will receive a copy of your student evaluation results from your division Dean. These printouts will list a “total observation score” from each section that you evaluated and the itemized student responses to each question.

You will find it useful to analyze your results on a question-by-question basis. These figures help you pinpoint strengths and areas that need improvement. The final figure is an overall composite, a single number for each class and an overall figure on the summary sheet. You and your division Dean can compare this figure to the division composite and institutional composite scores.

One administrative use for the evaluation results concerns retention of adjunct faculty members. The most crucial use of these figures, however, is for the improvement of instruction. Only your careful study of your evaluation results and student comments can accomplish that goal.

Adjunct Faculty Evaluations by Supervisor

All adjunct faculty members are evaluated annually. The purpose of the evaluation process is to provide feedback to the faculty member regarding his/her effectiveness in the classroom and is designed to ensure continued professional growth.

The student evaluation results and the division Dean's narrative comments will be recorded on the Adjunct Faculty Evaluation form, signed by the faculty, division Dean, and the Vice President for Academic Services, and placed in the faculty member's personnel file.
**Drug Free Communities Statement (Revised 1996)**

This statement is being distributed to all Roane State Community College employees, including faculty, and students in compliance with the provisions of the Drug-Free Workplace Act of 1988 (41 U.S.C. 701, et. seq.) and the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. 3171, et. seq.)

I. Policy

It is the policy of Roane State Community College to strictly prohibit the unlawful use and/or possession of alcoholic beverages and/or any drug or controlled substance (including any stimulant, depressant, narcotic, hallucinogenic drug or substance, or marijuana), or sale or distribution of any such drug or controlled substance on college owned, controlled, or leased property. The unlawful use, abuse, or distribution and/or possession of alcohol or illicit drugs also prohibited during any college-related activity including off campus trips. All employees and students are subject to applicable federal, state and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary actions as set forth in the Student Services section of the Roane State catalog and/or the Roane State Policy Procedures manual and the RSCC Student Handbook/Calendar.

II. Legal Sanctions

Various federal, state and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell or possess with intent to manufacture, distribute, dispense, deliver or sell, controlled substances. The penalty imposed depends upon many factors which include the type and amount of controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance. Possible maximum penalties for a first-time violation include imprisonment for any period of time up to a term of life imprisonment, a fine of up to $4,000,000 if an individual, supervised release, any combination of the above, or all three. These sanctions are doubled when the offense involves either: 1.) distribution or possession at or near a school or college campus or, 2.) distribution to persons under 21 years of age. Repeat offenders may be punished to a greater extent as provided by statute. Further, a civil penalty of up to $10,000 may be assessed for simple possession of “personal use amounts” of certain specified substances under federal law. Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor; if there is an exchange between a minor and an adult at least two years the minor's senior, and the adult knew that the person was minor, the offense is classified a felony as provided in T.C.A. 39-17-417. (21 U.S.C. 801, et. seq.; T.C.A. 39-17-417)

It is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his employment), or consume alcoholic beverages, wine, or beer, such offenses being classified Class A misdemeanors punishable by imprisonment for not more than 11 months, 29 days, or a fine of not more than $2500, or both. (T.C.A. 1-3113, 57-5-301) It is further an offense to provide alcoholic beverages to any person under the age of twenty-one (21), such offense being classified a Class A misdemeanor. (T.C.A. 39-15-404) The offense of public intoxication is a Class C misdemeanor punishable by imprisonment of not more than 30 days or a fine of not more than $50, or both (T.C.A. 39-17310).

III. Institutional/School Sanctions

Roane State Community College will impose the appropriate sanctions on any employee or student who fails to comply with the terms of this policy.

A. Employees

As a condition of employment, each employee, including student employees, must abide by the terms of this policy and must notify their department head/supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. A conviction includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body. Possible disciplinary sanctions for failure to comply with this policy, including failure to notify of conviction, may include one or more of the following:

- Termination
- suspension;
- mandatory participation in, and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program
- recommendation for professional counseling
- referral for prosecution
- letter of warning
- probation

B. Students

Possible disciplinary sanctions for failure to comply with the terms of this policy may include one or more of the following:

- expulsion
- suspension
- mandatory participation in, and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program
- referral for prosecution
- probation
- warning
- reprimand
IV. Health Risks Associated With The Use of Illicit Drugs and the Abuse of Alcohol

A cursory description of the health risks associated with the use of beverage alcohol and illicit drugs are as follows:

**ALCOHOL** Use or abuse of alcohol is the most neglected health problem in the United States today. Alcoholism is a complex, progressive disease in which the use of alcohol interferes with health, social and economic functioning. Untreated, alcoholism results in physical incapacity, permanent mental damage and/or premature death. Alcohol is involved in one-third of all suicides, half of all murders, and is involved in over 50% of all arrests. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death.

Alcohol is the third leading cause of birth defects involving mental retardation. Use during pregnancy may cause spontaneous abortion, various birth defects, or fetal alcohol syndrome. Drinking is implicated in cancer, heart disease, liver disease, gastrointestinal disease, and other illnesses. Alcoholism reduces life expectancy by twelve years.

Beverage alcohol can damage all body organs, leading to liver, heart and digestive problems, circulatory system interference, personality disorders, reproductive problems, and central nervous system disorders such as poor vision, loss of coordination, memory loss, loss of sensation, mental/physical disturbances and permanent brain damage. The physical and psychological changes that occur as a result of addiction to alcohol can pave the way for addiction to pharmacologically similar (mood altering) drugs.

**ILLICIT DRUGS** Illicit drugs are natural and synthetic chemical substances used to affect body processes, the mind and nervous system and behavior and feelings used without medical supervision to alter the sensorium of the user. The use of illicit drugs results in many of the health risks that are involved with alcohol use. However, specifically, the illicit use of drugs increases the risk of:

- Mental deterioration, death from overdose, physical and mental dependence or addiction, hepatitis and skin infections from needle use, psychotic reactions, inducement to take stronger drugs, brain damage, danger of “flash-back phenomenon”, hallucinations, unconsciousness, deep depression, distortion of time and space, permanent damage to the lungs, brain, kidneys and liver, death from suffocation or choking, anemia, amnesia, AIDS and other infections.

If used excessively, the use of alcohol and drugs singly or in certain combinations may cause death.

V. Available Drug and Alcohol Counseling, Treatment, Rehabilitation Programs, and Employee Assistance Programs

The counselors in Roane State’s Counseling and Career Services counsel with students and/or employees who now have or have had a drug and/or alcohol problem. The procedures are:

- To encourage the individual with a problem to seek the assistance of a qualified drug/alcohol therapist or seek treatment from a drug treatment center or mental health center.
- Provide information to the individual regarding treatment resources in the surrounding area and how to secure their services. Description materials are provided when available detailing the facility, length of stay, cost, etc.
- Assist the student and/or employee in making the initial contact with an outside agency or provide emotional support on an on-going basis.

Several public and private drug and alcohol rehabilitation centers are located in our area. They provide medical treatment, if indicated, and include individual, group, and family counseling. These centers include:

- **Alcoholics Anonymous Hotline**
  - 170 N. Jefferson Circle
  - Oak Ridge, TN 37830
  - Phone: 482-5200

- **Cornerstone of Recovery**
  - 1120 Topside Road
  - Louisville, TN 37777
  - Phone: 970-7747

- **Overlook Center**
  - 3001 Lakebrook Blvd.
  - Knoxville, TN 37909
  - Phone: 588-2933

- **Peninsula Lighthouse Outpatient Center**
  - 6800 Baum Drive NW
  - Knoxville, TN
  - Phone: 558-8880

- **Hope of East Tennessee**
  - 171 Waddell Circle
  - Oak Ridge, TN 37830
  - Phone: 482-4826

- **Peninsula Hospital**
  - Jones Bend Road
  - Louisville, TN 37777
  - Phone: 970-9800

- **Turning Point Recovery Center of Methodist Medical Center**
  - 950 Oak Ridge Turnpike
  - Oak Ridge, TN 37830
  - Phone: 481-1680