



Faculty Handbook

Academic Policies & Procedures

2021-2022

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2021-2022 IMPORTANT DATES

FALL 2021

Faculty In-service Day	August 26
First day of fall classes	August 30
Labor Day – College closed	September 6
Faculty Professional Development Day	September 24
Registration begins - Winter & Spring 2022	November 8
Thanksgiving break	November 25 - 28
Last day of classes – Full semester	December 11
Finals week – Full semester	December 13 - 18
Holiday Break - College closed	Dec 24 - Jan 1
Academy of Culinary Arts	August 30 – Dec 13
Full semester (ML, AC, Online)	August 30 – Dec 18
Drop/Add	Aug 30 - Sept 3
N/A Grades due	September 24
Last day to drop with Withdraw grade	November 5
Final Grades due	January 2
First 8-week (ML, AC, Online)	August 30 – Oct 23
Drop/Add	Aug 30 - 31
N/A Grades due	September 24
Last day to drop with Withdraw grade	September 24
Final Grades due	October 29
Cape May 13-week	September 20 – Dec 18
Drop/Add	Sept. 20 - 24
N/A Grades due	October 15
Last day to drop with Withdraw grade	November 12
Final Grades due	January 2
Second 8-week (ML, AC, Online)	October 25 – Dec 18
Drop/Add	October 25 - 26
N/A Grades due	November 19
Last day to drop with Withdraw grade	November 19
Final Grades due	January 2
WINTER Term 2022 (<i>includes Saturdays</i>)	January 3 – 14**
Last day to drop with Withdraw grade	January 4
**Inclement weather make-up day	January 15
Final Grades due	January 16

***Faculty may be instructed to meet remotely during inclement weather or meet on the Saturday, Jan. 15 make-up day.*

**Subject to change*

SPRING 2022

Dr. Martin Luther King Day, College closed	January 17
First day of spring classes	January 18
Faculty Professional Development Day	February 11
Spring Break	March 14 - 19
Registration begins - Summer & Fall 2022	April 4
Last day of classes – Full semester	May 7
Finals week – Full semester	May 9 - 14
ACA Graduation	May 9
Commencement	May 19
Academy of Culinary Arts	January 18 – May 9
Full semester (ML, AC, Online)	January 18 – May 14
Drop/Add	Jan 18 - 24
N/A Grades due	February 11
Last day to drop with Withdraw grade	March 25
Final Grades due	May 20
First 8-week (ML, AC, Online)	January 18 – Mar 12
Drop/Add	Jan 18 - 19
N/A Grades due	February 11
Last day to drop with Withdraw grade	February 11
Final Grades due	March 19
Cape May 13-week	January 18 – Apr 23
Drop/Add	Jan 18-24
N/A Grades due	February 11
Last day to drop with Withdraw grade	March 11
Final Grades due	April 29
Second 8-week (ML, AC, Online)	March 21 – May 14
Drop/Add	Mar 21 - 22
N/A Grades due	April 15
Last day to drop with Withdraw grade	April 15
Final Grades due	May 20

SUMMER 2022

Memorial Day- College closed	May 30
Independence Day -College closed	July 4
Full Summer Session – 14 weeks	May 16 - Aug 18
N/A Grades due	June 10
Last day to drop with Withdraw grade	July 14
Final Grades due	August 25
First Summer Session - 6 weeks	May 16 – June 23
N/A Grades due	June 3
Last day to drop with Withdraw grade	June 2
Final Grades due	June 30

Second Summer Session - 8 weeks
N/A Grades due
Last day to drop with Withdraw grade
Final Grades due

June 27- Aug 18
July 22
July 21
August 25

Third Summer Session - 6 weeks
N/A Grades due
Last day to drop with Withdraw grade
Final Grades due

July 11 - Aug 18
July 29
July 28
August 25

COURSE PREPARATION

Academic Freedom

Academic freedom is viewed as an assurance of the following entitlements:

- Educators are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties, but research for pecuniary return shall be based upon an understanding with authorities of the institution.
- Educators are entitled in the classroom to discuss their subjects, yet they should be careful not to introduce into their teaching controversial material which has no relation to the subject matter.
- Educators are citizens, members of the learned profession, and officers of an educational institution. When they exercise rights as citizens, they shall be free from institutional censorship and discipline, yet their special position in the community imposes special obligations. As persons of learning and educational officers, they should remember that the public may judge the profession and the 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 speaking for the institution.

Blackboard Guidelines

Atlantic Cape uses Blackboard Learn learning management system. All faculty are required to use Blackboard to deliver online classes and to enhance traditional, remote, and hybrid classes. Atlantic Cape faculty are required to follow these guidelines with their use of Blackboard:

1. Faculty are required to attend one “Getting Started with Blackboard Learn” training session before using Blackboard.
2. Faculty who want a copy of an existing course for an upcoming semester must submit a [Blackboard Course Shell Request Form](#) for each course, a minimum of two weeks prior to the start of the semester. If no request is made by this time, the faculty member will receive either a department standard Blackboard course shell (if available) or a blank course shell. **Please note: if requesting a copy of another faculty member's course, you must obtain permission from the faculty member and provide it to Instructional Technology.**
3. Faculty must minimally post a syllabus and course schedule within each Blackboard course shell. See **Appendix 2** for the Blackboard Course Shell Semester Start Preparation Checklist.
4. Content posted in Blackboard must be accessible to all students and adhere to Web Content Accessibility Guidelines (WCAG) 2.0 Level AA standards. The college administration will be monitoring Blackboard course shells for accessibility. The college administration is committed to offering faculty assistance in making content

accessible but planning ahead is necessary to ensure there is adequate time to do so. If you need assistance converting materials please email Connie Walton and copy your dean.

5. Faculty using a built-in Blackboard tool should know how to perform all basic tasks associated with that tool. View [Blackboard training schedule and tutorials](#) online.
6. Faculty using a non-Blackboard tool (separate software, publisher content, etc.) are solely responsible for working with the vendor on all aspects of that tool, including procurement, training, implementation, troubleshooting, and re-linking content to Blackboard course shells in future semesters.

Copyright Regulations

When copyrighted material is used in course materials or handouts, all applicable laws, including the U.S. Copyright Law, must be observed.

In an effort to offer a "reasonable interpretation of the minimum standards of fair use in an educational setting," Congress endorsed the fair use guidelines. **The fact that materials are reproduced for classroom or student use alone does not make the use a fair one.**

For more information, please visit: [Copyright Laws](#)

Course Delivery Definitions

On-campus learning: synchronous, in-person instruction delivered in an assigned classroom. The faculty member is in the classroom with students for the regularly scheduled days/times.

Remote learning: synchronous, remote classes meeting on the regularly scheduled days/times using either Blackboard Collaborate or Zoom. See **Appendix 3** for Guidelines for Remote Instruction.

Simultaneous learning: Select classrooms on each campus have been equipped with Vaddio camera/microphone equipment that allow faculty to teach remote and in-person students simultaneously. Instructors teach from in the classroom while remote students video-conference in using either Blackboard Collaborate or Zoom. See the Resources for Faculty webpage for Vaddio (Camera/Microphone) Technology instructions.

Online learning: asynchronous learning, utilizing Blackboard Learn. Students receive lessons and assignments from the professor. Coursework must be completed within the individual professor's timeline.

Hybrid learning: Combines on-campus and online learning. In-person instruction meets once a week in an assigned classroom. The online component uses Blackboard Learn.

Course Design Guidelines

See **Appendix 3** for Guidelines for Remote Instruction.

See **Appendix 4** for a Course Design Checklist.

The Instructional Technology Department and Center for Teaching and Learning Excellence offer webinars and workshops to support faculty in course design and instruction.

Course Syllabi/Outlines

The College has initiated a policy of a standard syllabus for each course clearly delineating the requirements, such as learning goals, student learning outcomes, measurable learning objectives, assessment strategies, policies, and procedures. Departments should have a standard syllabus on file for all existing classes. Prior to teaching a class, faculty should contact the area coordinator for an updated copy of the standard syllabus for a course. For those tasked with creating a standard syllabus for a new course, a template is located on the Assessment Committee's Google site: [Atlantic Cape Academic Assessment](#)

CLASSROOM MANAGEMENT

Academic Integrity

Atlantic Cape expects unwavering integrity from students in submitted work. Acts of cheating or plagiarism will not be tolerated and the student will be subject to disciplinary action as detailed below. Students are required to give credit to all individuals who contributed to the completion of any assignment. Specific sources of all information, ideas and quotations not original to the author of the assignment must be referenced. These references must be cited using standard methods, such as those taught in ENGL101-Composition I and ENGL102-Composition II or other formats as specified by the instructor. If group work on an assignment is permissible, specific authorization and instructions pertaining thereto must be provided in writing by the instructor.

It should be noted that persons facilitating plagiarism or cheating by another student are equally culpable and such persons may also be subject to penalties similar to those stipulated below. Examples of such facilitation include, but are not limited to, the following:

1. A student gives a copy of a past assignment (ex: a term paper) to a second student with the understanding that the second student may use the assignment as his/her own work.
2. A student observes or has other first-hand knowledge of cheating or plagiarism and fails to report this to the instructor.

All students are reminded that they have an ethical responsibility to guard the academic process against corruption by such acts of dishonesty. In addition to the above, students must follow all course-specific or instructor-specific procedures established for examinations, laboratory experiments, studio work, reports and projects.

The following penalties apply in cases of cheating or plagiarism:

1. The instructor may assign a grade of "F" or a zero for an assignment - OR - the instructor may assign a grade of "F" for the course in cases of repeated dishonesty or in such cases where the assignment in question is so central to the evaluation process that failure in the assignment would preclude any reasonable possibility of the student passing the course.
2. All confirmed breaches of academic honesty will become part of the student's permanent academic record. **Two such offenses will constitute grounds for Academic Dismissal. Said dismissal will be for a duration of no less than two years.** After two years, the student may apply for readmission, but this may be attempted only once. Upon readmission, any further act of dishonesty will result in permanent dismissal.

If the student is not in agreement with the action taken by the faculty member, the student is encouraged to meet and discuss the issue with the faculty as the first step. If the student is not satisfied with the outcome, the student requests a meeting with the Department Chair, Academic Dean, Assistant Dean of Nursing or testing director.

Steps for Faculty Reporting Plagiarism and Academic Dishonesty

1. The instructor first refers to the Student Handbook for guidelines listed under “Academic Integrity.”
2. The instructor should discuss the act of academic dishonesty and the consequences with the student.
3. After speaking with the student, “the instructor may submit a written report” to the appropriate Dean outlining the action he/she has taken and include appropriate documentation.
4. After review, the Dean will forward the report to the Dean of Student Affairs/Enrollment Management.
5. The Dean of Student Affairs/Enrollment Management sends a letter and a copy of the instructor’s report and documentation to the student.

Academic Integrity - Appeals Process

If the matter is not resolved between the student and faculty member or at the Academic Dean level, the student will contact the Director of The Center for Student Success to file an appeal. The appeal process will be explained to the student and a student advocate will be assigned, if requested.

The Academic Standards Policies and Procedures Committee will be the appeal board for students who wish to appeal a Chairperson, Academic Dean, Associate Dean of Nursing or Testing Director's action. The committee must have a quorum in order to hear the charge.

The following procedure will be followed in order to provide the student with due process:

- The faculty member, Assistant Dean of Nursing or testing director will be notified of the appeal and will prepare a written statement of charges to be submitted to the Assistant Director, who will prepare and present the case to the Academic Standards Policies and Procedure Committee of The Center for Student Success.
- A hearing date will be selected that is mutually agreeable to all parties. The student will receive written notification of the violation and hearing date by registered mail or delivered in-person and by email at least ten days before the date of the hearing. The hearing will take place on the scheduled date as long as the Committee has a quorum to hear the case.
- The charges, all affidavits, and all exhibits which the College intends to submit will be made available to the person making the allegation and the charged student for inspection.
- The student may bring counsel to the hearing in a consultative role only. Also, the student can be assigned a student advocate from the counseling center to accompany them. The advocate can help the student prepare for the hearing and accompany the student to the hearing in a consultative role.

- The student will have the opportunity to present his/her own version of the facts, by personal statement as well as by affidavits and witnesses.
- The student will have the right to hear evidence against him/her and to question adverse witnesses personally.
- The Academic Standards Policies and Procedure Committee will make a determination of the facts of each case solely on the basis of the evidence presented at the hearing. The chairperson of the committee will prepare a written statement of the committee's findings of fact and a recommendation to the Vice President of Academic Affairs for action.

The Vice President of Academic Affairs receives recommendation and makes the appropriate decision regarding disciplinary action or dismissal of charges and the decision is final.

Attendance

All instructors must address their policy on attendance, including any impact on the student's grade, in the syllabus. This should be reviewed with the class within the first week of the semester. It is the student's responsibility to know and to observe the attendance policy for each course.

Behavioral Assessment Team (BAT) Reporting System

Faculty are encouraged to report important but not life threatening student behavior concerns via the BAT Form (Behavioral Assessment Team form). The BAT (Behavioral Assessment Team) is a cross-functional assessment group that will respond to students who are exhibiting concerning behaviors. Our goal is to help you in assisting our students. To submit a referral or concern, use the [Behavioral Assessment Team online reporting form](#).

Early Alert

In cases where students need individual counseling support for non-threatening, academically-oriented problems jeopardizing successful course completion (e.g., declining attendance, missing assignments, not following assignment directions, etc.), instructors should complete a "Contribute Retention Information" form in Self Service (formerly WebAdvisor). After submitting the form, an academic advisor or counselor will follow up with the student to discuss academic needs identified in the form and strategies for improved course performance.

In Self Service (formerly Self Service (formerly WebAdvisor):

- Choose "Contribute Retention Information"
- "Find Student" – put in the student #
- A form appears. The first entry is a dropdown menu – choose the relevant "FAC" option and complete the rest of the form. "Submit"

This action is best taken in the first half of the semester so the student has time to recover academically with assignment grades to pass the course.

Campus Security

Phones which connect directly to the Security Office have been installed in most classrooms on all three campuses. Security may also be reached on the ML campus by dialing ext. 5125 from any phone. At the AC Campus, contact Security on the first floor or call (609) 343-4841. At the CMC, contact Security in Room 122, ext. 6390 (daytime) or ext. 3967 (evening). Security may be contacted to unlock rooms and assist with disruptive students or intruders, and must be contacted immediately for accidents and thefts.

Catalog

The Catalog is located on the College website at the following site: [College Catalog and Credit Course Guides](#)

Cell Phone Policy

Before entering class, cellular phones and other electronic devices must be turned off or placed on “silent” mode.

Children in Classrooms

Children are not permitted in the classroom during class sessions.

Confidentiality of Student Records

The Family Educational Rights and Privacy Act (FERPA) of 1974 (the Buckley Amendment) insures students of the right to privacy in their educational records and establishes the right of students to inspect and review their records and to initiate grievance proceedings to correct inaccuracies. Students are also assured of the right to file complaints with the FERPA office concerning alleged failures by the College to comply with the Act. For the complete policy, view [Policy No. 203 Confidentiality of Student Records](#).

Emergency Closing

In the case of bad weather or other emergencies, faculty must be prepared to move to remote instruction for on-campus classes at the direction of the College. Such instances would be announced at Atlantic Cape Home Page as well as radio and television stations and via the College’s cell phone/email Text Alerts system. [Sign up for cell phone and email text alerts](#).

Delays or closings may differ by campus or site and may only impact morning and/or afternoon and/or evening classes. Instructors are encouraged to create and utilize email and text alert distribution lists of their classes to assist with timely communication of delays or cancellations.

Mays Landing, Atlantic City, and Cape May campuses all have emergency yellow notification lights and PA systems in the hallways. Periodic emergency drills are held at each campus, and each building is assigned a team captain to assist Security Staff.

Unannounced Emergencies

Unless there is an official announcement from the College about a closing (email, text message, or website), classes will run as scheduled. In the absence of any closing announcements, faculty members who are already on campus are expected to be at their work stations for the duration of the scheduled class times.

If the emergency prevents the instructor from arriving on campus in time for class, the class may need to be cancelled and reported, as would be the case for any other urgent requirement that would prevent an instructor from getting to his or her assigned room for that day/evening.

Enrollment/Grades

Class Rosters

The Initial, Final, and Grade Report/Class Rosters are retrieved from Self Service (formerly WebAdvisor). **Blackboard should not be used as an official class roster.**

1. **Initial Class Roster:** This is your class roster, available through Self Service (formerly WebAdvisor). **It is the instructor's responsibility to download the roster.** Please review the roster regularly through the semester especially during and following Drop/Add. It will be continuously updated. If a student appears in class whose name does not appear on this roster, ask him/her to report to the Enrollment Services Department immediately. **Do not** accept any student whose name does not appear on the class roster. The initial class roster should be checked **regularly** to ensure all students are registered.
2. Any change to a student schedule must be processed through the required Drop/Add timeframe. **Do not** permit students to attend "filled" classes in anticipation of "drops."
3. **Grade Reporting:** Toward the end of the semester, you will receive grading instructions. ALL grades are submitted online using Self Service (formerly WebAdvisor). Any computer with Internet access can be used for this grade submission. Do not use the Google Chrome browser to enter grades. **Administrative staff is not responsible for submission of grades and should not be asked to record or submit grades.**

If you do not see a student's name on the final roster of the class at the time of grading, refer the student to the Registrar's office to resolve the matter.

It is important that semester grades are posted by the exact deadline included in the grading instructions.

Taking Attendance

It is imperative that faculty take attendance every class meeting. Not only is this a good way to learn students' names, but it is also required. Federal and State grant programs (financial aid), health care insurers, the athletic program, and others must know whether students are attending classes. A last date of attendance must be supplied for every student who is assigned an "F."

Course Drop/Add or Changes

Students must initiate the course Drop/Add or Change process. Changes in registration may be made during the first week of the fall or spring semester at any of the Atlantic Cape locations by completing a registration/course change form in-person, by fax or by mail. Students may also make changes online through Self Service (formerly WebAdvisor). Dates to change registration status vary for culinary blocks or for any course that meets outside the regular semester schedule. The date of the change determines the amount of any eligible refund.

The effective date of the change will be the date the request is received, if made in-person; the postmarked date, if mailed; or the date the transaction took place online. It is recommended that mail requests be sent "return receipt requested" to provide students with written proof that their forms were received.

Overload Policy

Self Service (formerly WebAdvisor) allows students to be added to a waiting list of full courses. Faculty receiving overload requests should refer students to the waiting list. One week prior to the start of classes, waiting lists are deactivated. If a student requests to be added to a closed course after this time, written authorization must be provided by a Dean or Department Chair.

Withdrawing from class with a "W" grade or Withdrawing from the College

Faculty cannot assign students a withdrawal grade; this grade is issued by the Registrar in response to a formal student request. Students should withdraw from a course only after a conference with a counselor or advisor. A student who wishes to withdraw from a course may do so in writing or online through the 10th week of the Fall or Spring semester. Summer and Winter session withdrawal dates vary. "W" grades are not computed in the student's grade point average (GPA). Contact Enrollment Services or check the Academic Calendar in this publication or college website for dates.

It is the student's responsibility to withdraw from courses by the deadline at any Atlantic Cape campus or online. Withdrawing from class may affect financial aid awards/status. Not attending classes or stopping payment of a check does not constitute an official withdrawal. These students will receive an "F" grade and will be responsible for course requests.

Students enrolled in the Academy of Culinary Arts or Nursing/Health Sciences career programs who need a leave of absence because of illness or other valid cause must contact the Director of the Academy of Culinary Arts and Hospitality Management or the Assistant Dean of Nursing and Health Sciences.

Grading

Each student is evaluated by instructors at the end of the semester. Faculty are required to follow the formula for calculating the final grade that is outlined in the core syllabus of the course. In cases where the core syllabus does not contain a standard formula for calculating a final grade, faculty should add one. The following grades are used to indicate the caliber of the student's academic achievement:

Grade	Percentage Range	Grade Point Value
A	93-100%	4.0
A-	90-92%	3.7
B+	87-89%	3.3
B	83-86%	3.0
B-	80-82%	2.7
C+	77-79%	2.3
C	70-76%	2.0
D	60-69%	1.0
F	0-59%	0.0

Nursing Grading Scale

Grade	Percentage Range	Grade Point Value
A	93-100%	4.0
A-	90-92%	3.7
B+	87-89%	3.3
B	83-86%	3.0
B-	80-82%	2.7
C+	77-79%	2.3
C	75-76%	2.0
D	60-74%	1.0
F	0-59%	0.0

Academy of Culinary Arts Grading Scale (CUPB, CULA, & CULN)

Grade	Percentage Range	Grade Point Value
A	92-100%	4.0
A-	90-91%	3.7
B+	87-89%	3.3
B	83-86%	3.0
B-	80-82%	2.7
C+	77-79%	2.3
C	75-76%	2.0
D	66-74%	1.0
F	0-65%	0.0

Aviation Program Flight Courses – the following AVIT courses are graded as **Pass/Fail**:

Course	Course Title
AVIT145	Private Pilot Helicopter
AVIT210	Private Pilot Airplane
AVIT240	Instrument Pilot Airplane
AVIT255	Instrument Pilot Helicopter
AVIT265	Commercial Pilot Helicopter
AVIT278	Airplane Flight Instructor
AVIT280	Commercial Pilot Airplane
AVIT282	Helicopter Flight Instructor
AVIT286	Multi-Engine Pilot
AVIT288	Commercial Helicopter Add-On

Grade Reporting

Toward the end of the semester, you will receive grading instructions. ALL grades are submitted online using Self Service (formerly WebAdvisor). Any computer with Internet access can be used for this grade submission. Do not use the Google Chrome browser to enter grades.

Administrative staff is not responsible for submission of grades and should not be asked to record or submit grades.

If you do not see a student's name on the final roster of the class at the time of grading, refer the student to the Registrar's office to resolve the matter.

It is important that semester grades are posted by the exact deadline included in the grading instructions.

Changing an "F" to "W"

A change of grade request from "F" to "W" because of failure to withdraw in a timely manner from the course or non-attendance will only be processed by the Registrar. Contact Heather Peterson at hpeterso@atlantic.edu.

"I" Incomplete

This grade is defined as a failure to complete the requirements of a course, due to illness or other circumstances acceptable to the instructor as beyond the control of the student. An incomplete grade may be changed to a letter grade by the instructor if the student completes the requirements of the course before the end of the eighth week of the next regular (fall or spring) semester. Due to the special circumstances of Aviation flight training courses, students will have 12 calendar months to complete the requirements of flight courses.

A grade of incomplete, or "I," which has not been changed by the end of the grace period becomes an "F." The responsibility for the elimination of an incomplete grade entry on the

permanent record lies entirely with the student. Requests for change of an incomplete grade to a letter grade must be submitted by the instructor by email to register@atlantic.edu.

An incomplete grade, or “I,” does not satisfy the prerequisite requirement for the next level course. That is, a student cannot begin a next level course until the incomplete grade has been changed to a passing letter grade for that prerequisite.

“NA” Grades

Prior to mid-semester, faculty members must report “NA” grades for students who **never attended** the class or who have never logged in to an online course. “NA” grades may not be given at the end of the semester. If a student has stopped attending or dropped out of classes, or if the student has failed the class through non-attendance and has not officially withdrawn from the course, a grade of “F” is assigned. The last date of attendance is required.

Repeating a Course

Students may repeat a course for credit with this restriction: No course may be taken a third time without the written permission of the Dean, Director, or department chair.

All attempts will appear on the transcript, but only the highest grade will be calculated into the semester or cumulative grade point average. If a student repeats a course for credit in which the final grade of the original attempt was A, A-, B+, B-, C+ or C, the higher of the grades will be used.

Within certain career programs, a course in which a student received a grade of “W,” “NA,” or “AU” (audit) and elects to take it again is not considered a repeat course.

Courses transferred from other institutions will not repeat Atlantic Cape courses.

NOTE: Nursing/Health Sciences program policies prohibit students from taking courses more than twice.

Grade Appeals Procedures

Atlantic Cape is dedicated to the goals of fairness in all of its procedures and practices. If for any reason a student believes he or she is the victim of unjust practices, a comprehensive process for grievance resolution is available to that student and is outlined as follows:

Academic Issues (grades, etc.)

- Level 1 – The student meets with the faculty member or the person with whom the grievance began; if unresolved, then proceed to the next level.
- Level 2 – The student meets with the appropriate academic department coordinator, department chair or Dean. If the issue is still unresolved, the student proceeds to the next level.

- Level 3 – The student meets with the Director of The Center for Student Success who will forward the case on to the Academic Policies, Procedures, and Standards Committee. This committee makes its recommendation to the Vice President of Academic Affairs, who then renders a binding decision.

Course Waiver Request

Students are encouraged to follow the degree requirements in the College catalog when selecting courses. A waiver is given only in exceptional circumstances and for a valid reason. In most cases, a course or courses must be substituted for each course waived. Course waivers do not waive the College's graduation requirement. Please see the appropriate Dean if you believe a waiver is recommended.

Auditing of Courses

Anyone who wishes to audit a class must first register as an audit student by notifying the

Enrollment Services Office at the time of registration or through the first week of the semester Drop/Add period. See the College catalog for further details.

Field Trips

The use of field trips to supplement classroom and laboratory instruction is encouraged where appropriate. Notify the Dean and the Academic Resource Center (formerly known as the Division Office or Faculty Support Office) if a field trip is planned. The College's van can be used when arranged in advance through the Facilities Office. Approval for a field trip requiring subsidy must be obtained from the Dean before arrangements are made. Proper insurance waivers must be filed in place before the field trip. Refer to the [Academic Field Trip Request and Consent forms](#) found on the [Resources for Faculty](#) webpage.

Final Examinations

Instructors are required to meet with their students during the scheduled exam time during Finals Week for the full Fall and Spring Semesters, even if no exam is being administered. Atlantic City and Cape May campuses have exam schedules that are different from Mays Landing Campus.

Any/all requests to change the Finals Week schedule must be approved by the Dean or Department Chair, who will confirm room availability for such requests.

Food and Beverages

Eating and drinking are prohibited in all classrooms and labs. The Dean should be consulted if a special activity requiring food or beverage is planned.

Guest Lectures

The use of experts from the College or community as guest lecturers is encouraged when appropriate to the course. All invitations to guest lecturers must have the prior approval of the Dean, Director, or Department Chair. If a guest lecturer requires payment, and the dean approves, a consultant form must be filled out by the instructor and submitted to the Dean for process of payment. Refer to the Resources for Faculty webpage for the Approval Form for Guest Lectures / Panel Discussions.

Make-Up Tests and Make-Up Work

Unless a department has a policy, it is up to the individual instructor to develop a policy as to whether or not make-up tests or work are permitted. Existing departmental policies can be confirmed with the Area Coordinator or Department Chair. A faculty member's make-up test/work policy must be clearly stated in the syllabus to be enforceable.

The Testing Office provides alternate testing opportunities for students unable to take a scheduled classroom test only because of one or more of the following reasons:

- A documented disability identified by The Center for Accessibility
- Observance of a religious holiday
- Emergency situation(s)

Instructors make arrangements with the students to initiate the make-up test. The student is responsible for contacting the Testing Office, in-person or by phone, to make the appointment. Appointments must be made at least 24 hours in advance. Seating is limited. Students must provide a picture ID to testing staff when arriving for a scheduled make-up test. An appointment will not be scheduled if the Testing Office has not received the testing materials and the Test Cover Form from the instructor.

PLEASE NOTE: The Testing Office does not proctor tests for entire classes or large groups of students in the case of planned instructor absence. Faculty can make arrangements with the area Dean or Department Chair or Department Coordinator to have a proctor administer a test to the class in the case of absence.

The Testing Office in Mays Landing office is located in J-014. To schedule an appointment, call (609) 343-5633. At CMC, the Testing Office is in Room 234, (609) 463-3775. Make-up tests are offered at AC in Room 137. Call 343-4831 for assistance.

Medical Emergencies in the Classroom

Phones which connect directly to the Security Office have been installed in most classrooms on all three campuses. Security may also be reached on the **ML campus** by dialing ext. **5125** from any phone. At the **AC campus**, contact Security on the first floor or call **(609) 343-4841**. For **CMC**, contact Security in Room 122, **ext. 6390 (daytime) or ext. 3967 (evening)**.

Instructor Responsibilities in Unexpected Medical Emergencies

For unexpected medical emergencies in the classroom, it is advisable for an instructor to understand the limits of his or her responsibility in such situations.

First Aid and Safety for Seizure Disorder

1. Help the victim to the floor.
2. Protect the seizure victim from injury, and remove any nearby objects that might cause injury.
3. If there is fluid in the victim's mouth such as saliva or food, place the victim on his/her side so that the fluid drains from the mouth.
4. DO NOT place anything between the victim's teeth.
5. Call 911 if off campus. If on campus, call Security.
Mays Landing Campus Security ext. 5125
Atlantic City Campus Security ext. 4841
Cape May Campus Security ext. 6390
6. Request bystanders to leave the area.
7. Monitor the victim until medical assistance arrives.

NOTE: The instructor is liable only if he or she chooses to do nothing about a medical situation. Each classroom is equipped with a phone that has direct access to security personnel who are trained as first responders and in first aid.

Nondiscrimination Policy

Atlantic Cape is committed to the philosophy of equal opportunity and affirmative action in education and employment. The College does not discriminate in admission or access to its programs and activities that offer academic and vocational opportunities or treatment in employment of individuals on the basis of race, color, national origin, religion, disability, age, marital status, pregnancy and related conditions, sex, sexual orientation, union membership, or veteran status.

Atlantic Cape complies with the Americans with Disabilities Act (ADA) of 1990, and the Rehabilitation Act of 1973, Section 504. Inquiries regarding Section 504 services may be directed to (609) 343-5090. Inquiries regarding Title IX services may be directed to (609) 343-5043.

The College is involved in a continuing effort to comply with ADA, Title IX, and Civil Rights legislation and regulations. Inquiries regarding civil rights compliance may be directed to the Human Resources Department.

Professional Conduct and Social Media

Faculty are expected to present an appearance that is neat, clean and in good taste.

It is important to remember that even when pages on social networking sites like Facebook or Twitter are set to “private,” information may be leaked to public entities via printouts, email, or other online sources. Faculty members are expected to always conduct themselves in the most professional manner possible. When students enroll in classes, they entrust the faculty member with their learning and assume the instructor will always protect their dignity and privacy. Faculty members should never share student work or speak disparagingly of students in online forums – public or not.

Smoking

Smoking (including vaping) is prohibited in all campus buildings.

Student Code of Conduct

On admission to Atlantic Cape, each student accepts a commitment to act in a responsible manner, which conforms to generally accepted standards of adult behavior. Students are expected to familiarize themselves with the College’s code of conduct.

It is expected that all students will show courtesy and respect for each other and for administrative officers, faculty and employees. Students must understand and accept the necessity for various College regulations and they must comply with directives of those authorized to enforce regulations.

Students are expected to respect the property of the College and that of others. Damage or destruction of such property will be considered a matter for disciplinary action.

All students are expected to present an appearance that is neat, clean and in good taste. Students also are expected to recognize the importance of their personal appearance. Proper dress on campus, therefore, is expected. Some College programs reserve the right to require specific dress/uniform standards.

Indiscriminate, obscene language shows lack of respect for self and others. Students should show courtesy and respect for themselves and others by refraining from this practice.

Any threat or hindrance of the instructional process or the daily life of the campus should be rejected and resisted by all members of the College community.

Possession, use or distribution of alcoholic beverages on the College campus premises is prohibited regardless of age. This includes all College sponsored off-campus activities.

Students who violate these restrictions shall be subject to appropriate disciplinary action up to and including dismissal and criminal prosecution.

Possession or use of illegal drugs or narcotics on campus or at any College sponsored function is prohibited.

The College reserves the right to dismiss any student whose attendance, in the judgment of the Administration, is detrimental to the College or its students.

Instructor Responsibilities for Student Conduct Issues

Know and support our mission and process.

- 1) Utilize the established College process for resolving student conduct issues.
- 2) The number for the College Judicial Officer (CJO) is (609) 343-5095 or porfido@atlantic.edu
- 3) Make a referral quickly if intervention is not possible.

To submit a referral or concern please use the Behavioral Assessment Team [online reporting form](#). **Faculty are encouraged to report important but not life threatening student behavior concerns via the BAT Form (Behavioral Assessment Team form).** The BAT (Behavioral Assessment Team) is a cross-functional assessment group that will respond to students who are exhibiting concerning behaviors.

Our goal is to help you in assisting our students.

- 4) When appropriate (i.e., the student is a danger to self or others), call Security when the event is happening or at the first immediate opportunity thereafter.
- 5) If you witness an incident, remain objective, but document the incident in writing and submit documentation to Nancy Porfido at porfido@atlantic.edu.

Once the CJO resolves the matter, it is your professional responsibility to accept the decision, remain objective and not be biased toward the student. The case should be kept confidential and not be discussed with others.

Disciplinary Process for Violation of Acceptable Standards of Conduct

In all cases of disciplinary action where students are subject to institutional disciplinary penalties, the College will take every step to ensure that due process is maintained and respected.

In the case of flagrant violations of conduct, the College, through the Office of Judicial Affairs, reserves the right to immediately suspend a student pending a hearing. If a student demonstrates inappropriate behavior and disregards the College's Code of Conduct, these steps will be followed:

- The student will meet with the appropriate Campus Judicial Officer (CJO) to resolve the issue or to receive notice of disciplinary action.
- The student will receive written notification on the outcome of the meeting held with the CJO. If disciplinary action was taken, the student will be made aware of his/her right to appeal.
- The student may appeal the disciplinary action by informing the CJO of his/her intent in writing within seven (7) days.

- The student will receive, in writing, the date, time and place of the formal hearing within 14 days after the student's formal request. This letter will also contain:
 1. A detailed statement of each charge.
 2. Notification of the student's right to have an attorney and a Response Form regarding the student's intention to waive or not waive this prerogative (student must sign and return this form).
 3. A complete list of College witnesses.
 4. Notification to the student of the right to make a case on his/her own behalf with witnesses, subject to College cross-examination.

- Atlantic Cape will request the signature of the student acknowledging receipt of the written charges and hearing notification.

- The Student Standards and Conduct Committee will be convened to hear the student's appeal. The committee will make its recommendation to the Dean of Student Affairs who will then render a binding decision. The student will be notified of the disposition of the appeal within seven (7) days. For additional information refer to the student handbook online at: <http://www.atlantic.edu/student-life/student-resources/index.php> or contact Nancy A. Porfido at 343-5095 or porfido@atlantic.edu.

Student Handbook

The Student Handbook is located on the College website at the following site: [Atlantic Cape Student Services](#)

Threatening and Violent Behavior

Atlantic Cape is a place where students, staff and guests expect safety and security while pursuing academic excellence and Atlantic Cape activities.

Accordingly, any Atlantic Cape student who verbally or physically threatens the safety of other students, staff, faculty, or campus guests will be immediately suspended pending a disciplinary hearing.

The outcome of that hearing may result in penalties including, but not limited to, additional suspensions or dismissal from the College depending on the circumstances of the offense.

Students who are suspended or dismissed from the College are banned from all Atlantic Cape campuses, learning sites, and college-sponsored events during the period of their suspension or dismissal.

Students who violate this ban will be charged with trespassing under New Jersey criminal code.

Video-conferencing Tools

For faculty teaching remote courses in which virtual instruction takes place synchronously, Atlantic Cape provides two video-conferencing tools.

- Blackboard Collaborate is an interactive and collaborative web conferencing tool built inside of Blackboard, Atlantic Cape's learning management system. For training and support of Blackboard Collaborate, contact your instructional technologist.
- The College has also purchased Zoom licenses for faculty through the 2021-2022 academic year. **Faculty who currently utilize Zoom may continue to do so, but are encouraged to learn Blackboard Collaborate, as Zoom may not be available beyond this academic year.**

See **Appendix 5** for guidelines put together by The Center for Teaching and Learning Excellence on "Expected Behavior in a Video-Conferencing Environment." Consider sharing this document (or parts of this document) with your students.

See the Resources for Faculty webpage for Vaddio (Camera/Microphone) Instructions if you are using video-conferencing tools to teach a remote and in-person course simultaneously.

Camera Policy & Guidelines

For remote courses in which class is held synchronously using a videoconferencing tool, faculty may encourage students to keep their cameras on to enhance class discussions and help form a shared learning community. However, faculty may not penalize a student for not turning their camera on. Faculty should refer to **Appendix 6** for guidelines on thinking through a camera statement for assigned courses and their syllabi.

ATTENDANCE & EVALUATION PROCEDURES

Faculty Absence

Any anticipated conflict that would require cancellation of class must be discussed with the Dean. An instructor who expects to be absent or late, or wishes to dismiss a class prior to the scheduled ending time, must first have the approval of his/her Dean, Department Chair, or Department Coordinator. Instructors cannot change delivery mode of instruction without prior approval.

All full-time and part-time faculty members will report unplanned absences to the “24-hour Absence Reporting Voice Mail System” at **(609) 646-5040** in case of sudden illness or emergency.

Full and part-time faculty will call the Academic Resource Center (formerly known as the Faculty Support Office) at their assigned campus for the purpose of posting a note for the students. Informing the Dean via email is advisable.

Adjunct Absenteeism and Remuneration Procedures shall be in accordance with the New Jersey sick leave law.

Academic Resource Center contact information is listed as follows: (609) 343-5114 (ML), (609) 343-4874 (AC), or (609) 463-3502 (CMC). The Academic Resource Center staff will post a notice near the classroom door; this can include brief assignment instructions from the faculty member, as applicable. The class cancellation will also be posted on the College’s website. As a courtesy, faculty are encouraged to email students through Blackboard in the event of a class cancellation.

An instructor who misses class without proper notification will be listed as “No Show” on the “Weekly Attendance Report.”

Please note: in the case of a planned absence, all faculty are encouraged to work with their dean and recommend substitute coverage for their class (es). Substitute Instructors can only be secured through the approval of the Dean (see the Resources for Faculty webpage for the Substitute Instructor Request Form). Substitutes must be current faculty of the college.

Faculty Lateness

Faculty are expected to arrive on time. If lateness is unavoidable, contact the Academic Resource Center, (609) 343-5114 (ML), (609) 343-4874 (AC), or (609) 463-3502(CM), so students may be notified.

Inform students that the Student Handbook states, “In the event no prior notification of an instructor’s absence is given, students are required to wait 15 minutes after the class starting time for the instructor to arrive. After 15 minutes, one student should collect the names of those present and report the instructor’s absence to the Academic Resource Center, A123, ext. 5214

(Mays Landing) or Room 335, ext. 3502 (CMCC).” At the Atlantic City Campus, the absence should be reported to the Administrative Office, W217 (ext. 4874) or Security (ext. 4841).

Observation of Courses Procedures

Periodically, faculty will be formally observed by an administrator or a teaching colleague. All observations of courses (traditional/remote or online) will follow clearly defined procedures and criteria and will adhere to a standard of fairness. These are outlined for full-time faculty in the TLC Agreement. Part-time faculty should refer to the Resources for Faculty webpage for observation guidelines and forms for traditional and remote courses and for observation guidelines and forms for online courses.

Student Evaluation of Instruction

Atlantic Cape Community College utilizes SmartEvals to facilitate Student Evaluations of Instruction, taking the place of paper-copy and SurveyMonkey evaluations.

Full time, non-tenured faculty and part-time faculty are required to administer student evaluations in all of their classes every semester. Faculty must add the student evaluation tool to their courses when instructed to do so.

As per the terms outlined in the Collective Bargaining Agreement for tenured faculty:

- Tenured faculty may select whether they would like student evaluations conducted in their traditional classes in fall or spring. A minimum of three courses must be evaluated in the chosen semester; at least two of which must be traditional classes. Faculty must add the student evaluation tool to their selected courses when instructed to do so.
- All online classes are evaluated every semester. Previously, this was done through SurveyMonkey. With SmartEvals, faculty will need to add the Student Evaluation tool to their online course(s) when instructed to do so.
- Faculty in their five year review cycle are to have student evaluations administered in all sections in either the fall or spring semester of that year.
- Refer to the Resources for Faculty webpage for instructions on how to add the student evaluation tool to Blackboard.

Making Evaluations Available to Students

Faculty must add the Student Evaluation tool to each course being evaluated. It is encouraged that faculty add the tool to the Course Information page in Blackboard, or some other prominent place that your students will see it. If the tool was copied over into the course shell from the previous semester, make sure it is available to students. Once the evaluation period is open and periodically throughout the evaluation period, faculty should send an announcement to students encouraging them to complete it. Refer to the Resources for Faculty webpage for instructions on how to add the student evaluation tool to Blackboard. If your course meets in-person, you are

encouraged to allot time during a class session or synchronous session for students to complete their survey.

Monitoring Response Rates and Accessing Results

To monitor the response rate of your course(s) while the evaluation period is open, click on the Student Evaluation tool in your course to be directed to your SmartEvals dashboard. (Note that when students click on the Student Evaluation tool, it takes them to their own individualized dashboard from which they may access their available evaluations to complete).

Results will not be available to faculty until after grades have been submitted for the term. Once available, refer to the Resources for Faculty webpage to access SmartEvals student evaluation results through Blackboard.

ACADEMIC RESOURCES & FACULTY SUPPORT

Academic Resource Center

The Academic Resource Center, formerly known as the division office/faculty support office, houses faculty mailboxes and select forms. Basic office supplies and a photocopier is also available in the Center. However, in an effort to be environmentally friendly, faculty are asked to reduce their use of photocopying as much as possible.

Center for Accessibility

At Atlantic Cape, we are committed to providing a welcoming, encouraging, and empowering environment for students with disabilities. The Center for Accessibility (CFA) was created to ensure equal access to all phases of campus life, enhance academic success, and provide reasonable accommodations for all students with documented disabilities on an individual basis. The CFA team is committed and ready to assist students with disabilities to reach their academic goals.

The CFA is responsible for coordinating support services, reasonable academic accommodations, and promoting disability awareness at Atlantic Cape and in the community at large. Academic accommodations are determined based on documentation submitted by the student. The office also provides access to assistive technology equipment and services. All services are free of charge. To review definitions, eligibility, and the full accommodation process, visit [the Center for Accessibility](#) webpage.

Areas of Responsibility for Providing Accommodations

- The Center for Accessibility (CFA) does not have the sole responsibility for providing accommodation(s) for students with disabilities. Rather, it is the function of this office to assist and enable all areas of the college to meet mandated responsibilities. Recommendations for the services will be developed in consultation with the appropriate faculty, staff, administrators, and students.
- Faculty are requested to inform students about services available to them through the CFA.
- Atlantic Cape Community College is committed to ensuring that all accommodations are implemented in a timely manner under the supervision of the Center for Accessibility.

Rights and Responsibilities

Students' Responsibilities

1. It is generally the student's responsibility to self-disclose their disability to the Center for Accessibility so that accommodation(s) can be provided in a timely manner. It is also the student's responsibility to provide the appropriate documentation supporting their request for accommodation(s).

2. A student who is entitled to extended time on a test is to follow the procedures listed below:
 - A student who disagrees with the determination of a request for accommodation(s) has the right to dispute this determination to the ADA/504 Coordinator. Students are responsible for notifying the CFA if they have any problems or difficulties regarding approved accommodation(s).
 - The decision to request and or utilize accommodations is solely the decision of the individual student.

Faculty Members' Responsibilities

1. Faculty members will be presented with a Center for Accessibility “ADA Accommodation Letter” by the student citing specific accommodations that are to be provided for that specific course.
2. Additional accommodation(s) may be requested at any time, and may not be enumerated in the initial Accommodation Letter.
3. The nature of the accommodation must not fundamentally alter essential course content or essential requirements for satisfactory course completion.
4. A faculty member who disagrees with an accommodation recommended by the Center for Accessibility must provide the accommodation until the disagreement is resolved. Faculty should contact CFA immediately to discuss the disagreement.
5. The faculty member will be notified by the CFA if a student expresses concern about the manner in which an accommodation is administered. Concerns will be mitigated in consultation with the student, faculty, and CFA.
6. Written instructions from the instructor are required for the testing center if the testing center is to be used for extended time testing. The CFA is to be informed if there are any problems making the necessary arrangements with the testing center.
7. Be advised that the Atlantic Cape Community College Center for Accessibility is the main point of contact for issues related to ADA compliance for all faculty members serving students. CFA can be reached at cfa@atlantic.edu and/or (609)-343-5680.
8. If a student makes a disability related complaint or request to any faculty member the Director of the Center for Accessibility must be contacted IMMEDIATELY to ensure an appropriate and timely resolution.
9. It is the responsibility of the faculty to ensure that all classroom materials are made accessible to students with disabilities. The CFA will offer assistance if faculty are unable to make any class material accessible. Please contact Chad Bullock, Director of the Center for Accessibility, at cbullock@atlantic.edu with any concerns.

Review this helpful resource for [Creating Accessible Online Content](#)

10. Faculty members are required to attend accessibility training on the creation of accessible materials. These are offered several times a semester both in-person and as a webinar. The schedule can be found on the [Instructional Technology and Center for Accessibility Training](#) webpage.

Center for Accessibility Rights and Responsibilities

1. The CFA ensures that no qualified individual with a disability shall be excluded from or denied the benefit of any service, program, or activity at Atlantic Cape Community College.
2. The CFA will provide training (in-person, and web based) each semester to faculty and staff on ACCC's accessible technology policy, common technological accessibility barriers, accepted accessibility standards and the creation of accessible materials for students. The schedule is posted on the college website. Additionally, the CFA is available to assist with questions related to the accessibility of materials.
3. The CFA will respond in a timely manner to any and all requests for reasonable accommodations at all points within the semester including after accommodation letters have been issued.
4. The CFA will provide ongoing training to students on the use of assistive technology and accommodations, overview of the CFA and ADA/504 Coordinator and responsibilities of each, ACCC's accessible technology policy, and ACCC's grievance policy and procedures. This schedule will be posted on the CFA website.
5. The CFA acts as the liaison between CFA students and faculty.

Guidelines for Accommodations

Electronic & Information Technology: In accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act, Atlantic Cape Community College is committed to ensuring all electronic and information technologies (EIT) are fully accessible to students with disabilities. This includes but is not limited to those with visual, auditory and/or manual impairments and/or students who require the use of assistive technologies to access course content. No qualified individual with a disability will be denied participation in, and/or the benefits of EIT at Atlantic Cape Community College.

The CFA will ensure that all electronic technology purchased, licensed, or deployed to students is accessible to students with disabilities, particularly those with visual, auditory and/or manual impairments. In addition, every effort will be made to ensure that all acquired web based EIT is in compliance with WCAG 2.0 AA standards. Please email the Center for Accessibility at cfa@atlantic.edu with questions and/or concerns.

Extended Time for Tests and Examinations

1. The student, in conjunction with faculty and testing center personnel, is responsible for scheduling their exam with the Testing Center at least 5 days in advance of the exam.

2. Extended time tests (duration to be determined at time of intake based on provided student documentation) may be proctored by someone designated by the Assistant Director of the Center for Accessibility in consultation with the director of testing services at the specific campus where the test is to be taken, or by the faculty member giving the exam.
3. Every effort will be made to ensure the student is able to take the test at the same date and time as their peers.
4. It is the faculty's responsibility to ensure the testing center has the exam before the test date. Under no circumstances are students to transport their tests and/or examinations to the Testing Center. Security of the test materials is then provided by the Testing Center staff. The faculty member may pick up the test or arrange for delivery under secure conditions.
5. Proctors who act as scribes and/or readers for CFA students will read test items exactly as given. Proctor readers will not provide additional information, interpretation or definitions about test items unless specifically included as part of the modifications provided to students.
6. Tests will be administered in accordance with written instructions from the instructor.
7. Instructors are responsible for ensuring that students are provided the same information and guidance as their peers regarding the exam.

Extended Time for Written Assignments: To be provided on a case-by-case basis after consultation with the student, the course instructor and the CFA Counselor or ADA/504 Coordinator.

Audio Recording of Class Lectures: Permitted for each student who has been given the accommodation by the CFA. The College may require the student to sign a Recording agreement specifying limited use of the taped material.

Note Takers: To be provided for students who, because of disabilities, need assistance with taking lecture notes during class sessions. This need must be specifically defined in the documentation provided by the student. Note takers are not required to attend class and take notes when it is known that the student receiving this service will be absent for any reason. Note taking software and assistive technologies that specifically assist in note taking are available to all CFA students with this approved accommodation.

Sign Language Interpreters: The student who qualifies for this service is responsible for contacting the Interpreter, as much in advance as possible, when the student will not be attending class.

Aides/Personal Assistants: The College does not provide Personal Aides or Assistants. It does not provide services of a personal nature, which includes assistance in transporting, eating, toilet usage, and dressing, etc. If students have questions on how to obtain a personal care attendant, the CFA will provide pertinent referral information.

Specialized Equipment: The College does not provide personal devices such as wheelchairs, and individually prescribed devices such as hearing aids. Information on modified or specialized

equipment available at the college may be obtained in the office of Counseling and Student Services, as well as the Center for Accessibility.

Building and Room Location: When necessary, classes may be moved to an accessible location to accommodate a student with impaired mobility, or under documented special circumstances. This determination shall be made by the Director of CFA. The Director will consult with the student, faculty member and the head of the department for the specific course regarding the selection of an alternate location.

Course Substitution

1. Course substitution will be considered as a reasonable accommodation if supported by documentation and provided the substitution does not fundamentally alter the nature of the academic program in which the student is enrolled or excuse the student from courses that are integral to that program.
2. This decision shall be made by the Academic Dean of the Division of the student's major field in consultation with the student, appropriate faculty, the Director of CFA, and/or the ADA/504 Coordinator.

Transportation

1. If a field trip is scheduled for a class in which a disabled student is enrolled and transportation is provided by the college, the transportation will be accessible to individuals with disabilities.
2. Field trips and field experiences for courses that have enrolled students with disabilities must be made to accessible sites. If there is an insurmountable barrier to providing access to a site that is essential to the course or program, students with disabilities denied access must be provided an alternative educational experience that offers comparable and equal instructional benefits.

ADA/504 Grievance Procedure

If a student believes that he or she has been discriminated against and/or suffered harassment in connection with any Atlantic Cape Community College program or activity because of a disability, he or she has the right to submit a grievance to have their concerns formally addressed. No qualified student with a disability shall be denied the benefits of, excluded from participation in, or otherwise subjected to discrimination under any college program or activity. The procedures below apply to any discrimination and harassment by employees, students and/or third parties. Any form of retaliation against individuals who complain about discrimination and/or harassment, file grievances, or participate in the grievance process is strictly prohibited.

Grievances Covered: These grievance procedures are applicable to grievances arising from disagreements regarding requested accommodations, accessibility barriers to any Electronic and Information Technology used on campus, and/or other complaints alleging that Atlantic Cape Community College has violated applicable disability anti-discrimination law. It should be noted that nothing in these procedures shall be deemed to require Atlantic Cape Community College to fundamentally alter its programs by modifying or waiving academic requirements that

are essential to a course of study, or materially altering applicable codes of conduct important to health or safety. Please note that all complaints and grievances must be filed within 180 calendar days of the alleged act, in writing or via audio recording. Additionally, The Center for Accessibility will self-report to the Atlantic Cape Community College's ADA/504 Coordinator in the event that a complaint cannot be resolved within the CFA.

Informal Grievance Process: The complainant can file an informal grievance by first contacting the Director of CFA, who (acting directly or through a designee) shall attempt to resolve the matter through informal consultations with the complainant, the Director of the Center for Student Success, and/or other appropriate administrators over a period not to exceed ten business days. If the resolution of any such complaint shall be documented by a statement signed by the student and ACCC that the complaint was resolved and describing the manner in which it was resolved. If the complaint is not resolved to the complainant's satisfaction in a timely manner, the student may initiate a formal grievance process as described below. Please note that the complainant has the right to file a formal grievance at any time. Furthermore, the CFA office will self-report any instance when a complaint cannot be resolved to the ADA/504 coordinator within 2 business days; no written complaint by the affected student shall be required in such an instance.

Formal Complaint Process: An individual who believes that discrimination or harassment has occurred may file a formal grievance whether or not the student had previously engaged in the informal process above. If accommodations are required to submit a complaint, The Center for Accessibility will provide accommodations. The formal complaint must include the following information:

1. A full description of the problem and any relevant facts;
2. If prior to filing a formal complaint, the complainant or anyone on his/her behalf took steps to resolve the problem, please provide a summary of the steps taken;
3. A statement of the requested resolution and the complainant's rationale for the requested accommodations;
4. Any supporting documentation; and
5. The name, contact information and signature of the person initiating the complaint.

The ADA/504 Coordinator may interview or consult with the complainant and any other individual that he/she believes to have relevant information, including faculty, staff, and students. Additionally, all interested parties have the opportunity to provide any relevant evidence including witnesses and documentation.

The ADA/504 Coordinator will provide the results of their investigation to the student, the CFA, and the individual(s) against whom the grievance was filed, and a proposed resolution, if any, within ten business days. Possible resolutions may include but are not limited to, corrective steps and measures to provide reasonable accommodations or a determination that the complainant is not entitled to the accommodations requested. If discrimination is found to have occurred, appropriate corrective and remedial action will be taken. The ADA/504 Coordinator will promptly communicate the resolution to the complainant and the relevant department or other

individuals in writing within two business days of the ruling. The decision of the ADA/504 Coordinator will be final and any actions taken in response will complete the grievance process. Regardless of the final result of the formal grievance process all parties involved retain the right to file a complaint with the Department of Justice Civil Rights Division or any appropriate state or federal agency or in court.

Confidentiality: The complainant's confidentiality shall be maintained by each person involved in the informal and/or formal investigation or resolution of a student grievance under this policy. Any disclosures regarding the complainant or the investigation, including any disclosures of clinical information provided by the student, shall be limited to the minimum necessary to accomplish the investigation or address the grievance with appropriate authorization. Upon the resolution of the complaint, all notes, correspondence and other documents relating to the grievance shall be transferred to the Center for Accessibility for storage in a confidential and secure manner.

Center for Teaching and Learning Excellence

The Center for Teaching and Learning Excellence (CTLE) at Atlantic Cape Community College supports the faculty in achieving effective, student-centered instruction and learning through professional development activities that reflect the College values of collaboration, innovation and inclusion.

To this end, the chair and/or other designated faculty and staff representing The Center for Teaching and Learning Excellence (CTLE) meet in-person or remotely in a wide variety of formats for optimal benefit to empower the faculty in this endeavor.

One-on-One Sessions: Faculty can email a request to ctle@atlantic.edu or sdephili@atlantic.edu to set up an in-person or remote appointment to review/practice specific tools, solve specific teaching needs, or discuss available resources and ideas for course assignments, activities, and greater student engagement. These sessions typically run from 10 to 60 minutes.

Conducting Webinars of Faculty Interest: Throughout each semester, the CTLE conducts multiple training webinars for faculty to enhance or expand their teaching practices (1 or 1.5 hours long). Past session topics have included using Google apps for class activities and exams, best practices of peer faculty regarding Blackboard shell organization and student engagement, using a document camera and similar tools and/or websites, creating video clips and closed captioning, and class management techniques. Webinar topics come from suggestions listed on faculty evaluation forms of previous events, CTLE research of regional and national educational trends, and specific requests of faculty from conversations or email with the CTLE chair.

Teaching Tip Sessions: Faculty attending a remote Instructional Technology Department Blackboard webinar are encouraged to stay on the line (voluntarily) for 10-45 minutes immediately after to practice with the Blackboard tools just learned and discuss possible teaching and assignment applications to their classes; these flexible sessions can (and have) run longer depending on the attending faculty's interest and need.

Sandbox Sessions: Faculty practice taking the controls of various Blackboard tools as well as see how students experience their use while other faculty attendees have the “reins”. These are 1- to 2-hour remote sessions for however long faculty want to stay -- no pre-registration needed -- via links provided in CTLE email correspondence with faculty. Each session has a particular focus (e.g., breakout groups, discussion posts, etc.) so faculty can anticipate what will be covered. However, other tools or methods will be included in sessions if attending faculty ask about them.

Adjunct Onboarding Sessions: Prior to the start of the fall and spring semesters, the CTLE participates in the adjunct information and orientation sessions conducted by Academic Affairs. Typically, the CTLE provides best-practices teaching handouts and Q&A during each session. Adjunct Academy Half-Day Faculty Training Conference – Every spring semester, the CTLE conducts a Saturday morning training conference in-person or remotely that offers all College instructors multiple training sessions to enhance teaching skills and/or learn about new ones. Past topics have included planning for the 3-hour block class, student engagement, effective class discussions, LGBTQ+ needs and issues, student panels, Blackboard tools, student self-esteem and emotional needs, avoiding grade inflation, and interactive student learning activities. Usually, there is one group session for all attendees and three session blocks each with 3-5 topic choices.

Academic Best Practices Research Projects: At the direction of the V.P. for Academic Affairs, the CTLE researches specific topics of need for broad use across all or some academic departments for a more unified institutional practice in these areas. Past projects include student web-etiquette for remote classes, best practices for service learning projects at 2-year institutions, writing across the curriculum programs, and camera use and statements for syllabi. Individual faculty and academic departments can suggest project ideas to the CTLE chair understanding that work will begin only after V.P. approval.

Faculty Mentorship Program

Faculty (full-time and part-time) are provided with a faculty mentor during their first semester teaching at Atlantic Cape or when they are assigned to teach a course for the first time. Faculty mentors communicate with the mentee throughout the semester to provide advice and guidance. Faculty mentors may also observe the mentee’s class as a means of formative assessment to provide feedback to the mentee. For these observations, faculty mentors utilize the procedures and forms used for the Observation of Courses (see Resources for Faculty webpage for observation guidelines for traditional and remote courses and for observation guidelines for online courses). For more information about the faculty mentorship program, mentors and mentees should refer to the appropriate forms on the Resources for Faculty webpage.

Instructional Technology Department

The Instructional Technology Department assists and supports faculty members using educational technology both in the classroom and in online instruction. The mission of the

department is to train and coach faculty in the use of new technology and multimedia tools, and to help acclimate faculty to pedagogical and cultural changes in online teaching.

Services available

Blackboard (Bb) courses – Blackboard Learn is a complete Web-based learning management system (LMS). Blackboard is used to enhance traditional face-to-face class by providing Web-based activities outside of regular class time. Blackboard contains communication tools like mail, discussions and chat; course content tools for course handouts, lectures, and presentation materials; and evaluation tools for online quizzes and surveys. All faculty are required to use Blackboard to deliver online classes and to enhance traditional classes.

Faculty must attend one “Getting Started with Blackboard Learn ” training session prior to receiving a Blackboard account.

Web Server Space – Atlantic Cape has an academic Web server available for faculty who may not wish to use all the tools detailed on the previous page but would simply like some web “space” for syllabi and handouts.

Technology Workshops & Webinars– These training sessions are offered at different times throughout the year, based on interest. Session topics include, but are not limited to, the following: Blackboard, Turnitin, and GradeMark, and Creating Accessible Content.

Effective Online Teaching Course: This completely online four-week course is offered twice a year. Topics covered in this course are an overview of online teaching and learning, using course management tools to create online courses, strategies to promote communication and collaboration in the virtual classroom, Best Practice guidelines for conducting an online class, and self-evaluation using a course rubric. **Enrollment for this course by adjunct instructors must have the permission of the Area Coordinator.**

For more information about any of the above services or to set up an appointment to meet with a member of the Instructional Technology staff, contact Michelle Perkins, Director of Instructional Technology, at (609) 343-5038, or mperkins@atlantic.edu. Instructional Technology department’s website can be accessed at [Instructional Technology Department](#).

Library

There are three libraries at Atlantic Cape Community College, one on each campus. The Mays Landing campus is the location of the main library, William Spangler Library, which is in D Building. The Atlantic City campus is the home of the Worthington Information Commons, and on the second floor of the Cape May campus is the Mullock Family Library.

The libraries provide students with access to resources that support research and learning at the undergraduate level. The libraries are also the location for in-person tutoring, which is free to all students. (See the Tutoring Services section for more information.) The libraries provide a wide range of academic support for students and faculty. Books, articles, and other information resources are available in print and digital formats, and reference librarians provide assistance in identifying the best resources for any research project.

Library Collections

Library resources are available to the college community and also to residents of Atlantic and Cape May counties. The book collection includes more than 70,000 books and 250,000 digital books. The library subscribes to print and digital magazines in areas of general interest and areas of study.

Students, faculty and staff can check out and return materials, including those from the Atlantic County Library System at any of the campus libraries. Visit any of the library circulation desks with your Atlantic Cape ID to activate your library card.

Books, articles and other materials not owned by the college library can be obtained for students, staff and faculty, free of charge, from libraries throughout the United States, using the library's interlibrary loan service. Ask about this service at the reference desk or email library@atlantic.edu.

Thousands of full text newspapers, magazines, and scholarly journals are available through our online databases. In addition, we have digital subscriptions to The New York Times and The Wall Street Journal. Print copies of The Press of Atlantic City, The Chronicle of Higher Education, and many other titles are available in each of the libraries. The Chronicle of Philanthropy is kept at the Mullock Family Library.

The library strives to ensure that all areas of the curriculum are supported by the library collections. Suggestions for book purchases are welcome.

Video resources are available on the college's video server, supported by the Instructional Technology department. Additional resources are available in the Cape May Campus Holocaust Collection, and from our partner libraries in the Atlantic County System.

Reserve Collection: Each of the campus libraries maintains a reserve collection to support the classes that are taught on that campus. When possible, textbooks supplied by instructors and departments are made available to students for in-library use. Instructors may also place supplemental material in the reserve collection. Please help us to support student success by making sure that the textbooks for your classes are available in the library.

Off-Campus Database Access: Off-campus access to the library databases is password protected. Contact the library in-person, by phoning, or by emailing library@atlantic.edu.

Library Instruction

Learning to conduct research is an integral part of a college education, and the NJ State requirements for general education include proficiency in information literacy. Please consider incorporating the library into any class where students are asked to identify and use sources beyond their textbooks. We can help students navigate the research environment in print and online, narrow and focus their ideas, learn to select and evaluate resources, engage with the scholarship in their disciplines, and document their sources.

Library instruction is most effective if students can connect the lessons with a specific assignment for which they need to practice their research skills. Instructors can schedule one or

more sessions tailored to an assignment. We ask for a minimum of two week's notice to schedule a class; getting on our calendar early increases the probability of getting preferred dates. Request a library session by sending email to library@atlantic.edu.

When not in use for library instruction, the library computer classroom on the Mays Landing campus can be booked for research-related activities. To request the use of Room D202, email library@atlantic.edu. The computer lab in the Worthington campus can be booked through 25Live.

Computers

Students have access to computer workstations with Windows, Mac or a dual boot operating system, laptops for in-library use, scanners, printers and photocopiers. Students can print, scan and copy free of charge in the libraries. Each library has a charging station. Assistive technology software is available on all computers. Various assistive technology devices are available. There are laptops available for in-library use.

Nonprofit Resource Center

The Mullock Family Library at the Cape May campus is the home of the Mullock Nonprofit Research Center, a Financial Information Network (FIN) affiliate of Candid, which provides access to the largest database of funding resources for non-profits and individuals in the world. Visit the library or email fin@atlantic.edu for more information.

Tutoring Services

Tutoring is available to all current Atlantic Cape students, free of charge. Atlantic Cape offers a variety of tutoring services. Nearly all subject areas are covered; hours and availability vary. On-campus tutoring is offered in designated spaces in the libraries. Online, remote tutoring is available live by chat, interactive whiteboards and live meetings, and asynchronously by sending in papers for review, or by submitting subject-specific questions to tutoring staff.

Some courses are assigned a designated tutor, accessible only to students enrolled in that course, through Blackboard.

Options for the different formats of tutoring services vary depending on a student's individual needs and circumstances. Students should email tutoring@atlantic.edu for more information or to make a request for tutoring assistance.

Faculty can request that a tutor be embedded in their course. This service is an effective way to connect students directly with a tutor who is familiar with the course.

ADDITIONAL RESOURCES

Career Center

Regardless of where a student is in the career development process, the Career Center can be of assistance. The Career Center has resources to help the student learn about themselves and match their values, interests, personality traits and skills to educational and career pathways. The career software, SIGI, integrates self-assessment with in-depth and up-to-date career information that is easy to use and provides a realistic view of the best educational and career options for future success.

Students are also encouraged to access the free Career Coach database on atlantic.edu. There, students can identify careers that are compatible with their skills and personalities, explore extensive career options, learn demographic and educational requirements, see projected growth or decline forecasts and financial potential, build a personal resume, as well as find and apply directly to area job listings, etc. [Welcome to Career Coach](#) .

There is a Career Center located on each campus. For hours and additional information contact: (ML) The Center for Student Success at (609) 343-5667; (AC) Cynthia Correa at (609) 343-4897 or ccorrea@atlantic.edu; (CMC) Dr. Tammy DeFranco at (609) 463-8113 or tadefran@atlantic.edu.

The Center for Student Success

The Center for Student Success (ML campus) houses academic advisors, counselors and academic support programs to enhance student academic success. Special programs such as: The Educational Opportunity Fund (EOF), Student Support Services (SSS), New Jersey Stars (NJS) and Stockton Transfer Pathways provide counseling, advising, tutoring, transfer assistance, financial assistance (EOF and NJS) to eligible students. For additional information, call (609) 343-5667.

Academic Advisors and Counselors are also available to present generic workshops in the classroom that are instrumental to college success. Topics include, but are not limited to: College Resources, Classroom Etiquette and Time Management. Call (609) 343-5667 (ML); (609) 343-4859 (AC); or (609) 463-8113 (CM) to schedule a workshop.

Behavior Assessment Team (BAT) reporting: If there is a classroom issue that needs the assistance of a counselor, requests can be made through the Behavior Assessment Team (BAT) Reporting System. Counseling staff is also available to provide assistance to students seeking to resolve alcohol or chemical dependency issues. Referrals are made to appropriate community agencies and self-help groups. Assistance is confidential and will not jeopardize enrollment or legal status. The BAT Reporting Form and contact information can be found at [Behavioral Assessment Team/Reporting System](#).

Early Alert: In cases where students need individual counseling support for non-threatening, academically-oriented problems jeopardizing successful course completion (e.g., declining

attendance, missing assignments, not following assignment directions, etc.), instructors should complete a “Contribute Retention Information” form in Self Service (formerly WebAdvisor). After submitting the form, an academic advisor or counselor will follow up with the student to discuss academic needs identified in the form and strategies for improved course performance.

In Self Service (formerly WebAdvisor):

- Choose “Contribute Retention Information”
- “Find Student” – put in the student #
- A form appears. The first entry is a dropdown menu – choose the relevant “FAC” option and complete the rest of the form. “Submit” when finished.

This action is best taken in the first half of the semester so the student has time to recover academically with assignment grades to pass the course.

Human Resources Department

The College’s Human Resources Department (HR) is committed to encouraging a customer-oriented, multicultural and diverse workforce. The HR team attracts, trains and retains an energetic and qualified workforce to support the goals and mission of the College.

The HR Department consists of the following areas:

- Labor Relations
- Personnel Recruitment and Hiring
- Benefits
- Time Management and Attendance
- Custodianship of Records

For more information on each of these areas, please visit the College website at [Human Resource Department](#) or call HR at (609) 343-5610.

Technology Services

The college uses a mixture of PC and Mac computers. Every classroom is equipped with a screen (for projection purposes) or projector and an instructor’s computer (with Microsoft Office, DVD player, and Internet access). Many of the classrooms on the CMC Campus are equipped with Sympodiums (touch-panel computer monitors). Several classrooms on the ML Campus are equipped with Smart Boards (touch-sensitive white-boards) or Smart Projectors (touch-sensitive projection).

Document Cameras and ELMOs (transparent document cameras) are available through the Help Desk by emailing [Atlantic Cape Community College Help Desk](#) on a first-come, first-serve basis and must be reserved ahead of time.

To request technical assistance, please use or call ext. 5555 (ML), ext. 4521 (CMC), and ext. 4772 (AC). Please contact the help desk for assistance: [Atlantic Cape Community Help Desk](#)

Please do not disconnect any wires or equipment in any classroom, office or lab.

ADJUNCT SPECIFIC INFORMATION

Adjunct Absenteeism & Remuneration Procedures

It is expected that an adjunct instructor will attend all classes during the semester, and will receive payment for said assignment(s).

However, due to extenuating circumstances, there may be situations that could result in an unplanned absence. Examples of an unplanned absence may include, but are not limited to:

- Illness or injury
- Unavoidable personal situations
- Traffic accident

In all cases of an unplanned absence, the affected adjunct instructor must call Human Resources at 609-646-5040 **and** the Academic Resource Center for their respective teaching assignment (609) 343-5114 (ML), (609) 463-3502 (CMC), or (609) 343-4874 (AC).

A leave request will be prepared and sent to you for signature.

Earned Paid Sick Leave

Effective October 29, 2018, the *New Jersey Earned Sick Leave Law* allows employees to accrue 1 hour of earned *sick* leave for every 30 hours worked, up to 40 hours each year. Atlantic Cape Community College is providing sick hours to all adjunct instructors. **Please note, in accordance with the law, an employee must be employed for 120 days before they are eligible to use sick hours.**

Earned sick time will be added to each adjunct's sick leave account at the beginning of each semester. The balance of hours available will appear on your advice on Self Service Employees.

An employee who does not have enough sick leave hours available, may be subject to a reduction in pay for missed hours.

If you have questions about your leave balance or how to utilize the hours, please contact Brenda Kuhar at (609) 343-5604 or email bkuhar@atlantic.edu.

Should the respective department chair or department coordinator determine that a substitute instructor is necessary to provide instruction for the affected class session, remuneration will be provided to the substitute instructor. **Substitute instructor assignments must be approved by the Academic Dean.** Refer to the Resources for Faculty webpage for the Substitute Instructor Request Form.

Adjunct instructor absences deemed excessive by College Administration may result in failure to obtain future teaching assignments.

Class sessions are scheduled to meet for a prescribed time as per State of New Jersey statutes. **Classes should meet for the fully scheduled time throughout the semester. Classes should not be dismissed early unless there are extenuating circumstances.**

Adjunct Earned Paid Sick Hours

- 2 credits = 1 hour
- 3 credits = 1.5 hours
- 4 credits = 2 hours
- 5 credits = 2.5 hours
- 6 credits = 3 hours
- 7 credits = 3.5 hours
- 8 credits = 4 hours
- 9 credits = 4.5 hours
- 10 credits = 5 hours
- 11 credits = 5.5 hours
- 12 credits = 6 hours

Hours earned are for teaching the full course(s).

Taking over a class already in progress, will require earned hours to be prorated.

Adjunct Teaching Load

Adjunct Instructors are permitted to teach a maximum of nine credits each semester for the fall and spring semesters.

Campus Workspace(s)

In Mays Landing, Room A129 (check back in Spring, 2021 to see if more spaces have been re-added). In AC, Rooms 255 and 287A, and in CMC, Room 334 are available for adjunct instructors as a workspace.

College Cancellation of Course/Section

All class schedules for part-time faculty are contingent upon sufficient enrollment and contractual obligations of full-time faculty members. Every attempt will be made to notify adjunct faculty of schedule changes/cancellations in a timely manner.

Gradebook and Attendance Records Requirement

In addition to reporting grades through Self Service (formerly WebAdvisor) (see Grade Reporting policy in Classroom Management section of handbook), adjunct instructors are required to submit a copy of the grade book and attendance records to the Academic Resource Center. Please **do not email or send physical copies of grades and attendance records**. The Academic Resource Center will send instructions/access to a Google Form to instructors at the end of each semester. Submit them electronically, along with a copy of your syllabus. Please make sure the Gradebook shows the Final Letter Grades; if a student received an “F,” provide the last date that the student attended class.

Participation in Workshops/Webinars

Atlantic Cape is committed to the professional development of all its employees. Adjunct faculty members are urged to attend College-sponsored workshops and webinars. Workshops are offered through the Academic Affairs Office. Attendance at workshops is also one of the criteria used to evaluate candidacy for senior adjunct status.

Senior Adjunct Status

An adjunct instructor who wishes to be considered for the rank of Senior Adjunct must meet the following Prerequisite and Promotion Criteria.

Pre-requisite Criteria

- Holds an earned Master's degree in the discipline or other appropriate certification or related experience as determined by the Department Chair or Department Coordinator.
- Has adhered to College and department policies and procedures, and has incorporated suggestions received from mentors or Department Chairs or Department Coordinators.
- Has participated in Atlantic Cape faculty development activities.
- Has completed four teaching semesters at the College.

Promotion Criteria

An **Application for Senior Adjunct Status** application must be filed within the first two weeks of the semester in which the instructor is teaching. The Department Chair or Department Coordinator may encourage the instructor to apply - however, the instructor must complete the appropriate form and submit the required documentation. Refer to the Resources for Faculty webpage for the Application for Senior Adjunct Status.

The following activities will take place once an adjunct instructor's application is received by the Academic Dean. If the adjunct is teaching in more than one department, the application must be sent to all respective Academic Deans.

- A formal evaluation takes place in the semester of application or in the next semester in which the applicant is teaching. This evaluation will include the following:
 - Classroom observations;
 - commentary by mentors, if available;
 - samples of student evaluations;
 - verification of adjunct's good standing in complying with ADA and accessibility materials;
 - review of course documents by the Academic Dean (where appropriate);
 - statement of teaching style and philosophy (included with application);
 - commentary provided by the Academic Dean.
- Inclusion in a minimum of one faculty development activity annually. The applicant may also document and submit for review pedagogical experiences acquired external to the College.

- To enhance an application, the adjunct instructor may do the following:
 - be assigned to department task forces or complete special projects,
 - attend advisory board meetings, and/or,
 - demonstrate continued professional development in the subject area.

After the formal evaluation, the Academic Dean(s) will determine if an adjunct instructor should be recommended for Senior Adjunct status. The recommendation will be forwarded to the Vice President of Academic Affairs.

Expectations

A Senior Adjunct instructor:

- will be compensated at a rate above the regular rate;
- may serve as a mentor to new adjunct faculty (See Resources for Faculty webpage for Faculty Mentorship Program forms);
- may be asked to observe adjunct faculty (with compensation);
- will need to complete a Year-End Report (criteria to be shared by Department Chair or Department Coordinator);
- will remain a Senior Adjunct in good standing on the following conditions:
 - His/her teaching assignment is not interrupted for more than four semesters, including summer;
- will demonstrate continued professional development, exhibited by attending at least one College faculty development activity annually. In addition to attendance at College faculty development activities, the Senior Adjunct may demonstrate professional development by participating in departmental activities and/or attending professional conferences.

APPENDICES

Appendix 1: Contact List

The main phone numbers for the College are (609) 625-1111, 646-4950, (609)343-4900, or (609) 463-4774 (from Cape May County). Extensions beginning with 48, 49, 50, 51, 56 can be dialed direct from off-campus using the 343 exchange.

ABSENCE REPORTING

(609) 646-5040 (Call-out line in Human Resources)

Mays Landing: (609) 343-5114

AC: (609) 343-4874; if no answer, (609) 343-4841 (Security)

CMC: (609) 463-3502; if no answer, (609) 463-8113 (Front Desk)

CENTER FOR ACCESSIBILITY:

(609) 343-5680

DROP/ADD A COURSE:

Mays Landing: Career & Academic Planning Center, (609) 343-5621 and/or Enrollment Services, (609) 343-5005

AC: (609) 3434895

CMC: (609) 463-3958

EMERGENCIES:

Mays Landing: Security, “U” Building, (609) 343-5125

AC: Security Personnel, Front Desk, (609) 343-4841

CMC: Security Personnel, Room 122, (609) 463-6390 (days), (609) 463-3967 (evenings)

Academic Resource Center(s):

Mays Landing: Room A123, (609) 343-5114 voice, (609) 343-5122 fax

AC: Administrative Office W217, (609) 343-4874 voice, (609) 343-4872 fax

CMC: Front Desk, 3rd Floor, (609) 463-3502 voice, (609) 463-3645 fax

IDENTIFICATION CARDS:

Mays Landing: J-181, (609) 343-5008, Enrollment Services Office

AC: Room 145, (609) 343-4895

CMC: Room 124, (609) 463-3960

ILLNESS/INJURY:

Call Security: ext. 5125 (ML); ext. 4841 (AC); ext. 6390 (CMC)

INTERNATIONAL AND FOREIGN STUDENTS COUNSELING:

Mays Landing: Daymis Alicea, Student Affairs Liaison, J-101, (609) 343-5081

LIBRARY:

Mays Landing Campus: Circulation Desk, (609) 343-4951; Reference: (609) 343-5665

Worthington Atlantic City Campus: (609) 343-4800, ext. 4726

Cape May County Campus: Circulation Desk, (609) 463-3713

All campuses: library@atlantic.edu; tutoring@atlantic.edu

LOST AND FOUND

Mays Landing: Security, "U" Building, 343-5125 or Student Life Center: G-101, (609) 343-5010

AC: Security, (609) 343-4841

CMC: Security, Room 122, (609) 463-6390

MATH SKILLS LABS:

Mays Landing: D-113, (609) 625-1111 ext. 5340

AC: First Floor Information Commons, (609) 343-4800, ext. 4726

CMC: Room 227, (609) 463-3720

SECURITY:

Mays Landing: "U" Building

AC: (609) 343-4841

CMC: Security, Room 122, (609) 463-6390

STUDENT AFFAIRS:

MAYS LANDING: Paula Davis: Dean of Student Affairs and Enrollment Management
(609) 343-5087, J-116

AC: Cynthia Correa, Director WACC Student Services and Institutional Career Services, (609) 343-4897
Vita Stovall, Student Development Specialist, (609) 343-4832

CMC: Dr. Tammy DeFranco, Director, CMCC Student Services and Campus Management, (609) 463-8113
Wendy Gray, Program Officer, Student Services, (609) 463-4774

TESTING:

Mays Landing: Testing Services, including Make-Up Testing, J-014, (609) 343-5099 and (609) 343-5633

AC: First Floor, Information Commons, Room 137-B, (609) 343-4800, ext. 4831

CMC: Room 234, (609) 463-3773

TUTORING:

Michael Sargente, Program Coordinator, (609) 343-5631 (ML), (609) 343-4833 (AC) (609) 343-3713 (CM)

MAYS LANDING CAMPUS

ACADEMY OF CULINARY ARTS: "M" BUILDING

(609) 343-4944

ADMISSIONS: "J" BUILDING

(609) 343-5000

- Applications of Atlantic Cape students
- Evaluation of college credits transferred to Atlantic Cape
- International Students I-20 and work papers processed
- Employment and Work Force attendance form pick-up and verification
- Charge backs

BOOKSTORE: “J” BUILDING:

(609) 615-5205

CENTER FOR STUDENT SUCCESS

(609) 343-5646

CHILD CARE CENTER: “J” BUILDING

(609) 343-4949

COMPLIANCE:

George Booskos, Chief Business Officer, (609) 343-5116

ENROLLMENT VERIFICATION: “J” BUILDING

Enrollment Services, (609) 625-1111, ext. 5005

PAYROLL: “J” BUILDING:

Eileen Bakley, Payroll Specialist, (609) 343-5265

Appendix 2: Blackboard Course Shell Semester Start Preparation Checklist

Course Preparation Checklist Items	Completed
1. Request your Blackboard Course Shell using the Blackboard Course Shell Request Form at http://atlantic.edu/itd a minimum of two weeks prior to the start of the semester.	
2. Check to make sure that the correct course was copied and is listed on your My Blackboard page.	
3. Make sure that an updated version of your course syllabus is uploaded and available in your course.	
4. Make sure that an updated version of your course schedule is uploaded and available in your course.	
5. Adjust all assignment, discussion, and test dates in your course to match the dates on your course schedule. You can change all Blackboard graded tool dates in one place using the Date Management tool.	
6. Add a welcome announcement to your course. This announcement may include the following: <ul style="list-style-type: none"> ● A welcome message and short introduction of who you are and how you wish to be contacted. ● Directions on how students should proceed in the course. ● Information regarding the first due dates for the course. 	
7. Course content integrity check by reviewing the following: <ul style="list-style-type: none"> ● Web links ● Presentations ● Documents ● Videos ● Discussion Forums ● Assignments ● Quizzes/Tests ● Publisher content 	
8. Make sure all uploaded content is accessible. Content posted in Blackboard must be accessible to all students and adhere to WCAG 2.0 Level AA standards. The college administration will be monitoring Blackboard course shells for accessibility. If you need assistance converting materials please email Connie Walton at cwalton@atlantic.edu and copy your dean.	
9. Set-up and review the Grade Center. Be sure to use unique names when using Blackboard graded tools to avoid duplication of column names in the Grade Center.	
10. Use the student preview tool to ensure that course materials, assignments, discussions and tests are viewable to students.	

Appendix 3: Guidelines for Remote Instruction

Atlantic Cape has a long history of offering online education programs to make courses more accessible to those who cannot earn their degree in the traditional method because of work schedules or other responsibilities. Due to COVID-19, we found ourselves offering remote education as well.

Having had time to explore and reflect upon “best practices” with remote education, the following guidelines have been established to facilitate a smooth transition from traditional classroom-based education to remote education, when necessary.

Key Terms at Atlantic Cape:

- **Online learning and instruction** pertains to courses that were developed specifically for the online modality. There is not a specified “class time” or other real-time, synchronous requirement typically associated with online courses. Although instructors are encouraged to engage with their students, a mandatory class-meeting time should not be expected or enforced through grading.
- **Remote learning and instruction** pertains to courses that were intended to have a face-to-face component but had to shift to virtual learning. There is a specified “class time” that should be maintained using online conferencing solutions. Faculty must meet with students at advertised class times.

By the date the semester/term starts:

- Request your [Blackboard Course Shell](#) at least two weeks prior to the start of the term.
- Update your syllabus and weekly schedule.
- Ensure content, links, or publishing integrations are up-to-date and working. Adjust assignment and assessment dates in Blackboard to match the weekly schedule.
- Establish a communication preference and strategy. Blackboard has two tools: Course Messages and Send Email. Either option would need to be added to your course as a tool.
 - **Course Messages:** email that remains inside your Blackboard course shell and is only available to you and your students.
 - **Send Email:** utilizes the email address that is associated with each Blackboard user’s account. Once an email is sent through this tool, it leaves Blackboard and goes to that external email. Any replies remain in the external email account.
- Create a welcoming course environment by posting an announcement, email, or course content that includes items such as: an introduction of you and the course; an overview of course navigation and requirements; expectations of students and any important policies; office hour information; links to any helpful resources.
- Review the organization of your course from the student perspective by using the Student View feature. Check for consistency and clarity of instructions and organization.
- Check the accessibility of your course content using Blackboard Ally.

During the semester/term:

- Communicate with your students regularly and often.
- Respond to student emails and provide meaningful feedback on assignments in an efficient manner.
- Monitor student attendance, measured by active participation (ex: submission of an assignment, discussion, quiz; attendance in a live virtual session).
- Report student attendance issues in the Early Alert system in Self Service (formerly WebAdvisor).
- Ensure students' accommodation needs are met. This is permissible only when an accommodation letter has been issued by the Center for Accessibility and given to you by the student.
- Conduct synchronous virtual sessions in place of your regularly scheduled class times. For 2021-2022, the College has purchased a Zoom license for faculty, in addition to providing Blackboard Collaborate, a conferencing solution available within Blackboard.
 - Faculty adopting other solutions are expected to be knowledgeable of application and cannot rely upon Instructional Technology for said support and/or training.
 - Faculty are encouraged to use a variety of methods to deliver content, mixed with the synchronous lecture, discussion, engagement, etc.
 - Student to student collaboration is to occur within the class sessions.
 - In the event of a necessary instructor absence, please follow the existing procedures for reporting absences. In the event of a pre-planned absence, your Dean/Coordinator may assign a suitable substitute.
- Continually check the accessibility of your course content; ensure that any recorded sessions (optional) are appropriately captioned.
- Provide a variety of engaging learning activities and assessments throughout the term.
- Conduct student evaluations of instruction consistent with customary procedures for face to face classes

End of semester/term:

- Ensure that grading is complete and submitted by the required deadline
- Manage any incomplete grade requests per the process in campus policy.

Resources:

- Review the course design checklist on pages 3-5 for more specific suggestions on designing your course with engagement in mind.
- Familiarize yourself with resources on [making online course content accessible](#).
- Register for and [attend training sessions](#) offered by Instructional Technology, the Center for Accessibility Services, and the Center for Teaching & Learning Excellence.

Appendix 4: Online Course Design Checklist

Student engagement and interaction in the classroom is vital to an effective learning community, both in-person and online. For CTE programs that prepare students for current and emerging careers, relevancy and application of content to the “real-world” is critical.

As you design your online course(s), consider the four elements of interaction: student-faculty, student-content, student-peers, student-technology. Consider as well that many students may be used to the role of “passive student” in the classroom and need guidance on how to be actively engaged in their learning experience online.

Items in this checklist were adapted from elements discussed in Vai & Sosulski’s (2016) “Essentials of Online Course Design: A Standards-Based Guide,” and presented on the Online Learning Consortium’s Course Design Review Rubric, the Standards from the Quality Matters Higher Education Rubric, and the Blackboard Exemplary Course Program Rubric.

Online Course Design Strategies	✓
Course Orientation	
<p>Welcome and Course Overview</p> <ul style="list-style-type: none"> ● Introduce yourself personally and professionally; establish content expertise. ● Introduce the course as it relates to the program; strive to promote career relevance. ● Provide a high-level overview of learning outcomes to promote what students will be able to do after the course. ● Direct students on next steps (I.e., what to review or do next) 	
<p>Important Course Information</p> <ul style="list-style-type: none"> ● Updated Course Syllabus and Weekly Schedule ● Course Materials – textbooks and required hardware/software, with instructions ● Expectations of Students – this may include the average amount of time students should dedicate to the course weekly, participation requirements in discussion posts, netiquette expectations to promote respect, and/or grading rubrics or guidelines. ● Instructor Communication Preferences – include your preferred method of contact and your typical response time. ● Instructor Virtual and/or Campus Office Hours ● Overview of Course Format – I.e., is your course fully asynchronous? Hybrid? Does it have required or optional virtual sessions? ● Overview of Course Organization – I.e., is your course organized by weeks, modules, units? Do they navigate through Course Content or the left-hand menu? 	
<p>Atlantic Cape Resources and Policies</p> <ul style="list-style-type: none"> ● ACCC Catalog: refer to policies such as plagiarism and academic integrity, etc. ● ACCC Help Desk or other Technical Support services ● ACCC Library and Tutoring Services ● ACCC Accessibility Services 	

Online Course Design Strategies	✓
<p>Career-Related Resources</p> <ul style="list-style-type: none"> ● ACCC Career Advising and Career Coach ● Industry information / job outlook 	
Initial Strategies for Student-Student and Student-Instructor Interaction	
<p>Welcome Announcement and/or Class Email Communication</p> <ul style="list-style-type: none"> ● Welcome students to the course and direct them to course orientation information <ul style="list-style-type: none"> ○ Send regular announcements or emails with reminders, additional content, general feedback, encouragement, etc. to help establish a sense of presence. 	
<p>“Get to Know your Classmates” and/or “Icebreaker” activity</p> <ul style="list-style-type: none"> ● Provide an activity in which students begin interacting with one another and/or an icebreaker (syllabus quiz, scavenger hunt, etc.) that prompts students to familiarize themselves with aspects of the course. <ul style="list-style-type: none"> ○ The initial activity is also a good way to expose students to a specific requirement. For example, if students will be submitting a recorded presentation, have them use the technology in their introduction. If you require pairs/groups, pair them early using the introductory activity. 	
<p>“Class Café” or “Career Questions” discussion forum</p> <ul style="list-style-type: none"> ● Provide a semester-long open discussion forum. Students can ask general questions or can share real-world issues for feedback or relevant resources. Faculty can share supplementary material, post extra-credit opportunities, or share career resources. <ul style="list-style-type: none"> ○ Specify that questions about individual performance should be emailed directly to the instructor. 	
Content Organization	
<p>Consider the student experience when organizing your course (the Student View feature can help!), be consistent in your organization, and be clear in your instructions on navigation. Consider the following template as a starting point:</p> <ul style="list-style-type: none"> ● Unit/Module title ● Unit/Module timeframe ● Introduction to unit/module with corresponding learning outcomes ● A “To Do List” for the time-period of the unit/module that includes <ul style="list-style-type: none"> ○ Required and recommended readings ○ Video/audio lecture(s); presentation slides; instructor notes; etc. ○ Activities that promote engagement with content, peers, and/or the instructor ○ Self-assessments or exercises/assignments that allow practice ○ Assessments that measure achievement of learning ● Unit/Module summary <p><i>A content folder for each unit/module with embedded links to activities and assessments is one to organize content. Another is to direct students to the course menu. Either way,</i></p>	

Online Course Design Strategies	✓
<i>provide clear instructions in your “To Do List” and/or weekly schedule on where to go and what to do.</i>	
Engaging Activities	
<ul style="list-style-type: none"> ● Ensure clear alignment between learner activities and course goals and objectives. ● Include a variety of strategies to promote engagement. Blackboard discussions, blogs, journals, group space, and wiki tools facilitate a variety of activities. ● Problem-solving scenarios, application activities, and real-world prompts and projects help support learning achievement of CTE programs and outcomes. ● Consider the sequencing of activities. I.e., implementing a major group activity later in the course may be more difficult if little interaction was required early on. 	
Assessments	
<ul style="list-style-type: none"> ● Ensure clear alignment between assessments and course goals and objectives ● Include a variety of assessment strategies that are appropriate to the course level and learning objectives. ● Provide clear grading criteria. ● Provide non-graded assessment opportunities, such as practice tests. 	
Accessibility & Technology	
<p>All content posted in Blackboard must be accessible to all students and adhere to WCAG 2.0 Level AA standards. College administration monitors Blackboard course shells for accessibility. The following is from the Blackboard Exemplary Course Program rubric:</p> <p><i>Accessibility of Course Design</i></p> <ul style="list-style-type: none"> ● Ensure that the design and delivery of content integrate alternative resources (e.g. transcripts) or enable assistive processes (e.g. voice recognition) for those needing accommodation. ● Course files (e.g., documents, PDFs, presentations) should be easily readable by assistive technologies (e.g., screen readers, screen magnification). ● Course materials should support multiple learning preferences (e.g., visual/seeing, auditory/hearing, kinesthetic/moving, and tactile/touching). ● Design factors such as color, text size manipulations, audio and video controls, and alt text reflect universal accessibility considerations. <p><i>Accessibility and Technical Factors for Learner Support</i></p> <ul style="list-style-type: none"> ● Alternative file types are provided (e.g., learner needs and/or choice, availability). ● Lengthy/large files are broken into smaller segments for improved content consumption and usability (e.g., six 10-minute audio/video files versus a single 60-minute file, five 10-page documents versus a single 50-page document). ● Multimedia is optimized for web delivery (e.g., videos are streamed whenever possible, graphics are optimized for web delivery). 	

Online Course Design Strategies	✓
<ul style="list-style-type: none">● Course materials use standard formats to ensure usability.● If technology is required for a specific learning activity, the link to that technology is included with the instructions.	

Appendix 5: Expected Behavior in a Video-Conferencing Environment

Student Guidelines for Academic Success

The Center for Teaching and Learning Excellence at Atlantic Cape Community College

Prepare -- Before Class

Organize a clean, quiet space and seating that promotes participating in class:

- Be physically away from the family hub and/or any high-traffic areas;
- Ask others at home to limit their internet use while you're in class;

Check your tech:

- Turn your smartphone to silent mode.
- Check lighting-not overly bright or too dark (get away from windows or add a lamp).
- Check your sound; if problems, consider using a headset with an external microphone.
- Check that your video-conferencing background is not distracting, especially movement.
- Test internet connectivity power in your space.
- Be proactive with solving any connectivity problems --
 - turn off the computer camera and any other open applications to preserve bandwidth;
 - ask housemates to stay off of the internet when you need to attend class;
 - allow enough time before class to reboot your computer and try again;
 - if possible, buy a wifi booster (about \$50);
 - go to a hotspot nearby or to one of the 3 campuses if open.
- Be proactive -- and quick -- with solving any access problems with school email, Self Service (formerly WebAdvisor), Blackboard, and/or course material codes --
 - School email (buccaneer email) issues -- register@atlantic.edu
 - Self Service (formerly WebAdvisor) issues -- register@atlantic.edu
 - Blackboard Learn issues -- onlinehelp@atlantic.edu 1-800-617-2191
 - Publisher/textbook code issues -- [Atlantic Cape Technical Support](#)
 - Email your professor to alert them to the problem and your actions to solve it

Go into your Blackboard site connected with your class and become familiar with its organization (you have access a few days before the semester begins):

- Read the syllabus.
- Analyze the course's weekly semester schedule for workflow and weeks with key tests/assignments.
- Identify where and how the instructor (they all can be different) provides course communication, assignment directions/submission links, and other relevant materials.
- Make a list of questions to ask when the class meets via video-conferencing.?

Engage -- During Class

Think of this experience as a professional setting:

- Look presentable. Comb your hair, wear appropriate clothing, etc.
- Be on time ready to participate. If you're late, enter the classroom quietly.

- Minimize distractions from your meeting space (including other people moving across the background).
- Generally, keep your microphone muted unless you are called on to speak.
- Have a notebook/paper and pen in your learning space ready to take notes.
- If your camera is on, look directly into the screen; if your camera is off, be prepared to respond to the instructor or to the breakout group members at any time.
- Participate as indicated by the instructor. This may include raising your hand with the icon and/or using the chat feature.
- Cue classmates and the instructor that you are finished speaking with a sign-off message like “I’m done” or “Thank you. That’s all.”
- Give classmates a chance to participate too.
- Use the chat feature to express ideas or comments for group discussions when it is difficult to add a thought among all the other students trying to speak.
- If you need to step away, alert the instructor with a brief chat message or a status indicating you’re going away. Send a chat message at your return or turn off the status.

Remember that these behaviors communicate rudeness to classmates and the instructor:

- Don’t eat or smoke/vape (anything); don’t do other projects/activities during class time.
- Don’t enter the main room or a breakout group, turn off the camera and walk away.
- Don’t interrupt others who are speaking or waiting their turn ahead of you.
- Don’t leave your (digital) hand raised after your turn ends.
- Don’t use your screen like a mirror (e.g. for doing make-up or other grooming); remember that everyone can see you.
- Don’t take pictures or record a lecture without first asking the instructor for permission.

Reflect -- After Class

Make final notes about each class session:

- List concepts learned during class.
- List concepts that are still unclear + questions to ask the instructor.
- Check for regular/Special assignments and/or assigned activities -- and their due dates.
- List items to be completed before the class meets again.

Specifically follow the instructor’s directions for course work:

- Format and structure ideas and paperwork as directed, not in your own way.
- Be clear how and where to submit assignments and do so.
- If you have an emergency, unexpected work conflict, etc., inform the instructor via email preferably BEFORE the conflict occurs -- especially if there is an exam, quiz or some other in-class graded activity. There is no guarantee that the instructor will let you make up the missed assignment, but chances are much better if you alerted him/her beforehand.
- If you miss a class session and the instructor has posted a schedule of lectures or other information that was covered for that session, READ it before following up with the instructor via email or going to the next class session. Then, instead of asking the instructor, “Did I miss anything?” say a summary of what you read ending with, “Is there anything more or different that I need to review?” This communicates strong, positive engagement and interest

Appendix 6: Thinking Through a Camera Statement for Your Syllabus and Course

Remote Course or Video-Conferencing Session within a Course

The Center for Teaching and Learning Excellence at Atlantic Cape Community College

January 2021

Foundational Faculty Actions Promoting Student Success:

1. Keeping faculty cameras on continually all semester when teaching a course.
2. Stating a realistic and clear course camera statement in every syllabus and reviewing/discussing it during (at least) the first session of the course for the semester.
3. Avoiding a penalty to a student's grade (course, participation and/or assignments) for failure to turn on a camera, the exception being grading behavior and actions for visually-oriented content required of a course (e.g. science labs, nursing tasks, culinary skills, presentations, interviewing, HR-related work, criminal justice methods and questioning) and high-stakes testing, all with prior warning and reminders.
4. Assisting students in solving their computer and/or connectivity issues, especially in the case of a required camera-on situation given that cameras can cause connectivity problems due to bandwidth limitations. The student should initiate this process at the start of the semester, working with the professor to reach a realistic solution or alternative. The professor should encourage this communication to the class regularly.

Summation of Current College & University Actions Nationwide:

100% Camera-On Requirement for Students.

Overwhelmingly, these courses center on content that is irrefutably linked to visual behaviors and actions to maintain course standards and high-stakes testing integrity (e.g. science labs, nursing tasks, culinary skills, presentations, interviewing, HR-related work, criminal justice methods and questioning). Generally, students unable to meet this requirement are offered alternative accommodations (e.g. on-site testing and computer lab use, recording videos via flipgrid or whatsapp, etc.).

Targeted Camera-On Requirement for Students only when performing significant and visually-oriented course activities and assignments throughout the semester with voluntary compliance otherwise.

When course content does not require a professor's ongoing visual review, this approach offers flexibility to faculty who still want visual interaction with their students but without the non-content issues and time spent on tech problems that a camera-on requirement creates. Faculty have chosen and designed a subset of their course activities and assignments that can be

maximized via this mode of learning, scheduled them in the course calendar with advanced notice, and reminded students frequently beforehand to be prepared to participate accordingly. Generally, students unable to meet this requirement are offered alternative accommodations or assignments (on-site testing and computer lab use, recording videos via smartphones, flipgrid, whatsapp, etc.). The emphasis is variety and for students to plan ahead, working with the professor for a mutually agreeable solution.

100% Voluntary Camera-On Option for Students.

Generally, students turn off their cameras in this situation regardless of connectivity quality, and professors have adjusted their teaching, feedback requests and cues taken from students by using strategies effective in a video-conferencing mode. Faculty actively facilitate student participation that is compatible with video-conferencing throughout the semester – it's critical. Of the three camera-on/off approaches taken by faculty nationwide, this one has the least amount of time given to technology and connectivity issues by the faculty member.

Factors to Consider in Making Your Course Camera Statement:

1. Recognize that mandating cameras on is not a simple yes/no decision. It is complicated. Every choice has consequences requiring faculty actions.
2. Be accurate in defining student participation and employ effective teaching methods for a video-conferencing learning format.
3. Honestly sort out what are actual needs requisite to achieving course goals versus personal teaching preferences.
4. Be proactive with a response and needed criteria already prepared that is supported by your department:
 - a. What policy can you realistically enforce given access, connectivity, privacy and fairness concerns?
 - b. What student technology or connectivity problems can you verify and how?
 - c. What criteria would you use to decide if an alternative activity or assignment is allowable or not?
 - d. What alternative activities and assignments are doable, balancing standards with fairness to classmates?
5. Review and consider the limitations and concerns of video-conferencing technology --
 - a. that your instructor view is limited to “the box” on your screen; other actions and distractions can be going on without your awareness – people, phones, TV programs, pets, etc. – since you can’t see or hear them.
 - b. that video-conferencing platforms offer limited numbers of attendees shown on the screen at one time – Collaborate is four; Zoom is 25. What if your class is bigger?
 - c. that you can’t see or know if other applications are on the students’ screens on top of your remote session ... so as you see them looking at you, they’re really

looking for the best Amazon deal on headphones or scrolling through music downloads or doing homework from another class.

- d. that if students have connectivity issues – and they do – cameras take up a large percentage of their bandwidth. Blackboard and internet carriers all recommend turning off cameras as a means of conserving bandwidth, closing other open computer applications, and shutting off other devices in the household.
- e. that traveling to free Wi-Fi hotspot locations nearby (our 3 campuses, public libraries, Starbucks, McDonalds) may prove inconsistent (unannounced or immediate lockdowns) or not conducive to attending class (no transportation, speaking out loud or giving a presentation or demonstrating a lab protocol, etc.).
- f. that you as the instructor have no control over what other attendees might record or how they might manipulate others’ images (with their names listed) while on camera. It can be a very vulnerable, “exposed” position to be in that is unique to this platform.
- g. that privacy-based lawsuits over school/teacher mandated camera-on policies are in California courts now.
- h. that along with students on camera will also be probable glimpses into their private world – its socio-economic level, its appearance, family and children, etc.
- i. that students can log in, turn their cameras off and walk away while still getting attendance credit if not called on directly or required to participate in interactive activities.
- j. that when cameras are on, students can give the instructor visual cues of perceived attentiveness or a need to review content or to move on much like an in-person class session. With cameras off, instructors need to employ different strategies to gauge student reactions and needs (e.g. direct questioning and involvement in discussion, class Q&A, polls, use of the chat feature, etc.).

Information Sources Used:

- <https://www.insidehighered.com/blogs/confessions-community-college-dean/should-showing-faces-be-mandatory>
- <https://keep-teaching.psu.edu/teaching-and-testing/academic-integrity-and-assessments/requiring-webcams/>
- <https://fctl.ucf.edu/teaching-resources/course-design/syllabus-statements/>
- <https://www.k-state.edu/keep-teaching/zoom-policies.html>
- <https://www.cmu.edu/teaching/online/design-teach/syllabus/>
- https://washburn.edu/academics/college-schools/nursing/_files/SON-Syllabus-Graduate.pdf

Syllabus Wording Options for Video-Conferencing-Related Course Expectations:

General COVID-19 Statement:

The COVID-19 pandemic continues to disrupt the routines and plans we all wish to have in our lives relating to our physical, mental and emotional well-being, our academic work, our jobs and compensation, and our time with family and friends. If you are experiencing unique obstacles in this COVID-19 situation or unexpected difficulties from other areas of your life as a result, I will work with you to figure out credible ways to meet course requirements. It is important that you email me without delay of any troubles that are negatively impacting your attendance, participation, testing or timely submission of assignments and activities, so we can devise a realistic plan. However, please understand that this does not mean course credit regarding these items will be waived or minimized. Further, any accommodation to support you in such a need must include consideration of fairness to your classmates. The goals I have for all students are to experience the full range of the course content, to achieve the given standards of the course, and to complete the course successfully.

General Camera-On-Preferred Statement:

Keeping your camera on during all video-conference sessions is encouraged as it enhances class discussion and forming a shared learning community. Certainly, if students have internet bandwidth limitations, or are in a location or other circumstance with unavoidable visual distractions or other challenges, then turning off the camera is understandable and allowable. Additionally, the college offers students who don't have the necessary equipment (e.g. computer, webcam, speakers) to borrow it free of charge on a first-come-first-serve basis for the semester. By emailing techloan@atlantic.edu using their college-based email address, interested students should send their requests without delay as quantities are limited.

Sample Statements to Denote Camera-On-Requirements of Different Types and Situations:

A general statement for courses having periodic camera-on needs throughout the semester:
During specifically designated video-conference class sessions throughout the semester, students will be required to keep their cameras on to complete graded activities, assignments, and/or assessments. I will provide at least five days' notice of these specific class dates if not already on the semester's weekly schedule provided to the class, so any students with equipment, access or connectivity issues can make arrangements to participate fully in these sessions with a camera on.

For courses using software for proctored exams:

We will be using HonorLock {or the name of another application} to conduct course exams throughout the semester. A webcam, not a cell phone camera, is required for this process.

Students with any related problems or concerns need to email me at least a week prior to the date of any affected exam.

For courses with video-recording requirements:

Some course assignments include students creating and submitting a video to the professor. These activities can be accomplished using Flipgrid {or name of other application – whatsapp, smartphone, etc.}. Usually, a smartphone will suffice to accomplish this task. It is important for students to test out the technology they are using for these tasks a week ahead of the assignment deadline and email me with any problems or concerns at that time.

For nursing and radiology clinical needs:

Viewing students via camera is needed to monitor and assess virtual clinical experiences and for proctoring course exams.

For a Voluntary Camera-On Syllabus Statement:

Like any in-person course, seeing the other participants in a remote setting enhances discussion and the creation of a shared learning community. With that in mind, students are encouraged to keep their cameras on during these class sessions, but are not required to do so. If internet connectivity issues, no webcam, or a background and/or environment with unavoidable distractions exists, students are free to turn off their cameras. Whether student cameras are on or off, class participation is expected.

The video-conferencing learning environment requires a different set of behaviors and actions often times than what happens in an in-person classroom, especially if cameras are turned off. Students demonstrate their attendance by actively participating in these ways throughout such sessions:

- Students focus and engage – not multi-task with other computer programs, phones, apps, etc.
- Students answer when called upon by the professor.
- Students voluntarily add comments to class, small group or pair activities.
- Students participate verbally and/or actively in all class activities (e.g. polls, interactive whiteboard activities, breakout groups, the chat feature, etc.) with classmates.
- Students use video-conferencing icons to indicate hand-raising, status and a response to the professor.

Additionally, the college offers students who don't have the necessary equipment (e.g. computer, webcam, speakers) to borrow it free of charge on a first-come-first-serve basis for the semester. By emailing techloan@atlantic.edu with their college-based email address, interested students should send their requests without delay as quantities are limited.

Student Participation Expectations for Any Type of Video-Conference Class Session:

There will be times when video conferencing learning requires a different set of behaviors and actions than what is normally done in an in person classroom, especially if webcams are turned off. Students demonstrate their attendance by actively participating in these ways throughout such sessions:

- Students focus and engage – not multi-task with other computer programs, phones, apps, etc
- Students answer when called upon by the professor.
- Students voluntarily add comments to class, small group or pair activities.
- Students participate verbally and/or actively in all class activities (e.g. polls, interactive whiteboard activities, breakout groups, the chat feature, etc.) with classmates.
- Students use video-conferencing icons to indicate hand-raising, status and a response to the professor.

Suggestions to Offer Students with Connectivity/Access Problems:

- Avoid using a Chromebook or tablet device; arrange for the use of a desktop or laptop computer. The college offers students who don't have the necessary equipment (e.g. computer, webcam) to borrow it free of charge on a first-come-first-serve basis for the semester. By emailing techloan@atlantic.edu with their college-based email address, interested students should send their requests without delay as quantities are limited.
- Turn off all other open applications on their computer and all other devices in the home using Wi-Fi to conserve bandwidth.
- Position their computer as close to their wireless router as possible.
- Add a signal booster, if possible, where the Wi-Fi connection lacks signal power.
- If they have access to a (hard) wired connection, use it instead of Wi-Fi.
- Reach out to their internet provider; some are offering cheaper and broader options for schooling during the pandemic.
- Attend class at a (free) Wi-Fi hotspot location that is convenient and allows for their interaction in class.