

COUNSELORS

Section 1. NSHE's definition of community college academic faculty including counselors is included in Title 2, Chapter 1, Section 1.1(a)(2). The NSHE Handbook 'Standards for Defining the Professional Staff' pertaining to community college counselors is found in Title 4, Chapter 3, Section 2.1(c)(2).

Section 2. Counselors shall be organized under a department structure reporting to a Department Chair. The Department Chair, Counseling, shall be elected following the Department Chair election procedure. The Chair shall be compensated with a stipend, consistent with the Faculty Senate Chair, as a non-teaching academic unit equivalent; until such time as the CSN policy Department Definition and Department Chair Compensation Policy, is revised. The Department Chair, Counseling will be responsible for maintaining descriptions for counselors requested to perform additional responsibilities, and to ensure that counselors performing additional duties are made aware of these responsibilities. Counselors asked to take on additional responsibilities, shall be compensated with a stipend equivalent to at least 1 IU per semester in addition to regular salary, in accordance with relevant policy (i.e. Department Definition and Department Chair Compensation Policy or equivalent).

Section 3. Counselors shall be generally hired on an A contract.

Section 4. A counselor may be offered or may request to work on a different contract type from the one in which the counselor was initially hired (or currently under). Such requests are recommended by the Department Chair and approved by the respective Vice President (or applicable chain of command). A counselor, however, may not be compelled to work on a different contract type from the one in which the counselor was under (at the execution of the Collective Bargaining Agreement) and may not be subject to prejudice if he/she refuses a change in contract type. If moved to a new contract, the counselor may return to the contract type on which he/she was initially hired, upon recommendation by the Department Chair and approval by the respective Vice President (or applicable chain of command).