1.00 GENERAL INFORMATION

1.01 PURPOSE and MISSION STATEMENT

The purpose of Williams Baptist College, Walnut Ridge, Arkansas, as set forth in Article I, Section 2 of the Constitution of Williams Baptist College under which the College was founded is stated as follows:

"The purpose of this institution shall be to maintain a college and academy course for the training of the ministry and the youth of Arkansas and Missouri that may seek instruction under its direction. It shall seek to inculcate Christian ideals and to encourage Christian missionary zeal for all the nations of the earth."

This mission, initially codified in 1941, ultimately expanded to encompass national and international student recruitment. The current Williams Mission Statement and Purpose Statements were re-examined and revised spring, 1996. The Institutional Academic Goals were adopted in the spring of 1997. These similarly reflect an expanded sphere of service.

*Williams’ mission is to recruit actively, admit responsibly, instruct effectively, and influence positively both traditional and non-traditional students seeking intellectual, social, emotional, physical, and spiritual growth within the philosophical orientation of a conservative Christian worldview, the Judeo-Christian heritage, and Western culture. Fulfilling its mission to educate, equip, and enrich students to be articulate and contributing members of a global society, Williams requires a general curriculum of arts and sciences with opportunities to pursue liberal arts and professional degrees. Williams accomplishes its mission through a wide range of student services, a qualified faculty and staff, athletic programs, an aesthetically-pleasing campus, appropriate facilities, current technological support, opportunities for cultural encounters, and a spiritual atmosphere which emphasizes faith and family values.*

1.02 PURPOSE STATEMENTS AND INSTITUTIONAL ACADEMIC GOALS

1.02.01 PURPOSE STATEMENTS

To provide opportunities to profess, practice, and strengthen one’s faith and to encounter Biblical values.

To provide a caring campus community with opportunities for service to others, leadership preparation, and wholesome recreation.

To provide and assess programs of liberal arts, professional studies, and lifelong learning for a diversified traditional and non-traditional student body.
To provide an organization responsive to the needs of students, personnel, programs, and facilities, with a commitment to planning and leadership.

To provide an aesthetically pleasing campus glorifying to God’s creation.

To provide and execute a plan which secures adequate resources to sustain and advance the institution.

To provide a positive image of the quality programs, faculty, students, staff, and graduates of the college.

To provide and maintain serviceable facilities which sustain the mission of the college.

To provide a technologically sophisticated infrastructure which supports academic, student, and administrative services.

To provide cultural experiences, thought-provoking events, and educational enrichment for the campus community and the community at large.

To provide a healthy athletic atmosphere which engages the team members, the campus community, and the community at large.

To provide desirable housing for students and faculty.

1.02.02 INSTITUTIONAL ACADEMIC GOALS

To produce students who demonstrate an understanding of the Judeo-Christian heritage and Christian world view.

To produce students who demonstrate the ability to communicate effectively across the curriculum.

To produce students who demonstrate the ability to reflect critically upon the world, the environment, society, and self.

To produce students who demonstrate the ability to apply the principles of scientific method to become more effective problem solvers.

To produce students who demonstrate an appreciation for a healthy lifestyle that will promote lifelong health and fitness.

To produce students who demonstrate a competence in at least one particular body of knowledge.

1.03 HISTORY

In 1936, during the bleak days of the Great Depression, Dr. H. E. Watters, former President of Georgetown College in Kentucky and Union University in Tennessee, made a heroic but futile effort to re-open Jonesboro Baptist College in Jonesboro, Arkansas. The Jonesboro
school succumbed to financial exigencies in the early 1930s after only a few years of life. Jonesboro Baptist College had not been the first Baptist educational venture in Northeastern Arkansas. In 1899, Baptists established the Maynard Baptist Academy in Randolph County, and Woodland Baptist College had flourished briefly in Jonesboro from 1902 to 1911. Despite the tradition of Baptist education in Northeastern Arkansas and Watters' diligent efforts, there was to be no revival of Jonesboro Baptist College. Yet, Watters had not failed entirely. His dramatic appeal for Baptist education inspired others, notably H. E. Williams.

In 1941, Williams, the pastor of the First Baptist Church in Pocahontas, led in the establishment of Williams Baptist College (originally Southern Baptist College) in that town. For several years Dr. Williams had been building support for such a venture and in the spring of 1941 when he learned of the availability of a suitable building he pressed forward with an organizational meeting. On June 10, 1941, several hundred people from Northeast Arkansas and Southeast Missouri gathered in Pocahontas to formerly establish a college. Among those in attendance were alumni of Jonesboro Baptist College and Maynard Academy. The new college, which opened on September 10, 1941, was in a very real sense the descendent of the earlier colleges. Indeed, Williams Baptist College ultimately inherited the large library of the Jonesboro school and the first dean of the College was an alumnus of Maynard Academy.

For five years the College experienced steady growth at Pocahontas, but on December 26, 1946, the administration building with much valuable equipment was destroyed by fire. The College was then moved to the Marine Corps Air Base, near Walnut Ridge, and classes resumed on January 6, 1947. Across the years the College has erected many permanent, modern buildings to replace the temporary buildings acquired from the Air Base.

A milestone was reached in the history of the institution in 1948 when the Arkansas Baptist State Convention voted to include the College in its budget. Another significant development occurred in 1968 when the Arkansas Baptist Convention officially adopted Williams Baptist College as a member of its family of institutions; the College is now owned and operated by the Convention.

In 1963, the North Central Association of Colleges and Secondary Schools extended accreditation to Williams. At the commencement in the spring of 1973, the College Trustees announced that Dr. H.E. Williams, who had served as President for thirty-two years had been appointed President-Emeritus and Special Representative for Development for the College and that Dr. D. Jack Nicholas had been elected to become the second President of the institution. Nicholas had served the College since 1966 in various capacities as Chair of the Psychology Department and as Vice President. On November 9, 1983, the parent body of Williams Baptist College, the Arkansas Baptist State Convention, officially approved the proposal of the Board of Trustees that Southern Baptist College become a baccalaureate-degree granting institution. On July 1, 1991, Dr. Jimmy A. Millikin assumed the Presidency of the College. On August 1, 1993, Dr. Gary C. Huckabay became the fourth President of Williams Baptist College. Dr. Jerol B. Swaim’s tenure as President began in July 1995. Prior to his selection as the College’s fifth president, Swaim had served at Williams for more than thirty years as Professor of History, Academic Dean, and Executive Vice President.

### 1.04 DOCTRINAL STATEMENT

Williams Baptist College is owned and operated by the Arkansas Baptist State Convention, through a Board of Trustees elected by the Convention. The following is our doctrinal statement:

WE BELIEVE that there is one God, manifest in three persons, the Father, the Son and the Holy Spirit;
WE BELIEVE that Jesus is the Son of God, was born of a virgin, was wholly God and wholly man, lived a sinless life, died as a substitutionary sacrifice for the sins of mankind, was buried, arose bodily from the grave and ascended into Heaven;

WE BELIEVE in the literal, imminent return of Jesus Christ to earth;

WE BELIEVE that the Bible is the Word of God without any error, the sole authority for life;

WE BELIEVE that man is a special creation of God, made in his image;

WE BELIEVE that mankind fell through the sin of the first man, Adam, and that all men are sinners in need of salvation;

WE BELIEVE that salvation is a gift given through repentance toward God and faith in the Lord Jesus Christ;

WE BELIEVE that every person who truly is saved is eternally secure in the Lord Jesus Christ;

WE BELIEVE that those persons who die in their sins spend eternity in Hell and those persons who die with their sins forgiven spend eternity in Heaven;

WE BELIEVE that baptism is in obedience to the command of Christ and is by immersion after salvation;

WE BELIEVE that the church is a local body of baptized believers with the Lord Jesus Christ as the head;

WE BELIEVE that each believer has direct access to God through the Lord Jesus Christ;

WE BELIEVE in the separation of church and state, but not in the separation of God and government.
2.00 GOVERNANCE

2.01 BOARD OF TRUSTEES

2.01.01 METHOD OF SELECTION

The Board of Trustees is elected by the Arkansas Baptist State Convention. The Board is composed of twenty-four official trustees. The State Convention elects eight new trustees each year to serve for three years.

In addition to the officially elected twenty-four trustees, the Board may elect representatives from other states to serve as advisory members on the Board.

2.01.02 RESPONSIBILITIES

The constitution of the Arkansas Baptist State Convention states, "The Convention shall elect trustees to manage and to operate institutions and agencies it may possess. . .."

Presently the Board of Trustees meets three times per year. Normally the Executive Committee of the Board will meet an additional three times each year.

The Board of Trustees shall provide for the employment of such executive and administrative officers, faculty, and staff as the Board deems necessary to the efficient management and operation of the College.

The Board of Trustees shall have power to prescribe the course of study and the requirements for graduation.

The Board of Trustees shall have power and authority to raise money for the use and benefit of the College.

2.01.03 COMMITTEE STRUCTURE

The committee structure is utilized by the Board. There are five major committees and the Executive Committee. The five committees of the Board are the Academic Affairs, Capital Provisions, Fiscal Affairs, Institutional Advancement/College Relations, and Student Affairs. The chair of these respective committees comprise the Executive Committee.

2.01.031 EXECUTIVE COMMITTEE

The Executive Committee shall consist of the Chair, Vice-Chair, and Secretary of the Board, and the Chairs of the five Committees of the Board--Academic Affairs, Capital Provisions, Fiscal Affairs, Institutional Advancement/College Relations, and Student Affairs.

The Executive Committee shall meet at the call of the President of the College and/or the Chair of the Board or by any three members of the Executive Committee. When the Board of Trustees is not in session, the Executive Committee shall have all the power of the Board of Trustees with reference to the management and business of the College not contrary to the established policies of the Board of Trustees, except in the matter of incurring any debt on said Board. The Executive Committee shall also serve as an Advisory Council for the President of the College.

A quorum of the Executive Committee shall consist of a majority of the regular members of the committee.

Minutes of all meetings of the Executive Committee shall be recorded and all actions of the committee shall be reported to the Board of Trustees at its next meeting.

The President of the College is an Ex-Officio member of the Executive Committee.
2.01.032 ACADEMIC AFFAIRS COMMITTEE

The Academic Affairs Committee shall be responsible to the Board for recommending educational policies designed to achieve the educational objectives of the College. The committee shall review the recommendations of the President concerning the educational operations, the curriculum, the faculty, and salaries. It shall advise the President and recommend to the Board of Trustees both immediate action and long-range programs for approval.

2.01.033 CAPITAL PROVISIONS COMMITTEE

The Capital Provisions Committee shall periodically review the maintenance and plant operations of the College and the overall development and improvement of the College campus, and submit reports with regard to these matters to the Board of Trustees.

2.01.034 FISCAL AFFAIRS COMMITTEE

The Fiscal Affairs Committee shall be responsible to the Board of Trustees for recommending business policy for the effective and efficient operation of the College, for reviewing the fiscal operation of the College, and for evaluating compliance with fiscal policies. This committee shall, in conjunction with the officers of the Board, review the annual budget of the College as prepared by the administration and present same with its recommendations for changes or additions to the Board of Trustees.

2.01.035 INSTITUTIONAL ADVANCEMENT/COLLEGE RELATIONS COMMITTEE

The Institutional Advancement/College Relations Committee shall concern itself with the advancement of the College through the relationships between the College and its various publics and constituencies. This committee will provide counsel and leadership in the fund-raising programs of the College. This committee shall recommend to the Board of Trustees and to the President of the College measures which may be implemented to improve the image of the institution or its relationship with its various publics.

2.01.036 STUDENT AFFAIRS COMMITTEE

The Student Affairs Committee shall be responsible to the Board for recommending student affairs policy and for evaluating compliance with student affairs policy and the achievement of the goals established. It shall be concerned with the quality of life of the students on the campus and shall advise the President and the Board on matters affecting life at Williams Baptist College.
2.02 PRESIDENT

The President is elected by the Board of Trustees and is the Chief Executive Officer of the College, directly responsible to the Board for the effective operation of all phases of the College program. Under the direction of the Board, the President is charged with the administering of the policies of the College and with insuring that institutional objectives are accomplished. Emanating from this general responsibility are the following functions: Stimulating effective teaching and learning; coordinating and evaluating the planning of the future of the institution; participating in the Development Program, and assisting in securing additional resources necessary for financial stability; and keeping the Board of Trustees advised of the activities and condition of the College so that they may make wise decisions based upon the information pertinent to the decisions. The President is responsible for the establishment, organization, and operation of an administrative structure which will effect the efficient operation of the College. The President is responsible to present to the Board of Trustees nominations for faculty members and executive officers.

The President is the official representative and spokesman for the College, as well as the avenue of communication between the Board of Trustees and the members of the administration and faculty, staff, and student body.

The President is an ex-officio member of the Board of Trustees and of each trustee committee, each administrative committee and each faculty committee. The President is a member of the faculty and is Chair of the President’s Cabinet and the Administrative Council.

2.03 VICE-PRESIDENT FOR ACADEMIC AFFAIRS

The Vice President for Academic Affairs (generally referred to as Academic Dean) is directly responsible to the President and is responsible for the planning and administration of the academic budget and educational program of the College; leading the faculty in the establishment and maintenance of quality programs and instruction which are consistent with the philosophy, purposes, and objectives of the institution; coordinating the self-study and accreditation process; supervising the academic advising process; reviewing and certifying the credentials of all candidates for appointments to the faculty; and, with the concurrence of the respective divisional chair, recommending to the President such candidates for employment.

The Vice President for Academic Affairs is chair of the faculty, ex-officio member of the Academic Affairs Committee, and supervisor of the Registrar. (See Appendix A for Registrar's responsibilities.) In the absence of the President the Vice President for Academic Affairs serves as the Chief Executive Officer of the College.

2.04 VICE PRESIDENT FOR BUSINESS AFFAIRS

The Vice President for Business Affairs is directly responsible to the President for the administration of the fiscal and financial affairs of the College in such a way as to facilitate the educational aims of the institution, while at the same time, maintaining fiscal integrity and economy. This official serves as the fiscal officer in respect to the receipt, payment, investment, and accounting for the funds of the College; serves as the budget officer by assisting the President and other College officials in the preparation of the budget and by being responsible for the central administration of the budget and for reports of the fiscal program of the College; assumes responsibility for funds designated as "endowment funds" to insure compliance with all conditions, restrictions and designations imposed by the donors in the use of the funds and their income; serves as the designated officer responsible for the auxiliary services of the institution (including the cafeteria, student center, book store) and the procurement required in the operation
of the institution.

Additional responsibilities include directing the care and handling of College property in the areas of custodial services, building maintenance, grounds maintenance, heating, electrical plumbing, and air conditioning systems, painting and repair; and in collaboration with other executives involved, employing of office and plant personnel, establishing personnel procedures, administering the Employee Benefits Program, and handling general personnel management problems.

2.05 VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

The Vice President for Institutional Advancement is directly responsible to the President and is the planner and supervisor of the Resource Development Program of the College. The responsibilities of this official include securing the financial support necessary for the annual operating budget of the College and for capital improvements through operations of an annual giving program, capital funds, alumni giving, estate planning, and deferred giving. The Vice President for Development supervises the Director of Annual Giving and Alumni Affairs. (See Appendix A for respective responsibilities.)

2.06 VICE PRESIDENT FOR ENROLLMENT MANAGEMENT AND STUDENT SERVICES

The Vice President for Enrollment Management and Student Services is directly responsible to the President and is responsible for overseeing the entire student enrollment and student services program of the College. Specific responsibilities include providing administrative oversight for all admissions, financial aid and student services administrative staff; (see Appendix A for respective responsibilities); nominating to the President suitable administrative personnel in the above mentioned areas; and recommending and oversight of the annual budget for the various areas. This vice president also serves as Director of Admissions.

The Dean of Students and the Director of Financial Aid report to The Vice President for Enrollment Management and Student Services.

2.07 VICE PRESIDENT FOR COLLEGE RELATIONS

The Vice President for College Relations is directly responsible to the President and is responsible for communications with the College’s various constituencies, working with other offices at the College to help coordinate communications, and enhancing relationships with the College’s various constituencies.

2.08 PRESIDENT’S CABINET AND THE ADMINISTRATIVE COUNCIL

The President’s Cabinet is composed of the President and the five Vice Presidents, as well as other invited administrators. The President serves as the convener of the group and its chair. The President’s Cabinet meets weekly on a schedule established by the President or on call of the President. A faculty representative and a staff representative meet with the Council once each month.

The purpose of the Cabinet is to share information among these five major administrative officials of the College and to serve in an advisory capacity to the President.

The Administrative Council is composed of the President, the five vice-presidents, the Dean of Students, and all directors. The President serves as the convener of the group and its
The Administrative Council meets once each month on a schedule established by the President or on call of the President.

The purpose of the Council is to share information among these administrative officials of the college and to serve in an advisory capacity to the President.

2.09 ACADEMIC STRUCTURE

The Academic Dean is the chief academic officer and is responsible for the planning, supervision, and administration of the educational program of the College.

2.09.01 ACADEMIC COUNCIL (Commonly referred to as Department Heads Meetings)

The following academic officers are members of the Academic Council which is chaired by the Academic Dean: Division Chairs, Head Librarian, and Department Chairs. The Council meets on a regular monthly basis. The functions of the Council are to:

- Help communicate information to the faculty through the established academic structure.
- Advise the Academic Dean on academic policies and procedures.
- Formulate academic policies and procedures which may be referred to the appropriate standing or ad hoc committee of the faculty.

2.09.02 DIVISION CHAIRS

The Division Chair serves as the link between the faculty and administration. Divisional chairs are appointed on a year-to-year basis, upon recommendation of the Academic Dean to the President. The appointment is an assigned one and a chair may resign the administrative assignment without embarrassment and without prejudice to his/her future role as a full-time teaching faculty member. The teaching load for the Divisional Chair will be 12 hours per semester. Monetary compensation for this service will be awarded at the rate of $1,200 per academic year.

Division chairs are responsible to the Academic Dean and perform those functions assigned by that official. Specific responsibilities are as follows:

- Assume a major role in the supervision of the instructional process.
- Work closely with department heads and area faculty members in the development and revision of courses, the development of course syllabi, and the selection of texts and other instructional materials.
- Assume a major role in the recruitment, selection, direction, and evaluation of all full and part-time instructional staff within the Division.
- Maintain faculty morale by preventing and resolving conflict and by arranging for the effective and equitable distribution of faculty responsibilities.
- Assume the responsibility for outcomes assessment within the Division.
Serve on the Academic Council which is chaired by the Academic Dean and has the following functions:

- Advise the Dean on academic matters.
- Recommend to the Dean new academic policies.
- Recommend to the Dean alterations in existing academic policies.
- Respond, on the Dean's request, to new proposals regarding faculty or academic affairs.

Schedule regular meetings of the Division as required.

Co-ordinate and consolidate a preliminary budget for the Division and supervise and monitor expenditures within the approved division budget by:

- Reviewing and making recommendations concerning all purchase requisitions and other expenditures emanating from faculty in the Division.
- Adjusting funds (with the approval of the Academic Dean) within the Division.

Providing status reports on activities within the Division such as instructional assignments, class size, preparing an annual report for the Academic Dean reflecting Division accomplishments during the year, plans for the following year, recommendations and suggestions.

- Formulating the master schedule each term in conjunction with the Academic Dean and Registrar.
- Coordinating and reviewing the preparation of the College catalog and other printed materials relating to the Division.
- Maintaining a file of all divisional course syllabi.
- Assuming a major role in the fall, spring, and summer pre-registration and registration process.

2.09.03 DEPARTMENT CHAIR

The Department Chair serves as a link between the faculty, Division, and administration. Department Chairs are appointed on a year-to-year basis by the President upon the recommendation of the Academic Dean in consultation with the Division Chair. The appointment is an assigned one and a chairperson may resign the administrative assignment as chair without embarrassment and without prejudice to his/her future role as a full-time teaching faculty member. Compensation will be awarded at the rate of $800 per year. The Departmental Chair is responsible to the Division Chair and the Academic Dean and performs those functions assigned by them. Specific responsibilities include:

- Assume a major role in departmental programs and course development, revision of existing courses, and departmental outcomes assessment.
- Assume a major role in the supervision of the instructional process, development of course syllabi, selection of texts and other instructional material.
· Make recommendations to the Division Chair concerning departmental class schedules; providing status reports on activities within the Department such as instructional assignments and class sizes, and preparing an annual report for the Division Chairperson reflecting departmental accomplishments during the year, plans for the following year, as well as recommendations and suggestions.

· Assume a major role, in consultation with the Divisional Chair, in the recruitment of all full-time and part-time instructional staff and in the recommendation of such to the Academic Dean.

· Encourage and maintain faculty morale by preventing and resolving conflict, and by arranging for the effective and equitable distribution of faculty responsibilities within the Department.

· After consultation with the department members, recommend books and other learning resources relating to the subject matter of the department for purchase by the library and media center.

· Recommend a preliminary budget for the department to the Divisional Chairperson and administer the approved departmental budget.

· Maintain a file of all course syllabi and first-day handouts developed within the department.

· Assume a major role in the academic advising process, approving degree plans for students within the department, and consulting with the Academic Dean regarding other related academic matters.

· Co-ordinate and review the preparation of the College catalog and other printed material relating to the department.

· Promote the Department by encouraging departmental faculty to attend professional meetings.

· Work with admission counselors in recruiting students for the department.

· Schedule regular meetings of the Department as needed.

· Assume a major role in the fall, spring, and summer pre-registration and registration process.

2.09.04 HEAD LIBRARIAN

The Head Librarian is directly responsible to the Academic Dean for the planning and administration of the entire library operation. The responsibilities and concerns include:

· Administer policies and rules concerning the library.

· Maintain close relationships and communications with administrators, faculty, students, and committees.
• Administer library budget as determined by Learning Resources Committee of the faculty and approved by the faculty.

• Compile annual library report for the administration.

• Serve on Learning Resources Committee as ex-officio member.

• Aid in providing library instruction for each freshman English class and other groups as needed.

• Compile and produce library handbooks.

2.09.05 COMMITTEES OF THE COLLEGE

Committees are appointed by the President from the faculty to facilitate the operation of the College. The committee assignments are made at the beginning of each school year and are announced in the annual faculty workshop.

2.09.05.01 ACADEMIC AFFAIRS AND ADMISSIONS COMMITTEE

The Academic Affairs Committee is composed of three faculty members with the Academic Dean as ex-officio member. The purposes of this committee include generating and considering proposals for change in academic policies and bringing these to the attention of the general faculty with recommendations the Committee may deem appropriate, ascertaining the extent to which current academic policies are being followed, and considering and determining the admittance of a student who does not meet qualifications for admission as set forth in the College catalog.

2.09.05.02 ATHLETIC COMMITTEE

This committee is composed of three faculty members. The purposes of this committee include coordinating the athletic program with the overall purpose and schedule of the institution, bringing to general attention any recommendations for change in athletic policies, promoting a program of inter-collegiate and intramural athletics worthy of a campus of Christian purpose.

2.09.05.03 CAPITAL PROVISIONS COMMITTEE

The Capital Provisions Committee is composed of three faculty members with the Vice-President for Business Affairs acting as an ex-officio member. The purposes of this committee include making suggestions to the administration concerning the development of the physical plant, promoting programs of fund raising and development, reviewing and making suggestions concerning maintenance, building use and need of repairs, and serving as an advisory committee in the planning and designing of new facilities.

2.09.05.04 CHAPEL AND SPIRITUAL LIFE COMMITTEE

The Chapel and Spiritual Life Committee is composed of three faculty members with the Vice President for Enrollment Management and Student Services acting ex-officio. The purposes of this committee include planning the chapel programs each Wednesday which are designed to meet the specific needs of College students, improving the spiritual condition of
every member of the College community by Christian charity and citizenship, church attendance, chapel participation, campus ministries involvement, private and group devotionals and prayer, and participation in other pertinent spiritual organizations.

2.09.05 DISCIPLINE COMMITTEE
The Discipline Committee is composed of three faculty members with the Dean of Students as ex-officio member. The committee's function is to act upon student misconduct in accordance with the standards of conduct and rules of procedure for student disciplinary action as enacted by the Board of Trustees of Williams Baptist College.

2.09.06 FINANCIAL AID/SCHOLARSHIP COMMITTEE
The Financial Aid/Scholarship Committee is composed of three faculty members with the Vice President for Business Affairs and Director of Financial Aid as ex-officio members. The purposes of this committee include recommending and reviewing financial aid policies, bringing to general attention any new policies they deem pertinent, and reviewing all financial aid awards.

2.09.07 LEARNING RESOURCES COMMITTEE
The Learning Resources Committee is composed of three faculty members with the Head Librarian, Director of Media/Learning Center, and Academic Dean as ex-officio members. The purposes of this committee include advising the Librarian and Director of the Media Center on the departmental allotments for the purchase of books and Audio-Visual materials, reviewing library and Media Center policies, and referring recommendations as to policies, facilities, and services to the faculty and/or faculty committees as appropriate.

2.09.08 LECTURE/CONCERT COMMITTEE
The Lecture/Concert Committee is composed of three faculty members. It is responsible for planning, making all arrangements, and publicizing the events through newspapers, radio-television media, and campus channels.

2.09.09 PUBLIC RELATIONS COMMITTEE
The Public Relations Committee is composed of three faculty members with the Vice President for College Relations and Admissions Counselors acting ex-officio. The purposes of this committee include considering plans for attracting and retaining students, promoting the image of the College, and suggesting methods by which the institution can provide community services.

2.09.10 STUDENT LIFE COMMITTEE
The Student Life Committee is composed of three faculty members. The Dean of Students shall serve as ex-officio member.

The major purposes of this committee are:

- To propose or consider recommendations for change in the policies pertaining to student life. All proposed policy changes will be cleared through the (a) faculty, (b) administration, and (c) the Board of Williams Baptist College before changes become effective and published in the appropriate materials.
· To assist the Student Affairs Office and/or the Administration and the Student Government in promoting programs and activities which will improve student personnel services and consequently student morale, recruitment and retention.

· To act as a board of hearing at the informal level regarding student grievances concerning (a) housing, (b) cafeteria, and (c) class and chapel attendance and other matters of non-academic student life. This procedure shall interface with the College Grievance Procedure Policy, Part B, Section 3.

Appeals of grievance must be submitted in writing to the Chair of the Student Life Committee through the Dean of Students. The Committee recommendation shall be final unless the student or his/her advocate initiates further appeal as delineated in the College Grievance Procedure. In no case shall the Committee initiate or make recommendations concerning disciplinary action. If in the course of the hearing, facts are revealed in which disciplinary action is deemed necessary the student shall be remanded to the appropriate dean for his/her consideration.

2.09.06.11 TECHNOLOGY COMMITTEE

This committee consists of three faculty members. The Academic Dean and Director of Computer Services are ex-officio members. The Committee has advisory responsibility concerning campus technology policy. The committee has no independent policy-making prerogative, but may make recommendations to the administration and/or faculty concerning the use of the campus technology resources.

3.00 GENERAL POLICIES

3.01 Renewal of Contracts

· Decisions concerning the reappointment of administrative personnel are made soon after the beginning of the calendar year. Contracts are ordinarily issued by the first of March for the contract year of July 1 through June 30 indicating the salary for the forth-coming year and other conditions of employment. Contract personnel have 15 days in which to sign the contract and return it. Raises for the forth-coming year are always contingent upon reaching the budgeted FTE requirement.

· Just as the employee trusts the integrity of the College when a contract is signed, the College trusts the integrity of the employee. Consistent with professional ethics, the College expects a faculty appointee to be bound by the contract when an agreement is made.

3.02 Termination of Appointment

· Non-reappointment of employees is recommended by the respective supervisors.

· Advance written notice of non-reappointment is furnished by the College no later than February 1 of the spring semester of the academic year in which the appointment is ended.
3.03 CONTRACT PERIOD

Contracts for administrators and administrative staff cover the period from July 1 to June 30.

3.04 SALARY

The salary of each administrator or administrative staff is established by the President based upon the individual's education, experience, the general market conditions in the respective area, and the existing salary structure within the College. The Board of Trustees will have full and final authority over all salaries.

It is the responsibility of each employee to keep the Business Office informed of any changes in income tax exemptions or salary deductions.

3.05 MOVING ALLOWANCE

Assistance for moving to the campus shall consist of the College paying the cost of the rent and customary vehicle expense for a U-Haul truck or similar vehicle. The maximum amount of assistance shall be $750.00. Reimbursement will occur upon the presentation of the proper receipts, invoices, etc.

3.06 ATTENDANCE OF REGULAR SCHEDULED ACTIVITIES

Except when ill, out of town on approved business, or otherwise specifically excused, all administrative staff are expected to participate in faculty meetings, workshops, special all-campus events, Homecoming, and Commencement exercises. Chapel attendance is particularly important for the example set before students. Administration and faculty are encouraged to participate in as many other student activities as time will allow.

3.07 UPHOLDING COLLEGE POLICIES

All employees and students may propose and advocate policy change and seek exceptions and reconsideration, but the employee is expected to uphold existing policies until they are changed.

Employees should be careful not to demean one another, to encourage disregard for College policies, or to encourage disrespect for the considered judgment of individuals or committees responsible for various aspects of the College. Criticism and complaints should be directed to the person or group to which they refer, and every effort should be made to resolve problems and conflicts amicably. Discussions should be private and not before students.

3.08 BUSINESS AND POLITICAL ACTIVITY

The College cooperates with the business community and government, and business and political speakers are invited to campus from time to time. Good citizenship and participation in government are encouraged. It should always be remembered, however, that the College is nonpartisan and should not be used for personal or political advantages. Candidates for office may visit the campus and may be endorsed by individuals, but it should always be clear that the
individuals speak for themselves and not for the College.

3.09 INSTITUTIONAL ADVANCEMENT

Employees provide leadership for alumni and other donors to the College through their voluntary contributions, recruitment of prospective students, and assistance in identifying or contracting potential donors. Most faculty and staff members make monthly contributions through payroll deductions. Others make quarterly, semi-annual, or yearly donations. Special purpose contributions, such as memorial gifts to the Library Book Fund are welcomed. Some favor the College in their wills. For details contact the Vice-President for Development.

Every full-time employee of the College is expected to participate in the giving campaign of the College.

3.10 CALENDAR OF EVENTS

The date, time, and place of activities and programs should be submitted to the Dean of Students as far in advance as possible so that conflicts may be avoided.

3.11 SURVEYS AND DISSEMINATION OF INSTITUTIONAL DATA

Any person who wishes to engage in research that involves the total institution or subgroups of the institution must obtain a clearance for such research from the Academic Dean. The procedure to be followed includes the submission of a brief proposal including (1) the objectives of the project, (2) the population to be studied, (3) the procedures to be used to collect data, including samples of questionnaires, (4) the statistical treatment to be applied to the data, and (5) the proposed dissemination of the results.

After the proposal has been approved, the data collected and conclusions drawn, the project will be reviewed and approved by the Office of Academic Affairs before dissemination of results and conclusions.

3.12 CHURCH AND COMMUNITY SERVICE

Employee involvement in church and civic activities provide visibility and bring good will to the College, and is encouraged.

4.00 FRINGE BENEFITS

It is essential that the employee make application for the applicable fringe benefits upon initial employment in order to avoid providing proof of eligibility.

4.01 HOSPITALIZATION INSURANCE

All full time permanent employees are eligible to participate in a group dental/hospitalization plan. Permanent employees are considered to be those who work at least 30 hours per week for a minimum of 9 months. The College pays the full premium of a single policy for the employee. The employee has the option to participate as an individual or to include the family at additional personal expense. There is a one-month waiting period. For
coverage to begin on September 1, all paper work must be completed in the Business Office prior to August 1. Application for this benefit must be filed in the Business Office.

4.02 LIFE INSURANCE

Participation in a group, term-life insurance policy is available for each full-time, permanent employee. The College will pay one-half of the premium on a policy which provides insurance for 2.5 times the annual salary. A physical examination may be required if one does not participate at time of employment. Application for this benefit must be filed in the Business Office.

4.03 SALARY CONTINUANCE INSURANCE

The College pays the premium for salary continuance insurance. This provides 66 2/3 percent of the base monthly salary received immediately prior to commencement of disability, subject to a maximum of $3,000 per month. This monthly disability benefit is reduced by the monthly pro-rata portion of any benefits payable under any state, federal, or employer's sponsored disability plan. Application for this benefit must be filed in the Business Office.

4.04 ANNUITY BOARD RETIREMENT PLAN

Williams Baptist College participates in the Southern Baptist Convention Annuity Plan. During the first year of employment, the College will match 3% of the employees annual salary. After the first year of employment, for employees contributing 3%, the College will contribute 4%. If the employee contributes 4% or more after the first year, the College will contribute 5%. Five percent is the maximum College contribution. Application for this benefit must be filed in the Business Office.

4.05 SOCIAL SECURITY

Federal law requires the College to pay social security taxes on all employees who are not licensed or ordained ministers. One-half of this tax is withheld from the employee's check and the other half is paid by the employer. As present federal law regards licensed or ordained ministers as self-employed persons, the College cannot include them in their regular social security program. But the law requires licensed or ordained ministers to participate in social security. The College will pay one-half of the tax which the minister is required to pay on the salary he receives from the College. For the ministers filing quarterly reports, this one-half of the social security is to be paid by the individual and refunded by the College at the end of each calendar year.
The following persons are eligible for benefits under the Employee Scholarship Plan:

- Full-time employees
- Spouses of full-time employees
- Dependent children of full-time employees

For the purposes of this plan, dependent children are defined as a dependent student by the FAFSA (Free Application for Federal Student Aid).

Recipient’s Responsibility:
Before eligible persons may qualify for this plan, they must satisfy all requirements for admission to Williams, complete all necessary financial aid forms and accept all Federal, State, and Outside (any non-college related aid) Financial Aid for which they qualify (excluding loans).

An Employee Scholarship Plan application must be filed with the Office of Financial Aid by February 1 for the fall semester and October 1 for the spring semester. An application must be filed for each semester of attendance.

The intention of the plan is to assist employees and their families with tuition and double occupancy residence costs, rather than covering all related educational expenses.

The Plan Covers:
- Tuition charges according to the restrictions below
- Double occupancy room charges

The Plan Does Not Cover:
- Textbooks
- Private Music Fees
- Lab Fees
- Student Activity Fees
- Directed/Independent Study
- Private Room Charges
- Cafeteria Charges
- Audits
- Online Classes
- Course work towards a second baccalaureate degree

Restrictions:
For Employees:
- Scholarship dollars will be applied to 100% of outstanding tuition charges.*
- Employees must complete the course with a grade of C or better or reimburse the College for the tuition charges.
- If an employee withdraws from the class, the employee must reimburse the College for the tuition charges.
- If employment is terminated during the semester, the scholarship will be prorated.
- Employee enrollment will not be used to determine if there is a sufficient number of students to make a class.
With the approval of the immediate supervisor, an employee may enroll in one class per semester at WBC. On class days, the employee will be limited to a 30 minute lunch break.

**For Spouses:**
Scholarship dollars will be applied to 100% of outstanding tuition charges.*
Spouses must maintain a 2.0 cumulative GPA to continue to receive this scholarship.
If the spouse withdraws from the class, the semester’s tuition charges will be prorated.
If the College employed spouse’s employment terminates during the semester, the scholarship will be prorated.
There is a one year waiting period from the date of hire for this benefit.
Spousal enrollment will not be used to determine if there is a sufficient number of students to make a class.

**For Employee’s Legally Dependent Children:**
Scholarship dollars will be applied to 100% of outstanding tuition charges.*
Dependent children must maintain a 2.0 cumulative GPA to continue to receive this scholarship.
If the parent’s employment terminates during a semester, the scholarship will be prorated.
Dependent children’s enrollment will not be used to determine if there is a sufficient number of students to make a class.

If an employee’s dependent unmarried son or daughter desires to live in the residence halls, requests may be made to the Director of Student Housing and permission may be granted under the following conditions:
Priority will be given to dependents of employees who live off campus.
Permission may be granted after the last day of registration, depending on room availability.
If a private room is available, the employee would be required to pay the difference between a private room and a double occupancy room.
Permission is granted on a per-semester basis. The cost for eating in the cafeteria would be paid by the dependent or employee at the same rate as other resident students.

*Outstanding charges are defined as any tuition charges less any Federal, State, and Outside aid.*
Williams Baptist College Employee Scholarship Plan Application
(Read Policy 3.13.06 prior to completing this form.)

This application must be completed for each semester of attendance. Approved applications must be submitted to the Financial Aid Office. Applicant must apply for any Federal, State, and Outside aid that he/she may be eligible for.

Student Name ___________________________ SS# _______________________

Address ________________________________

Employee Name _________________________ Position _______________________

Address ________________________________

Degree Working Toward ________________________________

Anticipated Completion Date

____________________________

Planned number of hours ______ Semester (circle one) Fall Spring Summer

____________________________

Student Signature Date

____________________________

Employee Signature Date

(Policy 3.13.06; Attachment A)

4.07 SICK LEAVE – BEREAVEMENT LEAVE

Sick leave shall accumulate at the rate of one day per month with a maximum of fifty (50) days accumulated. The official record of absences due to illness will be maintained in the Business Office. Each supervisor is responsible for filing monthly absentee reports with the Business Office absences due to illness or bereavement. Sick leave may also be used to care for immediate family members: spouse, child, mother, or father. It may also be used for the bereavement of the before mentioned, as well as immediate in-laws, siblings, and grandparents, up to a maximum of 3 days..

The Family and Medical Leave Act of l993 (FLMA) allows eligible employees (male or female who have worked at Williams for at least 12 months, and for at least 1,250 hours during
the 12 months preceding the start of the leave) to take up to 12 workweeks for leave, during any
12-month period for specified reasons. Any accrued sick leave will be considered a part of the
allowed 12 workweeks. The employee will receive the regular compensation for the accrued sick
leave. The remainder of the leave will be leave without pay.

With some exceptions, the FLMA requires that employers provide each returning
employee with the same position or with an equivalent position with equivalent benefits, pay,
and conditions of employment. The College maintains health insurance coverage for employees
during leave under the regular group health plan. However, if the employee does not return from
a leave for reasons other than a continuation, recurrence, or onset of a serious health condition,
the employee will be required to repay the College for the cost of the premium during the leave
period.

The employee must provide at least 30 day’s notice when the leave is foreseeable, such as
for the expected birth or adoption of a child. When this is not possible, employees are required
to provide as much notice as is practical.

4.08 PERSONAL NECESSITY LEAVE

Administrative support staff are eligible for 3 personal necessity leave days per year.
(During the initial year of employment one day is accrued every 4 months). No personal
necessity leave days will be taken unless they are previously approved by the immediate
supervisor. Personal necessity leave is non-cumulative and must be used during the fiscal year
which begins on July 1 and ends on June 30. (Depending on the calendar, one personal necessity
day is often used to extend the Christmas holidays so that the offices are closed for an entire
week. In such years, employees will be eligible for 2 days of personal necessity leave.)

4.09 VACATION LEAVE

After the first year of employment an employee is entitled to two (2) weeks of vacation.
The employee may take one week of vacation after working at least six months and then be
entitled to another week after six more months; or work for 12 months and be entitled to two
weeks of vacation. After fifteen (15) years of employment, an employee is entitled to three (3)
weeks of vacation. Normally, an employee will not be approved to take the three weeks
consecutively. Vacation days are non-cumulative. Vacation requests must be approved in
advance by the immediate supervisor.

After the initial year of employment, with the written permission of the supervisor, an
employee may under special circumstances take vacation time during the early part of a fiscal
year. If employment is terminated prior to having actually earned the vacation days used, the
final check will be docked for unearned vacation days.

The College operates on a fiscal year system from July 1-June 30. An individual may
carry-over vacation days into the next fiscal year through the first Friday of August. Such “carry-
overs” have to be approved by the respective supervisors. The Business Office should be
informed on the monthly absentee/vacation reports (specifically July or August) if the vacation
days listed are from the previous year. Vacation days not used by the first Friday of August
would then be lost.
4.10 PAID HOLIDAYS

Non-teaching employees receive twelve (12) paid holidays each year. The specific days are determined by the President, usually following an advisory vote of the affected employees. The typical set of holidays has been:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independence Day</td>
<td>1 day</td>
</tr>
<tr>
<td>Labor Day</td>
<td>1 day</td>
</tr>
<tr>
<td>Thanksgiving</td>
<td>2 days</td>
</tr>
<tr>
<td>Christmas</td>
<td>5 days*</td>
</tr>
<tr>
<td>New Year’s</td>
<td>1 day</td>
</tr>
<tr>
<td>Good Friday</td>
<td>1 day</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>1 day</td>
</tr>
</tbody>
</table>

* Depending on the calendar, one personal necessity day is often used to extend the Christmas holidays so that the offices are closed for an entire week.

4.11 HOUSING (Revised 9-1-98)

The College furnishes housing for faculty and administration and encourages them to take advantage of that benefit. To enable the employee to participate fully in the life and activities of the College, community residence within the area is expected except during leaves of absences and vacation periods.

Employees who are eligible for free housing shall be entitled to College housing only for the purpose of full-time occupancy. Any employee who has possession of a house and does not maintain full-time occupancy shall relinquish possession of the house. Any employee planning to be absent from the house under his/her possession for a period to exceed six weeks shall direct a request in advance to the President if he/she wishes to maintain possession of the house.

When an employee is no longer in the employment of Williams Baptist College, the house is to be vacated within thirty (30) days of the end of the current contract period. In response to a written request by the former employee the President may exercise the prerogative of extending the period to July 1.

There are 27 houses located in the College housing area. Houses not used by employees are rented to students. All houses on College Avenue are exclusively faculty/staff houses. All houses on Faculty Drive and 434, 444, and 456 Eagle Drive, to the extent possible, are also set aside for faculty/staff housing. Since some of the houses are larger than others, an employee may elect to move if a more desirable house becomes vacant. Notices are sent to each employee living in faculty housing announcing that a house has been vacated. Those desiring to move into the vacated house have two weeks to notify the Business Office. All decisions are based on seniority of employment. In the event that an eligible employee member living off campus desires to move into College housing, that employee must notify the Business Office of that desire. This request would be considered on the same seniority basis when the next house becomes vacant.

A $250.00 cleaning deposit is required prior to moving into Campus Housing. If the services of the house-keeping and/or maintenance staff are required for cleaning purposes before the house can be occupied again, the cost of labor and cleaning supplies will be deducted from this deposit prior to refunding the deposit.
5.00 GENERAL PERSONNEL POLICIES

5.01 RELEASED TIME FOR EDUCATIONAL PURSUITS

Released time for educational pursuits by administrative personnel must be approved by the President of the College except when such training can be obtained on Saturdays or at night without loss of time. An administrator may take regular vacation for seminars or other short courses without special approval.

5.02 RETIREMENT AGE

Williams Baptist College considers 70 to be the normal retirement age. Employees become eligible for retirement benefits at age 65.

5.03 CHURCH DUTIES

Each faculty member and staff member of the College is expected at all times to maintain consistent and sincere church relationships. It has never been the policy of the Board or of the Administration to designate the church that anyone should attend, but it is their policy to expect everyone to attend the services in the community where they live. Faculty members should consider that the example set forth in this area is a tremendous influence upon students who attend the College. People who are faithful in church attendance encourage students to give proper consideration to their own spiritual responsibilities.

5.04 STAFF REDUCTION POLICY

The purpose of the Staff Reduction Policy is to provide a mechanism and plan for achieving a defensible balance for meeting the financial realities faced by the institution, the educational obligations to the students, and the well-being of the employees of WBC. Factors which might compel retrenchment are as follows: reduced enrollment, reduced level of financial support, inflation, and changes in student course selection.

Steps on which staff reduction plans will be based:

- Up-to-date data on enrollments, courses, and programs will be maintained and trends projected.
- Courses and programs where over-staffing or under-staffing presently exists or appears likely to occur will be pinpointed.
- Reduce non-salary expenditures where feasible.
- Encourage voluntary leaves and retirement.
- Re-assignment of personal when formal preparation will permit.
- Terminations will occur when required, as follows:
  - In over-staffed course and program areas in the following order:
    - Temporary part-time.
    - Continuing part-time.
    - Full-time faculty, not-tenured and tenured administrators, and staff.
  - If the reduction resulting from the above is not sufficient, additional reductions will be made in the following order in all divisions to the extent required by the
circumstances:
- Temporary part-time.
- Continuing part-time.
- Full-time faculty, non-tenured, administrators, and staff,
- Full-time faculty, tenured.

Terminations will be recommended by the President, appropriate Vice-President
and Division head on the basis of the above steps and acted upon by the Board
of Trustees.

Terminated personnel will be provided the following:
- A written statement of the basis of the decision to terminate.
- A description of the manner in which the decision was reached.
- Information and data which were used in reaching a decision.
- An opportunity to respond.

5.05 COMMUNITY PARTICIPATION

Each administrator is considered a citizen of the community and county in which they
live. They are expected to maintain good relations as a citizen, participating in community
affairs which are consistent with Christian principles and the highest traditions of the educational
profession.

5.06 OTHER EMPLOYMENT

Outside employment may be permitted but is not encouraged and definitely should in no
way limit the employee in his service with the College. Administrative personnel desiring to
undertake additional employment of any nature are expected to check with the immediate
supervisor and President concerning such employment. Part-time work such as church work is
permissible, subject to review by the Administration, so long as it does not detract from the
individual's performance of his College responsibilities.

5.07 CHRISTIAN LIFE STYLE

5.07.01 STANDARDS OF CONDUCT

All Williams Baptist College faculty and staff are expected to live an exemplary Christian
life both on and off campus. This section will specify WBC’s expectations and indicate the
disciplinary process which will be followed if a faculty member violates WBC’s standards of
Christian conduct. Again, the standards described below do not constitute an exhaustive list of
“Christian conduct expectations.” Other expectations (e.g. essential and basic, personal, and
professional civility) also are included in this broader definition of Christian conduct that is
expected of all employees. Despite these high expectations of Christian conduct, the College
recognizes that incidental lapses in good judgment or conduct may occur, but it must be
understood that patterns of misconduct will not be tolerated.

Alcohol-Illegal Drugs: Williams Baptist College expects that all employees will neither
consume nor engage personally in the production, sale, or distribution of beverage alcohol or
illegal drugs.
Sexual Relationships Outside of Marriage: Williams Baptist College expects that all employees should refrain from all sexual relationships outside of marriage.

UNLAWFUL HARASSMENT POLICY: (Revised 9-28-09) The conduct has the purpose or effect of having a negative impact upon the individual's work performance or of creating an intimidating, hostile or offensive work or educational environment. Under most circumstances, harassment refers to the type of conduct that is pervasive, repetitive, and that is sufficiently severe to alter the conditions of an employee's employment or a student's education or employment. It also may refer to a single incident that is sufficiently outrageous or harmful, in and of itself, that it substantially alters the conditions of an employee's employment or interferes with that individual's ability to perform job related responsibilities. Employees also should not confuse harassment with supervision. Supervisors have the right and responsibility to define the job that they want an employee to perform, as well as the manner in which an employee must perform that job. Thus, close supervision of an employee (which includes, but is not limited to, counseling and warnings about job performance, inappropriate conduct, or other performance issues) is not considered to be an example of unlawful harassment.

Examples of Harassment: Harassment can take many forms and will vary with the particular circumstances. Examples of unlawful sexual harassment prohibited by this policy may include, but are not limited to, the following: unwanted flirtations, advances and/or propositions of a sexual nature; deprecating remarks, insults, humor, jokes and/or anecdotes that belittle or demean an individual's body or clothing; unwelcome and/or offensive displays of sexually suggestive objects or pictures; unwelcome and offensive touching, such as patting, pinching, hugging or repeated brushing against an individual's body; sexual assault; and/or suggestions that submission to or rejection of sexual advances will affect decisions regarding such matters as an individual's work assignments, status, salary, benefits or other terms or conditions of employment. Conduct that is part of a consensual relationship is not considered harassment, but only if the relationship is freely and mutually agreed by both individuals. A prior consensual relationship does not permit subsequent unwelcome or unwanted harassment.

*Harvey A. Silvergate, David Frency, Greg Lukianoff, Guide to Free Speech on Campus. Philadelphia: foundation for Individual Rights in Education, 2005. P. 83. The Supreme Court has held… that for students at colleges and universities, behavior, to qualify as “hostile environment” discriminatory harassment, must be “unwelcome” and “discriminatory” speech or conduct, undertaken “because of” an individual’s race or gender. The behavior must be so “severe,” “pervasive,” and “objectively offensive” that it has the “systemic effect” of denying the victim “equal access” to education.

**As a private, religiously-based institution the College reserves the right to restrict employment to individuals who share the core tenets of a traditional, evangelical Biblical theology and lifestyle.

Criminal Behavior: Williams Baptist College requires all employees to demonstrate due regard and respect for law. In the event one of its faculty or administrative staff members is in jeopardy before the law, either for the sake of conscience or for the purposes of testing the validity of particular provisions of law through deliberate violation, Williams Baptist College will not seek to protect him or her from due process of law. Regardless of the action of the courts, however, Williams reserves the right to determine whether a faculty member is fit to retain membership in the academic community.

Williams is a tobacco free campus.

5.07.02 VIOLATION OF STANDARDS OF CONDUCT
If a faculty or administrative staff member’s behavior is not consistent with Williams Baptist College’s standard of conduct, a penalty ranging from warning or reprimand to immediate termination may be imposed. The specific penalty imposed will be determined by the nature and severity of the violation and will take into account any past disciplinary record. If there is evidence of a serious breach of Williams Baptist College’s standard of conduct (e.g., a felony crime or serious moral turpitude) the President has the authority to suspend the faculty member pending the resolution of the charges. The specific penalty imposed will be determined by the President of the College.

5.07.03 CHAPEL AND RELIGIOUS ACTIVITIES

All full-time faculty and administrative staff are expected to participate in religious emphases and activities sponsored by Williams for personal enrichment and as an example and encouragement to their colleagues and to students.

All full-time faculty are expected to attend chapel on a regular basis. Chapel affords an opportunity to share in the joys and sorrows experienced by the College family and is vital to enhancing the spirit of Christian community. No meetings or activities should be scheduled during Chapel services.

5.07.04 CHURCH MEMBERSHIP

Williams Baptist College is owned and operated by the Arkansas Baptist State Convention and the faculty and administrative staff are expected to adhere to Williams Baptist College’s Mission Statement. It is required that all faculty and administrative staff be persons who have accepted Jesus Christ as Lord and Savior, and who are active members of a local Christian church which adheres to an evangelical faith consistent with the historic religious beliefs of Southern Baptist.

Preference in employment is given to those who are active and loyal members of Southern Baptists churches. If an employee is a Baptist, he or she is expected to be faithful in their participation in a local Baptist church. If not a Baptist, then the employee must maintain loyal participation in a local Christian which adheres to an evangelical faith consistent with the historic religious beliefs of Southern Baptist. People who are faithful in church attendance encourage students to give proper consideration to their own spiritual responsibilities.

If a faculty or administrative staff member’s denominational affiliation changes, the faculty or administrative staff member must inform the President of Williams Baptist College. In a conference with the President, the faculty or administrative staff member’s future relationship with a College will be determined.

5.07.05 Policy on Sexual Behavior Related to Personnel and Students (REVISED 09.21.2012)

Williams Baptist College was founded in 1941 by Baptists. It is an institution of the Arkansas State Baptist Convention. As a Christian academic community in the Baptist tradition, we believe that men and women are created in the image of God. We affirm the intrinsic worth of every individual.

We respect and appreciate cultural backgrounds other than those of our own. We respect opinions and attitudes other than our own. We seek to show honor, respect, and dignity to all individuals.
In accordance with scripture, we believe that the cornerstone of a Christian sexual ethic is faithfulness in marriage between a man and a woman and abstinence in singleness. Sexual activity outside the biblically-sanctioned marriage relationship falls short of God’s desire for humanity.

Thus, Williams Baptist College holds to a biblical sexual ethic and definition of sexual identity. But because we believe that all men and women are created in the image of God, we believe in the love and grace of God for all people, for those who live by a traditional sexual ethic and those who do not.

Based on our understanding of biblical standards, the values of the College community do not condone sexual impropriety, such as the use of pornography, pre-marital sex, adultery, co-habitation on or off campus, homosexual activity including same-sex dating behaviors, and all other sexual relations outside the bounds of marriage between a man and a woman. Williams does not endorse or approve of the trans-gendered lifestyle. Thus, we welcome all qualified individuals to our campus, but we do not condone sex-related behaviors that are contrary to our values and our interpretation of scripture {Genesis 1:26-28, Genesis 2:23-24, Leviticus 19:2, Micah 6:8, 1 Corinthians 6:18-20, Galatians 5:16-26, Ephesians 5:1-4}.

The prohibition of these behaviors is expressed herein with respect and love to all those individuals who disagree with this policy. We treasure the freedom of conscience under God that He grants to all humans and we seek not to rob any individual of that freedom. Yet, herein we seek to exercise our freedom of conscience to unapologetically affirm a traditional Christian sexual ethic and require that all who are employed and/or enrolled adhere to this standard.

5.08 COMPUTER USE POLICY

5.08.01 GENERAL PRINCIPLES:

The use of campus computers and campus sustained computer/e-services (including e-mail, internet, College provided software and hardware) is a privilege and not a right. And while the College attempts to encourage a thorough engagement of students, faculty, and staff with a comprehensive array of e-services, it by no means concedes its responsibility to supervise these services in a manner consistent with College's philosophy and existing regulations.

Misuse of Williams Baptist College Computers and E-Services:

Obviously, use of campus computing equipment and e-services (including e-mail, internet, College provided software and hardware) for any and all illegal activities is strictly prohibited (including, but not limited to: "using electronic communications to violate the property rights of authors and copyright owners; violating any software license or copyright, including copying or redistributing copyright software. . . . defamatory remarks . . . and the transportation of obscene materials across state lines"¹). Moreover the College prohibits the use of College computers and campus e-services (including e-mail, internet, College provided software and hardware) for:

1. Obscene purposes (accessing, distributing, creating obscene material).
2. Injurious conduct (personal attacks on others characterized by slander, defamation, threats, intimidation).
3. Importation of materials without regard to the impact those materials may have on the overall quality of services for other users of campus e-services.
4. Personal activities (beyond those normally associated with the use of telephones or other
   campus information systems).
5. Employing campus computers or e-services in any dishonest manner, including but not
   limited to the fabrication of research data and information.
6. Reading other users' information or files without written permission.
7. Circumventing campus system logon(s) or other security measures.
8. Modifying or removing campus computing equipment without authorization from the
   Director of Campus Computing Services.
9. Commercial use of campus computers and e-services without the express written consent of
   the President.

**Privacy Notification:**

User privacy of campus computing services is not guaranteed. **Warning:** All e-mail sent
to or from this address (any and all computing equipment owned by Williams Baptist College)
will be received and or otherwise recorded by Williams Baptist College e-mail system and is
subject to archival, monitoring or review by, and/or disclosure to, someone other than the
recipient.

**Sanctions:**

Supervisors are expected to enforce the Computer Use policy, reporting suspected
violations to the President and/or the Vice President for Academic Affairs. Those violating
Computer Use policy are subject to penalties ranging from official reprimand, to permanent
suspension of campus computing privileges, to dismissal. **Warning:** faculty and staff are
responsible for the proper use of the computing equipment assigned by Williams Baptist College
for their professional use: this means that faculty and staff place themselves in a potentially
compromised position when they allow others to use their assigned equipment.

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1Policy statements, appended from the University of Nebraska and Vanderbilt University.
6.00 OTHER SERVICES, DUTIES REGULATIONS, AND POLICIES OF INTEREST

6.01 SECRETARIAL HELP

The College does not have sufficient staff to provide full-time secretarial help for each faculty member or department. However, student help is made available through the work-study program to each faculty member who needs clerical assistance. Requests for student help are coordinated through the Office of Financial Aid.

6.02 TELEPHONE SERVICE

Each administrator is assigned an access number which must be entered immediately after dialing a long-distance number. Work-study students should never be given the access number. The system automatically generates a computer printout of all long distance calls for each access number. Charges for all long distance calls are charged to the respective departmental budgets. Long-distance calls must be restricted to College business by College personnel.

6.03 MAINTENANCE OF FACULTY AND STAFF HOUSING

The College shall be responsible for the general maintenance of houses furnished to the administrative officers, teaching faculty, and eligible staff personnel. Such maintenance shall include:

- Roof repairs and periodic repair and painting of exterior walls.
- Interior painting if needed when employee first occupies house. If interior is in good condition, expense of re-painting to color scheme desired by employee shall be borne by employee. After employee has occupied a house (apartment), repainting shall be done at College expense not more frequently than once every 7 years.

The College shall be responsible for maintaining the heating systems, electrical systems and plumbing systems in proper working order except in cases of unauthorized alterations or misuse of these systems by residents.

The College employee shall be responsible for:

- Expenses connected with additions and modifications of housing desired by employee. Additions and modifications to houses must be authorized by the Vice-President for Business Affairs.
- Special utility hook-ups required for appliances of employee which were not originally a part of the house.
- Maintenance of air-conditioning equipment.
- Maintenance of equipment not originally a part of the house (apartment), i.e. vent hoods, etc.
- Keeping lawn mowed and edged and shrubs and trees trimmed.
At the end of his/her work with the College, the employee shall be responsible for leaving the house which he/she has occupied in generally the same condition as when he/she took occupancy. Such obligations include, but are not limited to the following:

- The employee who removes fixtures (such as plumbing and electrical) which he/she purchased and installed, is responsible for replacing the original equipment at his/her expense while vacating the house.

- The employee will not permanently install carpet (with tack-board or glue) unless he/she intends for it to become property of the College. The employee shall in no case remove such permanently-installed carpet.

- The employee who cuts a hole in any wall to install an air conditioner is responsible for leaving the air conditioner as installed or for returning the wall to its original condition when vacating the house.

The final pay check due a College employee will not be rendered until the requirements described above are met. Should the employee fail to fulfill the requirements within 30 days of his last pay period an amount sufficient to accomplish same shall be withheld from his/her final check and the balance paid the employee.

5.08 SECURING SUPPLIES

College policy requires that all purchases in the name of the College shall be made only through the budget control process. A supply of requisition forms may be secured from the Business Office. In requisitioning items the following procedure will be followed:

- Fill out requisition form giving full information, description, prices, etc.

- Secure the signature of the chair of the division or budget manager of the office requesting the item.

- File requisition in duplicate with Business Office.

- Business Office will process requisition form showing source of funds, budget allowance, code, etc.

- Three signatures must be made on form before order can be placed. The following order of approval is in order: Departmental Chair, Vice-President for Business Affairs, President.

- A pink copy of the purchase order is then sent to the person signing the requisition.

When material is received, the pink slip is initialed and returned to the accounts payable office.

Emergency orders for repair parts for equipment will be allowed only when the Business Office is closed and loss of money would result from delay. Special requisition forms are
required for these purchases and all such purchases are subject to refusal by the administration if no emergency exists at the time of the purchase. Any person who buys anything or contracts for any service in the name of the College without following the above regulations will be personally liable for any obligation involved.

Many routine office supplies are kept in stock in the Business Office and can be usually secured immediately upon presenting the requisition with a division head's signature.

5.09 BUDGET MAKING PROCESS

An annual budget for the College is prepared by the President and the Vice-President for Business Affairs, and it is administered through the Office of Business Affairs. The budget process takes place usually each year in December through February. There is generally a preliminary meeting of all budget managers in early December. The President and the Vice-President for Business Affairs apprise the managers of anticipated revenues for the next fiscal year. Each budget manager then presents formal budget requests. Budget requests are then reviewed by the President, the Vice President for Academic Affairs, and the Vice President for Business Affairs. Depending upon the relationship of requests to anticipated revenue, it may be necessary to convene another meeting of all budget managers. Ultimately after various negotiations and careful study, the recommended budget is presented to the Board of Trustees by the President for approval in the Board's spring meeting. If the anticipated fall enrollment is not met, the President may find it necessary to present a revised budget to the Board in the September meeting for their consideration.

It should be understood that even after the budget is approved there is no guarantee that a requisition to purchase a particular budgeted item will be automatically approved. Each requisition for purchase will be given new consideration in light of the current overall financial condition of the College.

Budget managers should never adopt the viewpoint that they must spend a certain amount of money because the amount was budgeted or because funds might be left in the respective budget at the end of the year. It does not follow that money left in a budget account means there is money in the bank. Unused balances of budgets will not carry forward from one fiscal year to the next.

The Office of Business Affairs distributes monthly reports to each budget manager through the respective Vice-Presidents and/or Divisional Chairs. The Vice-President for Business Affairs should be consulted if questions arise pertaining to the budget.

5.10 CAMPUS MAIL

A U.S. Post Office is located in the Administration Building of the College. Free boxes are provided for all employees of the College. The College will provide postage for mailing matters concerning College business. A deposit box for such mail is located in the Post Office and mail should be deposited not later than 3:00 P.M., if one desires it to be processed the day of its mailing. Free postage is not provided for personal correspondence.

6.07 OFFICE HOURS

All offices that serve students directly are expected to remain open during the lunch hour. This is to be done by office personnel staggering their lunch hour. Administrative offices that are especially affected by this policy are as follows: Admissions, Business Office, Dean and Registrar’s Office, and Financial Aid Office.

As a general rule the College does not provide compensatory time. Every effort is made
to make it possible for employees to complete the days work by either 4:30 p.m. or 4:00 p.m.
during the summer. The normal work week in most businesses is 40 hours. Since the offices are
open 37 ½ hours per week during the actual fall and spring semesters and 30 hours per week
during the summer/special schedule periods, the offices are open approximately 225 hours
(approximately 5 ½ weeks) per year less than the 40-hour-per-week offices. Although the
reduced-hours policy was initiated for the convenience of the office personnel, this benefit should
be taken into consideration when an employee is asked in emergency situations to work beyond
the normal time. However, supervisors are expected to be sensitive to the personal needs of
those whose positions require regularly scheduled, extended travel assignments.

6.07.01 FALL AND SPRING SEMESTER

During the fall and spring semesters, administrative offices are open from 8:00 a.m. to
4:30 p.m., Monday through Friday, with one hour off for the noon hour and a 15 minute break in
the morning.

6.07.02 SUMMER/SPECIAL SCHEDULE

During the summer months, between semesters, and during spring break, normally the
office hours are from 9:00 a.m. to 4:00 p.m. with one hour off for lunch and no break. These
hours may be modified by the President.

6.08 FLOWER FUND

For the convenience of the faculty and staff in expressing sympathy to those who are
bereaved, a flower fund is maintained in the Business Office. Contributions are invited
periodically as needed. Flowers are sent to the funerals of members of the faculty and staff as
well as members of their immediate families (spouses, parents, and children).

6.09 KEYS

Keys to meeting rooms and buildings other than the Sloan Center and the Maddox Center
are secured from the Office of Student Affairs. These keys are not to be loaned or duplicated

6.10 LOST AND FOUND

The Dean of Students Office maintains a depository for articles which are found on
campus, and lost items often may be located there. Students, faculty, and administrators are
encouraged to use this service.

6.11 FACILITIES USE BY OFF-CAMPUS GROUPS

The College/s facilities are primarily for college use. Requests by off-campus groups to
schedule use of facilities must be endorsed by a campus organization or the Administrative
Council., and must be in harmony with the philosophy of the College, which is a Christian
institution.
A request from any group for an activity which might be disruptive to the process will be denied. Requests initiated by off-campus groups/individuals will be evaluated by the Administrative Council.

6.12 GUIDELINES FOR SOLICITING, FUND RAISING AND CONCESSIONS AT WILLIAMS BAPTIST COLLEGE

Solicitation is not permitted on the campus unless the person doing the soliciting is in possession of a properly issued, and un-revoked, current solicitation permit or comes within one of the exceptions set forth below.

- Employees of Williams Baptist College desiring to engage in fundraising activity must submit a written proposal to the Vice President for Institutional Advancement for authorization. Proposals should include the following: purpose of activity, desired outcomes, rationale, methods(s) of solicitation, and a list of prospects to be solicited. As a general rule, proposals that include the solicitation of Board of Trustee members and/or current donors will not be authorized.

- Student organizations requesting permission to conduct money-raising projects may do so by using "Petition for Money-Raising Activity" forms which are available in the Office of Student Affairs. Such requests must be first approved by the Dean of Students and then by the Vice-President for Institutional Advancement.

- Persons other than students at WBC wishing to obtain "WBC Solicitation Petition" shall do so by making application to the Vice-President for Business Affairs.

- Speakers or performers appearing on the campus under contract with the College who wish to sell items in connection with their appearance must obtain prior approval from the College.

- The sale of food items is regulated by the Vice-President for Business Affairs.

The exemptions from these regulations are as follows:

- College official whose officially assigned functions involve solicitation for official College purposes.

- Benevolent community fund-raising efforts approved by the President for regular campaigns on the campus.

6.13 AFFIRMATIVE ACTION POLICY

See Appendix B for the stated affirmative action program goal, policy statement, and procedures.

6.14 Gifts, Honoraria, or Awards

Gifts, honoraria, or awards for students, current faculty and staff, or retiring or departing staff, paid for with institutional funds may not exceed $50 per
individual, per fiscal year, without prior approval by the Vice President for Academic Affairs, the President, or the Vice President for Business Affairs
A1.00 DEAN OF STUDENTS

The Dean of Students is responsible to the Vice-President for Enrollment Management and Student Services. The duties of the Dean of Students involve the following:

- Supervising the overall non-academic student life of the campus.
- Administering all areas of student housing on campus.
- Serving as administrative liaison between the student body and other constituent parts of the College.
- Monitoring chapel attendance.
- Planning and organizing the Honors Day Chapel program.
- Coordinating the official College calendar.

A2.00 DIRECTOR OF ADMISSIONS (See VP for Enrollment Management)

The Director of Admissions is responsible to the Vice President for Enrollment Management and Student Services. The duties of the Director of Admissions involve the following:

- Supervise recruitment personnel and procedures.
- Present complete admissions policy in detail to all members of the recruiting staff at least once a year in a formal meeting.
- Bear the responsibility for enforcing all admissions policies.
- Present a monthly report to the President on the areas of admissions counselors and the number of student applications received.
- Examine and pass upon the qualifications of students for admission to the College.
- Refer exceptional admission cases to the Academic Affairs Committee for their recommendation concerning admission.
- Notify applicants of their admission and report them to the Registrar.
- Prepare statistical evaluations concerning the students admitted each year and report this to the faculty in a faculty meeting.
- Present to the Registrar a complete folder on each newly admitted student once the student has formally registered.
- Issue to each student who has been granted admission to the College an official
registration permit.

- Initiate all correspondence with regard to the admission of new students.

**A3.00 ATHLETIC DIRECTOR**

The Athletic Director of Williams Baptist College is a full fledged member of the faculty with academic rank, reports directly to the President for the inter-collegiate athletic program, and is an ex-officio member of the Faculty Athletic Committee which formulates athletic policies. Specific responsibilities for the Athletic Director are as follows:

- Select, orient, and evaluate all members of the athletic department with appropriate job descriptions and assignments. All coaches are members of the academic community with full faculty status.

- Prepare all athletic budgets and demonstrate fiscal responsibility for individual sports and all of the support services.

- Sign appropriate contracts for respective sports.

- Supervise and maintain all facilities and equipment necessary for the administration of a successful athletic program. This includes the coordination and timing of all scheduled games and practices and facilities. All games are to be placed on the Master Calendar of the college at the earliest possible date.

- Coordinate the necessary examinations and care for student athletes. This includes appropriate insurance coverage as well.

- Provide leadership for the necessary recruiting program to insure quality athletes in respective sports to enroll at the College.

- Represent Athletic Department interest on all appropriate committees and groups to maintain and strengthen the individual athletic interest of the College.

- Officially represent the College athletic interest in the appropriate athletic conference.

- Represent the Athletic Department in the larger College community by membership in service organizations and by promoting community interest in the athletic programs.

- Provide counseling and meaningful services to student athletes in particular and the total student body at the College, serving as a proper example of a Christian coach.

- Be responsible for observing office hours just as other faculty members and notifying the Office of the President when it is necessary to be away from campus.

- Be responsible to Academic Dean for classes. Care should be exercised in scheduling athletic activities around teaching obligations. Class dismissals must be cleared with the respective departmental chairs.

- Protect college liability at all times.
A4.00 DIRECTOR OF COUNSELING

The Director of Counseling is responsible to the Vice President for Enrollment Management and Student Services.

Duties:

· Coordinate the counseling services for Williams Baptist College students.

· Supervise and coordinate the faculty in the freshman advising program.

· Counsel students as requested or referred (career, educational, and personal).

· Serve as coordinator for off-campus counseling referrals.

· Supervise Career Planning, and Off-Campus Student Employment Services.

· Facilitate small groups in New Student Orientation.

· Train student development staff in specific skills: counseling, group facilitation.

· Provide professional counseling.

· Represent the Counseling Department on the Student Services team at Williams Baptist College and attend Student Services Staff meetings.

· Observe office hours just as other faculty members and notify the Vice President for Enrollment Management and Student Services when it is necessary to be away from the campus.

· Responsible to Academic Dean for classes. Class dismissals must be cleared with the departmental chair.

· Protect college liability.

A5.00 DIRECTOR OF INTRAMURALS

The Director of Intramurals is responsible to the Dean of Students and is responsible for directing the intramural program.

A6.00 DIRECTOR OF FINANCIAL AID

The Director of Financial Aid is responsible to the Vice President for Enrollment Management and Student Services. It is the director's responsibility to award and account for all financial aid awarded to WBC students. In addition, the Director of Financial Aid is responsible for the continued compliance of the College as an "eligible institution" (as defined by the Federal Government) for obtaining the necessary funds for financial aid awards, and for accounting of these awards in compliance with the guidelines and regulations as established by the Department of Education and the Department of Federal Assistance Financing Systems. The following are
among the specific duties:

- Develop and maintain a catalog of all student financial aid (federal and otherwise) available at the College and have committed to memory the basic facts concerning each.
- Receive all financial aid applications on all federal programs. Make determination of amount of aid each student is to receive as allowed by the federal guidelines.
- Process the federally-insured student loans.
- Accumulate all information necessary to make workstudy assignments according to the student's interest, preparation and the College's needs. Make all workstudy assignments subject to the approval of the Student Financial Aids Committee. Notify student and supervisor of the assignment and the number of hours to be worked.
- "Package" each student with the necessary financial aid (federal and otherwise) from all the programs for which the student qualifies including scholarships, various loans, guaranteed bank loans, workstudy, grants and submit each "package" to the Financial Aid/Scholarship Committee for approval.
- Notify, at the earliest possible date, the student of the financial aid which he/she is to receive and furnish an official awards letter.
- Inform each student of his/her financial responsibility in connection with his student financial aids, i.e., loans to be paid, etc.
- Maintain an accurate file on each student who received financial aid and update the records as changes are made during the year.
- Keep running totals of the different funds in order to distribute them efficiently and prevent over-spending.
- Complete all federal reports relating to financial aids.
- Attend the various meetings pertaining to federally funded financial aid programs.
- Execute the necessary correspondence to assure that the available student aid funds (federal and otherwise) are ready for use as needed. Notify the Business Office of the type and amount of aid (federal and otherwise) awarded each student one week prior to registration.

**A7.00 REGISTRAR**

The Registrar is responsible to the Vice-President for Academic Affairs (Academic Dean) and is primarily responsible for maintaining accurate academic records, co-ordinating registration, processing grades, and in cooperation with the Academic Dean, coordinating commencement activities. Specific responsibilities are as follows:

- In co-ordination with the Academic Dean, formulates and directs the registration
process and prepares class rosters.

- Maintains academic records and reports grades to students and/or parents.

- Prepares enrollment summaries by various classifications.

- Evaluates transcripts of transfer students.

- Develops summaries concerning grade-point scholastic standing and the Dean's and lists.

- Prepares a list of students who are on academic probation and/or suspension at the end of each semester.

- Checks the credentials of all candidates for graduation, certifies them for graduation and furnishes information concerning academic honors to the Academic Dean.

- Reviews CLEP test results and determines the amount of credit to be granted.

- In collaboration with the Academic Dean, edits the College catalog.

- Certifies veterans who are eligible for veteran benefits.

- Furnishes transcripts upon student's requests and according to the policies of the college.

### A8.00 DIRECTOR OF CAMPUS MINISTRIES

The Director of Campus Ministries is responsible to the President. The role of the Director of Campus Ministries is to provide leadership to the spiritual life of the campus, mobilize students, faculty, and staff for Christian service in the world, evangelize non-Christians, and facilitate the maturation and equipping of Christians. The Director provides leadership and supervision to all of these efforts with the exception of the required courses offered through the Department of Religion.

The Director generally performs duties during a daytime shift that coincides with the hours of operation of the Campus Ministries Office and is involved regularly in campus events and programs that occur on week nights and weekends when semesters are in progress.

### PROGRAM RESPONSIBILITIES

The following functions are essential to performing the duties required:

- Providing leadership for the spiritual life of the campus community.

- Coordinating the work of all student religious organizations.

- Directing student mission ventures (local, national, and international).
Directing the Chapel Committee in planning, implementing, and evaluating Chapel programs.

Directing special programming emphases of a spiritual nature, i.e. Religious Emphasis Week.

Serving as Chaplain to the College community.

Sending student ministry teams to area churches and mission sites.

Teaching in the Department of Religion and Philosophy.

ATTENDANT RESPONSIBILITIES

The Director of Campus Ministeries will also be responsible for the following:

- Communicating with faculty and staff concerning special counseling needs of students.
- Networking with professional counselors on and off campus for appropriate referral of counseling situations.
- Communicating with the Dean of Students and Residence Directors in regard to on-campus Bible studies and support groups.
- Communicating with the office of Academic Affairs concerning special needs and opportunities for students.
- Communicating with the Dean of Students with regard to extracurricular student activities and student life in general.
- Communicating with the Athletic Director with regard to the sending of athletes to area churches and mission projects.
- Cooperating with the Vice President for College Relations in communicating with local associations, pastors, and church staff members in regard to placing students in church ministry positions and in the planning of area-wide student ministry events.
- Cooperating with the Collegiate Ministry Team of the Arkansas Baptist State Convention in the sending of students to statewide conferences for fellowship, inspiration, training, and in the financial support and sending of student summer missionaries.

A09.00 DIRECTOR OF ANNUAL GIVING AND ALUMNI AFFAIRS

The Director of Annual Giving and Alumni Affairs is responsible to the Vice President for Institutional Advancement. The responsibilities of this official include being responsible for alumni relations, the annual phonathon, and working closely with the Vice President for Institutional Advancement with annual fund-raising efforts.
APPENDIX B

AFFIRMATIVE ACTION GOAL, POLICY, AND PROCEDURE

I. AFFIRMATIVE ACTION GOAL

The purpose of the Affirmative Action Program is that the students, technical and professional staff will be fairly represented and that no discriminatory practices result that are not explicitly within the realm of the religious tenets of the institution.

II. EQUAL OPPORTUNITY POLICY

It is the policy of Williams Baptist College to seek, employ, train, and promote employees on a non-discriminatory basis. This policy shall apply to all levels and phases of employee relationships and includes such areas as recruitment, testing, employing, training, promotion, transfer, leave policy, rates of pay, selection for advancement and other personnel matters. It is the policy of the College to recruit, admit and treat students fairly and equally on a nondiscriminatory basis. This policy shall apply to: admission and recruitment practices, student services and activities, financial assistance and work opportunities plus any other student-related activities.

III. EMPLOYMENT PROCEDURES

A. Recruitment of unskilled and technical personnel:

1. Current application files shall be activated and screened.
2. Collegiate staff shall be made aware of the vacancy and recommendations solicited.
3. An in-house publication of the vacancy notice shall be posted.
4. The appropriate College official contacts local and state agencies to determine if suitable applicants are available.
5. If there are no immediate responses from the above, contact shall be initiated with other schools, colleges, and universities and placement services.
6. Concurrently with the above, a newspaper ad listing the employment need is to be run in the Walnut Ridge Times Dispatch and the Jonesboro Sun for a period of not less than 7 and not more than 30 days.

B. Recruitment of Professional Staff:

1. Procedures for employment of faculty and administrative staff shall be of the basic pattern noted above. In addition, use will be made of various educational media and agencies such as: The Chronicle of Higher Education and the Council for Christian Colleges and Universities and the Association of Southern Baptist Colleges and Schools placement services for a period of not less than 7 and not more than 30 days.
2. Further, emphasis will be placed upon personal contacts between and among the existing management of the College with various placement directors and graduate program supervisors in colleges and universities. At no time shall actions or decisions be implemented through the Affirmative Action Program which will conflict with contracts, agreements, or with the Williams Baptist College Statement of Purposes and Policies.
IV. AFFIRMATIVE ACTION GRIEVANCE PROCEDURE

A. Separate Affirmative Action Grievance Committee shall be established for students, faculty, and non-professional staff. (See Appendix C).

B. Procedures:

1. The student or employee who has a grievance or complaint which cannot be apparently resolved through informal means shall request and promptly be granted a conference with the appropriate supervisor, administrator and/or other person to discuss the grievance. The appealing student or employee may (but shall not be required to), state the nature and substance of the appeal in writing. The person, supervisor, or administrator dealing with a particular grievance shall attempt to identify and dispose of any portion of the grievance which represents a misunderstanding of instruction, requirements, policy, or practice. The person, supervisor, or administrator may confer with other staff as necessary to establish facts regarding the appeal case and to review applicable rules and policies. The appealing student or employee shall be provided with a written summary of the circumstances of the appeal of grievance and the decision reached. Like copies shall be forwarded to the student's and/or employee’s file and other appropriate persons involved. The decision of the person, supervisor, or administrator shall be final unless appealed by the student or employee as provided below.

2. If the above written statement does not satisfy the employee or student, he/she may make within five (5) calendar days a written appeal to the appropriate Administrative Cabinet member who will probably schedule a hearing with the parties concerned. The Cabinet member will determine to what extent facts will be required in writing. Parties of the grievance will furnish information needed to the Cabinet member. The Cabinet member will review the facts and hold whatever interviews and discussions are deemed desirable. The Cabinet member will submit a written decision to all parties concerned in the grievance within fifteen (15) calendar days after receiving the appeal. Copies of the decision shall be filed in appropriate files.

3. If the decision of the Cabinet member in Step 2 does not satisfy any of the parties involved in the grievance or the decision is not promptly implemented, the matter may be appealed to the appropriate grievance committee through the Affirmative Action co-ordinator. The party requesting the appeal must submit a request within five (5) calendar days. After receipt of the second step decision, the appealing party shall provide a written summary of the specific facts of the complaint. Copies shall be provided to the other parties involved. The Affirmative Action Co-ordinator working with the Affirmative Action Committee, will conduct hearings, interrogations, investigations, and fact findings as deemed necessary. A written decision from the Affirmative Action Committee will be submitted to all parties concerned within fifteen (15) calendar days from the date the appeal is received.

4. If the decisions reached in steps 1-3 are not satisfactory or are not promptly implemented, any party of the grievance may appeal to the President of Williams Baptist College. The party requesting the appeal must submit such
within five (5) calendar days after receipt of the Affirmative Action Grievance Committee decision. The appealing party shall provide a written summary of the specific facts of the complaint, copies of which shall be provided at the same time to all parties concerned. The President may personally handle this step of the grievance or at his discretion may appoint an "ad hoc" committee. The President or "ad hoc" committee shall conduct whatever hearings, investigations, and fact finding considered necessary. The President will render his decision in writing to all parties concerned within fifteen (15) calendar days from the day the appeal is received.

5. If the decision in the above is unsatisfactory to any of the parties involved in the grievance or is not promptly implemented, the matter may be appealed to the Chairman of the Board of trustees of Williams Baptist College. The party submitting the appeal must do so within five (5) calendar days after the receipt of the President's decision. The appealing party shall provide a written summary of the specific facts of the complaints, copies of which be provided at the same time to all parties concerned. The Chairman of the Board of Trustees may personally deal with this step of the grievance or may at his discretion appoint an "ad hoc" committee. Persons shall be different than those who dealt with the matter previously. The Chairman of the Board of Trustees or the "ad hoc" committee shall conduct whatever hearings, interrogations, investigations and fact findings deemed necessary. The Chairman of the Board of Trustees will render his decision in writing to all parties concerning within fifteen (15) calendar days from the day the appeal is received. The decision of the Chairman of the Board of Trustees or "ad hoc" committee shall be considered final. At no time during the different steps of the grievance procedure should action be considered which will abridge contracts or agreements or the religious tenets of Williams Baptist College.
AFFIRMATIVE ACTION PLAN

Subject: Appointment of Affirmative Action Grievance Committee

I. The members of the Faculty Affirmative Action Grievance Committee shall be elected by the faculty on an “as needed” basis. The faculty shall elect two (2) members from their rank to represent them on the Grievance Committee. No administrator shall be elected.

II. The members of the Affirmative Action Grievance Committee for non-professional personnel shall come from the ranks of the non-professional employees. Two (2) members shall be agreed upon at the time of the grievance between the Affirmative Action Co-ordinator and the aggrieved party. If the two parties cannot agree upon two members, the selection of the committee members shall be submitted for arbitration under the rules which prevail at the time under the American Arbitration Society. The cost shall be borne equally by the institution and the aggrieved party and the decision obtained shall be binding. The Grievance Committee shall dissolve after the grievance has been resolved.

III. The members of the Affirmative Action Committee for students shall be agreed upon at the time of the grievance between the Affirmative Action Co-ordinator and the aggrieved party. Two (2) parties shall be selected as committee members to work with the Affirmative Action Co-ordinator. If the two parties cannot agree upon two members, the selection of the committee members shall be submitted for arbitration under the rules which prevail at the time under the American Arbitration Society. The cost shall be borne equally by the institution and the aggrieved party and the decision obtained shall be binding. The Grievance Committee shall dissolve after the grievance is resolved.

APPENDIX C
SEXUAL HARASSMENT COMPLAINT PROCEDURE Informal Complaint

Procedure: The Ombuds Level

An ombudsperson is an investigator appointed by the President or Chair of the Board of Trustees to consider complaints related to the College’s harassment policy. Complaints should initially be lodged with the Academic Dean (if the complaint involves faculty members only or a student and a faculty member) with the Dean of Students (if the complaint involves only students or students and non-faculty staff members) or the President (if the complaint involves non-faculty staff only). Once the complaint is lodged, the President is to be informed (if he/she did not receive the original complaint). The President will then appoint an ombudsperson. This individual will seek to resolve the complaint in an informal and confidential manner. The ombudsperson may arrange a meeting with all the parties concerned or meet individually with those involved. If the complaint is not resolved within 30 days, or if the complainant is dissatisfied with the resolution, formal procedures will begin. (Note the 30 day resolution period will continue into the following semester if the semester—when the complaint was lodged—ends before the 30 resolution period. If a resolution is reached satisfying all parties, then no formal documentation will be added to permanent personnel or student files.

Formal Complaint Procedure

Formal procedures require that the complainant submit a written complaint against the accused only after the informal procedure has failed to produce a satisfactory resolution. (Written complaints are to be filed in accordance with the process indicated under the Informal Procedure section.) In the case of student to student harassment, formal procedures will follow the normal student disciplinary process. All other formal complaints will be referred to the special Harassment Complaint Board (HCB). The HCB will consist of one member of the Board of Trustees (appointed by the President of the Board), the president of the Faculty Council, one senior administrator (appointed by the President—or in unusual circumstances, the Academic Dean). The HCB will review all pertinent information regarding the complaint, will meet with the parties involved formally in a manner determined by the HCB. The complainant and accused will be allowed to name an advisor from the College community. The advisor may attend the meetings of the HCB, but will not be allowed the privilege of the floor. The HCB will keep a detailed, written record of all meetings and decisions. A final disposition of the complaint is required 45 days from the date the written complaint was filed with the appropriate Dean or with the President. If the semester ends within the 45-day period, then the time period will extend into the next semester. Appeals of HCB decisions may be filed in the President’s Office (or in unusual circumstances with the Academic Dean’s Office) within 15 days of the HCB’s decision. Appeals may not be filed after the 15-day period. If the semester ends within the 15-day appeal period, then the appeal period will extend into the next semester. Appeals will be resolved by the Executive Committee of the Board of Trustees in a manner (time and process) determined by the President of the Board of Trustees; with the stipulation that all appeals must be resolved within 90 days from the date the appeal was received in the President’s Office.

Penalties

The President (or the President of the Board of Trustees in unusual circumstances) may impose penalties ranging from reprimand to dismissal. Except in circumstances where immediate action is necessary, the penalty shall not be imposed until the appeal process is complete, or until the time for appeal has expired.