Policy #6051 RETURN-TO-WORK POLICY

Responsible Oversight Executive: Vice President for Human Resources

Date of Current Revision or Creation: March 30, 2016

A. PURPOSE

Thepurpose of this policy is to provide a retultor-work environment that accommodates an employee's transition to full duty following an injury, illness, or other medical condition that precludes the employee from performing his/her assigned, regular duties.

B. AUTHORITY

<u>Virginia Code Section 282:3, as amende</u> ogrants authority to the Board of Visitors to establish rules and regulations for the institution. Section 6(a)(6) of the <u>Board of Visitors Bylawgrant</u> authority to the President to implement the policies and procedures of the Board relating to University operations.

Executive Order 94 (2005) of July 140529 Workplace Safety and Employee Health

C. DEFINITIONS

Adjunct Faculty-Employees appointed to academic adjunct ranks who teach part time and whose compensation is based upon the number of credit hours taught.

Administrative and Professional (AP) Faculty

<u>Faculty</u> – Employees whose work assignments primarily involve instruction, research, and scholarly activities, and who hold academic rank/titles (with departmental designation) of professor, associate professor, assistant professor, senior lecturer, lecturer, instructor, or the equivalent of any of these academic ranks.

Hiring Supervisor The management level with the authority to hire, assign work, manage work

pay band.			

POLICY HISTORY	******	*****		
Policy Formulation Commi	ittee (PFC) & Res	ponsible Officer Approval to Proceed:		
/s/ Brenda M. Johnson Responsible Officer		March 21, 2016 Date		
rtesponsible Officer		Date		
Policy Review Committee	(PRC) Approval t	o Proceed:		
/s/ Donna W. Meeks		December 15, 2015		
Chair, Policy Review Com	mittee (PRC)	Date		
Executive Policy Review C	Committe (EPRC)	Approval to Proceed:		
/s/ September Sanderlin		March 21, 2016		
Responsible Oversight Ex	ecutive	Date		
University Counsel Approv	val to Proceed:			
/s/ R. Earl Nance		March 29, 2016		
University Counsel		Date		
Presidential Approval:				
/s/ John R. Broderick		March 30, 2016		
President		Date		
Policy Revision Dates:	•	il 15, 2005; February 1, 2006, 9; March 30, 2016		
Scheduled Review Date:	March 30, 2021			