

BOARD OF REGENTS BRIEFING PAPER

Review of Post-Tenure Review Policy

September 11-12, 2025

BACKGROUND & POLICY CONTEXT OF ISSUE:

In response to new business items from Regent Brooks (September 6, 2024) and Regent McGrath (June 13, 2025), NSHE will conduct a review of its post-tenure review policy and practices.

It is important to recognize that this review will not be focused on academic freedom, which is a cornerstone of higher education and remains firmly protected within NSHE. This protection affirms that faculty maintain independence over the intellectual direction of their teaching and scholarly research. The intent is to examine how the post-tenure review policy functions as a process, with emphasis on professional conduct — such as respectful interaction with students and the broader campus community and the effective fulfillment of faculty responsibilities.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Staff will examine the policy text and its application at NSHE institutions by seeking input from institutional stakeholders (e.g., student leadership, faculty senate leadership, and administration). The review will emphasize how the process currently works, where it may present challenges, and how it may support — or hinder — the overall success of students and institutions. No formal action is requested at this time; this item serves to inform the Board that the review is beginning. Staff will provide an update by Spring 2026 with any findings and/or potential recommendations.

IMPETUS (WHY NOW?):

Two Board member new business items requested a review of the post-tenure review policy. Placing this item on the agenda begins the response to those requests and allows for consideration of the policy in the context of its current application and practices in other states.

CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:

- ☐ Access (Increase access to higher education)
- ☐ Success (Improve student success)
- ☐ Close Institutional Performance Gaps
- ☐ Workforce (Meet workforce needs in Nevada)
- ☐ Research (Increase solutions-focused research)
- ☒ Coordination, Accountability, and Transparency (Ensure system coordination, accountability, and transparency)

INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL

This review will support coordination through a systemwide look at current practices and promote transparency through stakeholder input and Board updates.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Initiates review of the post-tenure review policy as requested by Board members.
- Examines current use of policy tools and gathers perspectives from institutional stakeholders.
- Incorporates external context and provides an update by Spring 2026, which will include any potential findings and/or recommendations.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None have been presented.

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

None have been presented.

RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:

The Chancellor's Office supports bringing this review forward in response to the Board members' requests.

COMPLIANCE WITH BOARD POLICY:

- ☐ Consistent With Current Board Policy: Title # ____ Chapter # ____ Sections # ____
- ☐ Amends Current Board Policy: Title # ____ Chapter # ____ Section # ____
- ☐ Amends Current Procedures & Guidelines Manual: Chapter # ____ Section # ____
- X Other: This is a review of existing policy and practices. Title 2, Chapter 5, Sections 13 and 16, and related or cross-referenced provisions as necessary
- ☐ Fiscal Impact: Yes ____ No X
- Explain: This is a review of existing policy and practices.