

BOARD OF REGENTS
BRIEFING PAPER

1. Agenda Item Title: UNLV Request for New-Hire Faculty Salary above NSHE Salary Schedule by Rank
School of Nursing

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Title 4, Chapter 3, Section 20.2 of the Board of Regents Handbook provides that, "The institutional president ... shall establish the initial placement of professional employees on the salary schedule at the time of appointment." Salaries at hire in excess of the NSHE faculty salary schedules, by rank, require the approval of the Board of Regents.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

President David Ashley requests Board of Regents' approval to extend an employment offer to Nancy York, in the UNLV School of Nursing, as an Assistant Professor, at a 12-month base salary of \$114,240 per year, effective for the 2007-08 academic year.

4. IMPETUS (WHY NOW?):

- The UNLV School of Nursing must offer a market-competitive salary in order to recruit a qualified nursing faculty member for our year-round, three-semester nursing program.
- The maximum value for an Assistant Professor on the NSHE composite faculty salary schedule is \$98,096 on a 12-month basis. While NSHE composite faculty salary schedules would appear to capture the market range for Nursing in the National Faculty Salary Survey published by the College and University Professional Association for Human Resources (CUPA-HR), UNLV is experiencing increasing market pressure from local clinical practice.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The appointment of Nancy York will directly support the School of Nursing's instructional demand and commitment to increase the number of nursing graduates to meet the health care needs of Nevada.
- Current Board policy (at Title 4, Ch 3, Section 21.2) permits the initial placement for institutional executive positions above the salary range, if approved by the Chancellor, upon the written justification of the institutional president which establishes that the candidate is unlikely to accept employment without an exception to the salary schedule in consideration of relevant criteria such as the candidate's extraordinary qualifications and experience, the competitive nature of the field or discipline and the candidate's salary history.
- In similar fashion, circumstances arise in which prevailing market salary ranges for hard-to-recruit academic disciplines requires placement above the composite NSHE faculty salary schedules by rank.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

Approving individual salaries above NSHE composite salary schedules must be evaluated on an individual basis, without the benefit of a system-wide salary structure that recognizes market values for nursing faculty.

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

Do not approve salary above maximum and defer recruiting nursing faculty until a system-wide review of nursing salaries and market issues are defined.

8. COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # 4 Chapter # 3 Section # 20.2
- Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No X
Explain: No additional funds required.
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 702-895-5930
nancy.york@unlv.edu

HOME: 2179 Idaho Falls
 Henderson, NV 89044

LICENSURE/CERTIFICATION:

Registered Professional Nurse
 Nevada License – N52231

Registered Professional Nurse
 Illinois License (inactive) 041-229071

EDUCATION:

<u>Date</u>	<u>Institution</u>	<u>Field of Study</u>	<u>Degree</u>
August, 2006	University of Kentucky	Nursing research	Doctor of Philosophy in Nursing
May, 1997	Southern Illinois University at Edwardsville	Medical-surgical nursing	Masters of Science in Nursing
March, 1991	Southern Illinois University at Edwardsville	Nursing	Bachelors of Science in Nursing
December, 1984	Lakeview School of Nursing	Nursing	Diploma in Nursing

ACADEMIC EXPERIENCE:

<u>Date</u>	<u>Position</u>	<u>Place</u>
8/2006 – present	Assistant Professor of Nursing	University of Nevada Las Vegas Las Vegas, NV
8/1998 – 5/2006	Assistant Professor of Nursing	Bellarmine University, Louisville, KY
1/1992 – 7/1998	Assistant Professor of Surgery	Southern Illinois University School of Medicine, Springfield, IL

EXPERIENCE OTHER THAN ACADEMIC TEACHING:

<u>Date</u>	<u>Title</u>
5/1988 – 1/1997	Staff/Charge Nurse, Springfield, IL
1/1985 – 5/1988	Staff/Charge Nurse, Danville, IL

HONOR SOCIETIES:

<u>Date</u>	<u>Society</u>
1997 – present	Phi Kappa Phi

1992 – present	Sigma Theta Tau International
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HONORS and AWARDS:

<u>Date</u>	<u>Award</u>
1997	Ella Ott Weisman Award in Nursing – Outstanding Graduate Nursing Student Award – Southern Illinois University at Edwardsville
1997	Outstanding Graduate Clinical Nursing Student Award - Southern Illinois University at Edwardsville

TEACHING AWARDS:

<u>Date</u>	<u>Award</u>
1992 – 1997	Excellence in Teaching Award – Southern Illinois University School of Medicine – Department of Surgery

PUBLICATIONS:**Refereed Publications** (*Denotes data-based)

Doolen, J. A., & **York, N. L.** (In print). Cultural differences with end-of-life care in the critical care unit. *Dimensions of Critical Care Nursing*.

York, N. L., & Smith, C. A. (2007). A blueprint for developing an undergraduate critical care course. *Dimensions of Critical Care Nursing* (26)3, 110-116.

*Hahn, E. J., Rayens, M. K., **York, N. L.**, Okoli, T.C.O., Zhang, M., Dignan, M., & Delaimy, A. K. (September, 2006). Effects of a smoke-free law on hair nicotine and respiratory symptoms in restaurant and bar workers. *Journal of Occupational and Environmental Medicine*, 48(9), 906-913.

*Hahn, E. J., Rayens, M. K., Rasnake, R., **York, N. L.**, Okoli, Z., & Riker, C. (August, 2005). School tobacco policies in a tobacco growing state. *Journal of School Health*, 75(6), 219-225.

York, N. L. (March/April, 2004). Family's needs in the critical care setting. *Dimensions of Critical Care Nursing*, 23(2), 84-88.

Shawgo, T. & **York, N. L.** (October, 1999). Preoperative versus postoperative weights: Which one should be utilized for cardiac surgery patient's drug and hemodynamic calculations. *Critical Care Nurse*, 19(5), 57-60.

PUBLICATIONS:**Refereed Publications** (*Denotes data-based)

- ***York, N. L.**, Niehaus, A. H., Folse, R., & Markwell, S. (March, 1998). Evaluation of students' physical examination skills during their surgery clerkship. *The American Journal of Surgery*, 177(3), 240-243.
- ***York, N. L.**, DaRosa, D. A., & Folse, R. (July/August, 1997). A needs assessment for first year surgical residents entering the intensive care unit. *Current Surgery*, 54(6), 360-365.
- ***York, N. L.**, DaRosa, D. A., & Folse, R. (June, 1996). The learning needs of first year surgical residents in intensive care units. *The American Journal of Surgery*, 171(6), 608-611.
- ***York, N. L.**, DaRosa, D. A., Markwell, S., Niehaus, A. H., & Folse, R. (May, 1995). Patients' attitudes towards the presence of medical students involved in their care. *The American Journal of Surgery*, 169(4), 421-423.
- *Niehaus, A. H., **York, N. L.**, DaRosa, D. A., & Folse, R. (1995). The effect of feedback on students' abilities to write daily progress notes. *Teaching and Learning in Medicine*, 7(2), 92-94.

Books, Book Chapters, and Monographs

- York, N. L.** (*In print*). Management of clients with parenchymal and pleural disorders. In J. M. Black & J. Hokanson Hawks (Eds.), *Medical-surgical nursing clinical management for positive outcomes* (8th ed.). Philadelphia: Elsevier.
- York, N. L.** (2004). Management of clients with parenchymal and pleural disorders. In J. M. Black & J. Hokanson Hawks (Eds.), *Medical-surgical nursing clinical management for positive outcomes* (7th ed., pp. 1837-1874). Philadelphia: Saunders.
- York, N. L.** (2001). Management of clients with parenchymal and pleural disorders. In J. M. Black, J. Hokanson Hawks, & A. M. Keene (Eds.), *Medical-surgical nursing clinical management for positive outcomes* (6th ed., pp. 1710-1745). Philadelphia: Saunders.

Non-Refereed Publications

- York, N. L.**, & Christofanelli, C. (1996). Understanding your heimlich chest tube drainage system. Educational Pamphlet for Memorial Health Care Systems.
- York, N. L.**, & Niehaus, A. H. (Summer, 1996). Performance enhancing feedback. *Focus on Surgical Education*, 13(3), 19.

Non-Refereed Publications

York, N. L., & Christofanelli, C. (1995). Understanding Your chest tube drainage system. Educational Pamphlet for Memorial Health Care Systems.

York, N. L. (Fall, 1995). Letter to the Editor. *Image: Journal of Nursing Scholarship*, 27(3), 172.

York, N. L. (January, 1994). Nurses teach physicians. *Nursing Spectrum*, 7(1), 18.

Niehaus, A. H., & **York, N. L.** (Spring, 1994). The role of the nurse in undergraduate surgical education. *Focus on Surgical Education*, 11(2), 16, 19.

Niehaus, A. H., & **York, N. L.** (Summer, 1993). Issues concerning the role of the nurse instructor in undergraduate surgical education. *Focus on Surgical Education*, 10(3), 12.

LECTURES, SPEECHES OR POSTERS PRESENTED AT PROFESSIONAL CONFERENCES / MEETINGS:

INTERNATIONAL PRESENTATIONS**Refereed Papers**

York, N. L., & Niehaus, A. H. (1998). Problem-Based Learning as a New Approach to Surgical Education. Presented at the Association for Surgical Education 18th Annual Meeting, Vancouver, British Columbia, Canada.

York, N. L., Niehaus, A. H., Folse, R., & Markwell, S. (1998). Evaluation of Students' Physical Examination Skills During Their Surgery Clerkship. Presented at the Association for Surgical Education 18th Annual Meeting, Vancouver, British Columbia, Canada.

York, N. L., DaRosa, D. A., & Folse, R. (1995). Learning Needs of First Year Surgical Residents in Intensive Care Units. Presented at The Association for Surgical Education 15th Annual Meeting, Tucson, AZ, May 1995.

York, N. L., DaRosa, D. A., Markwell, S., Niehaus, A. H., & Folse, R. (1994). Patients' Attitudes Towards the Presence of Medical Students Involved in Their Care. Presented at The Association for Surgical Education and Association of Program Directors in Surgery Joint Annual Meeting, Orlando, FL.

INTERNATIONAL PRESENTATIONS

Refereed Posters

York, N. L., & Hahn, E. J. (2005). Smoke-free Laws and Voluntary Tobacco Policies in Manufacturing Facilities. Presented at The International Conference on Tobacco or Health conference, Chicago, IL.

Hahn, E. J., & **York, N. L.** (2004). Evaluation of a Statewide Population-based Cessation Contest. Presented at the International Society for the Prevention of Tobacco Induced Diseases 3rd Annual Conference, Louisville, KY.

Moser, D., Hahn, E. J., & **York, N. L.** (2004). Reducing Secondhand Tobacco Smoke: Cardiac and Asthma Outcomes. Presented at the International Society for the Prevention of Tobacco Induced Diseases 3rd Annual Conference, Louisville, KY.

Invited Presentations

York, N. L., & Niehaus, A. H. (1996). Performance Enhancing Feedback. Presented at The Association for Surgical Education 16th Annual Meeting, Lexington, KY.

York, N. L., & Niehaus, A. H. (1995). Teaching Psychomotor Skills. Presented for The Association for Surgical Education 15th Annual Meeting, Tucson, AZ.

Niehaus, A. H., & **York, N. L.** (1993). The Role of the Nurse in Undergraduate Surgical Education. Presented for The Association for Surgical Education 13th Annual Meeting, Indianapolis, IN.

NATIONAL PRESENTATIONS

Refereed Papers

York, N. L., DaRosa, D. A., & Folse, R. (1997). A Needs Assessment for First Year Surgical Residents Entering the Intensive Care Unit. Presented at the Association of Program Directors in Surgery annual meeting, San Diego, CA.

Refereed Posters

Christonfanelli, C. A., & **York, N. L.** (1996). Creating Your Own Destiny in Preparation for a Managed Care Environment. Presented at The National Association of Clinical Nurse Specialists annual meeting, Indianapolis, IN.

Invited Presentations

York, N. L. (1997). The Implementation of Problem-Based Learning into a Surgery Clerkship. Presented at the Problem-Based Learning Approaches to Education: A Sampler Workshop, Southern Illinois University School of Medicine, Springfield, IL.

REGIONAL & STATE PRESENTATIONSRefereed Papers

York, N. L., & Hahn, E. J. (2007). Community Readiness for Smoke-free Policy. Presented at the 40th Annual Western Institute of Nursing conference, Portland, OR

Refereed Posters

York, N. L., Hahn, E. J., & Rayens, M. K. (2006). Community Readiness for Smoke-free Policy Change in Kentucky. Presented at the 20th Annual Southern Nursing Research Society conference, Memphis, TN.

York, N. L., & Hahn, E. J. (2005). Smoke-free Laws and Voluntary Tobacco Policies in Manufacturing Facilities. Presented at the 19th Annual Southern Nursing Research Society conference, Atlanta, GA.

York, N. L. (1997). Variables Influencing Patient Participation in Pulmonary Rehabilitation After Lung Volume Reduction Surgery. Presented at the Annual Gateway Martha Welch Nursing Research Conference, Edwardsville, IL.

Invited Presentations

York, N. L., Hahn, E. J., & Rayens, M. K. (2006). Smoke-free Policy Change: Are Our Communities Ready? Presented at the Nevada Public Health Association Annual Conference, Las Vegas, NV.

CONTRACTS AND GRANTS:

<u>Date</u>	<u>Description</u>
2007 – 2011	CO-I, Nursing Faculty: An Intervention for Promoting Smoke-free Policy in Rural Kentucky, The National Institutes of Heart, Lung & Blood, \$3,362,228.
2005	PI, Doctoral Dissertation: Community Readiness for Change: Smoke-Free Policies in a Major Tobacco Producing State. Funded by Sigma Theta Tau International, Lambda Psi chapter, \$1,000.

CONSULTATION:

<u>Date</u>	<u>Description</u>
1999 – 2002	Standardized Patient Training program – University of Louisville School of Medicine, Louisville, KY
1997	Surgery education consultant – Mercer University School of Medicine, Macon, GA
1995	Surgery education consultant – University of Toronto, Toronto, Ontario
1994	Surgery education consultant – University of Osteopathic Medicine, Des Moines, IA
1992	Surgery education consultant – University of Illinois College of Medicine, Rockford, IL

TEACHING: (LAST 5 YEARS)University of Nevada Las Vegas: 2006 – present

<u>Course No.</u>	<u>Course Title</u>
Nurs 425	Complex Nursing Care in Diverse Populations
Nurs 707	Nursing Research Methods and Utilization

Bellarmino University Lansing School of Nursing: 1998 - 2006

<u>Course No.</u>	<u>Course Title</u>
Nurs 430	Complex Health Nursing
Nurs 435	Leadership and Management in Nursing
Nurs 205	Foundations of Nursing
Nurs 311	Health Assessment
Nurs 220	Pharmacology

ACADEMIC SERVICE:

<u>Date</u>	<u>Role</u>
2006 – present	Admissions Committee member – University of Nevada Las Vegas
2006 – present	Research Council member – University of Nevada Las Vegas, School of Nursing
2001 – 2003	Undergraduate Department Chairperson – Bellarmine University, Lansing School of Nursing

PROFESSIONAL SERVICE:

<u>Date</u>	<u>Role</u>
2006 – present	Task Force member – Southern Nevada Medical Industry Coalition
2005 – present	Reviewer – Mosby's Medical-Surgical Nursing DVD series
2001 – present	Reviewer – Dimensions of Critical Care Nursing journal
2001 – 2003	President – Sigma Theta Tau International, Lambda Psi Chapter

PROFESSIONAL MEMBERSHIPS:

<u>Date</u>	<u>Organization</u>
2006 – present	Nevada Public Health Association
2006 – present	Western Institute of Nursing
1997 – present	Phi Kappa Phi – National Honor Society
1992 – present	Sigma Theta Tau International
1991 – present	American Association of Critical-Care Nurses

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