

BOARD OF REGENTS BRIEFING PAPER

1. **AGENDA ITEM TITLE:** Handbook Change, Title 4, Chapter 3, Section 37 Enhanced 12-month Nursing Contract for UNR

MEETING DATE: July 21, 2023

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Currently, the University of Nevada, Las Vegas, Nevada State College (University), and the College of Southern Nevada nursing programs are afforded the ability to offer nursing faculty a B3 contract. This type of contract requires the faculty member to comply with the Board of Regents workload policy for each of the three semesters each year. This type of contract helps nursing programs retain and recruit qualified nursing faculty to their institution by increasing salary competitiveness within the community. This Handbook change is simply to include the University of Nevada, Reno among those institutions authorized by the Board to offer B3 contracts. Exhibit 1.

In addition to compensation, it is important to recognize that nursing programs are year-round programs. Currently, the majority of nursing faculty at the University of Nevada, Reno are employed on a B-contract (9-month). To run the program effectively, programs must recruit Letter of Appointment (LOA) faculty members to teach courses during the summer semester. Allowing for the B3 contract would require faculty to be on contract during the summer semester, reduce the need to recruit “hard-to-find” LOA faculty, and improve the consistency and quality of education provided to students during the summer semester. Exhibit 1.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

University of Nevada, Reno President Brian Sandoval requests approval of amending the Board of Regents Handbook, Title 4, Chapter 3, Section 37 to include the University of Nevada, Reno for enhanced 12-month contracts for academic nursing faculty.

4. IMPETUS (WHY NOW?):

NSHE was awarded additional monies this legislative session to expand nursing programs. These grant monies will be distributed to nursing programs to increase their annual budget, allowing them to increase the number of nursing faculty and, thereby, increase the number of students admitted to the nursing program. This change of Title 4, Chapter 3, Section 37 must take place now in order to change the contracts for nursing faculty effective this fall semester.

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

- Access (Increase access to higher education)
- X Success (Improve student success)
- Close Institutional Performance Gaps
- X Workforce (Meet workforce needs in Nevada)
- Research (Increase solutions-focused research)
- Coordination, Accountability, and Transparency (Ensure system coordination, accountability, and transparency)
- Not Applicable to NSHE Strategic Plan Goals

6. INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL

This proposal directly supports the **Workforce** and **Success** strategic goals. It will increase compensation for nursing faculty, which would allow UNR to be more competitive in recruitment for qualified and experienced nurse educators. It would also provide consistency in nursing education delivery by ensuring full-time faculty are teaching the majority of nursing course throughout the year.

7. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Nursing faculty shortage is a nationwide concern. Salary competitiveness is a key factor to the recruitment of qualified and experienced nursing faculty.
- University of Nevada, Reno’s Orvis School of Nursing is struggling to recruit and retain LOA faculty to teach, especially during the summer semester.
- B3 contract would make competitive nursing faculty salaries and increase the number of full-time faculty on contract to teach throughout the year, especially during summer semester.
- B3 contracts are already in use at UNLV, NSC (NSU) and CSN. This Handbook change will place UNR on equal footing with those institutions.
- Funding has been secured to support the additional compensation related to this change.

8. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

The main argument that may be posed against this request is the concern regarding cost. However, the University of Nevada, Reno has received the nurse expansion grant, which will support the increased cost to the institution.

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

The alternative to this request would be maintaining the status quo, which would result in continued attrition of full-time faculty due to increased compensation alternatives in the private sector, ongoing recruitment of LOA faculty, and opportunity for inconsistency of education provided due to the need to use LOA faculty to teach most courses during summer semesters.

10. RECOMMENDATION FROM THE CHANCELLOR’S OFFICE:

The Chancellor’s Office supports the policy change.

11. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
xAmends Current Board Policy: Title # 4 Chapter # 3 Section # 37
Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
 Other: _____
xFiscal Impact: Yes X No _____
Explain Compensation for nursing faculty at the Orvis School of Nursing will be increased and funded by the Nurse Expansion Grant received by NSHE.

**POLICY PROPOSAL - HANDBOOK
TITLE 4, CHAPTER 3, SECTION 37**

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 37. Enhanced 12-Month Contracts for Academic Nursing Faculty (UNLV, NSC [~~and~~] CSN, **and UNR Only**)

The following provisions are applicable to the University of Nevada, Las Vegas, Nevada State College, [~~and~~] the College of Southern Nevada, **and the University of Nevada, Reno** only:

1. If the institution adopts a three semester model for its nursing program, the institution may employ full-time academic nursing faculty under a B3 contract.
2. Nursing faculty employed by the institution under a B3 contract must adhere to the faculty workload requirements defined in Title 4, Chapter 3 for each of the three semesters. The institution will report annually to the Chancellor's Office the number of academic nursing faculty employed under B3 contracts and the total number of credit hours taught during each semester of contract.
3. Compensation for academic nursing faculty under a B3 contract shall be determined based on the approved nine-month academic salary schedules approved by the Chancellor times 1.5.

EXHIBIT 1