

BOARD OF REGENTS BRIEFING PAPER

1. AGENDA ITEM TITLE: Handbook Change, Title 4, Chapter 3, Section 37, Enhanced 12-month Contracts, for all institutions _____

MEETING DATE: November 30-December 1, 2023 _____

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Currently, the University of Nevada, Las Vegas, University of Nevada, Reno, Nevada State University, and the College of Southern Nevada nursing programs would have the option to offer full-time nursing faculty a B3 contract. This type of B3 contract requires the faculty member to comply with the Board of Regents workload policy for each of the three semesters per year. This type of B3 contract also assists nursing programs in recruiting and retaining qualified nursing faculty by increasing salary competitiveness. This CODE change will provide all institutions the option to offer the B3 (Enhanced 12-month) contract.

In addition, this type of B3 contract supports more year-round nursing programs, it reduces the need to recruit “difficult to fill” part-time instructors, and it reduces the cost of overload payments. Full-time, year-round faculty provide more consistency and quality of education to NSHE students.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Presidents Helens, Hilgersom, and Dalpe request approval of a revision to Board policy (Title 4, Chapter 3, Section 37) to include all institutions for enhanced 12-month B3 contracts for academic nursing faculty.

4. IMPETUS (WHY NOW?):

SB375 passed by the 2023 Legislative Session provided additional funding for the expansion of nursing programs at all institutions. Additional faculty must be hired to expand programs. With the continued high demand in the workforce for nursing professionals, the option of offering the enhanced B3 12-month contract provides NSHE nursing programs another avenue of expansion by increasing their offerings during the summer. This can increase the number of students admitted to the programs, increase the number of graduates, and decrease time to graduation. Students in the nursing programs can then enter the workforce quicker, as their time to graduation and licensure is shortened.

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

- X 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 Access, Success, and Workforce goals of NSHE. It will increase the compensation for faculty, therefore assisting the institutions in being more competitive with their recruiting and retention of qualified and experienced nursing educators, which are difficult to fill positions. With the expansion of summer course offerings, additional access is provided to students. Full-time, year-round faculty provide more consistency and quality of education to students which will insure a higher successful completion of students’ educational goals. Nursing professionals are in high demand throughout the state and

the country. With the expansion of nursing programs and summer offerings, the time to graduation is reduced and graduates enter the workforce sooner.

7. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The shortage of nursing faculty is a nationwide concern. Salary competitiveness is a key factor in recruitment and retention of qualified and experienced nursing educators.
- In addition to the struggles of filling full-time nursing faculty positions, part-time instructor positions are also difficult to fill.
- The B3 contract is an option that would make nursing salaries more competitive and increase the number of full-time faculty on contract to teach throughout the year.
- This CODE change will place all institutions offering academic nursing programs the same option of utilizing the B3 contract.

8. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

- The cost of a B3 contract is more expensive than other contract options.

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

Maintain the status quo, which would result in continued challenges in recruiting full time faculty due to higher salary offerings in the private sector and at other NSHE institutions. This also limits the amount that a nursing program can expand and provide greater access to students and a more consistent quality of education. In addition, the number of graduates entering the workforce is also limited based upon the amount programs can expand under current models.

10. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:

The Chancellor's Office supports this policy change.

11. COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
- X Amends Current Board Policy: Title # 4 Chapter # 3 Section # 37
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes X No _____
Explain: _____ Compensation for full-time nursing faculty will be increased under these enhanced contracts if the institutions utilize them. However, the costs will be offset by lower overload and part-time instructor costs. _____

POLICY PROPOSAL
Board of Regents 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, 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:~~] *all NSHE institutions that have academic nursing programs.*

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.