

PROPOSED AMENDMENT
UCCSN BOARD OF REGENTS HANDBOOK
TITLE 2, Chapter 3 University Tenure

Additions are in **Boldface**; Deletions are [~~stricken~~ in brackets].

Section 3.3 Probation

3.3.1 Probationary Period.

- (a) Academic faculty eligible for appointment with tenure must serve in a probationary period in ~~[the]~~ a member institution **identified in Subsection 3.2.1** [~~providing eligibility for tenure~~] before receiving such an appointment. Except as provided herein, the total probationary period for all academic faculty eligible for such appointment shall not exceed seven years of uninterrupted full-time employment in Ranks I through IV.

- (b) At the discretion of the Board of Regents, an academic faculty member may be exempt from the requirement of serving a probationary period and tenure shall be awarded on a case-by-case basis in negotiation with the president or ~~[his]~~ **the president's** designee. (B/R 10/93) **Prior to recommending such an appointment,** [~~T~~]the president shall seek a recommendation from the appropriate faculty on whether an academic faculty member may be exempt from the requirement of serving a probationary period under procedures set forth in the member institution's bylaws. (B/R 1/00)

- ~~[(b)]~~
- (c) Authorized periods of leave, paid or unpaid, may be excluded from service toward the seven-year probationary period upon written request of the faculty member and approval of the president. The decision of whether to grant the faculty member's request to exclude periods of leave shall be based upon the sole discretion of the president. The president's decision is final. The request for leave must state if the leave is to be excluded from service toward the probationary period. (B/R 4/99)

- (d) The period of probation may exceed seven years upon written request of the faculty member and approval of the president. The decision of whether to grant the faculty member's request to exceed the seven-year probationary period shall be based upon the sole discretion of the President. The decision of the President is final. The request for an extension of the seven-year period of probation must state the reasons for such extension.
- ~~[(e)]~~

No changes to 3.3.2.

No changes to 3.3.3.

No changes to 3.3.4.

Section 3.4 Appointment with Tenure

3.4.1 Recommendations and Appointment. At the expiration of a probationary period or at any time during a probationary period, academic faculty eligible for appointment with tenure may be recommended **to the president for such appointment** through regular personnel procedures [~~for such appointment~~]. Recommendations for appointment with tenure shall be made by the president to the Board of Regents. The Board has final authority in making an appointment with tenure and such appointment shall not be granted to any member of the academic faculty without an affirmative majority vote of the Board of Regents at a meeting of the Board, a quorum being present. (B/R 4/91)

3.4.2 Standards for Recommending Appointment with Tenure.

- (a) The consideration of a recommendation for appointment of an academic faculty member with tenure shall include the application of the **three standards and the ratings** contained in this subsection, which shall be applied in consideration of the conditions for appointment with tenure stated in Subsection 3.1.2 of the University and Community College System of Nevada Code. **The burden of demonstrating that these standards have been met lies with the applicant for appointment with tenure.**

[An academic faculty member being recommended for appointment with tenure must receive an "excellent" rating in one of the following two areas and at least a "satisfactory" rating in the second:]

In standards one and two, an academic faculty member being recommended for appointment with tenure must receive an "excellent" rating in one of these standards and no less than a "satisfactory" rating in the other.

1. **Standard One: Teaching/Performance of Assigned Duties**

Either of the following:

- (A) If applying for tenure as a university instructor, a record of effectiveness as a teacher including, but not limited to, demonstrated teaching competence and efficiency in a classroom, [~~and/or~~] laboratory, **and/or clinical setting**, the ability to communicate effectively with students and demonstrated skill in handling classroom and other duties related to teaching. (Such a record may include, for example, a showing of the ability to impart knowledge, to excite students' interest in the subject matter, to evoke response in students and to demonstrate competence in advising students.)

(B) If applying for tenure as a ~~[nonteacher]~~ **member of the academic faculty whose role does not include instruction**, a record of effectiveness, efficiency and ability to perform assigned duties.

2. **Standard Two: Scholarly and Creative Activity**

Demonstrated continuing professional growth related to the academic faculty member's discipline or program area as shown by a record of scholarly research or creative activity resulting in publication or comparable productivity.

3. **Standard Three: Service**

In addition **to standards one and two**, an academic faculty member being recommended for appointment with tenure must receive a "satisfactory" rating or better in the area of service, which may include, but not be limited to:

[1-](A) Membership and participation in professional organizations;

[2-](B) Ability to work with the faculty and students of the member institution in the best interests of the ~~[University of Nevada]~~ **academic community** and the people it serves, and to the extent that the job performance of the academic faculty member's administrative unit may not be otherwise adversely affected;

[3-](C) Service on university or System committees;

[4-](D) Recognition among colleagues for possessing integrity and the capacity for further significant intellectual and professional achievement; and

[5-](E) Recognition and respect outside the System community for participation and service in community, state or nationwide activity.

~~[The burden of demonstrating that these standards have been met lies with the applicant for appointment with tenure.]~~

(b) In rating applicants for appointment with tenure under the standards set forth in this subsection, the applicable member institutions and their respective administrative units shall rate applicants as (i) [~~“unsatisfactory”~~] **“excellent,”** (ii) [~~“satisfactory”~~] **“commendable,”** (iii) [~~“commendable”~~] **“satisfactory,”** or (iv) [~~“excellent”~~] **“unsatisfactory.”** No other rating terminology shall be [~~permitted~~] **used in evaluating the applicant for appointment with tenure.**

(c) The standards **and the ratings** set forth in this subsection are the [~~minimum~~] standards [~~which~~] **that** must be used by the applicable member institutions and their respective administrative units in

recommending academic faculty for appointment with tenure. However, the applicable member institutions and their respective administrative units may provide in their respective bylaws for ~~[additional standards]~~ **criteria within the standards and the ratings set forth in this subsection** for recommending academic faculty for such appointment. Such ~~[additional standards]~~ **criteria** must be consistent with the provisions of the University and Community College System of Nevada Code and must not be less stringent than the standards provided in **this subsection of the University and Community College System of Nevada Code**.

Any such ~~[additional standards, which]~~ **criteria that** are not published in adopted bylaws of the applicable member institutions and their respective administrative units, are void and of no effect whatever.

- 3.4.3 Recommendations for Tenure. The president shall seek a recommendation concerning appointment with tenure for an academic faculty member under procedures, which shall be established in the member institution's bylaws. **The procedures shall include a review of the faculty member's annual evaluations and any rejoinders to those evaluations and/or peer evaluations.**

No changes to 3.4.4.

No changes to 3.4.5

No changes to 3.4.6.

- 3.4.7 Relinquishment of Tenure.

- (a) An appointment with tenure shall be made within a specific member institution identified in Subsection 3.2.1 of the University and Community College System of Nevada Code.
- (b) Except as otherwise provided in the University and Community College System of Nevada Code, in the event a tenured faculty member transfers employment from the member institution granting an appointment with tenure to another System institution, the faculty member shall be deemed to have relinquished appointment with tenure in the former entity and shall not carry over such appointment to the latter entity. This provision is also applicable to faculty members who have been employed with tenure in special units prior to July 1, 1983, who transfer employment to another System institution after July 1, 1983.
- (c) Notwithstanding the above provisions, a tenured faculty member may transfer employment with tenure to another System institution under the following conditions:
 1. A member institution identified in Subsections 3.2.1, ~~[and] 4.2.1,~~ **and 7.1.1** of the University and Community College System of Nevada Code to which the tenured faculty member transfers

recommends appointment with tenure and such appointment is specifically approved by the Board of Regents; or

2. An administrative unit in which a tenured faculty member is employed is transferred to another System institution. Regardless of whether or not the System institution to which the administrative unit is transferred is authorized to make appointments with tenure, a tenured faculty member will continue to hold a tenured appointment under the same rights and obligations provided by the University and Community College System of Nevada Code for such appointment.

This provision is also applicable to faculty members who have been employed with tenure in special units prior to July 1, 1983.

- 3.4.8 Transfer to the Chancellor's Office. A tenured faculty member who elects to transfer employment to the Chancellor's Office retains such appointment for up to three years in the member institution from which the tenured faculty member transferred, unless such period is extended by the Board of Regents for a stated period upon the affirmative recommendation of the chancellor. **In the case of the chancellor, approval for an extension rests with the Board of Regents upon the affirmative recommendation of the Board Chair.** Such faculty member cannot transfer appointment with tenure to the Chancellor's Office under any circumstances. If such faculty member's employment at the Chancellor's Office is terminated within the aforesaid three year period or such period as extended, such faculty member shall be reassigned to the member institution in which such faculty member was previously employed with tenure.

No changes to 3.4.9.