

**PROPOSED AMENDMENT
UCCSN BOARD OF REGENTS HANDBOOK
TITLE 2, Chapter 5, Sections 5.11 and 5.12**

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

Section 5.11 Evaluation

- 5.11.1 [~~Periodic Evaluations~~] **Evaluations.** Faculty shall be evaluated **in writing** at least once annually by department chairs, supervisors or heads of administrative units. **The performance evaluations of executive and supervisory faculty shall include consultation with the professional and classified staff of the administrative unit.**
- 5.11.2 Procedures. **All performance evaluations shall include a rating of (i) “excellent,” (ii) “commendable,” (iii) “satisfactory,” or (iv) “unsatisfactory.”** **The areas of evaluation and [P]procedures for evaluation of academic faculty and administrative faculty shall be established in Board policies and** institutional bylaws. Evaluations of **instructional** [~~teaching~~] faculty shall include **an assessment of** teaching evaluations completed by their students. (B/R 1/99)

Section 5.12 Annual Performance Evaluation of Tenured Faculty

- 5.12.1 Declaration of Policy. It is the policy of this System to expect the continued commitment of its faculty to excellence after the granting of appointments with tenure. Under this policy, tenured faculty will be encouraged to realize the [~~University of Nevada~~] **academic** community's expectations to such excellence in their future services and performances. This policy shall be taken into consideration in the annual performance evaluation of tenured faculty, as provided in Section 5.11 of the University and Community College System of Nevada Code.
- 5.12.2 Evaluation Procedure.
- (a) If the annual performance evaluations provided for in Section 5.11 of the University and Community College System of Nevada Code result in a tenured faculty member receiving an overall unsatisfactory rating for two consecutive years, a hearing shall be held for the purpose of determining if the tenured faculty member should be retained in employment.
- (b) **An overall “unsatisfactory” rating in two consecutive annual performance evaluations** [~~Failure of a tenured faculty member to maintain at least a satisfactory rating in two consecutive, annual performance evaluations~~] as provided in this section shall be cause for termination of employment. Hearings to consider terminations initiated by this section shall be held by a special hearing officer and special hearing committee under Section 6.12 of the University and Community College System of Nevada Code. All other provisions of Chapter 6 of

the University and Community College System of Nevada Code should be followed to the extent applicable.

Notwithstanding the provisions of Subsections 6.12.4, 6.13.1 and 6.14.2 of the University and Community College System of Nevada Code, the only option for recommendations or decisions upon the completion of the hearing or appeal process is the continuation or termination of employment of the tenured faculty member. If, after the hearing or appeal process is completed, the decision is made to continue the tenured faculty member's employment, the annual performance evaluations which initiated the hearing shall be revised to eliminate the unsatisfactory ratings. The burden of demonstrating that termination of employment should occur lies with the administrative authorities of the System institution.

- (c) The provisions of this section shall not apply to administrators who hold tenure as academic faculty members at the universities as long as they continue as administrators. Only the performance of such administrators of their assigned administrative duties shall be evaluated under Section 5.11 of the University and Community College System of Nevada Code. Commencing five years after such administrators are discontinued as administrators, the provisions of this section shall be applied to them as tenured faculty members.
- (d) After the completion of the annual performance evaluations provided for in Section 5.11 of the University and Community College System of Nevada Code, the presidents shall submit an annual report to the Board of Regents detailing the process and outcomes of the annual performance evaluations.