

PROPOSED AMENDMENT
UCCSN Code
Chapter 5 – Personnel Policy for Faculty
New Section 5.10

Section 5.10 **Termination Upon Exhaustion of Leave or Falsification of Credentials**

[5.9.3] **5.10.1** Notice of Termination after Exhaustion of Leave.

- (a) A tenured or nontenured employee who is not able to return to work after the exhaustion of all available leave and the expiration of any extended sick leave granted under Title 4, Chapter 3, Section 12 (7) or Title 4, Chapter 3, Section 12(8) shall be entitled to 15 calendar days notice of termination.
- (b) The provisions of Title 2, Chapter 6, do not apply where an employee is unable to return to work after the exhaustion of all available leave and the expiration of any extended sick leave.

5.10.2 Termination for Falsification of Credentials.

- (a) **It is the policy of the University and Community College System of Nevada that all academic faculty (including academic faculty on letters of appointment) and professional staff positions shall require a minimum of a bachelor’s degree, or appropriate professional experience in lieu of post secondary education equivalent to such degree, and that all such academic degrees shall have been awarded by an accredited institution as recognized by the United States Department of Education and/or the Council on Higher Education Accreditation (CHEA). All vacancy announcements or advertisements for faculty and professional staff positions shall include explicit reference to these requirements. If the applicant earned their degrees outside of the United States, the applicant must have their transcripts evaluated by an approved evaluating entity. The expense of the evaluation shall be born by the applicant. Each institution shall independently verify academic credentials within 30 calendar days from the effective date of employment and develop a procedure to ensure that the verification process takes place.**
- (b) **Each candidate interviewed for a professional position within the UCCSN shall sign a pre-employment declaration before they are interviewed. This declaration shall certify that application materials submitted in support of their candidacy for employment are a true and accurate representation of their education and qualifications and acknowledging that falsification of employment applications or documents submitted to the UCCSN, or making other false or fraudulent representation in securing employment is prohibited.**
- (c) **Falsification or misrepresentation of credentials, or evidence that degrees offered in support of candidacy for employment have been issued from non-accredited institutions, shall invalidate the employment contract and shall be grounds for immediate termination. The provisions of Title 2, Chapter 6, do not apply when employment is terminated under these circumstances.**

RENUMBER REMAINING SECTIONS IN TITLE 2, CHAPTER 5