

BOARD OF REGENTS
BRIEFING PAPER

1. Agenda Item Title: Second Reading NSHE Handbook Revisions to DRI sections in Title 2, 4 and 5

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Edits to the sections noted below referring to DRI governing documents (Bylaws and Technologists Manual) were not made in corresponding places within the NSHE Handbook when the documents were approved by the Board of Regents. We are requesting that these edits be completed.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Additions in Bold
[Deletions Stricken in Brackets]

Title 2, Chapter 6
Section 6.16 Classified Employees and Research Technologists

(a) Employees of the System who are in the classified service of the State of Nevada shall be disciplined only under the procedures established by the Nevada Revised Statutes and the State Personnel Division Rules for Personnel Administration.

(b) Research technologists of the Desert Research Institute shall be disciplined only under the procedures established in the DRI **Technologists** [Personnel] Manual [~~for Research Technologists~~], as authorized by the Board of Regents.
(B/R 1/07)

Title 2, Chapter 8
Section 8.5 Research Technologists

Research technologists of the Desert Research Institute shall be disciplined and sanctioned only under the procedures established in the DRI **Technologists** Manual [~~for Research Technologists (a part of the DRI Bylaws)~~], as authorized by the Board of Regents. The causes resulting in disciplinary action will be the same for technologists as for other employees.

Title 4, Chapter 3
Section 1. Basic Policies

Personnel policies for professional staff of the Nevada System of Higher Education are also contained in the Nevada System of Higher Education Code and in the institutional bylaws and policies.

[~~For the Desert Research Institute policies for professional staff are controlled by the *Personnel Manual for the Faculty of DRI* (approved by the Board of Regents on May 15, 1992) or] **Policies for the Desert Research Institute Technologist are controlled by the *Personnel Manual for DRI's Research Technologies* / DRI Technologists Manual** (approved by the Board of Regents on a pilot basis January 28, 1988, and permanently in April, 1989). (B/R 12/97) **(B/R 6/07)**~~

Title 5, Chapter 2 - Bylaws of the Desert Research Institute
Chapter 2, Section 2.2 Scope

The scope of the Bylaws is DRI's organizational structure and faculty personnel policies. Policies and procedures for technologists are addressed in the DRI Technologists Manual. (~~Board of Regents Handbook, Title 5~~)

4. IMPETUS (WHY NOW?):

An audit team is questioning if information in the Personnel Manual for DRI Faculty is still being used. This document no longer exists but is still referenced in Title 4. The new DRI Technologists manual that was approved by the Board in June 2007 has a slightly different title and location that needs to be corrected.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

Current references are confusing to the DRI employees and others. A document that doesn't exist is still being referenced and an audit team is questioning what policies and procedures DRI is using.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None

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

None

8. COMPLIANCE WITH BOARD POLICY:

- | | | | | |
|--------------------------|--|-----------------|------------------|----------------------|
| <input type="checkbox"/> | Consistent With Current Board Policy: | Title # _____ | Chapter # _____ | Section # _____ |
| X | Amends Current Board Policy: | Title # 2 | Chapters # 6 & 8 | Section # 6.16 & 8.5 |
| | | Title # 4 | Chapter # 3 | Section # 1 |
| | | Title # 5 | Chapter # 2 | Section # 2.2 |
| <input type="checkbox"/> | Amends Current Procedures & Guidelines Manual: | Chapter # _____ | Section # _____ | |
| <input type="checkbox"/> | Other: | _____ | | |
| X | Fiscal Impact: | Yes _____ | No <u>X</u> | |
| | Explain: | _____ | | |