

BOARD OF REGENTS BRIEFING PAPER

1. Agenda Item Title: **Dependent GIA for ROTC Military Personnel**

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Both UNLV and UNR host military ROTC programs, with UNR hosting an Army Military Science program and UNLV hosting an Air Force Aerospace Studies program. The memoranda of understanding which create ROTC programs provide that host educational institutions should confer the same incidental rights and privileges of full-time faculty employment to military personnel assigned to the institution as are routinely provided to institutional faculty or professional staff.

There is no clear BoR authority to extend Grant in Aid benefits to military personnel under current Board policy. Historically, UNR has construed military personnel as “military science faculty” and extended both individual and dependent GIA benefits to such individuals. By contrast, UNLV (with its more recent ROTC program) has construed military personnel as “adjunct faculty” and has extended employee GIA benefits to such individuals, but not dependent benefits.

With respect to UNLV’s practice of considering military personnel as adjunct faculty, it is notable that military personnel assigned to ROTC detachments are significantly more involved in the University community on a full-time basis than are typical adjunct faculty.

- Generally, adjunct faculty are affiliated with the University on a part-time, volunteer basis in order to collaborate with regular University faculty in areas of shared research interests. Most adjunct faculty are full-time regular employees of other organizations and are not regular, ongoing members of the University community.
- Military personnel assigned to ROTC detachments, however, are full-time members of the University community. Though they remain on active military duty and are salaried by the military, in practice they are regular, ongoing members of the University community.

In order to extend all of the incidental rights and privileges of full-time faculty employment to military personnel assigned to ROTC detachments, reflecting the spirit of the memoranda of understanding establishing the detachments, the Presidents of UNLV and UNR recommend that the Board of Regents amend the Grant in Aid policy at Title 4, Chapter 18, Section 5 to provide grant-in-aid benefits to the qualifying dependents of full-time military personnel assigned to ROTC detachments within the NSHE.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend Title 4, Chapter 18, Section 5 by adding a new paragraph, as follows:

12. Military personnel assigned to ROTC detachments within the NSHE and their spouses and financially dependent children are eligible for grant-in-aid privileges for the duration of such assignment.

4. IMPETUS (WHY NOW?):

An AFROTC Detachment officer assigned to UNLV recently requested dependent GIA benefits on behalf of his spouse for Fall 2007. The UNLV HR department initially denied the request citing that the Board’s policy for adjunct faculty did not include dependents.

The AFROTC Detachment Commander responded by conveying that the AFROTC detachment had a good faith understanding that dependent GIA benefits would be extended to family members as part of the incidental rights and privileges of employment provided in the Air Force-UNLV Memorandum of Understanding, just as would be the case for full-time faculty. This exchange also brought to light the difference in the historical treatment of family members between UNLV and UNR (as noted above).

Both UNR & UNLV support providing dependent GIA benefits to ROTC detachment personnel and agree that the practices of the two institutions should be the same.

Current NSHE policy permits dependent GIA benefits for faculty and professional staff on sabbatical leave or leave without pay; emeritus faculty, and retired faculty; but not for adjunct faculty.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Extends, at minimal cost the courtesies, rights, and privileges of full-time faculty or professional staff employment to military personnel who are assigned to ROTC detachments within the NSHE.
- Reflects the spirit of memoranda of understanding between NSHE institutions and the military to treat military personnel, insofar as practical, as members of the institution's faculty or professional staff.
- Consistent with institutional commitments to provide administrative & logistical support to ROTC detachments from institutional resources as a "contribution in kind" to the military science and aerospace science programs.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

- Could foster some expectation on the part of other employee constituents whose grant-in-aid benefits are limited to the employee, but exclude family members, such as faculty on letters of appointment, adjunct faculty, or classified employees that such benefits should be further extended to include these groups.

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

- Do not approve dependent grant-in-aid benefits for military personnel assigned to ROTC detachments.

8. COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Board Policy: Title # 4 Chapter # 18 Section # 5
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No X

Explain: The average cost of providing dependent GIA benefits for FY06 was \$110 per eligible employee. A total of 10 military personnel are currently assigned to both the UNLV and UNR ROTC detachments (with five assigned to each detachment). Thus, the long-term average cost will be approximately \$1,100 per year – shared equally between UNLV and UNR – which does not constitute a formal fiscal impact under BoR policy.