

BOARD OF REGENTS
BRIEFING PAPER
Handbook Revision, Grants-in-Aid for Professional Staff

BACKGROUND & POLICY CONTEXT OF ISSUE:

Current Board policy specifies the classifications for professional staff that are eligible for grants-in-aid as defined under *Title 4, Chapter 3, Section 12*. These classifications include professional staff on “A” or “B” contracts for at least .50 FTE employment, professional staff on sabbatical, emeritus faculty, adjunct and clinical faculty, and retired professional staff who are age 55 or over and have at least 20 years of NSHE service. In addition, Section 12.10 of this policy also provides that widows or widowers and financially dependent children of deceased former professional staff members, as well as professional staff members who have become totally and permanently disabled, and their spouses and financially dependent children may be eligible to request a grant-in-aid.

For retired professional staff, the existing practice at the institutions and long-time interpretation of this section is to provide grants-in-aid for retired professional staff who are age 55 or over *at the time of retirement* and have at least 20 years of NSHE service. Existing practice at the institutions also provides grants-in-aid to emeritus faculty *and professional staff*, which is consistent with *Title 4, Chapter 3, Section 43* that provides: “Emeritus faculty and professional staff, their spouses and financially dependent children are eligible for grant-in-aid privileges equivalent to those provided pursuant to Title 4, Chapter 3, Section 11.”

Staff recommends clarifying the provisions of *Title 4, Chapter 3, Section 12*, concerning retired professional staff members to align with existing practice by specifying that in order to qualify for grant-in-aid the staff member must be age 55 or over “at the time of retirement.” And further clarify, that emeritus professional staff, in addition to emeritus faculty, qualify for grants-in-aid consistent with *Title 4, Chapter 3, Section 43*. In addition, clarify that the financially dependent children eligible under *Title 4, Chapter 3, Section 12.10* are eligible for the same amount of grant-in-aid (no more than eight semesters) as the other eligible relatives of deceased former professional staff and professional staff who have become totally and permanently disabled.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend *Title 4, Chapter 3, Section 12* to specify that emeritus professional staff are eligible for grants-in-aid. In addition, amend this section to clarify that retired professional staff members who are age 55 or over at the time of retirement and have at least 20 years of NSHE service are eligible for grants in aid. (See attached policy proposal.)

IMPETUS (WHY NOW?):

System staff recommends this policy clarification to ensure the language clearly reflects existing practices at the institutions.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The policy revision aligns the language with existing Board policy and institutional practices.
- It is important to ensure the language in the policy clearly reflects the intent of the policy and the existing practices at the institutions to avoid any potential confusion for faculty and staff seeking to apply for grants-in-aid.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None have been presented at this time.

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

Retain the existing policy language.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Board Policy: Title # 4 Chapter # 3 Section # 12
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No _____
- Explain: _____

POLICY PROPOSAL
TITLE 4, CHAPTER 3, SECTION 12
Grants-in-Aid – Professional Staff and Dependents

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 12. Grants-In-Aid – Professional Staff and Dependents

1. The following classifications for professional staff are eligible for grants-in-aid as defined by this section:
 - a. Professional staff members who are on an “A” or “B” contract for at least .50 FTE employment;
 - b. Professional staff members who are on sabbatical or leave of absence without pay;
 - c. Emeritus faculty *and emeritus professional staff*;
 - d. Adjunct and clinical faculty; and
 - e. Retired professional staff members who are age 55 or over *at the time of retirement* and have at least 20 years of NSHE service.

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10. Widows or widowers and financially dependent children of deceased former professional staff members, or professional staff members who have become totally and permanently disabled, their spouses and financially dependent children may request a grant-in-aid on the form prescribed by the chancellor. Such individuals are eligible for a grant-in-aid under the following conditions:
 - a. The professional staff member shall have held a valid unfulfilled "A" or "B" contract or have been granted sabbatical leave at the time of death or such disability.
 - b. The spouse, widow, widower, *financially dependent child*, or disabled former professional staff member may receive a grant-in-aid for no more than eight semesters.