

BOARD OF REGENTS
BRIEFING PAPER
**Standards for Recommending Appointment with Tenure –
Research and Entrepreneurial Activity**

BACKGROUND & POLICY CONTEXT OF ISSUE:

Existing Board policy sets forth the standards for recommending appointment with tenure for university faculty (*Title 2, Chapter 3, Section 3.4.2*). Under Standard One (Teaching/Performance of Assigned Duties) and Standard Two (Scholarly and Creative Activity), an academic faculty member being recommended for appointment with tenure must receive an “excellent” rating in one of these standards and no less than a “satisfactory” rating in the other.

Currently, this policy does not specifically include the research and entrepreneurial activity in which many academic faculty members are involved. Based on the recommendation of the Research Affairs Council, System staff proposes amending Board policy to allow consideration of research and entrepreneurial activity within the standards for recommending appointment with tenure. This proposal was presented for information only at the Board of Regents’ meeting on September 10-11, 2015, and is now presented for action at the Board of Regents’ December 3-4, 2015, meeting.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend *Title 2, Chapter 3, Section 3.4.2* to specify that Standard Two for recommending academic faculty for appointment with tenure includes demonstrated continuing professional growth related to the academic faculty member’s discipline or program area as shown by a record of research or entrepreneurial activity, in addition to scholarly or creative activity resulting in publication or comparable productively.
(See the attached policy proposal.)

IMPETUS (WHY NOW?):

This policy proposal is brought forward upon the recommendation of the Research Affairs Council.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Research and entrepreneurial activity is a critical element of the mission of the universities, and for many academic faculty, this activity appropriately represents is a significant part of their work for their institutions.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None have been presented.

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

None have been presented.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title #____ Chapter #____ Section #____
X Amends Current Board Policy: Title 2, Chapter 3, Section 3.4.2
 Amends Current Procedures & Guidelines Manual: Chapter #____ Section #____
 Other:_____
 Fiscal Impact: Yes____ No X____
Explain:_____

POLICY PROPOSAL
TITLE 2, CHAPTER 3, SECTION 3.4.2

Tenure for University Faculty – Standards for Recommending
Appointment with Tenure

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

3.4.2 Standards for Recommending Appointment with Tenure.

- (a) The consideration of a recommendation for appointment of an academic faculty member with tenure shall include the application of the three standards and the ratings contained in this subsection, which shall be applied in consideration of the conditions for appointment with tenure stated in Subsection 3.1.2 of the Nevada System of Higher Education Code. The burden of demonstrating that these standards have been met lies with the applicant for appointment with tenure.

In standards one and two, an academic faculty member being recommended for appointment with tenure must receive an “excellent” rating in one of these standards and no less than a “satisfactory” rating in the other.

1. Standard One: Teaching/Performance of Assigned Duties

Either of the following:

- (A) If applying for tenure as a university instructor, a record of effectiveness as a teacher including, but not limited to, demonstrated teaching competence and efficiency in a classroom, laboratory, and/or clinical setting, the ability to communicate effectively with students and demonstrated skill in handling classroom and other duties related to teaching. Such a record may include, for example, a showing of the ability to impart knowledge, to excite students' interest in the subject matter, to evoke response in students and to demonstrate competence in advising students.
- (B) If applying for tenure as a member of the academic faculty whose role does not include instruction, a record of effectiveness, efficiency and ability to perform assigned duties.

2. Standard Two: *Research*, Scholarly, [~~and~~] *Creative and Entrepreneurial Activity*
Demonstrated continuing professional growth related to the academic faculty member's discipline or program area as shown by a record of *research*, scholarly [~~research~~], [~~or~~] *creative or entrepreneurial* activity resulting in publication or comparable productivity.

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