

BOARD OF REGENTS
BRIEFING PAPER

1. Agenda Item Title: Changes to the NSHE Handbook Title 5, Chapter 2, DRI Bylaws

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Revision to Title 5, Chapter 2 of DRI Bylaws Chapter 5, Section 5.3.3, Postdoctoral Fellow, are requested exceptions to NSHE policy that align DRI's Postdoctoral Fellow support with our practice of considering our postdoctoral colleagues as more aligned with faculty and technologists.

Revision to Title 5, Chapter 2 of DRI Bylaws Chapter 9, Section 9.2, Non-Discrimination and Harassment Policy, identifies placement of DRI's Hate Crimes Policy and renumbers sections.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Additions in Bold
[Deletions Stricken in Brackets]

NSHE Handbook Title 5, Chapter 2
DRI Bylaws Chapter 5 – Section 5.3.3, Postdoctoral Fellow

[A] Postdoctoral Fellow (Rank I) is a temporary, scholarly position under the direction of a faculty sponsor established for the fellow's continuing education and professional growth. Completion of a doctoral degree in an appropriate discipline is a requirement for appointment. Postdoctoral Fellows are salaried, and appointments are for a limited term (one calendar year with renewal for a sequential second and third year depending on funding and performance). Renewal beyond this period shall be made only under exceptional circumstances to be determined by the appropriate Vice President in consultation with the Executive Director but shall in no cases exceed five sequential calendar years. **Postdoctoral** Appointees receive benefits and employment conditions [are] **as defined in Title 4, Chapter 7 of the NSHE Code with the following addition: Postdoctoral appointees receive grant-in-aid benefits for employee and dependents according to Title 4, Chapter 18, Section 5.**

NSHE Handbook Title 5, Chapter 2
DRI Bylaws Chapter 9 – Section 9.2, Non-Discrimination and Harassment Policy

9.2.1 Hate Crimes Policy

**Board of Regents Handbook Title 4, Chapter 1, Section 30
Procedures for the prevention, response and investigation of hate crimes are in DRI's Administrative Manual.**

9.2.2 Sexual Harassment Policy

Board of Regents Handbook Title 4, Chapter 8, Section 13

9.2.3 Complaint Process for Harassment or Discrimination

4. IMPETUS (WHY NOW?):

- DRI had not clearly defined its Postdoctoral Fellow benefits policy vis-à-vis BoR policy. DRI now clearly defines its Postdoctoral Fellow benefits as distinct from standard BoR policy.
- The BoR requested that each institution develop its own Hate Crimes Policy. The revision to the Handbook documents the inclusion of DRI's Hate Crimes Policy in its Administrative Manual.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Adopting a competitive Postdoctoral Fellow benefits package.
- Articulating DRI's Hate Crime policy.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None

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

None

8. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # 4 Chapter # 1 Section # 30

Amends Current Board Policy: Title # 5 Chapter # 2 DRI Bylaws Chapter 5 Section # 5.3.3

Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____

Other: _____

Fiscal Impact: Yes _____ No X

Explain: _____