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CHAPTER I Organization of the University of Nevada, Las Vegas

Section 1. Delegated Authority

The Board of Regents delegates to the faculty of the University of Nevada, Las Vegas (UNLV) the authority and responsibility for organizing itself in accordance with institution bylaws and for recommending policy on matters of faculty welfare, on the rights of faculty under the Nevada System of Higher Education Code and on faculty involvement in the University's primary missions of teaching, research, and public and community service. (See Chapter I, Section 1.3.4, 1.4.7, and 1.4.8 of the Nevada System of Higher Education Code) (BAR 12/04)

Section 2. Purpose of the UNLV Bylaws

Contents of UNLV Bylaws The UNLV Bylaws shall contain the current educational organization and faculty organization of the University of Nevada, Las Vegas; procedures for implementing statements of policy found in the Nevada System of Higher Education Code; statements of policy that relate to the authority and responsibility delegated to the faculty by the Board of Regents; and procedures for implementing these statements of policy. (See Section 1.3.4 of the Nevada System of Higher Education Code.)

Interpretation of Bylaws.

Questions of interpretation of these Bylaws shall be directed to the Faculty Senate Chairperson, who must render an interpretation with the advice and consent of the Faculty Senate Executive Committee. Prior to rendering its advice and consent, the Faculty Senate Executive Committee must consult with the University Bylaws Committee.

The Faculty Senate Chairperson must publish the interpretation within 30 days.

Any UNLV faculty member, including academic, administrative and executive, may submit a request for interpretation of these bylaws. (6/15)

Amendment of UNLV Bylaws. An amendment to the UNLV Bylaws may be proposed by: 1) 20% of the total faculty of UNLV; or 2) the Faculty Senate voting majority approval on any suggestion; or 3) any NSHE Regent; or 4) the Chancellor; or 5) the UNLV president. Before going to the faculty for referendum, all proposals will be referred to the Faculty Senate for consideration and recommendation.

Faculty Approval. Faculty acceptance of the proposed amendment requires the approval of two-thirds of the total faculty voting.

Administrative Approval. After the proposed amendment is accepted or rejected by the faculty, the president must state his or her opinion on the amendment in writing within twenty calendar days. If the proposed amendment is recommended for approval by the president and approved by the Chancellor, the president shall immediately publish and distribute the change to make it effective. If the president recommends rejection of an amendment supported by the faculty, or if the president recommends approval of an amendment rejected by the faculty, the president shall notify the faculty of his or her decision and the reasons for his or her decision, and so note those reasons when he or she forwards the amendment to the Chancellor. In cases where the president's decision is at variance with the faculty recommendation, the faculty retains the right to present its case directly to the Chancellor. (5/12)

Changes in Organization of UNLV Formal changes in Chapter I, Section 3 are not considered amendments to this document. Such changes become effective by

ratification by the Board of Regents in accordance with established procedures. (B/R 10/04)

Section 3. Organization of UNLV

College of Sciences

School of Life Sciences

Department of Chemistry

Department of Geoscience

Department of Mathematical Sciences

Department of Physics and Astronomy

Water Resources Management

Greenspun College of Urban Affairs

Department of Communication Studies

Marriage and Family Therapy Program

Hank Greenspun School of Journalism and Media

iii. Reprographics/DesignServices

UNLVFoundation

- iv. Salary Administration
- v. Staff Development and Employee Relations
- Planning and Construction
- Purchasing
- Risk Management and Safety
 - i. Chemical Inventory
 - ii. Environmental Management & Laboratory Services
 - iii. Fire, Life & Occupational Safety
 - iv. Institutional Insurance, Property, & General Liability Claims Administration
 - v. Radiation Safety
 - vi. Safety Training
- Thomas & Mack

Intercollegiate Athletics

Office of the Vice President for Research and Graduate Studies

- Graduate College
- Harry Reid Center for Environmental Studies
- National Supercomputing Center for Energy and Environment
- Office of Research Integrity
- Office of Research Services
- Office of Sponsored Programs
- Office of Strategic Energy Programs
- Office of Technology Transfer
- Office of Urban Sustainability and Multidisciplinary Research

Office of the Vice President for Student Affairs

- Administration
 - i. Bookstore Contract

eligible to vote on tenure decisions according to the bylaws of the appropriate department; (3) receive written recommendations from the department chair, the dean of the college and the Executive Vice President and Provost; and (4) receive approval of the President of the University. (B/R 10/98) (C 06/16)

Interdepartmental Eligibility. Qualified academic faculty who are employed by more than one department shall be eligible for appointment with tenure in the department for which the terminal degree held by the faculty member is most appropriate. Such determination shall be made at the time of employment. In cases of disagreement, the Executive Vice President and Provost shall decide which department is most appropriate. (B/R 10/98)

A Rank 0 faculty member may not be transferred into a tenure track (Rank II or higher) position but must compete for such positions in accordance with Chapter III, Section 15 (Recruitment of Faculty). (C 06/16)

Tenure Standards and Procedures

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sanctioned standards provided. The chair/director will report the determination of the committee to the faculty member and to the dean. If the committee or the chair/director/dean deems the progress toward tenure is not satisfactory, the committee and/or the chair/director/dean may recommend remediation or recommend non-reappointment. At the college/unit level, the committee that will participate in the tenure decision will review the materials submitted, along with the chair/director's assessment, and provide the dean with their determination about the progress of the faculty member toward tenure. The committee may suggest remediation or recommend non-reappointment. The dean may, after conferring with the chair/director and/or the faculty committees, recommend remediation or non-reappointment in a summary report to the Executive Vice President and Provost. When the likelihood of meeting tenure standards as defined in Nevada System of Higher Education Code Section 3.4.2 is negative, the member shall be notified in accordance with the Nevada System of Higher Education Code Sections 5.2.3, 5.2.4 and 5.9.1. (B/R/04)

Faculty Bylaws

Department or Unit Bylaws Authorized The faculty assigned to each department or unit must create bylaws to govern its internal operation. (B/R 12/04)

College or Unit Bylaws Authorized The faculty of all departments within a college or unit constitute the college or unit faculty and shall create bylaws to govern its internal operation. The College Bylaw Committee shall periodically review unit bylaws and make appropriate recommendations to faculty. (B/R 6/08)

Graduate College Authorized The graduate faculty within the University constitute the Graduate College and shall create bylaws to govern the internal operations of that college.

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committee of the Faculty Senate shall evaluate the progress of the department relative to the suspension, report to the president on the state of the department, and recommend whether or not suspension should be renewed. The president shall consult with the executive committee of the Faculty Senate prior to reviewing a suspension;

The college, department or unit shall continue to be governed by the UNLV Bylaws and the NSHE Code. However, the placing of the department in receivership shall not itself constitute a grievable act, provided sections A) through (D) are followed;

The Faculty Senate may, by vote of its members, request that the proposed renewal of a suspension for a fourth year be placed as an agenda item before the Board of Regents.

(B/R 9/05)

Faculty Senate Authorized. The faculty of UNLV has representation in a Faculty Senate, which shall be governed by its own internal bylaws.

Faculty Senate Committees Authorized. Authority has been delegated by the President to the Faculty Senate to appoint members to the following standing committees and for these committees to function pursuant to their charges. The Senate shall create at least the following standing committees.

Academic Freedom and Ethics Committee

Academic Standards Committee

Admissions Committee

Campus Affairs Committee

Curriculum Committee

Faculty Development Leave Committee(B/R 12/04)

Fiscal Affairs Committee

General Education Committee

Grievance Committee

Faculty Senate Priority and New Program Committee

Administrative Faculty Committee

Program Review Committee

Sabbatical Leave Committee

Scholarship Committee

Special Hearing Committee(B/R 12/04)

Tenure and Promotion Committee(B/R 12/04)

University Bylaws Committee

(B/R 3/03)

College Bylaw Committee(B/R 6/08)

Administrative Faculty Unit. The Administrative Faculty Unit shall create at least the following

Procedures for Course Approval, Deletion or Changes. Approval, deletion or change of specific courses by the total faculty is to be obtained by the following procedures:

Department or Program Faculty Approval. The department or program faculty will approve any specific courses.

Department Chairs Process Course Deletions, Changes or Additions. Each department or designated program chair will process all approved dele oct <<>>BDCpe7125cavTm [(o)-79dtr

Alumni Association Board of Directors, and any nonvoting members selected by the president. (B/R 3/03)

Director of Intercollegiate Athletics The president shall convene a recruitment and screening committee which shall consist of six members of the athletics faculty elected by the athletics faculty, one graduate student elected by the Graduate Student Association, one student elected by the CSUN Senate, one nonacademic faculty member elected by the Administrative Faculty Unit (excluding athletics), one academic faculty member elected by the Faculty Senate, one member elected by the Intercollegiate Athletic Council, one alumnus shall be nominated by the executive committee of the Alumni Association Board of Directors, and such nonvoting members as the president and/or committee shall appoint. (B/R 10/98)

Recruitment and Screening Committee for Deans and Directors of Schools

Academic Deans and Directors of Schools The Executive Vice President and Provost shall convene a recruitment and screening committee which shall consist of six faculty members elected by the college faculty in accordance with college bylaws, one dean or director appointed by the Executive Vice President and Provost from the Academic Council (ex officio and non-voting), one graduate student elected by the Graduate Student Association, one student democratically elected by the CSUN Senate, and any nonvoting members selected by the Executive Vice President and Provost. For schools that are part of colleges, four members of the committee shall be elected from among the school faculty and one from among the school students. (19.5 A (51) (c) 2.7 e 4.3 () 1)

program, as provided in Chapter 16. The Faculty Senate Admissions Committee shall consider each petition, and only students whose petition is approved by the Committee may be admitted. In addition to the criteria outlined in Chapter 16, the Admissions Committee may create other criteria, including, but not limited to, a sliding scale of grade point average and test scores which will be applied equally to all potential admits. The Committee shall publish, in an easily accessible manner, a guide containing the criteria it considers.

Section 12. Course Attendance Policy

Instructors may set course attendance requirements in their syllabi, which may include consequences for absences that are not in conflict with the Board of Regents, institutional, or unit policies governing student absences. All institutional and unit policies shall take into consideration absences in courses where specialized accreditation or the coursework's nature may necessitate the student's presence. Students are expected to attend the classes in which

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CHAPTER III –Policies and Procedures Relating to Faculty Rights and Duties

Section 1. Purpose

The purpose of this chapter is to set forth the agreed upon policy statements and procedures relating to faculty rights and duties at UNLV.

Section 2. Workload for Faculty

Individual Workloads. Individual workloads will be determined for a member of the faculty in accordance with the mission and priorities of that person's department as specified in the bylaws of the college and department thereof.

For Academic Faculty. The workload responsibilities for academic faculty shall be listed wherever applicable under the following categories:

Instruction, e.g., classroom and laboratory teaching, practicum and extension teaching, preparation, evaluation of students' performance, direction of independent study, theses and dissertations, consultations with students entered in classes, and student advisement.

Research, scholarly and creative work related to the members' discipline, aimed at specific results, e.g., books, articles, reports, and artistic creations or performances.

Public, community and University service including research, consultation, administration, or other services directed toward the University or community welfare.

For Nonacademic Faculty. Each academic support unit shall establish the scope of each employee's professional responsibilities and the performance standards thereof. These responsibilities may vary according to fluctuating work-related institutional and student needs and may include, but may not be limited to, the following areas:

Unit meetings

Student advisement and counseling

Committee work

Research, writing and creative activity

Community service

By mid-semester faculty members shall be consulted and notified of course assignments for the following semester. (C 06/16)

In the event the chair or supervisor changes course assignments for any reason, the change shall be explained in writing in appropriate detail and shall be distributed to all

action denying appointment with tenure, salary increases, promotion or reappointment.
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Education Code, Chapter 5, Section 5.2.4, a nonacademic faculty member may request reconsideration of any personnel action denying salary increases, promotion, or reappointment. (Salary increases include merit awards.)

Grievances See Chapter III, Section 11.06(a) (1) (i) 7.2 (o)

authorized by the appropriate administrator, and (9) where applicable, the chair of the Faculty Senate Appeals Committee, Faculty Senate Grievance Committee, or Special Hearing. (B/R 3/03)

A log sheet listing name, date, and reason for access shall be maintained by the custodian of all records and files maintained above the departmental level for each faculty member.

The materials in all personnel files shall be confidential; that is, they shall not be shared nor discussed with any person not listed in Section 9.4, except as may be provided herein or where access to such files is required by law or court order. (B/R 3/03)

Modification of Files. Nothing shall be permanently placed in or removed from the master personnel file without notification to the faculty member and approval by the administrator in charge of it.

If a faculty member objects to the inclusion, retention, or removal of any material in his or her personnel file, the faculty member may make a written request to the appropriate administrator for its removal, modification, or retention. If this request is denied, the faculty member shall have the right to file a grievance concerning the action of the administrator through established grievance procedures. (B/R 3/03)

A faculty member may include, rebut, or comment upon any information in his or her own personnel file without a written request to do so.

Section 10. Guidelines for Academic Faculty Salary Increases

Guidelines for Salary Increases. General areas, which might be used to evaluate the performance of an individual faculty member in making recommendations for salary increases, are as follows:

Advising and counseling students 3.4.7 (e)11uidshnv005

is considered meritorious in at least one of those areas. Merit awards are specifically not to be confused with inequity adjustments. Among the many legitimate reasons to award merit are the following:

- To encourage exceptional academic faculty with excellent mobility to remain at UNLV;

- To reward exceptional performance in any of the several areas for which academic faculty are evaluated;

- To reward outstanding performance over a long period of time performance that may not have resulted in merit for any particular year;

- To allow for other specific or general exceptions, which to the evaluators represent some outstanding, reason for awarding merit.

The award of merit shall require a specific application and an evaluation process separate from annual or other evaluations made of faculty. Documentation submitted for annual evaluations may be used for merit evaluation. Unit administrators, including chairs, directors, and assistant and associate deans and chairs, must file applications through the faculty process to receive merit awards for teaching, research and non administrative service.

The determination of the minimum standards for satisfactory and meritorious performance in teaching, research and service shall be made by an elected committee of the faculty of each department and/or college as specified in the unit bylaws, with the advice and consent of the dean. Where possible, the same standards shall be applied to all faculty within the college. Such standards shall take into account the variations in assigned workload present in the college.

Each unit may determine the process used to rank its faculty, except that a final ranked list shall be submitted to the dean from an elected faculty committee at the college level. Ranking of applicants for merit shall be based on the standards created under section 10.2.2 and all policies and procedures mandated by the Executive Vice President and Provost or President.

request from a faculty member for the reasons they received a particular award of merit, or no award, the Dean shall include in the letter the ranking of the faculty member by the college committee and the reasons for that award, which must include any information provided to the Executive Vice President and Provost.

Merit for administrative service shall be recommended at the discretion of the Dean, approved by the Executive Vice President and Provost and awarded by the President.

(B/R 3/03)

Statement of Reasons A faculty member who has been denied a salary increase may, within 15 calendar days after notification of such denial, provide a written request to the department chair, supervisor, or dean who rendered the negative decision asking for a statement initiating of the reasons for the denial. The response must be received by the faculty member within 15 calendar days after the appropriate administrator receives the written request for reasons. Faculty members also may request reconsideration of the denial (Nevada System of Higher Education Code, Chapter 5, Section 5.2.4 and UNLV Bylaws, Chapter III, Sections 6.5 and 16.9).

Grievances A faculty member who has been denied a salary or merit increase has the right to file a grievance concerning the decision to the Faculty Senate Grievance Committee once the reconsideration process has been completed through the administrative channels. (See UNLV Bylaws, Chapter I, Section 4.6.6 and Chapter III, Section 20.) (B/R 3/03)

Section 11. Guidelines for Nonacademic Faculty Salary Increases

Annual Merit Salary Recommendations An award of merit is expected to recognize the person who has (1) performed at least "satisfactorily" in the areas for which the person is evaluated and (2) is considered meritorious in at least one of those areas. Merit awards are specifically not to be confused with inequity adjustments. Among the many legitimate reasons to award merit are the following:

To encourage exceptional performance in any of the several areas for which a nonacademic faculty member is evaluated;

To reward exceptional performance in any of the several areas for which a nonacademic faculty member is evaluated;

To reward outstanding performance over a long period of time -- performance that may not have resulted in merit for any particular year;

To allow for other specific or general exceptions, which to the evaluators represent some outstanding, reason for awarding merit.

Equity Salary Increases Nonacademic faculty members are entitled to equity salary adjustments based on salary and similar performances of other nonacademic faculty in similar positions and circumstances within the Nevada System of Higher Education.

Reconsideration and Grievances of Denial of Salary or Merit Increases. See UNLV Bylaws,

Areas of Evaluation for Promotion General areas, which might be used to evaluate the performance of an individual nonacademic faculty member in making recommendations for promotion, are:

Advising and counseling students

Committee work

Comparisons with other nonacademic faculty members in similar circumstances within the college

establishes the Faculty Senate Priority and New Program Committee. The committee members are to be selected in accordance with departmental, college and Faculty Senate bylaws. (B/R 10/98)

Faculty Senate Priority and New Program Committee Priority List The Faculty Senate Priority and Program Review Committee shall establish a priority list of all new positions requested by the academic units and submit the recommended priority list to the Executive Vice President and Provost, who shall forward it to the president. (B/R 10/98)

Administrative Approval for Recruitment. After the administration has authorized the number of available positions, approval is given by the administration to the appropriate academic and nonacademic units to begin the recruiting process, with written notification to the Administrative Faculty Committee and Faculty Senate.

Search Committees Following administrative approval for recruitment, department or unit faculty shall elect faculty to search committees. The search committee will elect its chair and facilitate the recruitment and screening process according to unit bylaws.

Recommendations for Appointment. Each academic and nonacademic faculty unit shall determine by vote which candidate or candidates they wish to recommend for appointment and submit their credentials and applications for employment through regular administrative channels for review. (6/15)

Except as otherwise provided in Board of Regents policy, Title 4, Chapter 8, Section 7.2, all academic appointments must follow the procedures described in Chapter III, Section 15 (Recruitment of Faculty). The unit faculty may approve a suspension of all or a portion of Section 15 by no less than a majority vote of all eligible faculty in accordance with unit bylaws. (12/15)

(B/R 3/03)

Section 16. Guidelines and Standards for Tenure, Promotion, or Appointment to Academic Rank

These guidelines and standards apply to the recommendation of tenure and/or academic rank, either through an internal process of promotion or tenure, or the hiring of a faculty member into academic rank.

Unless specified in writing by the unit appointing authority upon request by the

requirements of the NSHE Code, the UNLV Bylaws and its College or equivalent School Bylaws. Standards and criteria are created by the faculty of the unit and are subject to approval at the appropriate administrative channels and by the President. Criteria not detailed in the Code and pertinent Bylaws and approved by the President may not be used.

Standards for evaluation are 1) Teaching or equivalent non-teaching roles, 2) Research,

Evidence of professional commitment, such as membership in professional organizations.

Willingness to meaningfully engage in the larger university community, indicating an ability to work with faculty and students in the best interests of the academic community.

Associate Professor (Rank III) and/or Tenure at Rank III.

The individual will meet all of the following minimum qualifications such that the rating in each standard meets or exceeds requirements in the NSHE Code Section 3.4, and the UNLV Bylaws and the overall performance demonstrates excellence and the promise of continued excellence, as defined in the appropriate unit bylaws:

Possession of the appropriate terminal degree except as detailed in Section 16.1.4.

Demonstrated effectiveness as a university teacher, in the case of individuals with non-teaching backgrounds, promise of effectiveness as a university teacher or demonstrated effectiveness in other assigned duties when a faculty role statement does not include instruction. The evaluation of teaching shall include several metrics such as in-classroom peer reviews, pedagogical innovation or research, textbooks or course materials developed, display of breadth and depth of courses taught, evidence of effective mentoring of graduate or undergraduate students, including coauthorships, community engagement in teaching, and student evaluations.

Demonstrated effectiveness in research, scholarship, creative, clinical or entrepreneurial activity with due recognition for the different forms such productivity may take in the various disciplines. External metrics of impact, including peer-reviewed publications and citations, independent reviews, external indices, grant or other external funding, and community engagement, should be used consistently and as applicable. It is expected that an associate professor is on a trajectory to a strong national or international reputation in the appropriate field.

Demonstrated effectiveness in service, the evaluation of which may include, but not limited to professional commitment as demonstrated by membership and participation in professional or academic organizations, a record of community engagement outside the university, contributions to the university community through participation in various administrative, governance, and planning activities, and a demonstrated ability to work with faculty and students in the best interests of the academic community.

Professor (Rank IV) and/or Tenure at Rank IV

The individual will meet all of the following minimum qualifications such that the overall performance demonstrates excellence and the promise of continued excellence, as defined in the appropriate unit bylaws:

Possession of the appropriate terminal degree except as detailed in Section 16.1.4.

Demonstrated excellence as university teacher or, in the case of individuals with non-teaching backgrounds, promise of excellence as a university teacher or demonstrated excellence in other assigned duties when a faculty role statement does not include instruction. The evaluation of teaching shall include both student evaluations and additional metrics, such as in-classroom peer reviews, recognition of the breadth and depth of courses taught, pedagogical innovation or research, evidence of effective mentoring of graduate or undergraduate students, including coauthorships, community engagement, textbooks or course materials developed, and commitment to student success. Full professors are expected to demonstrate greater impact with their students as specified in unit bylaws.

Demonstrated excellence in research, scholarship, creative, clinical, or entrepreneurial activity with due recognition for the different forms such productivity may take in the various disciplines. External metrics of impact, such as peer reviewed publications and citations,

member may request reconsideration of such denial. The request shall be submitted to the faculty member's department chair or supervisor together with the reasons, arguments, and documentation supporting the request for reconsideration. The request for reconsideration shall be promptly directed through regular channels with recommendations from each administrative level for or against reconsideration of the decision. Final action shall be taken within a reasonable time by the president after receipt of the recommendations. If the president decides to recommend tenure or promotion

Other Titles. Other designations relating to full or part time, nontenure-track special assignments or positions such as "affiliate professor," "adjunct professor," "part-time faculty," "research professor," "research associate," etc., are subject to the special terms appearing in their contracts or letters of appointment as approved by the president.

Affiliate Faculty. The titles "affiliate assistant professor," "affiliate associate professor," and "affiliate professor" are used for nontenure-track appointments at the professional level for persons with special qualifications to teach advanced, specialized courses but who do not conform to the general guidelines of academic rank as specified in Chapter III, Section 16. Except under special circumstances, these titles are not intended for persons who are hired to teach introductory courses: rather, they are reserved for persons whose experience, training, and/or unusual talents make them uniquely qualified to teach specialized courses. Examples include eminent artists and musicians or prominent public figures or business leaders.

Adjunct Faculty. The titles "adjunct assistant professor," "adjunct associate professor," and "adjunct professor" are used for nontenure-track appointments which may be identical to those of affiliate faculty.

the Faculty Senate Administrative Faculty Committee, and the Chair of the Faculty Senate Priority and New Program Committee. The president shall forward all recommendations of the Faculty Advisory Committee to the Chancellor. (B/R 3/03)

Financial Exigency. Immediately upon the declaration of a bona fide financial exigency by the Board of Regents the following procedures shall be implemented by the president:

Establishment of Ad Hoc Financial Exigency Committee. The president shall create an Ad Hoc Financial Exigency Committee to prepare recommendations for a plan to implement the discontinuance or reduction in size of administrative units, projects, programs or curricula to include layoffs, if necessary, due to the financial exigency. Each such plan shall establish the criteria necessary for recommending and determining such actions.

Financial Exigency Plan RequirementsThe plan shall take into consideration the affirmative action goals of the University, the responsibility of the University to continue to offer the appropriate range of programs or curricula to its enrolled students and the missions of the University. The plan shall set criteria for identifying the individuals whose appointments are to be terminated. These criteria may include considerations of length of service, tenure status, rank and merit.

Ad Hoc Financial Exigency Committee. The president shall establish an Ad Hoc Financial Exigency Committee, determine the number of persons to serve on the committee, and appoint one half of the membership. The Faculty Senate shall elect the other half of the

Restriction on Replacements. In all cases of termination of appointment because of financial exigency, the place of the faculty member concerned will not be filled by a replacement within a period of two years, unless the released faculty member has been offered reinstatement in writing and has been given a reasonable time in which to accept or decline in writing (no less than 20 calendar days). The reappointment referred to herein shall be at the faculty member's previous rank or range, inclusive of all cost-of-living increases given during the layoff. All sick leave and other accrued benefits shall be restored at the level present at the time of the layoff.

Periodic Review of State of Financial Exigency. A financial exigency, once declared, must be reviewed by the president every 180 calendar days or sooner if appropriate. Before making a recommendation to the Board of Regents on whether a state of financial exigency should be continued or declared ended, the president shall seek the advice of the Faculty Senate and shall obtain its recommendations concerning whether the state of financial exigency should continue or be declared ended. The Faculty Senate recommendations shall be forwarded to the Board of Regents along with the recommendations of the president.

Curricular Reasons for Termination A person holding an authorized professional position may be terminated for curricular reasons, which is the bona fide discontinuance, reduction in size or reorganization of an administrative unit, project, program or curriculum. When it is determined that a proposed change within a program of study may result in the displacement of faculty the following steps shall be implemented:

Notification of Proposed Layoffs When the recommendations of the appropriate Faculty Senate Priority and New Program Committee, as outlined in Chapter II, Section 6.3.7 and 6.3.8 of these Bylaws, include the potential for displacement of faculty, prior to approval by the Executive Vice President and Provost (or other appropriate administrator in the case of nonacademic faculty), faculty potentially affected will be informed by their supervisor within three college working days of the proposed change, the proposed time schedule and the possible alternatives to termination for curricular reasons which may be available within the University or within other System institutions. (B/R 10/98)

Alternatives to Layoffs Among the alternatives to termination for curricular reasons to be investigated jointly by each potentially affected faculty member's supervisor and dean and the appropriate vice president are:

All reasonable steps will be taken to identify a suitable, alternative appointment within the University for each faculty member who may be displaced. In consultation with the Faculty Senate Priority and New Program Committee, the president and the appropriate vice president shall designate appropriate receiving departments throughout the University for each potentially affected faculty member. A displaced faculty member may be appointed to a vacancy in such a designated receiving department unless the department demonstrates that the displaced faculty member is not suitable for such vacancy or unless the threat of layoffs for curricular reasons is removed. (B/R10/98)

All reasonable steps should be taken to investigate suitable, alternative appointments within other System institutions and to facilitate communication between each affected faculty member and other System institutions, when requested to by said faculty member.

A careful review and evaluation of administrative appointment, early retirement options, retraining programs, non-University employment opportunities, or other alternatives shall be conducted and discussed with the affected faculty member.

Faculty Senate Priority and New Program Committee Recommendations. The recommendations of the Faculty Senate Priority and New Program Committee and the additional findings regarding displacement of faculty for curricular reasons shall be considered by the appropriate vice president or dean who shall either return the recommendations to the Faculty Senate Priority and New Program Committee for reconsideration or approve said recommendations and forward them to the president for final disposition. (B/R 3/03)

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recommendation. The president's decision shall be final and shall be sent, in writing, to the faculty member requesting reconsideration.

- 19.12.8 Exclusive Means of Review The review process involving financial exigency or curricular reasons shall be the exclusive means of review of such decisions.

Minimum Notice of Nonreappointment for Nontenured Faculty

- 19.13.1 Minimum Notice of Nonreappointment for Nontenured Faculty Unless provided otherwise in an employment contract, notice of nonreappointment to employment of nontenured faculty shall be given:

Not later than March 1 of the first academic or fiscal year of service, if the employment contract terminates at the end of that year, or if an employment contract for a one year appointment terminates during an academic or fiscal year, at least 90 calendar days in advance of its termination;

Not later than December 15 of the second academic or fiscal year of service, if the employment contract terminates at the end of that year, or if the second employment contract for a one year appointment terminates during an academic or fiscal year, at least 180 calendar days in advance of its termination;

At least 365 calendar days in advance of the termination of each succeeding employment contract of one academic or fiscal year's duration after the second year of service;

For employment contracts of less than one academic or fiscal year's duration, for a period of time which may be mutually agreed upon by the parties to such employment contracts, but, in all events, no less than 14 calendar days in advance of the termination of such contracts. (Nevada System of Higher Education Code 5.9.1.);

Faculty holding contracts under Nevada System of Higher Education Code 5.4.2, shall have the same minimum notice as specified in Nevada System of Higher Education Code 5.9.1;

Nontenured faculty members must be given written reasons for nonreappointment and have the right to reconsideration but not to grievance.

- 19.13.2 Shortened Notice of Nonreappointment for Financial Exigency for Nontenured Faculty.

Nonreappointment of a nontenured faculty member at the end of an existing employment contract by the University because of a financial exigency shall conform to the shortened notice of nonreappointment, given in Nevada System of Higher Education Code 5.9.2, except that if a financial exigency is such that adequate funds do not exist to pay the terminated faculty member's salary for such period, the notice of nonreappointment may be shortened to a period

Senate Office, not including any days the university is not in session between regular semesters. A request for an extension of time to respond to a grievance shall be authorized by the Faculty Senate Chair, pursuant to the procedures contained in the Faculty Senate Bylaws. Unless an extension of time for filing a response to the grievance has been granted, failure to timely respond shall be deemed a failure to object to the grievance by the respondent, and the Hearing