

BOARD OF REGENTS
BRIEFING PAPER

1. AGENDA ITEM TITLE: Handbook Change, Title 4, Chapter 3, Section 37 Enhanced 12-month Nursing Contract for UNR

MEETING DATE: July 21, 2023

2.

7. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Nursing faculty shortage is a nationwide concern. Salary competitiveness is a key factor in recruitment of qualified and experienced nursing faculty.
- University of Nevada, Reno's Orvis School of Nursing is struggling to recruit and retain LOA faculty to teach, especially during the summer semester.
- B3 contract would make competitive nursing faculty salaries and increase the number of full-time faculty on contract to teach throughout the year, especially during summer semester.
- B3 contracts are already in use at UNLV, NSC (NSU) and CSN. This Handbook change will place UNR on equal footing with those institutions.
- Funding has been secured to support the additional compensation related to this change.

8. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

The main argument that may be posed against this request is the concern regarding cost. However, the University of Nevada, Reno has received the nurse expansion grant, which will support the increased cost to the institution.

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

The alternative to this request would be maintaining the status quo, which would result in continued attrition of full-time faculty due to increased compensation alternatives in the private sector, ongoing recruitment of LOA faculty, and opportunity for inconsistency of education provided due to the need to use LOA faculty to teach most courses during summer semesters.

10. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:

The Chancellor's Office supports the policy change.

11. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
 Amends Current Board Policy: Title # 4 Chapter # 3 Section # 37
 Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
 Other: _____
 Fiscal Impact: Yes No _____
 Explain Compensation for nursing faculty at the Orvis School of Nursing will be increased and funded by the Nurse Expansion Grant received by NSHE.

POLICY PROPOSAL - HANDBOOK
TITLE 4, CHAPTER 3, SECTION 37

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

Section 37. Enhanced 12-Month Contracts for Academic Nursing Faculty (UNLV, NSC [~~and~~ CSN, and UNR Only)

The following provisions are applicable to the University of Nevada, Las Vegas, Nevada State College, [~~and~~] the College of Southern Nevada, and the University of Nevada, Reno only:

1. If the institution adopts a three semester model for its nursing program, the institution may employ full-time academic nursing faculty under a B3 contract.
2. Nursing faculty employed by the institution under a B3 contract must adhere to the faculty workload requirements defined in Title 4, Chapter 3 for each of the three semesters. The institution will report annually to the Chancellor's Office the number of academic nursing faculty employed under B3 contracts and the total number of credit hours taught during each semester of contract.
3. Compensation for academic nursing faculty under a B3 contract shall be determined based on the approved nine-month academic salary schedules approved by the Chancellor times 1.5.

EXHIBIT 1