

BOARD OF REGENTS
BRIEFING PAPER

Agenda Item Title: UNLV Bylaw Change – Peer Review

BACKGROUND & POLICY CONTEXT OF ISSUE:

The language of UNLV's peer review provision is not clear as to whether or not a faculty member could also add a rejoinder to their personnel file. This revision codifies existing practice allowing submission of a rejoinder, whereby the faculty member may both request peer review and place a rejoinder in their personnel file consistent with Board policy.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Makes it clear that a faculty member can file a separate written response to an evaluation and also have a peer review committee.

IMPETUS (WHY NOW?):

Consistent with a recent change in Title 4, Chapter 3, Section 4.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

Extends the rights of faculty to challenge annual evaluations consistent with Board policy.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None known.

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

None proposed.

COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # 4 Chapter # 3 Section # 4
 Amends Current Board Policy: Title # 5 Chapter # 6 Chapter # III Section # 8.3
 Other: _____
 Fiscal Impact: Yes _____ No X
Explain: _____

PROPOSED AMENDMENT
TITLE 5, CHAPTER 6, SECTION 8
Additions in *boldface italics*, deletions in brackets

8.3 Evaluation by Administrator. The department chair or supervisor shall write an annual evaluation and present it to the faculty member for review. If the faculty member disagrees with the evaluation, then he or she (a) within thirty calendar days after notification, may submit a written [rejoinder] *response* to the evaluation *to be incorporated therewith*, [or] *and* (b) within fifteen calendar days after notification, may request in writing to the college dean or appropriate vice president the formation of a committee of peers to conduct a separate annual evaluation. Each college or unit shall establish in its Bylaws procedures for forming an elected peer review committee, and any operational guidelines deemed necessary. In the case of academic faculty, the elected peer review committee shall consist of tenured faculty members regardless of rank. The peer review committee shall be constituted within fifteen calendar days after receipt of a request for peer review. The committee's purpose shall be to file a report, which either recommends upholding the administrator's original evaluation or reversing that evaluation and recommending an alternative one. The committee shall complete its work no later than the end of B-contract period. Both the original evaluation and the recommendation of the peer review committee shall be forwarded to the appropriate dean and vice president or provost and both evaluations shall be placed in the faculty member's master personnel file. The appropriate vice president or provost shall make the final decision on the evaluation to be issued to the faculty member for the year.