

BOARD OF REGENTS
BRIEFING PAPER

HANDBOOK REVISION: Trimester Nursing Authorization

BACKGROUND & POLICY CONTEXT OF ISSUE:

In an effort to attract academic nursing faculty, the University of Nevada, Las Vegas, has recently piloted a program using an enhanced 12-month contracts for nursing faculty teaching under a full three-semester model. The institution is using this enhanced 12-month contract (B3 contract) to cover summer school, assuming that the summer session is equivalent to a full-term, and calculating the salaries at 1.5 times traditional 9-month salary amounts. Typically, in other disciplines, a 1.2 factor is applied to 9-month contract amounts to calculate an equivalent 12-month salary amount. However, under this contract the faculty member must teach a full semester's worth of content over the summer session. The state college and the College of Southern Nevada have expressed a desire to utilize similar contracts in expanding their nursing faculty. Because of the unique characteristics of the southern Nevada labor market this option is recommended for the southern institutions only.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend Board policy (*Title 4, Chapter 3*) to authorize the use of an enhanced 12-month contract for academic nursing faculty at UNLV, NSC, and CSN only. (See attached Policy Proposal.)

IMPETUS (WHY NOW?):

Following a number of discussions with the Presidents regarding nursing salaries and contract options the policy is brought forward at this time for consideration.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- A three-semester model will enable the institution to fast-track nursing students, effectively graduating nursing students and getting them into the workplace more quickly;
- The enhanced 12-month contract will allow UNLV, NSC, and CSN greater flexibility in offering competitive market salaries;
- Growing nursing programs may be expanded using existing faculty; and
- Because the summer nursing school is state funded, additional formula dollars to support these enhanced 12-month contracts (through the summer) is not necessary.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

- Adopting a 12-month enhanced contract option for nursing only may open the door for other disciplines where the market demand for faculty is not as great; and
- The institution will not recognize additional funding from summer nursing enrollments until the next biennium.

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

Restrict campuses to traditional 9-month contracts under a two-semester model

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Board Policy: *Title 4, Chapter 3, Section 35*
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No _____
Explain: _____

POLICY PROPOSAL
TITLE 4, CHAPTER 3, *new* SECTION 35
B3 Contracts for Nursing Faculty (UNLV, NSC and CSN)

Additions appear in ***boldface italics***; deletions are [~~stricken~~ and bracketed]
boldface italics as amended during the Board meeting (10/07)

INSERT A new SECTION 35 AS FOLLOWS:

Section 35. Enhanced 12-Month Contracts for Academic Nursing Faculty (UNLV, NSC and CSN only)

The following provisions are applicable to the University of Nevada, Las Vegas, Nevada State College, and the College of Southern Nevada 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 9-month academic salary schedules approved by the Board times 1.5.***

RENUMBER SECTIONS 35 THROUGH 39 AS SECTIONS 36 THROUGH 40.