

Senses of the Senate 2005-Present

Sense of the Senate – Approved September 20, 2005 Clint Richards, Senate Chair

Recommendation on Domestic Partner Benefits

The Faculty Senate urges UNLV administration and the Board of Regents to support the following for the NSHE system:

That all benefits and privileges offered to spouses and dependents of eligible employees (faculty, administrative, professional and service personnel), including but not limited to health insurance, COBRA and life insurance, be offered on identical terms to eligible employees' *bona fide* domestic partners, both same and opposite gender, and to their dependents.

Sense of the Senate – Approved September 19, 2006 Bill Robinson, Senate Chair

Degree Revocation

The Board of Regents should be the appeal body and not the authority to initiate the degree revocation process. The statute of limitation for initiation of degree revocation should be two years from the date of fraud discovery.

Sense of the Senate on Budget – Approved January 20, 2009 Nasser Daneshvary, Senate Chair

The Governor's proposed budget will effectively destroy higher education in Nevada for generations to come. This is bad public policy in both the short term and the long term.

We call upon the Legislature to provide adequate funding for higher education in Nevada, to ensure that the citizens of Nevada have the opportunity to obtain an appropriate college education.

Sense of the Senate on Health Care Benefits – Approved January 20, 2009 Nasser Daneshvary, Senate Chair

The faculty of the University of Nevada, Las Vegas (UNLV) recognizes the serious financial situation faced by our State. As citizens and State employees, we are ready to carry our fair share. Mindful that lawmakers want to choose the most efficient and least harmful cuts in services and benefits, we respectfully call your attention to several factors to consider when evaluating present proposals to cut employee health care coverage for *all* State employees, regardless of income.

The Governor and the Legislature should reject the Spending and Government Efficiency Commission (SAGE) recommendations regarding health care because of the data flaws.

SAGE recommends reducing the active employees' health care subsidy and eliminating retirees' health care subsidy (Recommendations 12 and 14). SAGE claims this will achieve savings of \$44 million in one year and \$489 million over five years. As pointed out by Elliot Parker and others, the SAGE recommendations are based on faulty analysis, unrealistic assumptions and flawed data. The claimed saving will not be achieved.

The Public Employee Benefit Plan Board (PEBP) proposals, as well as SAGE's, may have serious adverse effects that could engender more costs than are saved. PEBP has been directed by the Governor to reduce health insurance expenditures by \$50 million. The PEBP board proposal will increase health insurance premiums and reduce coverage to achieve these cost reductions. Given the present economic situation, the PEBP board proposal is less objectionable than SAGE's proposals, and apparently has been made based on actuarial analysis of health insurance claims data. What the PEBP and SAGE proposals fail to consider is that cuts and attendant increases in families' out-of-pocket expenses might make continued health care coverage too expensive for some employees. Insofar as cuts result in families postponing or limiting reasonable medical examinations and treatment, any short term savings soon will be negated. Health costs and loss of productivity increase when needed medical intervention is delayed. Even with higher deductibles, many of these higher costs will be passed on the PEPB.

In addition to adverse health effects, the Senate is concerned that the SAGE and PEBP proposals will frustrate recruitment and retention of high quality faculty, staff, and administrators. Likewise, the proposed cuts and cost increases may hinder other state agencies that must recruit personnel in a national market. The reduced ability to recruit and to retain outstanding, talented people could have negative consequences for the State in both the short and the long term.

Proposed cuts directed at retirees and those considering imminent retirement may well engender greater costs than are saved. Potential retirees may postpone retirement rather than lose health coverage. The costs of retaining very senior employees who otherwise would retire are higher than the costs of replacing retirees. Moreover, some reliable commentators have warned that such cuts might be the basis for plausible civil actions.

As an alternative source of savings, we hope that appropriate Nevada offices will investigate ways to eliminate any waste and excess in our healthcare system. We are willing to join in that project. For instance, to promote less costly yet more effective healthcare, the Nevada System of Higher Education (NSHE) and UNLV should immediately adopt a proactive approach to health risk management. This includes, for example, health promotion and wellness programs and disease management programs for individual with chronic health problems. These programs can be implemented utilizing expertise available at UNLV, as well as community resources.

Thank you for considering the arguments raised by the UNLV Faculty Senate and others as the State seeks the best way to cope with the present economic problems. Our goal is to work with the Governor and Legislators in a cooperative and mutually beneficial problem solving manner to aid in overcoming the economic realities in Nevada.

Vote for Approval: Unanimous 44 yeas

**Sense of the Senate Statement on the Governors Proposed Budget
– Approved January 20, 2009
Nasser Daneshvary, Senate Chair**

The Governor's budget places a disproportionate share of the burden of balancing the budget on the states' higher education faculty and staff. We therefore call on our colleagues at each NSHE institution, on our students, and on our community to join with us in communicating to our elected representatives our opposition to the Governor's proposed budget.

1. The proposed budget will compromise the state's competitive position.

Great care is shown by the Governor and the Nevada legislature not to compromise our economic competitiveness by placing too great a burden on business. So should the Governor and legislature avoid the potentially calamitous burden that this budget would place on the competitiveness of our System of Higher Education.

Faculty and staff are recruited nationally and internationally in a very competitive market environment, after years of extensive training and preparation. Over the past generation, UNLV and the state of Nevada have been attractive employers in the academic marketplace, where top scholars and teachers could build a career working in an environment of expansion and excellence. Cuts of the magnitude proposed by the Governor would not only take UNLV and NSHE off their upward arc; they would place us on a rapid and possibly inescapable downward spiral. While we recognize that in a time of budgetary shortfall, it is reasonable to expect salary freezes and a short-term adjustment of benefits, the Governor's budget goes far beyond what is reasonable and would drop UNLV and NSHE far below a competitive position for hiring and retaining top faculty and staff.

Furthermore, the State has been working diligently to attract new employers to Nevada and to diversify the state's economy. Business executives will not be willing to relocate to Nevada if their children and their employees' children do not have the opportunity to obtain a high quality education. As the economy becomes increasingly knowledge-based, companies will not relocate to Nevada if they cannot recruit locally from a well-educated labor force. Cuts of the magnitude proposed by the Governor will result in a loss of educational opportunities, which in turn will lead to a less well-educated labor force, a weaker competitive position for the State, and a loss of economic opportunity for its citizens.

2. The proposed budget is unfair.

The Governor's budget would impose an approximately 10% reduction in take-home pay for faculty and staff, as well as other state employees. The combination of a 6% gross salary cut and a significant increase in health care premiums, co-payments and deductibles (which have been conservatively estimated to amount to about 3% of gross salary for mid-career faculty) places the equivalent of an unfair tax burden on one sector of the workforce. This burden could be even higher for families with children, who will have to bear a larger share of the cost of health care premiums for dependents.

Academic faculty at UNLV and in Nevada, even before the current round of cuts, were fulfilling teaching and research responsibilities above the national average for comparable institutions and receiving compensation and benefits below the national median. Merit pay raises for high-performing teachers and researchers were reduced in 2008-2009 by half, and our administrations have informed us that no faculty or staff will receive any cost-of-living increases, merit increases, or step increases (for classified staff promoted in rank) in the coming biennium.

Faculty have taken on larger course loads, larger class sizes, and enhanced administrative service assignments, yet they have still achieved higher levels of research productivity in the past few years. Working harder and accepting that compensation cannot be increased is fair in times of hardship; the Governor's budget does not reflect this sense of shared sacrifice because it asks us to shoulder a disproportionate burden of the budget reduction.

3. The proposed budget is unnecessary.

Such destructive, counter-productive, and unfair cuts can be avoided. The System has been working with the Governor and the legislature to make it possible for the NSHE institutions to generate a larger share of our own operating funds by retaining a larger share of student tuition dollars. We as faculty urge our colleagues, our administration, our students and our community to support that change. We urge the legislature to recognize this solution and work to make it feasible -- rather than using our requests for greater cooperation out of context as a basis to justify cuts that are counter-productive, unfair and unnecessary.

Vote for Approval: Unanimous 40 yeas

Sense of the Senate: Implementation of the 15.35% Operating Budget Reduction – Approved 5-19-09
John Filler, Senate Chair

It is the Sense of the Faculty Senate of UNLV that a 15.35% reduction of the state general operating fund should be administratively processed with adherence to the following guiding principle. Cuts to academic and non-academic faculty compensation, mandated furloughs of faculty, and possible elimination of academic programs, should only be considered following a critical review of all administrative and academic programs according to the UNLV bylaws. Program review with an emphasis of protecting the curriculum and the quality of our academic mission must occur prior to any adjustment in faculty and professional staff employment condition.

Vote for Approval: 34-4-6

Sense of the Senate: Regarding Administrative Salary Adjustments – Approved 4-13-10
Cecilia Maldonado, Senate Chair

It is the Sense of the UNLV Faculty Senate that given the current budget crisis, the joint administrative and Faculty Senate review of academic programs for elimination, and the possibility of professional staff and academic faculty furloughs and layoffs, that additional administrative salary adjustments (so-called *ad hoc* salary bumps) are justifiable only under extraordinarily compelling circumstances and the continued practice of awarding them should occur only under such circumstances. Furthermore, the Senate urges the President to report any such circumstances to the Faculty Senate Executive Committee in as timely a manner as possible.

Vote for Approval: 27-10

**Sense of the Senate: *Regarding Ombudsman Office* – Approved 10-12-10
Cecilia Maldonado, Senate Chair**

It is the Sense of the UNLV Faculty Senate that creation of an Ombuds Office along the lines of the 2007 Task Force Report to President Ashley, should no longer be delayed but that the office should be formed by July 2011 pending the completion of a successful internal search as described in the 2007 Task Force Report.

Vote for Approval: 37-3

**Sense of the UNLV Faculty Senate: *Regarding Code Revisions* - Approved 5-02-11
Sally Miller, Senate Chair**

The UNLV Faculty Senate implores the Nevada System of Higher Education Regents to follow existing CODE language as they deal with the realities of the State of Nevada, Higher Education budget. We believe Code revisions should not be placed on any Board agenda unless recommended by the Faculty Senates and Presidents. Deconstructing legal protections for NSHE employees by changing our codified governing documents is both irresponsible and negligent.

Vote for Approval: Unanimous

**Sense of the Senate: *Resolution on Tobacco Policy* – Approved 12-6-11
Gregory Brown, Senate Chair**

The UNLV Faculty Senate supports a healthy environment for all faculty, staff, students, and visitors on the UNLV campus and is committed to providing leadership in the community by creating a healthy, sustainable campus environment.

It is the Sense of the UNLV Faculty Senate that UNLV should enforce existing tobacco-related policies more consistently, develop smoke-free corridors, and continue cessation services for all faculty, staff, and students as steps towards a tobacco-free campus.

Vote for Approval: 32–12

**Sense of the Senate: *Resolution on Free Speech and Civil Disobedience* – Approved 12-6-11
Gregory Brown, Senate Chair**

Whereas the University of Nevada Las Vegas is committed to the rights of students and faculty to free and unfettered speech in the context of open demonstrations, and

Whereas the UNLV Faculty Senate believes it is the right of all UNLV employees and students to openly express their views in free and unfettered speech,

Therefore be it resolved that the UNLV Faculty Senate condemns the recent violent actions of the University of California Davis administration and calls upon the UNLV administration to commit to an atmosphere that accommodates free speech and civil disobedience.

Vote for Approval: 30-14-1

Sense of the Senate: *Administratively Appointed Committees – Approved 12-6-11*

Gregory Brown, Senate Chair

Given that the UNLV By-Laws give control of all matters of curriculum, including the General Education plan of the university, to the academic faculty of the University,

The Faculty Senate requests that the President and Executive Vice President and Provost eliminate all administratively appointed committees, including the GEAC, whose functions properly should be assigned under the UNLV By-Laws and Faculty Senate Constitution to the Faculty Senate General Education Committee.

Further, the Faculty Senate requests that the President and Executive Vice President and Provost refrain from forming any new committees, such as a First Year or Second Year committee, that duplicate the charge and duties of the Faculty Senate General Education Committee.

Vote for Approval: 29-15-2

Sense of the Senate: *Rotation of Chair Term ending June 2012; next Term to begin July 1, 2012, ending May 31, 2013. – Approved 1-24-12*

Gregory Brown, Senate Chair

Having modified articles 2.1, 2.2 and 2.3 of our bylaws to accommodate the unusual situation of a vacancy mid-term in the office of the chair, and having set fixed dates for the beginning and end of the term of each Senate and its officers, the Senate now must reconcile the term of the chair to the new dates through a one-time modification of the term of the next Senate chair, current vice-chair Sumpter.

To give Chair Brown his full term as Chair of the Faculty Senate and to give Vice-Chair Sumpter adequate time to prepare to succeed him, the Senate under revised article 2.3 of its bylaws, specifies that upon the completion of Chair Brown's one-year term on June 30, 2012, that Chair Sumpter's term shall begin on July 1st of 2012 and end on May 31st, 2013.

By this action, the Senate reconciles rotation of offices with its by-laws and Constitution.

Vote for Approval: 29-9

**Resolution: Senate Mission Statement – Approved 2-21-12
Gregory Brown, Senate Chair**

The UNLV Faculty Senate is the voice of the academic and administrative faculty working transparently with university administration to advance the vision and direction of the institution.

Relying on faculty participation in its committee structure, the Senate promotes shared governance.

Informed by dialogue among constituent groups, the Senate encourages thoughtful deliberation on campus and within its elected representative membership.

The Faculty Senate assures quality in research, creative activity, teaching, and service while exercising responsibility for maintaining and improving rigorous standards throughout the curriculum.

The Senate is a strong advocate for competitive compensation, adequate benefits, and an inclusive, equitable work environment conducive to academic achievement.

The UNLV Faculty Senate vigorously champions freedom of thought and expression as the basic tenet of the academic environment at UNLV.

Vote for Approval: 37-3-1

**Resolution: PEBP Board Membership Resolution – Approved 3-20-12
Gregory Brown, Senate Chair**

The UNLV Faculty Senate, as an organization that represents the professional employees of UNLV, a campus of the Nevada System of Higher Education, recommends under NRS 287.041.1(a) that the Governor consider for appointment to the Public Employees Benefit Program board Dr. Chris Cochran, Associate Professor of Health Care Administration. We particularly note his advanced degree and proven experience in the field of Health Care Administration, as recommended by NRS 287.041.1.2.

Vote for Approval: 40-1-1

**Resolution: Salary Compensation Priority – Approved 3-20-12
Gregory Brown, Senate Chair**

The UNLV Faculty Senate has been advised by its Fiscal Affairs Committee that the responses from faculty (48.87% response rate) and classified staff (47.7% response rate) to the Faculty Senate Compensation Restoration Priority Survey demonstrate one item among the six options to be significantly the priority above all others:

Restoration of full salaries for faculty and staff to pre-cut levels.

The UNLV Faculty Senate thereby resolves that the restoration of salaries ought to be a priority of NSHE efforts in building its budget request for the 2013 legislature.

Vote for Approval: 36-0-2

**Resolution: *On Compensation and Funding Formula* – Approved 4-17-12
Gregory Brown, Senate Chair**

The UNLV Faculty Senate resolves that the System of Higher Education ought to calculate and include in its budget request to the legislature, any restorations or eventual enhancements of faculty and staff compensation *separately from the campus allocations calculated through the use of funding formulas.*

Cuts to campus budgets as a result of furloughs, unpaid leaves, and pay cuts were implemented in 2009 and 2011 based upon 4.6% and 4.8% respectively of actual salary lines. Therefore, any money allocated or allowed to restore or enhance compensation in 2013 or subsequently ought to be attributed to campus budgets based upon actual salary lines as well.

Vote for Approval: 32-3-3

**Sense of the Senate: *Resolution on concealed weapon carry on campus.*
Approved 02-19-13
Shannon Sumpter, Senate Chair**

It is the sense of The UNLV Faculty Senate that we oppose proposed Assembly Bill 143.

Vote for Approval: 31-5-4

***Resolution on Faculty Consultation Procedures.* Approved 04-23-13
Shannon Sumpter, Senate Chair**

Whereas, The American Association of University Professors (AAUP) states in the 10th Edition of their Policy Documents and Reports (Statement on Government of Colleges and Universities, page 137) that the “selection of academic deans and other chief academic officers should be the responsibility of the president with the advice of, and in consultation with, the appropriate faculty”; and

Whereas, The Nevada System of Higher Education (NSHE) Handbook states in Title 2, Chapter 1, Section 1.6.1 that “The appointment of the heads of administrative units below the level of vice president within a System institution, including department chairs, and all other persons reporting directly to the institutional president shall be made by the president. In the process of making such an appointment, president or his or her designee shall consult with faculty of the appropriate administrative unit”; and

Whereas, The UNLV bylaws state in Chapter II, Section 10.5.1 that “The Executive Vice President and Provost may appoint an interim dean only after consulting with the faculty of the college/school. Such consultation shall be in accordance with unit bylaws and established policies and procedures”; and

Whereas, Shared governance requires significant, timely, and transparent information through a meaningful and authentic consultative process with the faculty prior to any formal administrative decision; and

Whereas, The occurrence of “consultation” within the UNLV Bylaws is not procedurally defined; now, therefore, be it

Resolved, That the academic faculty in their respective academic units, and the administrative faculty within their respective administrative units, will determine what shall constitute the procedural forms of their participation during consultation within their respective administrative structures; and

Resolved, That the UNLV Faculty Senate endorses forms of consultation for academic and administrative faculty that ensure fairness and confidentiality. These can include, but are not limited to, surveys, polls, or a vote of the faculty.

Vote for Approval: 39-1-1

Resolution on Establishment of a Medical School at UNLV.

Approved 04-23-13

Shannon Sumpter, Senate Chair

Whereas, The Association of American Medical Colleges ranks the state of Nevada 45th in the US in terms of total active physicians (*i.e.*, 198.3/100,000 population); and

Whereas, The Association of American Medical Colleges ranks the state of Nevada 7th in the US in terms of active physicians who are international medical graduates; and

Whereas, The Association of American Medical Colleges ranks the state of Nevada 37th out of 41 states in the US in terms of total students enrolled in public medical schools (*i.e.*, 9.4/100,000 population); and

Whereas, The Association of American Medical Colleges ranks the state of Nevada 46th in terms of residents and fellows enrolled in programs accredited by the Accreditation Council for Graduate Medical Education (*i.e.*, 10.5/100,000 population); and

Whereas, The Nevada System of Higher Education Board of Regents Health Sciences System Committee “shall promote quality education, research, patient care and community health across health care disciplines, driven by access, quality, value and the needs of people of the State of Nevada”; now, therefore be it

Resolved, That the UNLV Faculty Senate commends transparent and constructive discussions by the Board of Regents Health Sciences System Committee for the creation of a medical school in southern Nevada; and

Resolved, That the UNLV Faculty Senate endorses the creation of a medical school at the University of Nevada, Las Vegas to serve the unmet needs of the citizenry of the state of Nevada.

Vote for Approval: 36-4-2

Sense of the Senate: Resolution Regarding Decision to Close the Harry Reid Center. Approved 04-23-13
Shannon Sumpter, Senate Chair

It is the Sense of the Senate that the decision to close the Harry Reid Center for Environmental Studies has involved neither full transparency nor sufficient consultation with faculty, given the significance of this unit and the impact of this change on diverse campus units.

Vote for Approval: 30-7-3

Sense of the Senate: Resolution Regarding Announcement of Presidential Appointments. Approved 04-23-13
Shannon Sumpter, Senate Chair

It is the Sense of the Senate that the UNLV Faculty Senate deeply appreciates the willingness of the Board of Regents to include faculty input in the process of evaluating the President of the University. In that spirit, we request that the Board add a statement in its presidential evaluation process that would require the Board meeting at which the re-appointment takes place to be held on the campus of the president being evaluated.

Vote for Approval: 40 - 3

Sense of the Senate: Resolution on reappointment of Dr. Neal Smatresk as President of UNLV. Approved 04-23-13
Shannon Sumpter, Senate Chair

It is the Sense of the Senate that we enthusiastically support the reappointment of Dr. Neal Smatresk as President of the University of Nevada Las Vegas and his advocacy for state budgetary fairness for our students.

Vote for Approval: 37 - 7

Senate Resolution Regarding Merit 2014-2015
Approved October 22, 2013
Paul W. Werth, Chair

The following proposal prepared by the Executive Committee was approved unanimously by the Faculty Senate at its meeting on October 22, 2013.

- (1) UNLV bylaws shall continue to govern the process of allocating merit increases.
- (2) Merit awards for 2014 shall take into account all activities and achievements over the calendar years 2008-2013, a total of six years.
- (3) As in the past, departments and colleges shall establish their own specific procedures for assessing satisfactory and meritorious activity, as well as the rankings of faculty for the purposes of allocating merit funds—all consistent with UNLV's and their own bylaws, as well as the procedures identified here.
- (4) Allocations of merit money shall continue with the same seven tiers of dollar amounts that existed before the last distribution of merit for 2007 (from \$0 to \$4500), though units may deploy those tiers in ways consistent with their own traditions and needs.
- (5) Both those who are applying for promotion in the fall of 2013 and those who have been promoted at any point since 2008 shall be eligible for merit in 2014, regardless of past practices and procedures.

Vote for Approval: 45-0-0

**Resolution in Support of an Independent Medical School at
UNLV Approved 11-05-13
Paul Werth, Senate Chair**

Whereas, Nevada has a current population of 2.75 million that is expected to grow to nearly 3.7 million by 2030; and

Whereas, in 2010 Nevada ranked 45th in the United States in the number of physicians per 100,000 population and 46th in the number of primary care physicians per 100,000 population; and

Whereas, Las Vegas is the largest metropolitan area in the United States without an allopathic medical school and, within the top 100 metropolitan areas, has the smallest share of its economy tied to health services; and

Whereas, Nevada can support neither current nor projected healthcare needs of its residents with the limited scope of The University of Nevada School of Medicine – University of Nevada Reno (UNSOM-UNR); and

Whereas, by 2030 the total economic impact of two state-supported Nevada medical schools could total \$1.9 Billion (\$1.2 billion in Las Vegas and \$684 million in Reno), representing six times the current UNSOM-UNR impact (\$285 million); and

Whereas, UNLV is a doctoral-granting institution with strengths in biomedical research and an existing dental school; and

Whereas, the Tripp Umbach report recommends that a new four-year medical school at the University of Nevada Las Vegas (UNLV) begin in 2017 with an initial class of 60 medical students, growing to an incoming class of 120 students by 2020; now, therefore be it

Resolved, That the UNLV Faculty Senate enthusiastically endorses the Tripp Umbach report, commissioned by the Lincy Institute, calling for the creation of a four-year independent allopathic medical school at the University of Nevada Las Vegas by 2017; and

Resolved, That the UNLV Faculty Senate supports full compliance with the Liaison Commission on Medical Education (LCME) and its guidelines for developing new medical schools, such that no later than January 1, 2020 the UNLV School of Medicine will achieve full LCME accreditation and be completely independent of UNSOM-UNR; and

Resolved, That the faculty and leadership of a new medical school in southern Nevada must be faculty members recruited, hired, and tenured at the University of Nevada, Las Vegas.

Vote for Approval: 40-0-0

Resolution Regarding Presidential Vacancy at UNLV
Approved 12-03-13
Paul Werth, Senate Chair

WHEREAS President Smatresk has declared his intention to leave UNLV for another post;

WHEREAS only a national search for his successor can ensure the selection of the best possible candidate for UNLV;

WHEREAS the university has already in train a series of important initiatives designed to enhance the international reputation of the university and the educational experience of its students;

WHEREAS full academic leadership is critical to executing these initiatives and to ensuring UNLV's adequate representation before the Nevada state legislature at its next session;

WHEREAS the NSHE Handbook (Title 2, Chapter 1, section 5.4) specifies clearly a policy for addressing presidential vacancies that is designed to secure participation of university constituents and thoughtful deliberation on the part of all those involved in filling said vacancy;

And **WHEREAS** the faculty of UNLV—who are on the frontlines of UNLV's mission in terms of research, teaching, and public service—must be critical participants in the process of naming both a temporary and permanent successor to President Smatresk;

Therefore the UNLV Faculty Senate **RESOLVES**, that the appointment of an acting president and the initiation of a national search should occur as soon as practicable;

RESOLVES, that, in accordance with the policy specified in the NSHE Handbook, the Board of Regents and Chancellor should consult closely with the university community, including UNLV faculty, throughout the process of selecting both an acting and permanent president;

RESOLVES, that in order to secure the fullest possible consultation with UNLV faculty and to expedite the process of naming both an acting and permanent president, the Board of Regents should seek, if possible, to authorize a national search at its tentative meeting of 24 January 2014 and strive to complete the process of campus visitations on the part of finalists for the position by ca. 20 May 2014, while faculty remain on the UNLV campus in large numbers;

And **RESOLVES**, that the Board of Regents should follow specified policy (NSHE Handbook, Title 2, Chapter 1, section 5.4) and should not authorize deviations from the processes defined by that policy, as permitted in point (h) of the same.

Vote for Approval: 38-1-0

**Sense of the UNLV Faculty Senate Opposing Transfers of Administrators
Approved 11-10-15
Bryan Spangelo, Senate Chair**

The UNLV Faculty Senate categorically opposes the proposed amendment to Board of Regents' Handbook, Title 2, Chapter 5, Section 5.4.9, to add a new subsection regarding Transfer of Administrators. The proposal to grant the Nevada System of Higher Education Chancellor absolute authority over the decision to transfer administrative faculty without consultation with the institutions and impacted employee is a serious concern.

We believe this policy is a threat to the overall well-being of the campus. The transfer policy has the potential to: 1) impact student success by abruptly removing critical campus leadership and support staff; 2) disrupt family obligations, such as childcare; 3) place individuals within a hostile work environment; 4) inhibit recruitment of quality faculty; and 5) inappropriately shift aspects of personnel authority from institutions to the NSHE system. It should be noted that UNLV's Top Tier peer institutions do not force this type of non-consensual transfer policy upon their faculty. Thus, the proposed policy is contrary to UNLV's move towards Top Tier recognition as it undermines our ability to recruit faculty who value the ability to choose their campus of employment and career choice.

By initiating policies that weaken the autonomy of institutions and faculty, it is our belief that NSHE will further subvert the integrity of our unique institutional missions. It is the sense of the UNLV Faculty Senate that future policies be proposed which afford protections of academic freedom and independent thought rather than policies that treat faculty as commodities and corporatize education. The UNLV Faculty Senate urges the Nevada System of Higher Education Regents to reject the proposed amendment regarding Transfer of Administrators and leave personnel and hiring decisions to the presidents.

Vote for Approval: 37-0-1

Sense of the UNLV Faculty Senate Opposing Shortened Notice of Termination

Approved 11-10-15

Bryan Spangelo, Senate Chair

The Board of Regents is considering an amendment to Title 2, Chapter 5 (new Section 5.9.6), of the NSHE Code which shortens the notice required for non-reappointment of administrative faculty. The faculty of UNLV, through their representatives on the Faculty Senate, oppose this change as detrimental to the efficient and effective operation of the University and the pursuit of Top Tier status. Given the unique nature of academia, the existing notice standards serve long established and important functions which complement academic faculty appointments.

There are three major reasons why the UNLV Faculty Senate opposes this Code change:

- 1) The proposal hinders the hiring and retention of quality faculty and staff. Given the problems already created by the lack of salary equity and the low quality of our benefit packages relative to our peer and aspirational institutions, it is inappropriate to simultaneously lessen the job security inherent in NSHE employment, particularly when many administrative faculty bring long experience and unique skill sets to their jobs.
- 2) Because Chapter 5 non-reappointment prohibits the terminated faculty member from using grievance processes, this process prevents any independent review of the firing. Such a course is not in the best interests of the institutions, employees, or NSHE, because it accommodates or invites uncontestable, unaccountable, or potentially abusive personnel decisions.
- 3) Chapter 5 provides for termination without cause. Standard business practice in most of the United States is termination without cause during a probationary period, then termination only for cause, with required evaluation and opportunity for improvement after probation. Though Nevada law permits “at will” employment, it does not require it, and most major Nevada companies do not practice it. Comparisons provided by the Board on length of time of notice at other institutions do not specify if such non-reappointment is with or without cause, and, the proposed amendment puts the NSHE near the bottom of the distribution. The Senate believes that terminations of permanent employees past their initial probation should be only made for cause, and should therefore fall under Chapter 6 of the Code, not Chapter 5. Chapter 6 provides for significant internal review and transparency, which is essential for the efficient operation of the institution.

Because the present system of notice has served the NSHE system well with very little trouble, the Senate urges the Regents to reject this proposal.

Vote for Approval: 34-1-1

**Resolution Honoring the Life of Former Regent Thalia Dondero
Approved 09-13-16**

William J. Robinson, Senate Chair

Be it resolved that We, the Faculty Senate of the University of Nevada, Las Vegas, wish on this day, September 13, 2016, to honor the life of Thalia Sperry Dondero, who devoted so much of her energy, wisdom, and generous spirit to the benefit of the citizens of Nevada; for being a tireless advocate for improving education in our county and state; for breaking gender barriers by being the first woman ever to be elected to the Clark County Commission and to have served as its chair; and for her twelve years of invaluable contributions to higher education by serving on the Nevada Board of Regents; for all of this and more, the UNLV faculty express our enduring admiration and gratitude. Thank you, Regent Dondero, for your life of such devoted service to our state and our community.

Vote for Approval: Unanimous

**Faculty Senate Resolution on Health Benefits
Approved January 24, 2017**

William J. Robinson, Senate Chair

WHEREAS: After a decade of submitting to pay decreases, furloughs, and budget cuts to our institution that have not yet been sufficiently redressed; to the lack of merit pay increases worthy of a Top Tier University; and to cost of living increases inadequate to cover actual rises in that cost;

WHEREAS: That same decade has seen a continuing insufficiency and erosion of our health insurance and other benefit plans, including increases in deductibles and premiums paid for out-of-pocket by us and by our fellow State Employees for health insurance provided by our employer, the State of Nevada. FURTHERMORE: we assert that these cost increases strain and sometimes shatter the budgets of faculty, employees and their families, particularly those among us who endure chronic illnesses or who are stricken by sudden, serious health issues.

WHEREAS: In this new year, 2017, when the general funds of the State of Nevada appear to be sufficient to meet the needs of the state, the Faculty of the University of Nevada, Las Vegas, assert that the proposed funding for health insurance and other benefits by the Governor of the State of Nevada is still inadequate to meet the healthcare needs of state employees as witnessed by the fact that the State of Nevada Public Employee Benefits Program Board (PEBP) has deemed it fit to approve yet further cuts in benefits and raises in premiums to be paid for out-of-pocket by us and by our fellow State Employees.

THE Faculty of the University of Nevada, Las Vegas, assert that these continuing reductions in healthcare benefits are seriously damaging the morale and mission of the university, negatively affecting the recruiting and retention of the best possible faculty, and, as a result, negatively

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impacting the goal of supporting economic development and the citizens of Nevada through the growth of a university in southern Nevada that achieves the highest standards of scholarship and research and provides the highest quality education to our students.

SO BE IT RESOLVED: that the Faculty of the University of Nevada, Las Vegas, strongly object to and protests these continuing, harmful reductions in healthcare and other benefits and increases in deductibles and premiums paid for by State of Nevada employees.

SO BE IT RESOLVED: that the Faculty of the University of Nevada, Las Vegas, asserting ourselves to be dedicated, devoted, diligent workers for the education of our students and for the common good of the citizens of Nevada, most strongly and forcefully petition the Governor of Nevada, the Board of Regents of the State of Nevada, and the Legislature of the State of Nevada, to increase funding for healthcare and other benefits for Nevada State Employees so that they are stabilized and sufficient to our needs, and so as to maintain our quality of life.

Vote for Approval: 38-1-0