



## ***Sense of the UNLV Faculty Senate Opposing Transfers of Administrators***

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.

*Passed by the UNLV Faculty Senate on November 10, 2015 by a vote of 37-0-1.*