NEW SECTION 26 – Extraordinary Performance Awards

1. Institutional presidents may award up to five Extraordinary Performance Awards each academic year (July-June) to recognize full-time professional staff whose performance exceeds the normal expectations and requirements for their positions or for superior accomplishments or achievements. The Extraordinary Performance Awards are for exceptional performance beyond the prescribed expectations of the duties of the professional staff member. They may be awarded for overall exceptional performance or superior accomplishments. The Extraordinary Performance Awards are a means to acknowledge excellence, not reward longevity.

2. Frequency
   The Extraordinary Performance Award is a one-time, lump sum payment that is not part of the recipient’s base salary. Professional staff may be eligible for the award only once each academic year (July through June). There are no limits on the number of years an individual may receive an award but the individual may not receive the award in consecutive years. The receipt of the award in one year does not guarantee or imply any subsequent awards.

3. Maximum Number, Amount and Funding for the Awards
   Before accepting nominations for the Extraordinary Performance Awards, the president must determine whether funding is available for the awards. No state dollars may be used for these awards. No more than five awards may be given in each academic year (July through June). The amount of each award shall not exceed $10,000.

4. Eligibility Requirements
   Any full-time professional staff, as defined under Section 2 of this Chapter, may be nominated for an Extraordinary Performance Award if the following criteria are met:
   a. Achieved an excellent performance evaluation for the most recent academic year;
   b. Employed within the department or unit nominating the professional staff member for the award for at least one year; and
   c. Exceptional performance beyond documented expectations of individual’s position, such as:
      • Demonstrates outstanding results in the areas of teaching, research, workforce development or service that are recognized on a local, state or national level.
      • Provides substantial impact on the individual’s field of study or student outcomes that is recognized on a local, state or national level.
      • Provides creative, innovative ideas or solutions using strategies, which increase efficiency and the effective use of resources or which strengthen the image of the institution and/or the Nevada System of Higher Education.
      • Provides substantial contribution to the fulfillment of goals and objectives of the institution and/or the Nevada System of Higher Education.
5. **Nomination Process**

The president must make the determination of who will receive an Extraordinary Performance Award, and the president’s decision is final. Except as authorized by the president, nominations for the Extraordinary Performance Award may be submitted to the president only by department chairs and unit directors. The president may establish procedures governing the nomination process within the departments and units and to allow other individuals to submit nominations.