

Section 4.1 Declaration of Policy

- 4.1.1 **Limited to Community Colleges.** Except as may be provided otherwise in this chapter, the provisions of this chapter are applicable to the faculty of the community colleges of the System only.
- 4.1.2 **Conditions on Tenure.** The major objectives of tenure are to provide a faculty committed to excellence and to provide a substantial degree of security to those persons who have exhibited excellent abilities, sufficient to convince the University of Nevada community that their expected services and performances in the future justify the privileges provided by tenure.

Section 4.2 Eligibility for Tenure

4.2.1 **Applicable Faculty Positions.**

- (a) Except as provided in this chapter, full-time academic faculty at the College of Southern Nevada, the Great Basin College, the Truckee Meadows Community College and the Western Nevada College shall be eligible for appointment with tenure.
- (b) Administrative faculty who has already been appointed with tenure as administrators prior to July 1, 1990 shall continue to be employed with tenure subject to the provisions of the Nevada System of Higher Education Code. Administrative faculty who has been employed in tenure track positions as of April 5, 1991 will continue to be eligible for tenure until the completion of their probationary periods.

4.2.2 **Faculty Paid with Short Term, Nonstate Funds.**

- (a) Except as provided in paragraph (c) herein, academic faculty whose initial appointments are in positions paid in whole or in major part with short term, nonstate funds are not eligible for appointment with, nor shall have, tenure under any circumstances.
- (b) Faculty whose salaries are paid in whole or in major part with short term, nonstate funds and who have already been appointed with tenure prior to July 1, 1983 shall continue to be employed with tenure subject to the provisions of the Nevada System of Higher Education Code.
- (c) In the event that a member of the academic salaries 10.8 (a)2.6 (ar)-5.9 (i1.4 ()

probationary period for appointment with tenure. Such decision must be made at the time of the subsequent appointment.

4.2.3 Range O.

- (a) Faculty placed in Range O positions shall not be eligible for appointment with, nor shall have, tenure under any circumstances. A faculty member must agree to placement in a Range O position.
- (b) Upon the request of the academic faculty member and the approval of the president, up to three years of uninterrupted full-time employment in a Range O position may be counted towards completion of a probationary period for tenure in the event an academic faculty member employed in a Range O position is subsequently appointed to a range capable of conferring eligibility for appointment with tenure. Such decision must be made at the time of the subsequent appointment.

4.2.4 Employment by Multiple System Institutions.

- (a) Full-time academic faculty who are partly employed by more than one of the member institutions identified in Subsections 3.2.1 and 4.2.1 of the NSHE Code and who are employed in positions which otherwise confer eligibility for appointment with tenure shall be eligible for such

4.3.4 **Completion of Probationary Period.** After completion of a probationary period, an academic faculty member eligible for appointment with tenure shall not be employed at any range unless such appointment is made with tenure.

Any such criteria that are not published in adopted bylaws of the applicable member institutions and their respective administrative units, are void and of no effect whatever.

4.4.3 Recommendations for Tenure. The president shall seek a recommendation concerning appointment with tenure for an academic faculty member under procedures which shall be established in the member institution's bylaws. The procedures shall include a review of the faculty member's annual evaluations and any rejoinders to those evaluations and/or peer evaluations.

4.4.4 Notice of Tenure. When a member of the academic faculty has been granted appointment with tenure, the academic faculty member shall be informed immediately by the president in writing. Any defect in the notice or misstatement of the Board of Regents' actions shall not create any enforceable legal obligations against, or on the part o

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