

**COLLEGE OF LIBERAL ARTS BYLAWS  
UNIVERSITY OF NEVADA, LAS VEGAS  
(October 2023)**

**Article I. The College of Liberal Arts**

- 1.1 The College of Liberal Arts shall consist of the Departments of Anthropology, English, History, Philosophy, Political Science, Psychology, Sociology, and World Languages and Cultures; Interdisciplinary, Gender, and Ethnic Studies (IGES), the English Language Center, the Beverly Rogers, Carol Harter Black Mountain Institute, plus any other programs of study, centers, and institutes under its jurisdiction.
- 1.2 Each tenured or tenure-track faculty member under full-time teaching or research contract to the University System, the majority of whose workload is in the College of Liberal Arts, shall be considered a member of the College and have one vote in its proceedings. A faculty-in-residence or a lecturer shall be considered a member of the College and have one vote in its proceedings. Faculty-in-residence and lecturers are considered part of the academic faculty and are non-tenure track positions (Rank 0 faculty). The primary workload for faculty-in-residence will be instruction and service with limited or no responsibility in the area of research. Exceptions to this rule must be approved by majority vote of the College. The Dean and Associate or Assistant Dean of the College shall also be voting members.
- 1.3 All College voting shall be conducted by electronic ballot.
- 1.4 New departments or academic units may be formed in the College only with the approval of a majority of the members of the College voting.
- 1.5 Existing departments or academic units may be split or consolidated by (a) a majority vote of the department or academic unit or departments or academic units concerned or, if the department or academic unit or departments/academic units concerned disapprove, (b) by the College, by a two-thirds majority of the College voting.
- 1.6 Existing departments or academic units or disciplines may be eliminated only with the approval of a two-thirds majority of the members of the College voting.
- 1.7 Proposals for action in 1.4, 1.5, and 1.6 shall be forwarded to the Dean for the described College approval, and, if approved, sent to the Provost and the President for final approval.

- 1.8 Budgets for the College shall be departmentalized and administered by the departments or academic units.
- 1.9 Faculty workloads will be determined based on the provisions of College and University workload policies.

## **Article II. Officers of the College**

- 2.1 The chief administrative officer shall be the Dean of the College.
- 2.2 The Dean of the College shall be appointed by the President upon recommendation from the Provost, who shall have convened and been advised by a screening committee that includes six faculty members elected by the faculty of the College. Three of the members elected by the College shall be from the Humanities (ENG, ELC, HIST, PHIL, WLC) and three members shall be from the Social Sciences (ANTH, PSC, PSY, SOC). Interdisciplinary, Gender, and Ethnic Studies (IGES) faculty will be considered as humanities or social science faculty depending on their fields. Department Chairs, academic unit Directors, and the Assistant or Associate Dean may not serve on Dean search committees.
- 2.3 In the event that the provisions of 2.2 shall not be fulfilled, an Acting Dean shall be appointed by the Provost and the President upon recommendation of the screening committee with the understanding that the recruitment for a permanent dean shall continue.
- 2.4 The Assistant or Associate Administrative Officer shall be the Assistant or Associate Dean of the College.
- 2.5 The Assistant or Associate Dean of the College shall be appointed by the Dean after a selection process, which shall include an opportunity for members of the College to submit applications to the Dean. The Dean will make the selection in consultation with the Executive Committee.
- 2.6 The Assistant or Associate Dean serves at the pleasure of the Dean of the College.
- 2.7 The method by which the Chairperson or the academic unit Director is appointed shall be determined by the members of each department or academic unit. Terms of office must be at least three years, with the possibility of renewal. Chairpersons or Directors shall be tenured members of the faculty with a rank of III or IV absent an express written exception by the Dean and Provost. The Chairperson or Director not intending to continue in office should formally notify the Dean as early as possible so that the Dean can meet with the department or academic unit to discuss the various options.

Department Chairs and Directors serve at the pleasure of the Dean. They may be removed for cause upon consultation with department and program faculty.

- 2.8 The Chairperson or academic unit Director shall be responsible for the administration of her or his department or academic unit.
- 2.9 At the formal written request of that number of the voting members of the department or academic unit as required by departmental or academic unit bylaws, removal of the chairperson or director shall be considered by the Dean. If the Dean concurs, the request will be forwarded to the Provost.
- 2.10 A periodic assessment of college administrators by academic faculty and nonacademic faculty who report directly to the administrators will be held at least once every three years. An assessment of the administrators' performance of assigned duties within the standards of effectiveness and efficiency will be included.

### **Article III. Meetings of the College**

- 3.1 The Dean shall call a regular meeting of the College at least once each semester. However, other meetings of the College may be called as frequently as the Dean feels it is necessary during the regular academic year. At least one week's written advance notice must be given before meetings are held. All regular meetings shall be scheduled during normal working hours, 8:00 a.m. to 5:00 p.m., Monday through Friday. The quorum for a College meeting shall be twenty voting-eligible faculty members.
- 3.2 The Dean shall call a College meeting upon written request signed by at least fifteen percent of the College faculty. Such meetings shall then be held no later than 20 days after receiving the petition.
- 3.3 Notification of the scheduling of a meeting of the college shall constitute notice to individual faculty members who wish to contribute items to the agenda. Such items shall be in the hands of the Dean four days prior to the called meeting.
- 3.4 The agenda for each regular meeting shall be distributed to the College faculty at least three days prior to the scheduled meeting.
- 3.5 Minutes of College meetings shall be distributed to the College faculty within two weeks following the meeting.
- 3.6 Proceedings of the College shall be conducted according to the most recent

edition of Robert's Rules of Order, except where they conflict with these Bylaws, which shall take precedence.

#### **Article IV. Elections and Committees**

4.1 The College shall have the following standing committees:

4.1.1 Bylaws Committee

4.1.2 Course and Curriculum Committee

4.1.3 Diversity, Equity, and Inclusion Committee

4.1.4 Executive Committee

4.1.5 Financial Aid Committee (scholarships and tuition waivers)

4.1.6 Personnel Committee

4.2 In the first year under these Bylaws, the first task of each committee shall be the writing of a statement of its view of its duties. The statement shall be subject to review by the Dean and the Executive Committee before submission to the College, which must approve the statements by a plurality vote. These statements shall be binding upon succeeding committees, which may amend them by the process above.

4.3 Committee Membership

4.3.1 The Personnel Committee shall consist of seven members elected from among the College faculty (see 4.3.5). All other standing committees in the College shall consist of five members elected from among the College faculty.

4.3.2 No standing committee other than the Executive Committee shall have more than one member from any department or academic unit.

4.3.3 The Executive Committee shall consist of the Dean of the College, Associate or Assistant Dean, the Department Chairpersons, and academic unit directors, and two members elected at large by the College faculty.

4.3.4 The Course and Curriculum Committee will consist of five faculty members; two from the Humanities (ELC, ENG, HIST, PHIL, WLC) and two from the Social Sciences (ANTH, PSC, PSY, SOC), with one person elected at large in the College. IGES faculty will be considered as humanities or social science faculty depending on their fields. In addition to the five elected faculty members, the College's representatives to the University Curriculum Committee shall serve as ex officio members of the College Curriculum Committee.

4.3.5 The Personnel Committee shall consist of five tenured faculty and two promoted non-tenure track faculty. A minimum of three of the five tenured committee members shall be at the rank of tenured Professor. Two promoted non-tenure track members may be at the rank of Associate or Professor in Residence, Senior Lecturer, or promoted clinical or research faculty. Of the seven committee members, at least three shall be from the humanities (ENG, HIST, PHIL, WLC), and three shall be from the social sciences (ANTH, PSC, PSY, SOC). IGES faculty may be considered as humanities or social science faculty, depending on their fields. Excluded from serving are department or unit Chairs or Directors, Assistant and Associate Deans, the Dean, Assistant, Associate, or Vice Provosts, the Provost, faculty serving as administrators outside their department, and all other executive faculty as defined in the Board of Regents Handbook, UNLV Bylaws, or as designated by the President.

4.3.5.a. All Personnel Committee members may deliberate over applications for tenure, but only tenured committee members may vote on applications for tenure.

4.3.5.b. All Personnel Committee members may deliberate over applications for promotion of tenured faculty, but only tenured committee members of a rank equal to or higher than that to which the applicant aspires may vote on promotion applications of tenured faculty.

4.3.5.c. All Personnel Committee members may deliberate over applications for promotion of non-tenure track faculty, but only committee members of an equal or higher rank to which the applicant aspires may vote on promotion applications of non-tenure track faculty.

4.3.5.d. All Personnel Committee members may deliberate over mid-tenure reviews, but only tenured committee members may vote on mid-tenure evaluations. All Personnel Committee members may deliberate over 3-year promotion reviews of tenured faculty, but only tenured committee members of an equal or higher rank to which the applicant aspires may vote on promotion reviews of tenured faculty. All Personnel Committee members may deliberate over 3-year promotion reviews of non-tenured faculty, but only committee members of an equal or higher rank to which the applicant aspires may vote on promotion reviews of non-tenure track faculty.

4.3.5.e. College faculty applying for promotion may not serve on the

Personnel Committee during the academic year in which their promotion application is reviewed, and Personnel Committee members may not attend or vote in meetings involving their own merit applications or peer evaluations.

4.3.5.f. The Personnel Committee shall also serve as the College's Merit Committee and Peer Review Committee. All committee members may deliberate and vote on merit recommendations. For cases involving the Peer Review Committee, only tenured members at the rank of Professor may deliberate and vote.

4.3.5.g. The Personnel Committee will select one of its members who has the rank of tenured Professor to serve as chair. The chair shall write a detailed recommendation for each case involving tenure, promotion, mid-tenure, 3-year promotion, merit, and peer review. The report must summarize the majority opinion of the committee and, if applicable, the minority opinion. The Dean may call a meeting with the Personnel Committee within a reasonable time after recommendations have been made and only for the purpose of clarifying the committee's report to the Dean.

4.3.6 Each standing committee shall be prepared to report on action taken or proposed at each regular meeting of the College.

4.3.7 Faculty committee members, except for the non-elected members (department chairs and academic unit directors) of the Executive Committee, shall serve on standing committees for a period of two calendar years beginning with their election. Members shall serve staggered terms to insure continuity on the committee. In the initial year of a standing committee, two of its members shall be elected for only one year. Members may succeed themselves on these committees. In the case of an unexpected resignation, a special election will be held to complete the remaining term.

4.3.8 Other committees may be appointed for special purposes by the Dean of the College.

#### 4.4 College Elections

4.4.1 All Committee elections shall begin with a general call for nominations by the Dean's Office. Nominations other than self-nominations must be verified with the individual to be nominated. If fewer than two nominations are received for each open position, the Dean will appoint a nominating committee of three faculty whose purpose it will be to

solicit candidates to fill the remaining ballot spaces.

- 4.4.2 Faculty members of standing committees shall be elected before the end of the spring semester prior to the academic year in which they begin to serve.
- 4.4.3 College participation in Faculty Senate elections shall be organized by the College's Senior Senator in accordance with Faculty Senate bylaws. In the event unexpected vacancies of Senate seats or on Senate committees, emergency appointments may be made by the College's Senior Senator until the next regular Senate election.

## **Article V. Procedures of the College**

### **5.1 Recruitment of Faculty**

- (a) The faculty of academic departments and academic units shall initiate the recruitment process by developing, at a faculty meeting, a prioritized list of new position requests. This report of department or academic unit recommendations for new positions shall also include, in the event of a faculty member's retirement or resignation, a request to fill that vacant line. The report listing prioritized department or academic unit recommendations for both new and replacement positions shall also include a rationale and a written job description for each position requested. The department chair or academic unit director shall submit the completed recruitment recommendations report to the Dean.
- (b) The Dean shall distribute a summary list of all department or program requests to the chairs and directors for distribution to their faculty.
- (c) At an Executive Committee meeting, the Dean of the College of Liberal Arts will discuss individual units' prioritized lists for new position requests, along with their requests to fill lines vacated by resignations or retirements. After that discussion, the Executive Committee will recommend a prioritized list to the Dean as he or she compiles the final College list for new position requests. That list of the College's recommended new and replacement positions shall then be distributed to department chairs and academic unit directors, who shall, in turn, distribute the list to their faculty.

- (d) The Dean of the College of Liberal Arts shall forward to the Faculty Senate Priority and New Program Committee the College's prioritized list requesting new positions, with the understanding that the Faculty Senate Priority and New Program Committee is not required to review position requests intended to fill vacant lines, so long as such lines remain in the same academic unit. After review by the Senate Committee and the Executive Vice President and Provost, the Dean shall notify College units of the number of positions approved, and the formal recruitment process will begin.
- (e) Search Committees. Following administrative approval for recruitment, department or academic unit faculty shall elect faculty to search committees. The search committee will elect its own chair and conduct the formal recruitment process. Annually, with respect to each approved search, the unit's faculty may approve a suspension of this search procedure, as permitted by UNLV Bylaws, 15.8, by a majority vote of all eligible faculty in accordance with unit bylaws.

## 5.2. Curriculum

Curriculum and requirements change within a department or an academic unit or cooperating departments or academic units shall originate with the members of that department or academic unit, or departments or academic units, and shall follow the approval and routing procedures established by the relevant University Curriculum Committees. Changes approved by the College Curriculum Committee shall be communicated to the Associate Dean, who shall make notice of such a change available to all members of the College faculty. If, within one week subsequent to notification, no protest is made by any other department or academic unit acting through its Chairperson or Director, the change will be considered approved by the College. If a protest is made by a Chairperson or Director, or 10 members of the College, or if the Dean of the College has reservations, the Dean shall refer the matter to the Executive Committee of the College for recommendation to the voting members of the College for final resolution.

### 5.2.1 Changes in College Requirements



Proposed changes in College requirements or modification of such requirements shall require approval by two-thirds electronic vote of the members of the College voting. The Executive Committee shall propose all changes or modification in College requirements or modification of such requirements, except in such instances in which fifteen percent of the members of the College sign a petition and submit it to the Dean.

#### 5.2.2 Class Scheduling

The faculty of each department or academic unit shall recommend to the Chair or Director departmental or academic unit courses to be taught each semester for University credit. The Chair or Director, in consultation with the faculty, will create a schedule which meets the needs of students and which rotates courses in such a manner as to provide for timely graduation for department or academic unit majors.

#### 5.2.3 Faculty Course Assignment

The chair of each department, after consultation with the departmental faculty and in accordance with the UNLV Bylaws [Chapter II, Section 3.1] shall assign each faculty member specific courses [Chapter II, Section 3.1].

#### 5.2.4 New Courses

New courses within an academic unit, a department or cooperating departments and academic units shall originate with the members of that academic unit or department or departments and academic units and shall follow the approval and routing procedures established by the UNLV Bylaws, Chapter II, Section 5. Upon approval of new courses, the Assistant or Associate Dean will inform all members of the College faculty. [Chapter II, Sections 5.1., 5.2, 5.2 (a), 5.3.2., 5.3.3, 5.3.4]

#### 5.2.5 New Programs of Study

New programs of study must be approved by faculty within the originating academic unit or department and shall follow the approval and routing procedures established by the UNLV Bylaws, Chapter II, Section 6. [Chapter II, Sections 6.1., 6.3.2, 6.3.3. 6.3.4]

### 5.3 Faculty Organization

#### 5.3.1 Policies and Procedures Relating to Faculty Rights and Duties

All specified professional responsibilities and performance expectations shall be discussed by the individual faculty member and the department Chair or academic unit Director. Individual workloads will be determined for a member of the faculty in accordance with the mission and priorities of that person's department or academic unit as specified by the bylaws of the department or academic unit thereof. Any grievances shall proceed through normal administrative channels. [UNLV Bylaws, Chapter II, Section 6.1]

5.3.2 Procedures for the Faculty of a Department or Academic Unit to Vote on Promotion and Tenure Decisions

Each department or academic unit shall establish an eligibility standard for its faculty members to vote on promotion and tenure decisions. [UNLV Bylaws, Chapter 1, Section 4.3.1 (a) and 4.3.1 (b)]

5.3.3 Promotion and Tenure Guidelines and Procedures

Each department or academic unit shall establish guidelines and procedures for tenure and promotion recommendations, in accordance with the UNLV Bylaws, and the College tenure and promotion standards in Appendix I. [UNLV Bylaws, Chapter 1, Section 4.3]

5.2.3.1 Four external letters are required for tenure and promotion to associate professor. Two referees shall be chosen by the candidate, and two by the department or academic unit.

5.2.3.2 UNLV Bylaws will be followed with respect to promotion to Full Professor.

5.2.3.3 UNLV Bylaws will be followed with respect to appeals of promotion and tenure decisions.

5.3.4 Procedures for Personnel Recommendations

The faculty of each department or academic unit shall establish its own procedures and criteria for all personnel recommendations in accordance with department or academic unit bylaws. Only tenured, tenure-track and faculty-in-residence may serve on departmental or academic unit personnel committees, attend personnel committee meetings at which recommendations for promotion, tenure, merit or annual evaluations will be made, or vote in such meetings. It shall be the responsibility of those in attendance to write a detailed report

specifying majority and minority opinions. The administrative procedures of each department or academic unit shall ensure that the input of administrators is a formalized part of the process. [UNLV Bylaws, Chapter III, Section 6.1, 6.1]

#### 5.3.5 Procedures for Annual Evaluation of Tenured and Tenure-Track Faculty

Department chairs or academic unit directors must prepare an annual evaluation for each member of their faculty. Department chairs or academic unit directors must meet with any faculty member requesting a meeting to review his or her annual evaluation and must apprise all faculty members of their right to submit a rejoinder or request a peer evaluation as well as the procedure and deadlines for doing so. If a faculty member requests a meeting to review his or her annual evaluation, the deadlines for submitting a rejoinder or requesting a peer evaluation begin on the day of the meeting with the department chair or academic unit director.

If a faculty member disagrees with an assigned rating in any of the three categories of performance (instruction, scholarly research/ creative activity, service) or with the rating assigned for the overall evaluation, the faculty member may invoke the following procedures. If the faculty member merely takes exception to commentary or descriptions written by the department chair or academic unit director, the faculty member shall, within thirty calendar days, use the option of filing a rejoinder with the Annual Evaluation Report form. The latter does not constitute a formal “disagreement” with the evaluation.

Following are the procedures for disagreeing formally with an annual evaluation in the College of Liberal Arts:

- (a) The faculty member who wishes to disagree formally with an annual evaluation may submit in writing to the dean a request for a peer evaluation within fifteen calendar days from the date the faculty member receives his or her Annual Evaluation Report from the department chair or academic unit director.
- (b) In the College of Liberal Arts, peer evaluations will be conducted by the college’s Personnel Committee. When serving as the College’s Peer Review Committee, it shall follow Faculty Senate procedures for hearing grievances (UNLV Bylaws, Chapter III, Section 8.3 and 8.4). No Personnel Committee member may participate in a peer evaluation of a faculty member from the Personnel Committee member’s department or academic unit. A

faculty member who is being reviewed may be advised by an advocate during the peer review process and at any meetings with the peer review committee.

- (c) The Personnel Committee will meet within fifteen calendar days after the dean receives a faculty member's written request for a peer evaluation. The faculty member will be notified of the date, time and location of the Personnel Committee's meeting and of his or her right to submit all relevant documentation to the Committee. The Personnel Committee will be provided with copies of the chair's or academic unit director's Annual Evaluation Report, the evaluatee's self-evaluation and written request for a peer evaluation, any other relevant documentation used in the evaluation process, and any supplemental documentation supplied by the faculty member. The Personnel Committee shall meet separately with both the department chair and the evaluatee, and shall submit its written evaluation report to the Dean no later than the end of the B-contract period. Both the department chair or the academic unit director and the evaluatee shall receive copies of this report.

The Personnel Committee's deliberations shall remain confidential. Its report will be distributed only to those individuals named above and university officers in regular administrative channels.

### 5.3.6 Procedures for Annual Evaluation of Faculty-in-Residence and 0-Rank Faculty

Each department and academic unit shall establish guidelines for evaluation and promotion of its Faculty-in-Residence, and for Clinical Faculty or Research Faculty in non-tenure-track positions (Rank 0 positions) or adopt College policy guidelines for such evaluations and promotions. For a successful promotion application, at a minimum, such non-tenure track, 0-rank faculty must achieve a ranking of "excellent" in the dominant workload category and a ranking of at least satisfactory in the other area(s) of responsibility. Annual evaluations of non-tenure track, rank 0 faculty, will also be based on these guidelines.

### 5.3.7 Merit Guidelines and Procedures (Faculty)

- 5.3.7.1 The determination of merit guidelines shall be made by the Personnel Committee with the advice and consent of the Dean and in consultation with the College Executive Committee.

- 5.3.7.2 Each department or academic unit may determine the process used to rank its faculty; however, a FINAL RANKED LIST shall be submitted to the Dean by the Personnel Committee.
- 5.3.7.3 The award of merit shall require a SPECIFIC APPLICATION and an EVALUATION PROCESS SEPARATE FROM ANNUAL or other evaluations of faculty.
- 5.3.7.4 The merit appeal process shall follow the guidelines specified in the UNLV By-Laws (Chapter III, Section 10).

#### 5.3.8 Merit Guidelines and Procedures (Professional Staff)

- 5.3.8.1 Professional staff may apply for merit using a format defined by the College.
- 5.3.8.2 The professional staff member's supervisor makes a recommendation for merit based on criteria determined in consultation with the Dean.
- 5.3.8.3 The Dean makes the final determination of merit.

#### 5.4 Amendment of Bylaws

These Bylaws may be amended by the following procedure:

- (a) Placing a proposed amendment on the agenda of a regular meeting of the College with distribution of the proposed amendment to each College faculty member at least one week prior to the meeting.
- (b) Electronic ballot vote on the proposed amendment within one month following the meeting at which the amendment is introduced.
- (c) Approval by two-thirds of those voting.

#### 5.5 Suspension of Bylaws

Suspension of any procedural clause, excepting Article V, section 5.3, may be accomplished at any College meeting at which 25 percent of the voting

members of the College are present and there is no objection from any voting member present.

## **Article VI. Equal Opportunity and Nondiscrimination Policy**

- 6.1 The College of Liberal Arts strictly adheres to policies of equal educational opportunities, equal employment opportunities, and nondiscrimination. It follows policies of equal opportunity and affirmative action in accordance with state and federal laws, regulations, and guidelines. The College of Liberal Arts will not discriminate on the basis of age, color, creed, marital status, national origin, physical or mental disability, race, religion, sex, sexual orientation, or veteran status.

## Appendix I College of Liberal Arts Tenure and Promotion Standards

### 1.0 Promotion to Professor with Tenure (Rank IV) (March 2023)

- 1.1 Promotion to Professor in the College of Liberal Arts is based on overall demonstrated excellence and the promise of continued excellence in professional activities in the areas of 1) teaching; 2) research; and 3) service, as outlined in UNLV Bylaws, Chapter III, Section 16.6. It is also expected that applicants will have achieved a national or international reputation (UNLV Bylaws, Chapter III, Section 16.6.3). The College holds these expectations for all Associate Professors regardless of their departmental or unit affiliations. Associate Professors applying for promotion will be evaluated under the promotion standards in place at the time of their application (UNLV Bylaws, Chapter III, Section 16.1.2). Faculty are normally in rank (Rank III) for a minimum of five years before applying for promotion to Professor, but in exceptional circumstances, a faculty member may apply earlier (UNLV Bylaws, Chapter III, Section 16.7.3). Before applying for promotion, an Associate Professor is required to have a minimum of one three-year review of progress.
- 1.2 For promotion to Professor, a candidate should demonstrate a record of sustained achievement since tenure, and provide evidence of recognition among peers and a national or international professional reputation in their field of expertise. In addition, the College expects candidates to exhibit the promise of continuous achievement in teaching, research, and service. Qualifying criteria for promotion should be established at the department or unit level and communicated to faculty. To be approved for promotion by the College, a faculty member should demonstrate overall excellence by satisfying the qualifying criteria as defined within the unit in a manner that can be clearly comprehended by colleagues among the various disciplines of the College.
- 1.3 **Administrative Channels and Procedures for Promotion Reviews of Associate Professors:** Promotion files for Associate Professors will be evaluated in accordance with the procedures established in the UNLV Bylaws, Chapter III, Section 6, and Section 16.2.
- 1.4 **Teaching:** To demonstrate excellence in teaching, a faculty member should have satisfied the unit's defined standards as measured on multiple metrics assessing the candidate's contribution to the College's instructional missions that include the conferral of degrees and certificates; chairing doctoral and MA committees, if applicable; career readiness; and other University Undergraduate Learning Outcomes. These metrics may consist of but are not limited to peer review of teaching and student course

evaluations; assessment of clinical duties, if applicable; breadth of courses taught; course and curriculum revision, instructional resource development, pedagogical innovation, or research on student learning; effective mentoring of, or co-authorship with graduate and undergraduate students; or other evidence of student success. Further demonstration of excellence in teaching may include the conferral of teaching awards or other recognitions of teaching; publication of textbooks or scholarship on learning and pedagogy; or community engagement in teaching. As per the UNLV Bylaws, Chapter III, Section 16.6.2, "Full professors are expected to demonstrate greater impact with their students as specified in unit bylaws."

- 1.5 **Research:** To demonstrate excellence in research, scholarship, creative, or clinical activity, a faculty member being evaluated for promotion should have developed a body of work of sufficient quality and quantity that it has gained recognition and established the candidate's national or international reputation in the field. In addition, faculty must demonstrate the promise of continued scholarly achievement. As expectations vary across the different disciplines and areas of the college, each unit should identify metrics for demonstrating excellence in this area that can be understood clearly by colleagues within the discipline and across the college. These metrics may include but are not limited to the following: evidence of peer-reviewed scholarly publications, public presentations of academic and creative work in recognized venues, evaluations of publications or creative work through independent reviews or citation indices, participatory research, fulfillment of contracted professional work, and the conferral of external research grants or contracts, awards, or recognitions for research.
- 1.6 **Service:** To demonstrate effectiveness in service, a faculty member being evaluated for promotion should provide evidence of growth in service since tenure, and effective and positive contributions to the missions of the department, College and academic profession. Excellence in service should be assessed through metrics that are intelligible to colleagues in the unit and across the College. These metrics may include but are not limited to contributions to the university community, including service on elected or appointed committees or positions; participation in civic, professional or academic organizations; service to regional, national or international scholarly or professional societies; community engagement outside the university; conferral of service grants; and the ability to work with faculty, students, and community members in the best interest of the academic community.



## 2.0 Tenure and Promotion to Associate Professor (March 2022)

- 2.1 Tenure and Promotion to Associate Professor in the College of Liberal Arts is based on the overall demonstrated excellence and promise of continued excellence in professional activities in the areas of 1) research, scholarship, creative, or clinical activity; 2) teaching; and 3) service, as outlined in Section 16.5 of the UNLV Bylaws. The College holds these expectations for all tenure track faculty regardless of their departmental or unit affiliations.
- 2.2 For tenure and promotion to Associate Professor, a candidate must have a record of achievement sufficient to have gained recognition among peers in their field, and must have established or be on a trajectory toward establishing a national professional reputation and the promise of further achievement. Given that the definition of “excellence” in each area of activity—research, teaching, and service—is discipline-specific, qualifying criteria for tenure and promotion should be established at the department or unit level and communicated to faculty. To be approved for tenure and promotion by the College, a faculty member should demonstrate overall excellence by satisfying the qualifying criteria as defined within the unit in a manner that can be clearly comprehended by colleagues among the various disciplines of the College.
- 2.3 **Research:** To demonstrate effectiveness in research, scholarship, creative, or clinical activity, a faculty member being evaluated for tenure and promotion should have developed a body of work of sufficient quality and quantity to be recognized as having an established or emergent national reputation in the candidate’s field and the promise of further achievement. As expectations vary across the different disciplines and areas of the college, each unit should identify metrics for demonstrating effectiveness in this area that can be understood clearly by colleagues within the discipline and across the college. These metrics may include but are not limited to the following: evidence of peer-reviewed scholarly publications, public presentations of academic and creative work in recognized venues, evaluations of publications or creative work through independent reviews or citation indices, participatory research, fulfillment of contracted professional work, and the conferral of grants, awards, or recognitions for research.
- 2.4 **Teaching:** To demonstrate effectiveness in teaching, a faculty member should have satisfied the unit’s defined standards as measured on multiple metrics assessing the candidate’s contribution to the College’s instructional missions that include both the conferral of degrees and certificates, and, if teaching undergraduate courses, the contribution to University Undergraduate Learning Outcomes through general education. These

metrics may consist of but are not limited to the assessment of the breadth of courses taught, the extent of the candidate's investment in curriculum development and course revision, instructional resource development, pedagogical innovation or research on student learning, recruitment, and effective mentoring of undergraduate and/or graduate students, teaching ability as demonstrated in peer reviews and student evaluations, and evaluations of clinical duties. Further demonstration of effectiveness in teaching may include the conferral of grants, awards, or recognitions for teaching, publication of scholarship in learning and teaching, or community engagement in teaching.

- 2.5 **Service:** To demonstrate effectiveness in service, a faculty member being evaluated for tenure and promotion should provide evidence of effective and positive contributions to the missions of the department, College, university, system, community, and academic profession. Effective service should be assessed through metrics that are intelligible to colleagues in the unit and across the College. These metrics may include but are not limited to contributions to the university community through participation in administrative, governance, and planning activities such as committees, task forces and other instances of shared governance; participation in civic, professional and academic organizations, including service on editorial boards or in national or international scholarly societies; community engagement outside the university in a manner that reflects effective use of academic expertise; and the ability to work with faculty, students, and community members in the best interests of the academic community.

### **3.0 Promotion to Professor in Residence (Rank 0-IV) (March 2023)**

3.1 Promotion to Professor in Residence in the College of Liberal Arts is based on the overall demonstrated excellence and promise of continued excellence in professional activities in the areas of 1) teaching and 2) service, as outlined in Chapter 5, Section 5.4.6 of the College of Liberal Arts Bylaws (see also UNLV Bylaws, Chapter III, Section 18.1.B). The College holds these expectations for all Faculty in Residence regardless of their departmental or until affiliations. Associate Professors in Residence are evaluated for promotion under the unit and College promotion standards in place at the time of their application. As Rank 0 faculty, Associate Professors in Residence are eligible for promotion, but they are not eligible for tenure (UNLV Bylaws, Chapter III, Section 18.1). They normally apply for promotion after being in rank for at least five years, although in exceptional cases, a candidate may apply earlier. Before applying for promotion, an Associate Professor in Residence is required to have at least one three-year review of progress.

3.2 For promotion to Professor in Residence, a candidate should have achieved a record of excellence and sustained achievement in teaching, and established a reputation as a model instructor in their unit. A candidate's promotion file must have a ranking of excellent for teaching, and a minimum ranking of commendable for service. For teaching-intensive faculty, teaching is weighted at 80% in the evaluation, and service is weighted at 20%. If a faculty member has a hybrid administrative appointment that includes a substantial service expectation, evaluation will be based on the relative weight given to teaching and service as documented for the position. Qualifying criteria for promotion should be established at the department or unit level and communicated to faculty. To be approved for promotion by the College, a faculty member should demonstrate overall excellence by satisfying the qualifying criteria as defined within the unit in a manner that can be clearly comprehended by colleagues among the various disciplines of the College.

3.3 **Administrative Channels and Procedures for Promotion Reviews of Faculty in Residence:** Evaluation of promotion files for Associate Professors in Residence begin in the home department or unit of the faculty member. The eligible voting members in the department provide a recommendation and vote tally to the department chair. Next, the department chair provides a recommendation and moves the file to the College of Liberal Arts' Personnel Committee. The College Personnel Committee then provides a recommendation and vote tally and forwards the file to the Dean. The Dean provides a recommendation and forwards the file to the Executive Vice President and Provost, who provides a

recommendation to the President. The President makes the final decision on each promotion recommendation. Promotion files for Rank 0 faculty are not evaluated by the University Tenure and Promotion Committee (UNLV Bylaws, Chapter III, Section 16).

Faculty will be notified of promotion decisions following the procedures established in the UNLV Bylaws, Chapter III, Section 6. In addition, “[n]o faculty member may cast a vote at more than one level in this process” (UNLV Bylaws, Chapter III, Section 16.2.4). The Dean, Associate Deans, department chairs, or other administrators outside the unit may not attend, participate, or vote in meetings held by a department faculty committee or the College Personnel Committee (UNLV Bylaws, Chapter III, Section 6.1 and 6.2). However, the department chair may ask for a meeting with the department review or personnel committee “within a reasonable time after recommendations have been made and only for clarification of the personnel committee report to the unit chair or director” (UNLV Bylaws, Chapter III, Section 6.1). Similarly, the Dean may ask for a meeting with the College Personnel Committee “within a reasonable time after recommendations for promotion... have been made and only for clarification of the personnel committee report to the dean” (UNLV Bylaws, Chapter III, Section 6.2).

**3.4 Teaching:** To demonstrate excellence in teaching, a faculty member should have satisfied the unit’s defined standards, exhibit professional growth as an instructor since their last promotion, and have a reputation as a model instructor in their unit. Excellence in teaching may be measured on multiple metrics assessing the candidate’s contribution to the College’s instructional missions that include the conferral of degrees and certificates; serving on, or co-chairing doctoral and MA committees, if applicable; career readiness and workforce development, and other University Undergraduate Learning Outcomes. These metrics may consist of but are not limited to peer review of teaching and student course evaluations; assessment of clinical duties, if applicable; breadth of courses taught; course and curriculum revision, instructional resource development, pedagogical innovation, or research on student learning; effective mentoring of undergraduate students; or other evidence of student success. Further demonstration of excellence in teaching may include the conferral of College, University, or disciplinary teaching awards or other recognitions of teaching; participation or leadership on professional development seminars related to teaching; research that enhances a faculty member’s subject-matter expertise in the classroom; publication of scholarship in learning and pedagogy; or community engagement in teaching. The College expects Professors in Residence to demonstrate greater impact with their students as specified in unit bylaws.

3.5 **Service:** To demonstrate effectiveness in service, a faculty member being evaluated for promotion should provide evidence of effective and positive contributions to the missions of the department, College, and academic profession. Effective service should be assessed through metrics that are intelligible to colleagues in the unit and across the College. These metrics may include but are not limited to contributions to the university community, including service on elected or appointed committees or positions; participation in civic, professional or academic organizations; service to regional, national or international scholarly or professional societies; community engagement outside the university; and the ability to work with faculty, students, and community members in the best interests of the academic community.

#### **4.0 Promotion to Associate Professor in Residence (Rank 0-III) or Senior Lecturer (Rank 0) (March 2023)**

- 4.1 Promotion to Associate Professor in Residence or Senior Lecturer in the College of Liberal Arts is based on the overall demonstrated excellence and promise of continued excellence in professional activities in the areas of 1) teaching; and 2) service, as outlined in the College of Liberal Arts Bylaws, Chapter 5, Section 5.4.6 (see also UNLV Bylaws, Chapter III, Section 18.1.A & B). The College holds these expectations for all Faculty in Residence and Lecturers regardless of their departmental or unit affiliations. Assistant Professors in Residence or Lecturers are evaluated for promotion under the unit and College promotion standards in place at the time of their application. As Rank 0 faculty, Assistant Professors in Residence or Lecturers are eligible for promotion, but they are not eligible for tenure (UNLV Bylaws, Chapter III, Section 18.1). Although there is no formal probationary period for Assistant Professors in Residence or Lecturers, faculty normally apply for promotion at the beginning of their sixth year of full-time employment in rank. Before applying for promotion, an Assistant Professor in Residence or Lecturer must have a three-year review of progress.
- 4.2 For promotion to Associate Professor in Residence or Senior Lecturer, a candidate's promotion file must have a ranking of excellent for teaching, and a minimum ranking of satisfactory for service. For teaching-intensive faculty, teaching is weighted at 80% for the evaluation, and service is weighted at 20%. If a faculty member has a hybrid administrative appointment that includes a substantial service expectation, evaluation will be based on the relative weight given to teaching and service as documented for the position. Qualifying criteria for promotion should be established at the department or unit level and communicated to faculty. To be approved for promotion by the College, a faculty member should demonstrate overall excellence by satisfying the qualifying criteria as defined within the unit in a manner that can be clearly comprehended by colleagues among the various disciplines of the College.
- 4.3 **Administrative Channels and Procedures for Promotion Reviews of Faculty in Residence and Lecturers:** Evaluation of promotion files for Assistant Professors in Residence or Lecturers begins in the home department or unit of the faculty member. The eligible voting members in the department provide a recommendation and vote tally to the department chair. Next, the department chair provides a recommendation and moves the file to the College of Liberal Arts' Personnel Committee. The College Personnel Committee then provides a recommendation and vote tally and forwards the file to the Dean. The Dean provides a recommendation and

forwards the file to the Executive Vice President and Provost, who provides a recommendation to the President. The President makes the final decision on each promotion recommendation. Promotion files for Rank 0 faculty are not evaluated by the University Tenure and Promotion Committee (UNLV Bylaws, Chapter III, Section 16).

Faculty will be notified of promotion decisions following the procedures established in the UNLV Bylaws, Chapter III, Section 6. In addition, “[n]o faculty member may cast a vote at more than one level in this process” (UNLV Bylaws, Chapter III, Section 16.2.4). The Dean, Associate Deans, department chairs, or other administrators outside the unit may not attend, participate, or vote in meetings held by a department faculty review committee or the College Personnel Committee (UNLV Bylaws, Chapter III, Sections 6.1 and 6.2). However, the department chair may ask for a meeting with the department review or Personnel Committee “within a reasonable time after recommendations have been made and only for clarification of the personnel committee report to the unit chair or director” (UNLV Bylaws, Chapter III, Section 6.1). Similarly, the Dean may ask for a meeting with the College Personnel Committee “within a reasonable time after recommendations for promotion... have been made and only for clarification of the personnel committee report to the dean” (UNLV Bylaws, Chapter III, Section 6.2).

4.4 **Teaching:** To demonstrate excellence in teaching, a faculty member should have satisfied the unit’s defined standards as measured on multiple metrics assessing the candidate’s contribution to the College’s instructional missions that include the conferral of degrees and certificates; serving on, or co-chairing doctoral and MA committees, if applicable; career readiness and workforce development, and other University Undergraduate Learning Outcomes. These metrics may consist of but are not limited to peer review of teaching and student course evaluations; assessment of clinical duties, if applicable; breadth of courses taught; course revision, instructional resource development, pedagogical innovation, or research on student learning; effective mentoring of undergraduate students; or other evidence of student success. Further demonstration of excellence in teaching may include the conferral of teaching awards or other recognitions of teaching; participation in professional development seminars related to teaching; research that enhances a faculty member’s subject-matter expertise in the classroom; publication of scholarship in learning and pedagogy; or community engagement in teaching.

4.5 **Service:** To demonstrate effective services, a faculty member being evaluated for promotion should provide evidence of effective and positive contributions to the missions of the department, College, and academic

profession. Effectiveness in service should be assessed through metrics that are intelligible to colleagues in the unit and across the College. These metrics may include but are not limited to contributions to the university community, including service on elected or appointed committees or positions; participation in civic, professional or academic organizations; service to regional, national or international scholarly or professional societies; community engagement outside the university; and the ability to work with faculty, students, and community members in the best interest of the academic community.