ESSENTIAL ACADEMIC PRACTICES AND POLICIES

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Overview

• Faculty Senate

• Annual Review Process

• COLA and Merit

• Tenure and Promotion

• Outside Compensation and Conflicts of Interest
Faculty Senate

- Elected body of the faculty

- Voice of the academic and administrative faculty

- Works with the administration to advance the university


- .5 FTE or greater needed to be eligible to serve
  - Executive faculty are not eligible to hold membership in the Faculty Senate

- Faculty senate shall have one representative for each thirty faculty in each unit
Annual Review Process

- Typically due after winter break (check with your department)

- Academic Faculty
  - Faculty Annual Achievement Report
    - Digital Measures

- Administrative Faculty
  - Evaluation process varies by unit

- Annual reviews are completed by the supervisor
  - Administrative Faculty Evaluation Criteria
    - Essential job functions, goals and objectives, professional development plan, and related factors
      - Excellent, Commendable, Satisfactory, and Unsatisfactory

- Academic Faculty
  - Teaching, Research and Service
  - Consultation of the tenured voting faculty
    Excellent, Commendable, Satisfactory, and Unsatisfactory
Cost of Living

- Non-merit based pay raises

- July 2016 professional staff, faculty, and classified staff will receive a two percent pay raise
Merit

• Eligibility
  – Faculty and professional employees must have been hired on or before Sept. 3 to be eligible for a merit increase the following July.

• Process is specified at the unit level

• Full-time employee merit increase award categories
  – $1,000
  – $1,500
  – $2,000
  – $2,500
  – $3,000
  – $4,500

• Among the total increases in any division or department:
  – No more than 20 percent may be at the $1,000 level
  – No more than 20 percent may be at the $4,500 level
Tenure and Promotion

• Tenure date is specified on hire

**Moving Up the Tenure Date**
  • Tenure flexibility
    – For faculty who were on tenure-track at another institution
  • Early Tenure

**Extending the Tenure Date**
  • Tenure Extension

• Evaluated in the sixth year

• Mid-tenure review occurs in the third year and is reviewed by faculty peers at the

• P&T Standards
  • Developed by the unit
Outside Compensation Conflicts of Interest Monitoring

Disclosure
- Annual Disclosure (January)
- Pre-approved Activities (Ongoing)
- Approved Requests for Outside Activities (Ongoing)

Supervisor Review
- Approve
- Manage
- Deny

Management Plan

University Conflicts Committee

Supervisor Oversight
Office of Research Integrity

• COI Policy
• COI Procedures
• COI Requests Forms
• Annual Disclosure Survey Preview

https://www.unlv.edu/research/coi

***Information about human subjects certification too!