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Western Nevada Community College  
ACADEMIC FACULTY SENATE BYLAWS

CHAPTER 1: ORGANIZATION OF WESTERN NEVADA COMMUNITY COLLEGE ACADEMIC FACULTY SENATE

**Section I:** NAME

1.1 The Western Nevada Community College (hereafter referred to as the College) faculty organization shall be called the Western Nevada Community College Academic Faculty Senate and shall be referred to hereafter as the Senate.

**Section II:** PHILOSOPHY

2.1 The purpose of the Senate is to assure faculty participation in the formulation of academic and institutional policies and goals, in the implementation of those goals, and in their evaluation.

**Section III:** DELEGATED AUTHORITY

3.1 The Board of Regents delegates to the faculty of Western Nevada Community College (WNCC) the authority and responsibility for organizing itself in accordance with WNCC bylaws and for recommending procedures and policies on matters of faculty welfare, on the rights of faculty under the NSHE Code, and on their involvement in the College's primary missions as stated in the Code (NSHE Code 1.4.1).

**Section IV:** ELIGIBILITY

4.1 All members of the College holding academic professional contracts 0.5 FTE or above, and authorized by the Board of Regents, are members of the Academic Faculty and shall be represented by elected members of the Senate, hereafter referred to as Senators.

4.2 Two representatives chosen from Part-time Faculty are eligible to hold voting-member status on the Senate.

**Section V:** COMPOSITION OF THE SENATE

5.1 The Senate shall be composed of Senators who shall conduct the business of the Academic Faculty except as provided for elsewhere in this document.

5.2 Senate Composition:

- 5.2.1 Chairperson
- 5.2.2 Vice-Chairperson/Chair-Elect
- 5.2.3 Two (2) Senators from Carson Campus and Douglas Center faculty
- 5.2.4 Two (2) Senators from Fallon Campus faculty
- 5.2.5 Two (2) Senators from the Communications and Fine Arts Division: at least one Senator from the English area
- 5.2.6 Two (2) Senators from the Applied Sciences, Mathematics, and Information Systems Division: one Senator from the Math area, and one Senator from the Applied Science or Information Systems areas
- 5.2.7 Two (2) Senators from the Science and Allied Health Division: one Senator from Science and one Senator from Allied Health
- 5.2.8 Two (2) Senators from the Business and Technology Division: one from Business and one from Technology
- 5.2.9 Two (2) Senators from Social Science, Education, Humanities and Public Service Division: one Senator from Social Science and one Senator from Education, Humanities or Public Service areas
- 5.2.10 One (1) Senator from Support Faculty
- 5.2.11 Two (2) voting Senators from Part Time Faculty: one from the Carson Campus and one from the Fallon/Douglas/Outlying Instructional Centers, to be appointed by the Senate Executive Board
  - 5.2.11.1 If these positions are unable to be filled, they may remain vacant until such time as they are able to be filled.
- 5.2.12 The immediate past Senate Chair will serve as a non-voting ex-officio Senator for one year at the completion of his/her present term.

## **Section VI: TERMS OF OFFICE**

- 6.1 The Chair and Vice-Chair/Chair-Elect shall each serve a one (1) year term. Following the year served as Chair-Elect, the Vice-Chair shall assume the position of Chair.
- 6.2 Senators shall serve a two (2) year term.

## **Section VII: ELECTION OF SENATORS AND OFFICERS**

- 7.1 For election of Senators as described in 5.2.1 through 5.2.10, the Senate Committee on Elections shall supervise the elections in accordance with the following principles and report to the Senate in March of each year.
  - 7.1.1 Nominations and elections shall be on forms and ballots designated by the Committee on Elections.

7.1.2 Elections shall be by secret ballot, and sealed absentee ballots will be accepted by the Chairperson of the Committee on Elections.

7.1.3 All nominations shall require one nominator.

7.1.4 All Academic Faculty members shall be eligible to vote.

7.1.5 Only Academic Faculty members may be candidates, and only Academic Faculty members may be nominators.

7.1.6 The Chair and/or Chair Elect shall be elected at-large by the eligible Academic Faculty.

7.1.7 In year 1 of these bylaws, the Academic Faculty shall elect a Chair and a Vice-Chair/Chair-Elect. In subsequent years, the Academic Faculty shall elect a Vice-Chair/Chair-Elect only.

7.1.7.1 In the event that the Vice-Chair replaces the Chair or vacates the Vice-Chair position, a special election will be held to elect a new Vice-Chair/Chair-Elect. A Vice-Chair who assumes the Chair's position shall finish that term as well as serve as Chair for the following year. The same shall hold for the newly elected Vice-Chair.

7.1.8 When a unit has two Senators, elections shall be held in alternate years for these seats.

7.1.9 No person shall be a candidate for more than one Senatorial office during a Senate election.

7.1.10 At the March Senate meeting, the Senate Committee on Elections shall submit a list of constituents as identified in 5.2.3 through 5.2.10. This list, as approved by the Senate, shall apply only to the elections for which it has been approved.

7.1.11 Each nominator may nominate two persons, one for Senator from one of his/her two categories (professional or campus) and one for Chair and/or Chair-Elect.

7.1.12 After nominations have been received, the Committee on Elections will distribute the list of nominees to those nominated. Nominees will have five (5) working days to withdraw their name from nomination if they so choose. After the withdrawal period, the Committee on elections will construct the ballot.

7.1.13 Members may vote only for candidates in their own categories (professional and campus) and for Chair and/or Chair-Elect. Each member will be listed in two categories: campus and professional.

7.1.14 All ballots, including sealed absentee ballots, will be opened and counted publicly in an adjacent room during the regular meeting of the Senate in April. If a tie occurs, a run-off is necessary between tied candidates only. Run-off votes will be counted publicly in an adjacent room during the regular meeting of the Senate in May.

7.1.15 The candidate with the greatest number of votes received shall be elected.

7.1.16 Eligibility of all candidates, certification of all nominations and elections shall be determined by the Committee on Elections. Determinations may be appealed to the Senate.

7.2 Those elected and/or identified as representing part-time faculty shall take office immediately following the regular meeting of the Senate in May.

7.3 The Secretary shall be elected by the Senate from its membership as newly constituted in May immediately following the regular meeting.

## **Section VIII: SENATE OFFICERS**

### 8.1 Duties of Officers

#### 8.1.1 The Chairperson:

8.1.1.1 shall act as the executive officer of the Senate, overseeing all business of the Faculty Senate

8.1.1.2 shall officially represent the Faculty Senate before the following groups:

- Board of Regents
- Council of Senate Chairs
- College Council

8.1.1.3 shall schedule and conduct Faculty Senate meetings

8.1.1.4 shall vote in Senate meetings to break a tie

8.1.1.5 shall proofread the draft of the minutes of the Faculty Senate meetings and will supervise the distribution of finalized minutes to the Academic Faculty, and College as a whole, within two (2) calendar weeks of all meetings

8.1.1.6 shall supervise the preparation and distribution of the agenda: gather information and accompanying documents from Committee Chairs, determine information and action items

8.1.1.7 shall make Senate recommendations (a) to College Council (b) directly to the President of Western Nevada Community College or (c) to the appropriate administrator, except as to matters the Senate is empowered to decide

8.1.1.8 shall administer a tracking system to ensure accountability of motions passed by the Senate

8.1.1.9 shall publish a list of standing committees, chairpersons and members by the regular Senate meeting in August

8.1.1.10 shall chair the Senate Executive Board

8.1.1.11 shall furnish the Western Nevada Community College President or Chancellor with nominees to serve on System and College committees

8.1.1.12 shall appoint Senators to fill vacated Senatorial positions as stated in these bylaws, Section 9.2

#### 8.1.2 The Vice-Chair/ Chair-Elect:

8.1.2.1 shall assume the duties of the Chairperson in the case of absence or incapacity of the Chairperson and shall become Chairperson in the event of the death, resignation, or permanent incapacity of the Chairperson as determined by the Senate

8.1.2.2 shall monitor the Senate's adherence to the parliamentary rules set forth in Section XIV and serve as Senate Parliamentarian

8.1.2.3 shall, when possible, attend Board of Regents meetings that are held in the Reno/Carson City/Fallon area

#### 8.1.3 The Secretary:

8.1.3.1 shall supervise the recording of minutes of Faculty Senate meetings

8.1.3.2 shall be responsible for preparing and forwarding the draft minutes to the Senate Chair within (1) calendar week of all meetings

#### 8.2 Recall of officers

8.2.1 If a petition with the signatures of at least 30% of the senate members is submitted to the Senate Executive Board requesting the recall of an officer, a ballot shall be held within 30 days of receipt of the petition. A two-thirds vote of those Faculty Senators present shall be required to remove the Chair or the Chair-Elect.

### **Section IX: SENATORS**

#### 9.1 Duties of Senators. A Senator:

9.1.1 shall regularly attend Senate meetings or arrange a proxy as outlined in Section 12.1

9.1.2 shall be expected to keep his/her constituents informed of Senate proceedings

9.1.3 shall attempt to act and vote in the best interests of his/her constituents

9.1.4 shall study the issues before the Senate and attempt to discern the views of his/her constituency on upcoming Senate action items

9.1.5 shall be versed in the Senate and College Bylaws

9.2 In the event a Senatorial position is vacated between elections, the Chairperson will appoint, at his/her pleasure, a Senator from the same constituency as that being vacated, subject to the Senate's confirmation. The position will be occupied until the next regular election, at which time nominations will be solicited for a term of one (1) or two (2) years.

#### 9.3 Recall of Senators:

9.3.1 If a petition with the signatures of at least 30% of the eligible members of a Faculty Unit is submitted to the Senate Chair requesting the recall of a Senator representing the unit, a ballot shall be held within 30 days of receiving the petition. A two-thirds majority vote, of those voting, of the Faculty Unit shall be required to remove a Senator from office.

9.3.2 Two unexcused absences without a proxy will result in the Chair initiating removal proceedings before the Faculty Senate. A two-thirds majority vote of those Senators present is required to remove the Senator.

### **Section X: SENATE EXECUTIVE BOARD**

10.1 The Executive Board of the Senate shall consist of the following members of the Senate: Chair; Vice-Chair/Chair-Elect; Secretary, immediate Past-Chair, and two Senators as nominated and approved by the Senate at the May Senate meeting.

10.1.1 The Senate Executive Board shall meet at least once each semester.

10.1.2 The Senate Executive Board shall advise the Senate Chair.

10.1.3 The Senate Executive Board shall help determine issues to be placed on the Senate Agenda.

#### **Section XI: SENATE MEETINGS**

11.1 Regular meetings shall be held by the Senate at least monthly during the academic year. Special meetings of the Senate may be called by the Chairperson, or upon petition of twenty-five percent (25%) of the Senators.

11.2 A semester schedule listing the date, time, and place of regular meetings shall be posted in August and December of each year.

11.3 Formal notice of date, time, place and agenda shall be posted to the Academic Faculty members three (3) working days in advance of any meeting.

11.4 Faculty Senate meetings shall be open. All interested persons are encouraged to attend.

11.5 The quorum requirement of the Senate shall be fifty percent (50%) of the Senators. Any action taken by the Faculty Senate without a quorum shall be deemed invalid.

#### **Section XII: VOTING**

12.1 Any Senator who is unable to attend the regularly scheduled or special meeting may designate a proxy for that meeting.

12.1.1 A proxy must be a faculty member from the absent Senator's area.

12.1.2 The proxy must be designated and be communicated in writing, by hard copy or electronically, to the Senate Chair at least one day prior to the meeting.

12.1.3 Failure to notify the Chair will result in a null vote for the proxy.

12.2 The Chair shall vote to break an otherwise tie vote.

#### **Section XIII: QUORUMS OF WNCC SENATE BODIES**

13.1 The quorum requirement of any Senate body shall be fifty percent (50%) of its membership.

#### **Section XIV: PARLIAMENTARY AUTHORITY OF SENATE**

14.1 The rules contained in the latest edition of Robert's Rules of Order shall govern the Senate in all areas where they are not in conflict with the WNCC Bylaws or the Senate Rules.

#### **Section XV: AMENDMENT PROCEDURES**

15.1 These Bylaws may be amended at any time in accordance with the following:

15.1.1 Introduction of the proposed amendment at a regular meeting of the Senate, to include distribution of a copy in writing to each Senator.

15.1.2 Voting on the proposed amendment at the next regular meeting of the Senate

following the introduction of the proposal.

15.1.3 Approval of the proposed amendment by the full Academic Faculty with a two-thirds (2/3) affirmative vote of those voting.

**Section XVI: COMMITTEES OF THE FACULTY SENATE**

16.1 The following shall be the Senate standing committees:

- Senate Committee on Academic and Professional Standards
- Senate Committee on Senate Bylaws
- Senate Committee on Professional Development (PDC)
- Senate Committee on Sabbatical Leaves
- Senate Committee on Professional Advancement
- Senate Committee on Tenure Peer Evaluation (PEC)
- Senate Committee on Merit Pay for Those at Top of Faculty Salary Schedule
- Senate Committee on Elections

16.2 Appointment of membership to any Senate committee within the College shall be at the pleasure of the Chairperson, subject to the confirmation of the Senate.

16.3 Standing committee chairpersons shall not be Senators.

16.4 The chairperson of each standing committee shall be appointed from among the committee members by the Senate Chairperson subject to Senate confirmation.

16.5 Recommendations of all Senate committees, except those duties of the Committee on Professional Advancement and the Committee on Professional Development, shall be made to the Senate.

16.5.1. Senate Committee recommendations to the Senate require a quorum vote by the Senate.

16.6 All standing committee members shall have voting privileges in committee actions.

16.7 All Senate committees, with the exceptions of the Senate Committee on Professional Advancement and the Committee on Professional Development, shall record the committees' vote and state the minority position(s) in all action reports to the Senate.

16.8 Duties of Standing Committee Chairpersons:

16.8.1 Schedule and conduct meetings

16.8.2 Record attendance of all standing Committee members

16.8.3 Report on Committee activity at the regularly scheduled Senate meetings

16.8.4 Submit to the Senate Chair, at least one week prior to the Senate meeting, written recommendations to be presented to Senate

16.9 Composition and Charges of Standing Committees

## 16.9.1 Senate Committee on Academic and Professional Standards

16.9.1.1 Composition shall consist of three (3) Academic Faculty members.

16.9.1.2 Charges are as follows:

16.9.1.2.1 Recommend an academic calendar

16.9.1.2.2 Recommend grading policies

16.9.1.2.3 Recommend requirements for all degrees awarded by WNCC

16.9.1.2.4 Recommend criteria for selection of all professionals

16.9.1.2.5 Recommend student academic grievance procedures

16.9.1.2.6 Recommend minimum professional standards to be met by Academic Faculty, classes, and students

## 16.9.2 Senate Committee on Senate Bylaws

16.9.2.1 Composition shall consist of three (3) Academic Faculty members.

16.9.2.2 Charges are as follows:

16.9.2.2.1 Review the wording of proposed bylaws changes

16.9.2.2.2 Review proposed changes for conflict with the Board of Regents Code and Handbook, and with WNCC bylaws

16.9.2.2.3 Note deletions and insertions of changes to bylaws

16.9.2.2.4 Conduct a full Academic Faculty vote if accepted by Senate

16.9.2.3 Approval of any Senate Bylaws amendment requires a 2/3 affirmative vote of those eligible Academic Faculty members voting (see also Section XV.)

## 16.9.3 Senate Committee on Professional Development (PDC)

16.9.3.1 Composition shall consist of three (3) Academic Faculty members, all of whom have been granted continuing contract (tenure).

16.9.3.2 Charges are as follows:

16.9.3.2.1 Perform the duties as described in Chapter 2, Section I

16.9.3.2.2 Recommend faculty professional development procedures

16.9.3.3 A quorum of the Senate Committee on Professional Development shall be all members.

16.9.3.4 Concurrent membership on the Committee on Professional Development and any PDC Ad Hoc Committee is prohibited.

#### 16.9.4 Senate Committee on Sabbatical Leaves

16.9.4.1 Composition shall consist of three (3) Academic Faculty members. No person being considered for sabbatical leave shall serve on this committee.

16.9.4.2 Charges are as follows:

16.9.4.2.1 Recommend sabbatical application procedures and criteria

16.9.4.2.2 Recommend sabbatical candidates to the Senate

16.9.4.2.3 Report to the Senate the rationale for selection

16.9.4.2.4 Solicit and receives sabbatical reports

16.9.4.2.5 House sabbatical reports in WNCC Library

#### 16.9.5 Senate Committee on Professional Advancement

16.9.5.1 Composition shall consist of three (3) Academic Faculty members, all of whom have been granted continuing contract (tenure).

16.9.5.2 Charges are as follows:

16.9.5.2.1 Perform duties as described in WNCC Policy # 4-4-7, including:

16.9.5.2.1.1 Review applications by faculty seeking professional advancement and provides a recommendation on the application to the President of the College

16.9.5.2.1.2 Develop procedures to ensure a fair and timely review of applications

16.9.5.2.1.3 Develop and uses policies for determining which courses, programs, contract hour training workshops, and work experiences will be recommended or not recommended

16.9.5.2.1.4 Evaluate retroactive credits and makes recommendation to the President of the College

#### 16.9.6 Senate Committee on Tenure Peer Evaluation

16.9.6.1 Composition shall consist of three to five (3-5) tenured Academic Faculty members, with at least one representative from each of the following:

- Occupational
- Liberal Arts and Support
- Fallon (This representative can be from any area.)

16.9.6.1.1 Members shall serve staggered terms to ensure consistency. One two members shall be appointed each year.

16.9.6.1.2 Committee members are requested to remain on the committee for minimum of two years.

16.9.6.2 Charges are as follows:

16.9.6.2.1 Perform the duties and carries out the processes as described in Chapter 2, Section 3

16.9.6.2.2 Recommend tenure peer evaluation procedures

16.9.7 Senate Committee on Merit Pay for Those at Top of Faculty Salary Schedule

16.9.7.1 Composition shall consist of three to five (3-5) tenured Academic Faculty members, with at least one representative from each of the following:

- Occupational
- Liberal Arts and Support
- Fallon (This representative can be from any area.)

16.9.6.1.1 Members shall serve staggered terms to ensure consistency. One two members shall be appointed each year

16.9.6.1.2 Committee members are requested to remain on the committee for minimum of two years

16.9.6.2 Charges are as follows:

16.9.6.2.1 Perform the duties and carry out the processes as described in WNCC Policy Manual, Policy # 4-4-1

16.9.6.2.2 Recommend merit pay procedures

16.9.8 Senate Committee on Elections

16.9.8.1 Composition shall consist of three (3) Academic Faculty members.

16.9.3.2 Charges are as follows:

16.9.3.2.1 Perform the duties as described in Chapter 1, Section VII

## **Section XVII: DEVELOPMENT OF COLLEGE POLICIES AND PROCEDURES**

17.1 Administration shall provide the opportunity for faculty participation in the development, and revisions, as necessary, of College policies and procedures relating to faculty security, welfare, and general working conditions. (NSHE Code, Section 5)

## **CHAPTER 2: TENURE AND EVALUATION**

**Section I: TENURE** (NSHE Code, Title 2, Chapter 4; Title 5, Chapter 8, Section 7).

1.1 Ad Hoc Committees

1.1.1 An Ad Hoc Committee shall be appointed at the commencement of all professional employee contracts of 0.5 FTE or above.

- If the contract is tenure track, the Ad Hoc Peer Group Committee shall meet for the

three to four year probationary period.

- If the contract is other than tenure track, the Ad Hoc Peer Group Committee shall meet for a three year period.

1.1.2 Employees under the purview of the Senate Committee on Professional Development who have been appointed an Ad Hoc committee will hereafter be referred to as probationary employees.

1.1.3 The Ad Hoc Committee shall consist of two (2) tenured persons appointed by the Senate Chairperson during the probationary employee's first year. The Division Chair or immediate supervisor shall serve as an ex-officio member of the ad hoc committee.

1.1.3.1 In the event either of the members of the committee appointed by the Senate Chairperson cannot serve, the Chairperson shall appoint a replacement.

1.1.4 Beginning the second year of the probationary employee's employment, the Ad Hoc Committee shall include a third tenured person selected by the probationary employee to serve as advocate.

1.1.4.1 In the event the member of the committee selected by the probationary employee cannot serve, the probationary employee shall select a replacement.

1.1.5 Each Ad Hoc Committee should meet with the probationary employee as often as needed each semester, to determine how effectively the probationary employee is meeting his or her contract obligations and to offer mentoring assistance. The probationary employee shall be notified in writing at least ten (10) calendar days prior to any committee meeting which considers his/her professional development.

1.1.6 Members of the Ad Hoc Committee shall act as mentors to the probationary employee, providing guidance, recommendations, and information on policies and procedures.

1.1.7 A quorum of each Ad Hoc Committee shall consist of all committee members, excepting the ex-officio Division Chair or immediate supervisor.

## 1.2 Evaluation of Tenure Candidates

1.2.1 A faculty member being recommended for appointment with tenure must receive an "excellent" rating in one of the following areas, whichever is applicable:

- If employed primarily as an instructor, a record of effectiveness as a teacher including, but not limited to, demonstrated teaching competence and efficiency in a classroom and/or laboratory, the ability to communicate effectively with students, and demonstrated skill in handling classroom and other duties related to teaching.
- If employed primarily as a nonteacher, a record of effectiveness, efficiency, and ability to perform assigned duties.

1.2.2 In addition, a faculty member being recommended for appointment with tenure must receive a "satisfactory" rating or better in the area of service which may include, but not be limited to:

- Interest and ability in advising students
- Membership and participation in professional organizations
- Ability to work with faculty and students of the member institution in the best interests of the University and Community College System of Nevada and the people it serves, and to the extent that the job performance of the faculty member's administrative unit may not be otherwise adversely affected
- Service on College or System committees
- Recognition among colleagues for possessing integrity and the capacity for further significant intellectual and professional achievement; and
- Recognition and respect outside the System community for participation and service in community, state, or nationwide activity

1.2.3 In rating applicants the following rating terminology shall be used:

- (I) "unsatisfactory"
- (II) "satisfactory"
- (III) "commendable" or
- (IV) "excellent".

No other rating terminology shall be permitted.

1.2.4 The burden of demonstrating that these standards have been met lies with the applicant for appointment with tenure.

### 1.3 Timeline and Procedures for Probationary Years

1.3.1 By January 31 of each probationary year, the employee in process shall submit his/her self-evaluation for the previous calendar year (or the portion for which he/she was employed) to his/her Ad Hoc Committee.

1.5 By March 1 of each probationary year, each Ad Hoc Committee shall meet with the employee in process and submit its annual written committee report to the Senate Committee on Professional Development. The Report should incorporate, but not be limited to a work-site visitation, student evaluations, and the employee's self-evaluation. The probationary employee shall have ten (10) working days to review any PDC report for errors of fact prior to its submission.

1.6 By May 1st of each probationary year, the Professional Development Committee shall submit a copy of its report to the probationary employee and to the Vice President of Academic and Student Affairs or appropriate administrator. A copy shall be placed in the WNCC Human Resources Office. The employee in process shall have ten (10) working days to review the report for errors of fact before its submission.

### 1.4 Timeline and Procedures for Application for Tenure

1.4.1 By September 1, a faculty member applying for tenure must send his or her written request to the President with copies to the chairs of the Academic Senate and Senate Committee on Professional Development.

1.4.2 By October 1, each Ad hoc committee for those applying for tenure must submit reports, including recommendations, to the PDC. The probationary employee shall have ten (10) working days to review the report for errors of fact prior to its submission .

1.4.3 In October and/or November, the PDC will review ad hoc committee reports on each faculty member applying for tenure, will meet with said employees, and will write its report on each faculty member. The probationary employee shall have ten (10) working days to review any PDC report for errors of fact prior to its submission .

1.4.3.1 The Senate Committee on Professional Development shall notify the continuing contract (tenure) candidate in writing at least ten (10) calendar days prior to any meeting at which his/her candidacy will be considered.

1.4.3.2 The Senate Committee on Professional Development shall recognize the right of the candidate to appear before it and to submit additional supportive evidence.

1.4.4 By December 1, the PDC will submit the entire file, including the PDC's evaluation of the applicant to the President. The probationary employee shall have ten (10) working days to review any PDC report for errors of fact prior to its submission .

1.4.5 By February 1, the President will inform the tenure applicant in writing of his/her tenure recommendation.

## **Section II: ANNUAL PERFORMANCE EVALUATION OF TENURED FACULTY (NSHE CODE 5.12)**

2.1 Tenured faculty shall be evaluated in accordance with the procedures outlined in the NSHE Code Section 5.

2.2 If the annual performance evaluations provided for in Section 5 of the NSHE Code result in a tenured faculty member receiving an unsatisfactory rating in the area of instruction or the performance of assigned duties (if the tenured faculty member is a nonteacher for two consecutive years), then a hearing shall be held for the purpose of determining if the tenured faculty member should be retained in employment.

2.3 Failure of a tenured faculty member to maintain at least a satisfactory rating in two consecutive annual performance evaluations as provided in this section shall be cause for termination of employment. Hearings to consider terminations initiated by this section shall be held by a special hearing officer and special hearing committee under Section 6.12 of the Code. All other provisions of Chapter 6 of the Code should be followed to the extent possible. The burden of demonstrating that termination of employment should occur lies with administrative authorities of the College.

2.4 After the completion of the annual performance evaluations provided for in Section 5 of the NSHE Code, the President shall submit an annual report to the Board of Regents detailing the process and outcomes of the annual performance evaluations. (Refer to code)

## **Section III: GUIDELINES FOR TENURE PEER EVALUATIONS**

3.1 Terminology. For the purposes of this guideline:

3.1.1 the Tenure Peer Evaluation Committee will be referred to as "the Committee."

3.1.2 the Peer Evaluation Group will be referred to as "the Group."

3.1.3 the term "tenured faculty member" is meant to cover all 0.5 FTE or greater tenured

faculty members as well as faculty members on 0.5 FTE or greater zero contracts with more than 3 years of employment.

### 3.2 Purpose

WNCC has the responsibility to provide its students with the best possible education. It is, therefore, the purpose of the Committee to provide for regular and systematic worksite evaluation of tenured faculty performance in order to ensure teaching effectiveness and the fulfillment of instructional faculty responsibilities.

### 3.3 Composition

3.3.1 The Committee will be appointed by the Faculty Senate Chair and approved by the Faculty Senate.

3.3.2 Membership on the Committee shall consist of three to five tenured faculty members with at least one representative from each of the following:

- Occupational
- Liberal Arts and Support
- Fallon (This representative can be from any area.)

3.3.3 Members shall serve staggered terms to ensure consistency. One or two members shall be appointed each year.

3.3.4 Committee members are requested to remain on the committee for a minimum of two years.

### 3.4 Responsibilities of the Tenure Peer Evaluation Committee

3.4.1 Select the Chair of the Committee

3.4.2 Adopt such rules or procedures as necessary to conduct its business.

3.4.3 Develop, maintain, and update the schedules for the tenured faculty evaluations.

3.4.4 Notify each tenured faculty member scheduled to be evaluated and send a list of those faculty members' names to the Faculty Senate Chair by October 1.

3.4.5 Select the faculty member to be assigned to the Group and forward that name to the tenured faculty member and his or her Group. This member automatically becomes the Chair of the tenured faculty member's Group.

3.4.6 Distribute schedules and evaluation forms to the tenured faculty member's Group by December 1.

3.4.7 Send a composite report to the Faculty Senate Chair by the May Faculty Senate Meeting.

3.4.8 Retain each Group's report for six years.

### 3.5 Responsibilities of the Tenure Peer Evaluation Group

3.5.1 Review self-evaluation and other supporting documentation provided by the tenured faculty member.

3.5.2 Observe tenured faculty member in classroom/lab or support setting.

3.5.3 Meet with the tenured faculty member within two days following an in-class or worksite evaluation and before the narrative is written.

3.5.4 Submit the Group's evaluation to the Committee and to the Vice-President of Academic and Student Affairs or appropriate administrator by March 15th.

### 3.6 Responsibilities of the Tenured Faculty Member

3.6.1 Choose an advocate member for the Group and notify the Committee of the choice by November 1st.

3.6.2 Provide a current self-evaluation and supporting documentation (student evaluations, letters of community service recognition, scholarly works, etc) to the Group and to the Vice President of Academic and Student Affairs or appropriate administrator by January 31st.

3.6.3 Schedule a convenient time for the observation visit.

### 3.7 Evaluation Process

3.7.1 Each tenured faculty member will be evaluated by his/her peers at least once every five years.

3.7.2 Each faculty member to be evaluated will have a Group. The Group will consist of a member in a closely related discipline, an advocate chosen by the individual being evaluated, and the division Chair or the immediate supervisor of the individual being evaluated. In the case where the faculty member does not choose an advocate, the Faculty Senate Chair shall appoint an advocate for that faculty member.

3.7.3 The evaluation will be based on the faculty member's self-evaluation and a scheduled classroom or lab/clinical visit or observation in the support setting. The Group's written evaluation will consist of objective guidelines and a subjective narrative. The Group's evaluation will consist of one-third of the total evaluation process for the faculty member.

3.7.4 The Group will meet with the tenured faculty member within two days following an in-class or work-site evaluation and before the narrative is written, make recommendations or suggestions if improvements are needed, or suggest workshops or seminars if needed.

3.7.5 In rating applicants, the following rating terminology shall be used:

- (I) "unsatisfactory"
- (II) "satisfactory"
- (III) "commendable" or
- (IV) "excellent".

3.7.6 The Group will submit its report to the Committee to be kept in the Committee's files for six years.

3.7.8 The Group will send a complete copy of the Group's findings to the Vice President of Academic and Student Affairs or appropriate administrator. The Committee will send a composite report to the Faculty Senate for its May meeting. No faculty identities will be included in the composite report.

### 3.8 Dates

October 1st – The Committee notifies tenured faculty members who are to be evaluated and Faculty Senate Chair of Spring evaluations.

November 1 – The Committee and tenured faculty members submit names for the Group appointments.

December 1 – The Committee distributes schedules and evaluation forms to the tenured faculty member and Group members.

January 31st – The tenured faculty member submits his/her self-evaluation report to the Vice President of Academic and Student Affairs or appropriate administrator.

A mutually convenient date is established for the class/lab visitation or observation for support faculty.

Within two days following an in-class or work-site evaluation and before the narrative is written, the Group meets with the tenured faculty member.

March 1 - The Group report will be given to the faculty member.

March 15th – The Group submits its evaluation to the Committee and to the Vice President of Academic and Student Affairs or appropriate administrator.

May Faculty Senate Meeting – The Committee sends a composite report to the Faculty Senate.

### 3.9 Appeal Process

3.9.1 A tenured faculty member who disagrees with negative findings of the Group may request a new Group the next September, and be re-evaluated the following spring.

3.9.2 Further, a tenured faculty member who receives an evaluation to which he/she objects may attach a written response to the Group's evaluation to address the Group's findings. All reports will be considered part of the faculty member's evaluation.

3.9.3 An unsatisfactory evaluation will be brought to the attention of the Committee and the Vice President of Academic and Student Affairs or appropriate administrator for further evaluation and recommendation.

3.9.4 If a member of the Committee is being evaluated by a Group, he/she will abstain from the Committee's process for his/her evaluation only.

3.9.5 If a member of the Committee receives an unsatisfactory evaluation, he/she will be required to resign from the Committee.