

Leah Wilds, *Chair*  
Guy Hoelzer, *Vice Chair*  
Stefanie Scoppettone, *Parliamentarian*  
Greg Gardella, *At Large*  
Ron Phaneuf, *At Large*  
Robin Gonzalez, *Senate Manager*

RECEIVED

JUN 17 2006

President's Office

May 16, 2006

**Request for Action from the UNR Faculty Senate**

TO: Joseph N. Crowley, President

FROM: Leah Wilds *LWilds*

The 2005-2006 Faculty Senate requests your action on the following motion that was approved at its May 10, 2006 meeting:

**Campus Affairs Committee**

"The Faculty Senate approves the Campus Affairs Committee year-end report as presented."

The Campus Affairs Committee, under the leadership of Jane Bessette, was charged with the following:

1. Review, evaluate and report on the hiring, termination, and reassignment actions for deans and above from 1995-2005.
  - Under what conditions have hires been made without searches?
  - Is there a process for requesting an exception to search? If so, describe the process and those involved in its approval.
  - Have exceptions to searches been approved for positions at the Dean or above level? If so, identify the justifications for granting those exceptions.
  - Interim-to-permanent positions
2. Review the current Professional Development Leave guidelines and process, especially the criteria and method used to evaluate applications (sabbaticals and faculty development). Gather information about other institutions' guidelines. Ask faculty who have served on the committee over the past 10 or so years for their input about the guidelines, criteria, and process. Consider whether the committee guidelines and process should be modified. If yes, draft a proposal for recommendation to the senate.

The Committee's report and recommendations are attached. As you will see, the recommendations made will require effort on the part of many others. We look forward to your support in ensuring these recommendations are implemented.

If you would like to discuss this with the executive board, please contact Robin Gonzalez to arrange a meeting time.

C: J.H. Frederick  
G. Jones  
T. McFarling

Recommended by: John H. Frederick  
John H. Frederick, Executive Vice President and Provost

6/26/06  
Date

Approved by: Joseph N. Crowley  
Joseph N. Crowley, President

6-29-06  
Date

**Faculty Senate  
Campus Affairs Committee  
2005-06 Year End Report  
Submitted by: Jane Bessette, Chair  
April 10, 2006**

**Committee Membership**

Jane Bessette, Linda Brunson, Donnelly Curtis, Ted Oleson, Ann Tyler, Dhanesh Chandra, Tom King, Carley Ries, Jaime Leanos, Steven Oberg.

**Committee Annual & Standing Charges**

*Charge 1.* Review, evaluate & report on the hiring, termination, and reassignment actions for deans and above from 1995 - 2005.

*Charge 2.* Review the current Professional Development Leave guidelines and process, especially the criteria and method used to evaluate applications. Gather information about other institutions' guidelines. Ask faculty who have served on the committee over the past 10 or so years for their input about the guidelines, criteria and process. Consider whether the committee guidelines and process should be modified. If yes, draft a proposal for recommendation to the senate.

*Charge 3.* Appoint one each liaison to the following committees; Status of Women; Work and Family Task Force; Gay, Lesbian, Bisexual, and Transgender Advocacy Committee; Multiethnic coalition; Intercultural Collaborative; University Disabilities Resource Coalition.

**Detailed Committee Activity**

**Research & Findings:**

*Charge 1.* Researched code and bylaws regarding hiring practices. Invited Michael Coray and Gena Jones to meet the committee and discuss concerns/actions in our charge. Learned that the President may "waive" a search. Other conditions that might cause an appointment outside of the search procedures include, failed searches and conditions of interim appointments. Lack of communication regarding process used in interim appointments as well as reassignments may lead to misunderstandings. Due to pending legal processes, individuals involved in reassignments are not willing to discuss matters.

*Charge 2.* Gathered names of past Leave Committee Chairs and talked with the two past chairs. They reported that the condition of the applications was not consistent and in fact some applicants had not followed directions which resulted in denial. A workshop including a

power point presentation for applicants has been created and offered, as well as videotaped for future use.

Recommendations from past Sabbatical/Faculty Development Leave Committees does not appear to have been implemented, i.e. succession planning in the chair position, committee members not allowed to submit applications for leave, documentation of the process.

Requested and received a list of number of leaves requested/approved by department. Analyzed leaves requested/approved/denied and determined there are no clear patterns of denial, with most departments having very high success rates. The major observation is that it seems like a majority of the faculty in the English department are usually on sabbatical! The other observation is that sabbaticals are not widely used and many departments have had no applicants or only one or two over the last decade.

#### **Actions Taken:**

##### Charge 1.

- a) Requested Human Resources to provide the committee with the list of Presidential Search Waivers and the justifications if any.
- b) Prepared a listing of the code/bylaws hierarchy governing the search process.
- c) Prepared a timeline of individuals who have served in executive level positions to document history and compare to HR information.
- d) . Have requested information regarding reasons individuals vacated their positions and if there is a designated time when the search waivers are reported to the Board of Regents. **STILL PENDING.**

##### Charge 2.

- a) Analyzed approval/denials for trends, none found.
- b) Reviewed application documentation and presentation information. Found that a video presentation is also available.
- c) Prepared a list of questions regarding the process and committee and forwarded them to Audrey Casey for answers or forwarding to the committee chair. **ANSWERS STILL PENDING.**

- How many people are on the leave committee?
- What is its make-up between admin and academic faculty, is there an ideal or is it just who happened to be interested?
- Is the criteria scoring sheet actually used by everyone on the committee?
- Are the scores added or averaged?
- What kind of feedback if any, is given to those individuals who are not approved?
- Can an application be submitted without letters of support recognizing they would be missing 10 points?

- Why can't external letters of support be accepted?
- What is an individual's alternative if they and their supervisor & or dean don't get along?
- Are past applications for leave available for review by new applicants?
- What is the process?
- Would it be possible to post "stellar" proposal examples on the web or in the library?
- Have past concerns been brought to the committee that need to be looked at?

Charge 3. Appointed the following committee members as liaisons -  
 Donnelly Curtis - Status of Women;  
 Ann Tyler - Work and Family Task Force;  
 Jane Bessette- Gay, Lesbian, Bisexual, and Transgender Advocacy  
 Committee;  
 Jaimie Leanos - Multiethnic Coalition;  
 Carley Ries - Intercultural Collaborative;  
 Tom King - University Disabilities Resource Coalition.

**Recommendations:**

Charge 1 - Create a communication process around the search and appointment process so that the university community is informed. Determine what form of governance this campus will run under, AAUP or Corporate. We believe the confusion in this area results from the merging of these two forms of governance.

Charge 2 - Proposal scores be regrouped to show that the proposal is worth 46 points, past accomplishments 35 points and letters of support/years since last leave 19 points. The way the criteria form is set up, it appears that past accomplishments has the greatest weight in an application.

Communication of those individuals approved for leave, time period and activity/project they will be working on.

Instead of all approved proposals being available for viewing, only select stellar proposals. Perhaps have stellar proposals available in the library as well as provost's office? Or even better, saved to the web?

**Requests for Assistance:**

Permission to send out an email to faculty requesting concerns surrounding the faculty development leave process.

**Recommended charges for next year:**

None at this time.

Search and Search Waiver Information for Dean and Above Positions  
2003-2006

Searches Conducted 2003-2006

College/Unit	Department	Position Title	Name	Date of Hire
PROVOST	Extended Studies	Vice Provost For Extended Studies	Fred Holman	1/1/2004
JOURN	Journalism	Dean, Reynolds School of Journ	Cole C. Campbell	7/1/2004
MDDN	President	VP Health Sciences, Dean	John McDonald	7/1/2004
PRES	Marketing & Communications	Vice President, Marketing & Communications	Cynthia Pollard	3/1/2004
PROVOST	Liberal Arts	Dean, College of Liberal Arts	Heather Hardy	8/1/2005
PRES	Graduate School	Vice President for Research/Dean of the Graduate	Mark Brenner	9/8/2005
PRES	Intercollegiate Athletics	Director, Intercollegiate Athletics	Cary Sue Groth	4/15/2004
PROV	Provost	Vice Provost	Jannet Vreeland	1/1/2003
LADN	Dean's Office	Interim Dean, Arts & Science/Liberal Arts	Eric Herzik	1/1/2003
HCDN	Dean's Office	Interim Dean, Health and Community Science	Charlie Bullock	1/1/2006

Internal Appointments (Waivers) 2003-2006

College/Unit	Department	Position Title	Name	Date of Hire
VPAF	Admin & Finance, VP	Admin & Finance, Vice President	Ronald Zurek	7/1/2004
DAR	DAR	Vice President Development and Alumni Relations	John Carothers	1/14/2005
SCDN	Dean's Office	Dean, Science	David Westfall	7/1/2004

Vacated Positions 2003 - 2006

College/Unit	Department	Position Title	Name	Term Date
DAR	DAR	Vice President Development and Alumni Relations	Marilyn Johnson	8/30/2004
ASDN	Dean's Office	Dean, Arts & Sciences	Robert Mead	12/31/2003
PRES	Graduate School	Vice President for Research/Dean of the Graduate School	Linda Brinkley	9/7/2004
SCDN	Dean's Office	Dean, Science	None New Position	
PRES	Marketing & Comm.	Vice President, Marketing & Communications	Robert Bruce	7/28/2003
VPAF	Admin & Finance, VP	Admin & Finance, Vice President	Ashok Dhingra	6/30/2003
PRES	Intercollegiate Athletics	Director, Intercollegiate Athletics	Chris Ault	6/30/2004
JOUR	Journalism	Dean, Reynolds School of Journ	Joann Lee	6/30/2004
PROVOST	Extended Studies	Associate Vice President/Dean	Neal Ferguson	6/30/2003
PROVOST	Provost	Vice Provost	Carol Ort	12/31/2003
MDDN	President	VP Health Sciences, Dean	Stephen McFarlane	6/30/2004
HCDN	Dean's Office	Dean, Health and Community Sciences	Jean Perry	12/31/2005

Internal Search  
Failed Search - Dean, College of Science

Position	Current occupant	Previous -->	Current occupant	Previous -->	Current occupant	Previous -->
President	Interim: Joe Crowley, 2006-	John Liffey, 2001-2005 (search)	interim: Steve McFarland, 2001	interim: Steve McFarland, 2001	interim: Steve McFarland, 2001	Joe Crowley to 2000
VP for Academic Affairs --> Provost	John Frederick, 2002- (appointed)	Interim: John Frederick, 2001	Dave Westfall, 1996-2001	Dave Westfall, 1996-2001	Dave Westfall, 1996-2001	
Vice Provost (VPAF)	Jannet Vreeland, 2003- (internal search)	Carol Ort				
Vice Provost for Instruction	Bill Cathey					
Vice Provost for Ext. Stud.	Fred Holman, 2004 - (search)	Neal Ferguson, 1981-2003				
VP for Administration and Finance	Ron Zurek, 2004 (appointed)	Interim: Ron Zurek, 2003-2004	Ashtok Dhingra - 2003	Ashtok Dhingra - 2003	Ashtok Dhingra - 2003	
Associate VP for IRT --> VP for IT	Steve Zink, 2001 (appointed in 1997, upgraded)					
VP for Research & Dean of Grad School	Mark Brenner, 2005- (search)	Interim: Marsha Read, 2004-2005	Linda Brinkley, 2001-2004 (search)	Linda Brinkley, 2001-2004 (search)	Linda Brinkley, 2001-2004 (search)	Ken Hunter, 1989-2001
VP for Student Services	Shannon Ellis, 1997- (appointed)	Pat Miltnerberger, 1987-1997				
VP for Development & Alumni Relations	John Carothers, 2005- (appointed)	Interim: John Carothers, 2004	Marilyn Johnson, 2002-2004 (search)	Marilyn Johnson, 2002-2004 (search)	Marilyn Johnson, 2002-2004 (search)	Interim: Bob Eggleston, 2001
Communications --> Univ. Relations --> VP for Marketing & Commun.	Cindy Pollard, 2004- (search)	Robert Bruce, 2002-2003 (search)	Sandy Rogers 1997-2001	Sandy Rogers 1997-2001	Sandy Rogers 1997-2001	
Dean and Vice President of Health Sciences	John McDonald, 2004 - (search)	Interim Dean: Steve McFarlane, 2001-2004	Bob Miller, 1999-2001 (search)	Bob Miller, 1999-2001 (search)	Bob Miller, 1999-2001 (search)	Bob Daugherty, 1982-1999
Deans						
Mines	incorporated into College of Science	Interim: Jim Taranik, 2003	Jane Long, 1997-2002 (search)	Jane Long, 1997-2002 (search)	Jane Long, 1997-2002 (search)	
Arts and Sciences	split into CLA and CoS	Erik Herzik, 2003	Bob Mead, 1996-2002	Bob Mead, 1996-2002	Bob Mead, 1996-2002	
Liberal Arts	Heather Hardy, 2005 - (search)	Interim: Erik Herzik, 2004-2005				
School of the Arts	Larry Engstrom, 2004 - (appointed)	Interim: Dave Westfall, 2004				
Science	Dave Westfall, 2004 - (search)	Interim: Jim Taranik, 2004				
School of Mines	Jim Taranik, 2004- (appointed)	Interim: Jim Taranik, 2004				
Journalism	Cole Campbell, 2004- (search)	Interim: Jennifer Greer, 2002-2003	Joanne Lee, 2001	Joanne Lee, 2001	Joanne Lee, 2001	Interim: Travis Linn, 1997-1998
Business	Mike Reed, 1993 -					Interim: Jimmy Gentry, 1982-1997
Engineering	Ted Batchman, 1995 -					
CABNR	David Thawley, 1998 - (search)	Bernard Jones				
Cooperative Extension	Karen Hinton, 1998- (first Dean)					
Education	Bill Sparkman, 1998 - (search)					
Human and Community Services	Interim: Charlie Bullock, 2005-	Jean Perry, 1990-2005 (first Dean)				
Libraries	Steve Zink, 1995 - (search)	Interim: Steve Zink, 1993-1995				
Academy for the Environment	Interim: Mike Collopy, 2005-					
Institute for Innovation and Informatics	Tim Casey, 2005					



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President	Interim: Joe Crowley, 2006-	John Lilley, 2001-2005 (search)	Interim: Steve McFarland, 2001	Joe Crowley to 2000		
VP for Academic Affairs -> Provost	John Frederick, 2002- (appointed)	Interim: John Frederick, 2001	Dave Westfall, 1996-2001			
Vice Provost (VPAF)	Jannel Vreeland, 2003- (internal search)	Carol Ort				
Vice Provost for Instruction	Bill Cathey					
Vice Provost for Ext. Stud.	Fred Holman, 2004 - (search)	Neal Ferguson, 1981-2003				
VP for Administration and Finance	Ron Zurek, 2004 (appointed)	Interim: Ron Zurek, 2003-2004	Ashok Dhingra - 2003			
Associate VP for IRT -> VP for IT	Steve Zink, 2001 (appointed in 1997, upgraded)					
VP for Research & Dean of Grad School	Mark Brenner, 2005- (search)	Interim: Marsha Read, 2004-2005	Linda Brinkley, 2001-2004 (search)	Ken Hunter, 1989-2001		
VP for Student Services	Shannon Ellis, 1997- (appointed)	Pat Millenberger, 1987-1997				
VP for Development & Alumni Relations	John Carothers, 2005- (appointed)	Interim: John Carothers, 2004	Marilyn Johnson, 2002-2004 (search)	Interim: Bill Kemp, 2002	Interim: Bob Eggleston, 2001	Paul Page, 1989-2001
Communications -> Univ. Relations > VP for Marketing & Commun.	Cindy Pollard, 2004- (search)	Robert Bruce, 2002-2003 (search)	Sandy Rogers 1997-2001			
Dean and Vice President of Health Sciences	John McDonald, 2004 - (search)	Interim Dean: Steve McFarlane, 2001-2004	Bob Miller, 1995-2001 (search)	Bob Daugherty, 1982-1999		
Deans						
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Liberal Arts	Heather Hardy, 2005 - (search)	Interim: Erik Herzik, 2004-2005				
School of the Arts	Larry Engstrom, 2004 - (appointed)	Interim: Dave Westfall, 2004				
Science	Dave Westfall, 2004 - (search)	Interim: Jim Taranik, 2004				
School of Mines	Jim Taranik, 2004- (appointed)	Interim: Jennifer Greer, 2002-2003	Josanne Lee, 2001	Bill Slater - 1999-2001	Interim: Travis Linn, 1997-1998	Jimmy Gentry, 1992-1997
Journalism	Cole Campbell, 2004- (search)					
Business	Mike Reed, 1993 -					
Engineering	Ted Batchman, 1995 -					
CABNR	David Thawley, 1998 - (search)	Bernard Jones				
Cooperative Extension	Karen Hinton, 1998- (first Dean)					
Education	Bill Sparkman, 1998 - (search)					
Human and Community Services	Interim: Charlie Bullock, 2005-	Jean Perry, 1990-2005 (first Dean)				
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Vice Provost for Instruction	Bill Cathey				
Vice Provost for Ext. Stud.	Fred Holman, 2004 - (search)	Neal Ferguson, 1981-2003			
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VP for Student Services	Shannon Ellis, 1997- (appointed)	Pat Miltenberger, 1987-1997			
VP for Development & Alumni Relations	John Carothers, 2005- (appointed)	Interim: John Carothers, 2004	Marilyn Johnson, 2002-2004 (search)	Interim: Bob Eggleston, 2001	Paul Page, 1989-2001
Communications → Univ. Relations > VP for Marketing & Commun.	Cindy Pollard, 2004- (search)	Robert Bruce, 2002-2003 (search)	Sandy Rogers 1997-2001		
Dean and Vice President of Health Sciences	John McDonald, 2004 - (search)	Interim Dean: Steve McFarlane, 2001-2004	Bob Miller, 1999-2001 (search)	Bob Daugherty, 1982-1999	
Deans					
Mines	incorporated into College of Science	Interim: Jim Taranik, 2003	Jane Long, 1997-2002 (search)		
Arts and Sciences	split into CLA and CoS	Erik Herzik, 2003	Bob Mead, 1996-2002		
Liberal Arts	Heather Hardy, 2005 - (search)	Interim: Erik Herzik, 2004-2005			
School of the Arts	Larry Engstrom, 2004 - (appointed)				
Science	Dave Westfall, 2004 - (search)	Interim: Dave Westfall, 2004			
School of Mines	Jim Taranik, 2004- (appointed)	Interim: Jim Taranik, 2004			
Journalism	Cole Campbell, 2004- (search)	Interim: Jennifer Greer, 2002-2003	Joanne Lee, 2001	Bill Slater - 1999-2001	Interim: Travis Linn, 1997-1998 Jimmy Gentry, 1992-1997
Business	Mike Reed, 1993 -				
Engineering	Ted Batchman, 1995 -				
CABNR	David Thawley, 1998 - (search)	Bernard Jones			
Cooperative Extension	Karen Hinton, 1998- (first Dean)				
Education	Bill Sparkman, 1998 - (search)				
Human and Community Services	Interim: Chantie Bullock, 2005-	Jean Perry, 1990-2005 (first Dean)			
Libraries	Steve Zink, 1995 - (search)	Interim: Steve Zink, 1993-1995			
Academy for the Environment	Interim: Mike Collopy, 2005-				
Institute for Innovation and Informatics	Tim Casey, 2005				



-----Original Message-----

From: Jane Bessette [<mailto:bessette@unr.edu>]

Sent: Friday, March 24, 2006 4:02 PM

To: Gena Jones; Tim C McFarling

Subject: Campus Affairs Committee

Gena & Tim,

First let me thank you both for the previous research and report you provided the Campus Affairs Committee regarding search waivers and the searches conducted in the past three years.

After reviewing the BOR section regarding search waivers you provided, I was wondering if and when the "annual reporting" of the search waivers is presented to the Chancellor & Board of Regents...is there a regular annual meeting that this usually occurs at or is it basically done when and if needed? Do you know? This is normally requested by the system office sometime in the spring (we have not received the request yet this year). I believe it is combined in a report to the board for all institutions. To my knowledge it is not an agenda item.

Also, after providing a mid-year report to the Faculty Senate Exec Committee, I was asked if exit interviews are routinely done with academic and administrative faculty members...if so, is there a basic form or questions that are used? The departments send a questionnaire to terminated faculty members. They are asked to complete it and return it to HR. I review those and pass on to appropriate Dean. Here is the link to the form. <http://www.unr.edu/vpaf/hr/forms/documents/exitquestionnaire-faculty.doc>

The other question that was asked, is for those searches that were conducted from 2003-06 that Tim provided the report for, what were the reasons the positions were vacated by the predecessors... Took another job, asked to resign, etc.. The reason for separation is confidential

If you could shed some light on these areas, it would be very helpful.

Thanks,

Jane

Campus Affairs Committee Chair

775-784-4912

[bessette@unr.edu](mailto:bessette@unr.edu)

<b>Search Conducted</b>				
<b>College/Unit</b>	<b>Department</b>	<b>Position Title</b>	<b>Name</b>	<b>Date of Hire</b>
PROVOST	Extended Studies	Vice Provost For Extended Studies	Fred Holman	1/1/2004
JOURN	Journalism	Dean, Reynolds School of Journ	Cole C. Campbell	7/1/2004
MDDN	President	VP Health Sciences, Dean	John McDonald	7/1/2004
PRES	Marketing & Communications	Vice President, Marketing & Communications	Cynthia Pollard	3/1/2004
PROVOST	Liberal Arts	Dean, College of Liberal Arts	Heather Hardy	
PRES	Graduate School	Vice President for Research/Dean of the Graduate	Mark Brenner	
<b>Internal Promotion</b>				
<b>College/Unit</b>	<b>Department</b>	<b>Position Title</b>	<b>Name</b>	<b>Date of Hire</b>
VPAF	Admin & Finance, VP	Admin & Finance, Vice President	Ronald Zurek	7/1/2004
DAR	DAR	Vice President Development and Alumni Relations	John Carothers	1/14/2005
SCDN	Dean's Office	Dean, Science	David Westfall	7/1/2004
<b>Waiver, External Hire</b>				
<b>College/Unit</b>	<b>Department</b>	<b>Position Title</b>	<b>Name</b>	<b>Date of Hire</b>
PRES	Intercollegiate Athletics	Director, Intercollegiate Athletics	Cary Sue Groth	4/15/2004
PRES	Economic Development	Director of Economic Development	Tim Casey	7/1/2005
<b>Positions Vacant</b>				
<b>College/Unit</b>	<b>Department</b>	<b>Position Title</b>	<b>Name</b>	<b>Term Date</b>
		Vice President Development and Alumni Relations	Marilyn Johnson	
		Dean, Arts & Sciences		
		Vice President for Research/Dean of the Graduate Sch	Linda Brinkley	
		Dean, Science	None New Position	
		Vice President, Marketing & Communications	Robert Bree	
		Admin & Fnance, Vice President	Ashok	
		Director, Intercollegiate Athletics	Ault	
		Dean, Reynolds School of Journ		
		Vice Provost for Extended Studies		

Search and Search Waiver Information for Dean and Above Positions  
2003-2006

Searches Conducted 2003-2006

College/Unit	Department	Position Title	Name	Date of Hire
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MDDN	President	VP Health Sciences, Dean	John McDonald	7/1/2004
PRES	Marketing & Communications	Vice President, Marketing & Communications	Cynthia Pollard	3/1/2004
PROVOST	Liberal Arts	Dean, College of Liberal Arts	Heather Hardy	8/1/2005
PRES	Graduate School	Vice President for Research/Dean of the Graduate	Mark Brenner	9/8/2005
PRES	Intercollegiate Athletics	Director, Intercollegiate Athletics	Cary Sue Groth	4/15/2004
PROV	Provost	Vice Provost	Jannet Vreeland	1/1/2003
LADN	Dean's Office	Interim Dean, Arts & Science/Liberal Arts	Eric Herzik	1/1/2003
HCDN	Dean's Office	Interim Dean, Health and Community Science	Charlie Bullock	1/1/2006

Internal Appointments (Waivers) 2003-2006

College/Unit	Department	Position Title	Name	Date of Hire
VPAF	Admin & Finance, VP	Admin & Finance, Vice President	Ronald Zurek	7/1/2004
DAR	DAR	Vice President Development and Alumni Relations	John Carothers	1/14/2005
SCDN	Dean's Office	Dean, Science	David Westfall	7/1/2004

Vacated Positions 2003 - 2006

College/Unit	Department	Position Title	Name	Term Date
DAR	DAR	Vice President Development and Alumni Relations	Marilyn Johnson	8/30/2004
ASDN	Dean's Office	Dean, Arts & Sciences	Robert Mead	12/31/2003
PRES	Graduate School	Vice President for Research/Dean of the Graduate School	Linda Brinkley	9/7/2004
SCDN	Dean's Office	Dean, Science	None New Position	
PRES	Marketing & Comm.	Vice President, Marketing & Communications	Robert Bruce	7/28/2003
VPAF	Admin & Finance, VP	Admin & Finance, Vice President	Ashok Dhingra	6/30/2003
PRES	Intercollegiate Athletics	Director, Intercollegiate Athletics	Chris Ault	6/30/2004
JOUR	Journalism	Dean, Reynolds School of Journ	Joann Lee	6/30/2004
PROVOST	Extended Studies	Associate Vice President/Dean	Neal Ferguson	6/30/2003
PROVOST	Provost	Vice Provost	Carol Ort	12/31/2003
MDDN	President	VP Health Sciences, Dean	Stephen McFarlane	6/30/2004
HCDN	Dean's Office	Dean, Health and Community Sciences	Jean Perry	12/31/2005

Internal Search  
Failed Search - Dean, College of Science

Questions to be answered by Audrey Casey & Faculty Development Leave Committee:

How many people are on the leave committee -

What is its make-up between admin and academic faculty

Is the criteria scoring sheet actually used by everyone on the committee

Are the scores added or averaged

Letters of Support

Can an application be submitted without letters of support recognizing they would be missing 10 points

Why can't external letters of support be accepted?

What kind of feedback if any, is given to those individuals who are not approved?

Can an email be sent to all faculty requesting their input on concerns?

Recommendations at this time:

Proposal scores be regrouped to show that the proposal is worth 46 points, past accomplishments 35 points and letters of support/years since last leave 19 points

Instead of all approved proposals being available for viewing, only select stellar proposals.

Perhaps have stellar proposals available in the library as well as provosts office? Or even better, saved to the web?

Sabbatical Applications and Approvals by Department  
1995-2005

	<b>Total</b>	<b>Total</b>	<b>Success</b>
<b>Dept</b>	<b>Submitted</b>	<b>Approved</b>	<b>Rate</b>
Acad skills	1	1	100%
Acct/cis	11	6	55%
anthropology	6	6	100%
applied econ	6	6	100%
art	12	9	75%
basque studies	2	2	100%
biochem-ag	3	3	100%
biology	12	12	100%
c & i	8	8	100%
CEP	3	2	67%
chem/met eng	3	2	67%
chemistry	10	10	100%
civil eng	7	7	100%
CJ	4	3	75%
comp sci	3	3	100%
coop ext	6	4	67%
CTL	1	1	100%
economics	5	5	100%
Edu health service	1	1	100%
edu leadership	2	2	100%
edu spec	2	2	100%
electrical eng	6	6	100%
ETP	1	0	0%
english	36	32	89%
env sci	1	0	0%
ers	6	6	100%
fil	14	10	71%
geography	6	6	100%
geology	4	4	100%
geophysics	1	1	100%
geo sciences	11	10	91%
hdfs	7	5	71%
health ecology	3	3	100%
history	16	15	94%
holocaust ctr	2	2	100%
int medicine	1	1	100%
journalism	2	2	100%
library	2	1	50%
mgr science	18	12	67%
math	13	13	100%
mech eng	8	8	100%
microbiology	3	3	100%
mining eng	2	1	50%

	<b>Total</b>	<b>Total</b>	<b>Success</b>
	<b>Submitted</b>	<b>Approved</b>	<b>Rate</b>
music	6	5	83%
NRES	3	2	67%
nursing	3	3	100%
NSL/DGS	1	1	100%
nutrition	3	3	100%
NVBMG	3	3	100%
OISS	1	1	100%
oral history	1	1	100%
pathology	1	1	100%
pediatrics	1	1	100%
philosophy	6	5	83%
physics	9	8	89%
poli sci	7	7	100%
psychiatry	1	0	0%
psychology	9	9	100%
psych and behav sci	1	1	100%
sanford ctr	1	1	100%
seismology	1	1	100%
social work	6	5	83%
sociology	6	5	83%
speech path	2	2	100%
speech thtr	4	3	75%
<b>Total</b>	<b>347</b>	<b>304</b>	<b>88%</b>

Title 4, Chapter 8, Section 6.2

2. It is the objective of the NSHE to conduct internal or external searches for all full-time and half-time professional staff positions (defined in Title 4, Chapter 3, Section 2) with the exception of Temporary Part-time Faculty (defined in Title 4, Chapter 3, Section 32). The institutional President or Chancellor may waive the search requirement where he or she determines the waiver to be in the best interest of the institution or System unit. Each institution and System unit must have an internal process for requesting search waivers and for obtaining the approval of the institutional President or Chancellor. Each institution or System unit will be expected to maintain a list of search waivers and to report to the Chancellor and the Board annually.

## SABBATICAL/FACULTY DEVELOPMENT LEAVES 1995 - 2006

Years	Number of Sabbatical Leaves Available	Number of Faculty Development Leaves Available	Number of Applications Submitted	Number of Applications Approved	# of Applications Denied
2005-2006	15	15	36 (see breakdown by dept. below)	30 (see breakdown by dept. below)	6 (see breakdown by dept. below)
2004-2005	15	15	36 (see breakdown by dept. below)	30 (see breakdown by dept. below)	6 (see breakdown by dept. below)
2003-2004	14	14	42 (see breakdown by dept. below)	28 (see breakdown by dept. below)	14 (see breakdown by dept. below)
2002-2003	14	14	32 (see breakdown by dept. below)	28 (see breakdown by dept. below)	4 (see breakdown by dept. below)
2001-2002	14	14	28 (see breakdown by dept. below)	28 (see breakdown by dept. below)	None
2000-2001	14	15	29 (see breakdown by dept. below)	29 (see breakdown by dept. below)	None
1999-2000	14	14	33 (see breakdown by dept. below)	28 (see breakdown by dept. below)	5 (see breakdown by dept. below)
1998-1999	14	14	36 (see breakdown by dept. below)	28 (see breakdown by dept. below)	6 (see breakdown by dept. below)
1997-1998	14	15	29 (see breakdown by dept. below)	29 (see breakdown by dept. below)	None
1996-1997	16	8	27 (see breakdown by dept. below)	24 (see breakdown by dept. below)	3 (see breakdown by dept. below)
1995-1996	13	9	22 (see breakdown by dept. below)	22 (see breakdown by dept. below)	None

**2005-06**

**Applications Submitted (by department):**

Anthropology (1); Art (2); Biology (1); Civil & Environ Engr. (1); Coop. Ext. (2); Economics (2); Edu. Specialties (1); English (4); FLL (2); Geography (1); Geological Sci. (2); Holocaust Stds. (1); History (2); Internal Med. (1); Journalism (1); Mgr Science (3); Math (2); Mech. Engr. (1); Microbiology (1); Music (1); NRES (3); Psychology (1) = Total 36

**Applications Approved (by department):**

Anthropology (1); Art (2); Biology (1); Civil & Environ Engr. (1); Coop. Ext. (2); Economics (1); Edu. Specialties (1); English (4); FLL (1); Geography (1); Geological Sci. (2); Holocaust Stds. (1); History (2); Internal Med. (1); Journalism (1); Mgr Science (2); Math (1); Mech. Engr. (1); Microbiology (1); Music (1); NRES (2); Psychology (1) = Total 31

**Applications Denied (by department):**

\*Economics (1); \*\*Biology (1); FLL (1); Mgr. Science (1); Math (1); NRES (1) = Total 5  
\*Faculty member withdrew; \*\*Faculty member deferred

**2004-05**

**Applications Submitted (by department):**

Art (1); Basque Studies (1); CEP (1); Chemistry (2); Comp. Sci. (1); Coop. Ext. (2); CJ (1); CTL (1); Elec. Engr. (1); English (4); Edu. & Health Svc. Outreach (1); Edu. Spec. (1); FLL (3); Geo. Sci. (2); HDfS (1); Health Ecology (1); History (1); Mgr. Science (3); NV Bureau of Mines (1); Pathology (1); Philosophy (1); Psych. & Behav. Sci. (1); Physics (3); Social Work (1) = Total 36

**Applications Approved (by department):**

Basque Studies (1); CEP (1); Chemistry (2); Comp. Sci. (1); Coop. Ext. (1); CJ (1); CTL (1); Elec. Engr. (1); English (3); Edu. & Health Svc. Outreach (1); Edu. Spec. (1); FLL (2); Geo. Sci. (2); Health Ecology (1); History (1); Mgr. Science (2); NV Bureau of Mines (1); Pathology (1); Philosophy (1); Psych. & Behav. Sci. (1); Physics (3); Social Work (1) = Total 30

**Applications Denied (by department):**

Art (1); Coop. Ext. (1); English (1); FLL (1); HDfS (1); Mgr. Science (1) = Total 6

**2003-04**

**Applications Submitted (by department):**

Acctg/CIS (1); Art (2); Biology (1); CEP (1); C & I (1); CJ (1); Chemistry (1); Civ. Egr. (1); Coop. Ext. (1); Economics (1); English (6); ETP (1); FLL (3); Geol. Sciences (2); History (1); HDfS (1); Mgr. Science (1); Math (1); Mechanical Egr. (2); Nursing (1); NV Bureau of Mines (1); Pediatrics (1); Philosophy (2); Physics (1); Political Science (1); Psychiatry (1); Psychology (2); Seismology (1); Social Work (1); Sociology (1) = Total 42

**Applications Approved (by department):**

Art (1); Biology (1); C & I (1); CJ (1); Chemistry (1); Civ. Egr. (1); Economics (1); English (4); FLL (1); Geol. Sciences (1); History (1); HDFS (1); Mgr. Science (1); Math (1); Mechanical Egr. (2); Nursing (1); NV Bureau of Mines (1); Pediatrics (1); Philosophy (1); Physics (1); Political Science (1); Psychology (2); Seismology (1) = Total 28

**Applications Denied (by department):**

Acctg/CIS (1); Art (1); CEP (1); Coop. Ext. (1); English (2); ETP (1); FLL (2); Geol. Sciences (1); Philosophy (1); Psychiatry (1); Social Work (1); Sociology (1) = Total 14

**2002-03**

**Applications Submitted (by department):**

Acctg/CIS (1); Applied Econ. & Stats. (1); Biology (2); C & I (1); CJ (1); Chemical Egr. (1); Chemistry (1); Civil Egr. (1); Ed. Leadership (1); English (2); ERS (1); FLL (2); Geography (1); Health Ecol. (1); History (1); Math (3); Mechanical Egr. (1); Mining Egr. (1); Nursing (1); NSL/DGS (1); Physics (2); Psychology (1); Political Science (1); Speech Pathology & Audiology (1); Sociology (2) = Total 32

**Applications Approved (by department):**

Applied Econ. & Stats. (1); Biology (2); C & I (1); CJ (1); Chemistry (1); Civil Egr. (1); Ed. Leadership (1); English (1); ERS (1); FLL (2); Geography (1); Health Ecol. (1); History (1); Math (3); Mechanical Egr. (1); Nursing (1); NSL/DGS (1); Physics (2); Psychology (1); Political Science (1); Speech Pathology & Audiology (1); Sociology (2) = Total 28

**Applications Denied (by department):**

Acctg/CIS (1); Chemical Egr. (1); English (1); Mining Egr. (1) = Total 4

**2001-2002**

**Applications Submitted and Granted (by department):**

Acctg/CIS (1); Applied Econ. & Stats. (2); Biology (3); C & I (1); Chemistry (2); Elec. Engr. (1); English (3); FLL (1); Geography (1); Health Ecol. (1); Managerial Sciences (1); Math (2); Mechanical Egr. (1); Nursing (1); Nutrition (2); NVBEMG (1); OISS (1); Psychology (1); Political Science (1); Speech & Theatre (1) = Total 28

**2000-2001**

**Applications Submitted and Granted (by department):**

Acctg/CIS (1); Anthropology (1); Art. (2); Biology (1); C & I (1); CEP (1); Chemistry (1); Civil Egr. (1); Computer Science (1); Elec. Engr. (1); Economics (2); English (3); FLL (1); Geography (1); Geology (3); History (1); Managerial Sciences (1); Music (1); Psychology (2); Social Work (1); Sociology (2) = Total 29

**1999-2000**

**Applications Submitted (by department):**

Acctg/CIS (2); Applied Econ. & Stats. (2); Anthropology (1); Art (2); Chemistry (2); Civil Egr. (1); English (1); Env. Science/EGR (1); ERS (1); Geography (1); Geophysics (1); HDFS (1); History (2); Managerial Science (2); Math (2); Mechanical Egr. (1); Mining Egr. (1); Music (1); Nutrition (1); Oral History (1); Philosophy (1); Physics (1); Political Science (1); Sanford Center (1); Speech & Theatre (1); Sociology (1) = Total 33

**Applications Approved (by department):**

Applied Econ. & Stats. (2); Anthropology (1); Art (1); Chemistry (2); Civil Egr. (1); English (1); ERS (1); Geography (1); Geophysics (1); HDFS (1); History (2); Managerial Science (2); Math (2); Mechanical Egr. (1); Mining Egr. (1); Nutrition (1); Oral History (1); Philosophy (1); Physics (1); Political Science (1); Sanford Center (1); Speech & Theatre (1); Sociology (1) = Total 28

**Applications Denied (by department):**

Acctg/CIS (2); Art (1); Env. Science/EGR (1); Music (1) = Total 5

**1998-1999**

**Applications Submitted (by department):**

Academic Skills Ctr. (1); Acctg/CIS (2); Applied Econ. & Stats. (1); Anthropology (2); Art (1); Biochemistry (1); Biology (2); Civil Egr. (2); CJ (1); English (5); Geography (1); Geological Sciences (3); HDFS (1); History (3); Journalism (1); Library (1); Managerial Science (3); Math (2); Music (1); Speech & Theatre (1); Social Work (1) = Total 36

**Applications Approved (by department):**

Academic Skills Ctr. (1); Acctg/CIS (1); Applied Econ. & Stats. (1); Anthropology (2); Art (1); Biochemistry (1); Biology (2); Civil Egr. (2); English (5); Geography (1); Geological Sciences (3); History (3); Journalism (1); Math (2); Music (1); Social Work (1) = Total 28

**Applications Denied (by department):**

Acctg/CIS (1); CJ (1); HDFS (1); Library (1); Managerial Science (3); Speech & Theatre (1) = Total 8

**1997-1998**

**Applications Submitted and Granted (by department):**

Acct/CIS (1); Biochem – Ag (1); Biology (1); C & I (1); Elec. Engr. (2); English (3); ERS (3); Geology (1); HDFS (1); History (3); Holocaust Cntr. (1); Mech. Egr. (1); Microbiology (1); Mgr. Science (2); Music (2); Physics (1); Psychology (2); Speech Path (1); Speech/Theatre (1) = Total 29

**1996-1997**

**Applications Submitted (by department):**

Anthropology (1); Art (1); Basque Stds. (1); Biology (1); C & I (1); Chem/Met Engr. (1); Chemistry (1); Edu. Leadership (1); Elec. Engr. (1); English (5); ERS (1); FLL (2); History (1); Mgr. Science (2); Philosophy (2); Physics (1); Political Sci. (2); Psychology (1); Social Work (1) = Total 27

**Applications Approved (by department):**

Anthropology (1); Art (1); Basque Stds. (1); Biology (1); C & I (1); Chem/Met Engr. (1); Chemistry (1); Edu. Leadership (1); Elec. Engr. (1); English (5); ERS (1); FLL (2); Mgr. Science (1); Philosophy (2); Political Sci. (2); Psychology (1); Social Work (1) = Total 24

**Applications Denied (by department):**

History (1); Mgr. Science (1); Physics (1) = Total 3

**1995-1996**

**Applications Submitted and Granted (by department):**

Acct/CIS (2); Art (1); Biochem – Ag (1); Biology (1); C & I (2); Chem/Met Engr. (1); Comp. Sci. (1); Coop. Ext. (1); Economics (1); Geo. Sciences (2); HDFS (2); History (1); Library (1); Math (1); Mech. Engr. (1); Microbiology (1); Political Sci. (1); Social Work (1) = Total 22