
2013, were approved.

2. P/W-P/F-P/FN Lynn Mahlberg reported that the pass withdraw/pass fail/pass fail-non-attendance was brought up with student affairs council. There is not a GPA associated with the pass but there is a GPA associated with the F. With the S/U (satisfactory or unsatisfactory) you would use an S for a grade of C and above and U for D and F. An S/U system would count for funding. It is a fairer way of giving credit to the student.

Senate approval. This should go into effect in the spring.

3. SGA Update Alex Porter reported that SGA purchased gifts to present to the Regents at SGA senator from Winnemucca Yesenia Poulsen did a good presentation for the students. The GBC PowerPoint presentation that everyone worked on was very well received. Alex reported that SGA is conducting elections next.
4. Faculty Senate Update Tom Reagan reported department chairs met yesterday. They looked at prioritized vacaUpdaTom Rz3.60 Tenure

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6. 4.34 Telephone/Wireless Cellular Phone Use

7. Classified Council Update No report.

8. _____ Mark Curtis reported that we had a very successful Board of meeting. He has received numerous positive comments. President Curtis was pleased that he was able to get some information out to the Regents _____ do in the past. We got to talk about some of the issues we face. They appreciated our candidness. We are still optimistic and looking at growth. There will be an October 18 Special Board of Regents meeting that will be discussing service areas. President Curtis will attend this meeting in person. He has started to prepare some things as he is thinking about the future. In talking about the rural areas if we are a player (willing to take on what others are not willing to take on) we may be rewarded for it in the future. It is a process,

but when GBC took over Pahrump we did so in middle of a legislative session. We just charged CSN for the FTE that was generated. Of course faculty will be involved in all the preliminary trips

POLICY AND PROCEDURE

Title:	Tenure
Policy No.:	3.60
Department:	Academic Affairs
Contact:	Vice-President for Academic Affairs

Policy

GBC faculty members may be eligible for tenure in accordance with NSHE Code as provided in Title 2, Chapter 4, Section 4. NSHE Code regarding tenure must be observed in all ways except where GBC may add further definition or refinement through this Policy and Procedures section. Final authority on tenure resides in NSHE Code.

The major objectives of tenure are to provide a faculty committed to excellence and to provide a substantial degree of security to those persons who have exhibited excellent abilities, sufficient to convince the GBC and NSHE communities that their expected services and performances in the future justify the privileges provided by tenure. Faculty positions designated as tenure-track positions must follow the tenure probationary procedures provided here that lead to appointment with tenure or be denied tenure and continuing employment. Faculty positions paid fully or in part by non-state funds are not eligible for WHQH3RVLWLRQSODFHGLSDQRW (on published the faculty pay ranges) are not eligible for tenure.

In the event that a tenured faculty member moves to non-state funding or to a Range 0 position, tenure is forfeited and may not be reestablished.

As of the date of the full approval of this policy and the procedures, these serve as an update and clarification of GBC policies and procedures already in effect. As such, these are in immediate effect for both new tenure-track faculty and those already being evaluated within the tenure track. No retroactive evaluations are necessary.

In all matters of GBC tenure, the decisions of the President of GBC are final.

Procedures

These GBC procedures are provided as per Title 2, Chapter 4, Section 4.4.1 of NSHE Code. Standards for appointment with tenure are per Title2, Chapter 4, Section 4.4.2. These procedures are implemented effective for all tenure-track faculty members as of the time of approval.

1.0 Tenure Committee

1.1. **Committee Formation.** During the beginning of the first semester of hire, a three-person tenure committee shall be formed for each tenure-track faculty member. The composition of the committee shall be:

- a) One tenured faculty member selected by the department of the tenure-track faculty member;

- b) One tenured faculty member (from any department) selected by the tenure-track faculty member;
and
- c) One tenured faculty member selected by the VPAA.

~~RIDFØWPHPEHUDQWKPHPEHUYHSDUWPHQBLUVEBOOUHSRUWWKLUUØVSHØVØM~~ member choices to the VPAA. The committee should be consolidated by mid-semester of the first semester of employment.

Once faculty members are placed onto a committee, they may continue through sabbaticals or into retirement should they wish and they can maintain their commitment. If it is necessary to replace a

- a) The Personnel Committee shall meet in November to review tenure applications and pass the reviewed application packet on to the VPAA and supervising Dean (if applicable) by the last business day in November. The Personnel Committee serves to assess adherence to the tenure process and completeness of the application, not the quality or qualifications of the applicant.
- b) The VPAA and supervising Dean (if applicable) shall then review the application packet. The VPAA, in consultation with the supervising Dean (if applicable) makes a recommendation to the President of the College to grant tenure, to extend the probationary period for one year for continued evaluation, or to deny tenure.
- c) If a recommendation is made for extending the probationary period or denying tenure, the applicant shall be informed in writing by the VPAA and/or supervising Dean (if applicable). If requested by the applicant, the VPAA and/or supervising Dean (if applicable) shall meet with the applicant to discuss the recommendation and concerns. The written request from the applicant must be received by the VPAA or Dean within 15 business days after receipt of the recommendation. If a means of resolution is possible, this shall be provided to the applicant in a written response.
- d) The President shall review the application packet and the recommendation of the VPAA and decide to grant tenure, extend the probationary period for one year for continued evaluation, or deny tenure.
- e) If a decision is made for extending the probationary period or denying tenure, the applicant will be informed in writing by the President. If requested by the applicant, the VPAA and/or President will meet with the applicant to discuss the decision. The written request from the applicant must be received by the President within 15 business days after receipt of the decision. If a means of resolution is possible, this shall be provided to the applicant in a written response.
- f) Upon approval by the President, the application for tenure is submitted to the NSHE Board of Regents for approval, generally at the March meeting.
- g) Upon completion of the tenure process and final approval by the Board of Regents, the faculty member may order new business cards that indicate the new title of **Professor** and retrieve the application notebook from administration. Tenure takes effect at the beginning of the contract year following approval.

GBC RATINGS FOR TENURE-TRACK FACULTY

The ratings below will be made during the spring semester when faculty evaluations are being prepared. Fall IDEA scores and those from the spring of the previous year shall be available in the spring and shall be provided by the tenure-

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Approved by Faculty Senate: August 30, 2013
Contact the assistant to the President for any questions, changes, or additions.

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POLICY AND PROCEDURE

Procedure:	TELEPHONE/WIRELESS CELLULAR PHONE USE (EMPLOYEES)
Policy No.:	4.34
Department:	Business Affairs
Contact:	Vice President for Business Affairs

Policy