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University of Southern Nevada



Innovative USN encourages staff growth

From the Judges

USN demonstrates innovative practices for attracting and retaining key talent in a competitive environment as well as many positive examples of inclusion and involvement.

To recruit and retain top educators, University of Southern Nevada has created a number of innovative resources. The University Planning, Priorities and Resources Committee established a recruitment/retention discretionary fund to provide unit heads with additional monies to be used as incentives. The UPPRC also utilizes an intramural research grant to provide up to five, \$10,000 seed grants for new research projects to fund faculty scholarships. This approach encourages educators to explore scientific areas of interest beyond their teaching duties. In addition, USN provides competitive salaries for both faculty and staff positions as well as a generous benefits package that includes:

- > Twenty-two paid vacation days per year for full-time employees
- > A paid two-week winter break, one-week summer break and paid holidays
- > Twelve sick days per year

- > Health, medical, dental and vision insurance
- > 403(b) retirement plan
- > Long-term disability/life and long-term care insurance
- > Upon approval, faculty may engage one day per work week (up to 20 percent) in professional consulting.

The university encourages and supports full-time faculty and staff to enroll in work-related academic courses, degree or nondegree programs at USN or other accredited institutions. The university also provides tuition assistance for dependents and spouses of full-time employees when they enroll at USN.

University of Southern Nevada has developed a comprehensive system of employee communication used to keep employees informed about news and events and to encourage employees to be community champions of the university's mission and values.



University of Southern Nevada

11 Sunset Way, Henderson

Top Executive:

Dr. Harry Rosenberg,
President

Human

Resources: Ben Wills

Industry:

Higher education

Primary Services: Academic degrees

Employees: 141 (122 in Las Vegas)

Approximate Annual Revenue: Not provided



Ben Wills

> Hosted by the university president, USN employee forums provide an opportunity to share information and updates from every academic and service unit. Each employee has the opportunity to offer input and ask questions. Topics include the institution's financial health, accreditation updates and new initiatives, upcoming university events, new employee introductions and showcasing employee achievements.

> A quarterly newsletter includes articles, employee and student accomplishments, employee involvement and volunteer opportunities and profiles.

> Minutes from all administrative council and board of trustees meetings are distributed to staff to provide information on the operation and strategies of the institution.

> Annual surveys are conducted to assess the quality and satisfaction level of all employees.

In its ongoing effort to create a distinct culture of inclusion, all USN employees have the opportunity to participate in shaping the future of the institution as it continues to grow. To accomplish this, the university established a number of committees to conduct strategic planning and to provide recommendations to administration. The USN Planning, Priorities and Resources Committee is charged with establishing annual strategic themes and developing initiatives to address those themes. The committee is made up of members representing each unit of the institution, including each

academic program, accounting, facilities, institutional advancement (donor relations), marketing, student services and financial aid. The committee developed a process that invites all faculty members to submit ideas for annual strategic themes and related initiatives. Initiatives must be tied to a strategic theme and must be universitywide in scope.

Another communication avenue exists

for the university's administrative assistants and support staff. Regularly scheduled meetings provide a venue for employees to discuss issues and concerns and to offer the administration recommendations to enhance the services provided to students, faculty and staff.

The value in good values ...

USN's core values encourage scholarships and ethics

Besides its recruitment efforts, benefits and communication vehicles, the University of Southern Nevada is recognized for its core values, which include:

- > **Diversity:** Welcoming and respecting differences in the culturally diverse population it serves
- > **Ethics:** Maintaining integrity through principled action and ethical decision making
- > **Scholarship:** Acknowledging and encouraging the pursuit of all forms of scholarship, including discovery, teaching, integration and application
- > **Teaching and Learning:** Providing a teaching and learning environment that prepares students to become competent, caring, ethical professionals and lifelong learners dedicated to providing service in

their chosen profession

- > **Accountability:** Making sound financial decisions to ensure that USN possesses the human, physical, clinical and financial resources appropriate to the academic programs, scholarship and services it provides
- > **Improvement:** A commitment to assess and analyze institutional outcomes data and use the results to chart a course that reflects USN's high expectations for continued excellence
- > **Collaboration:** Fostering enduring relationships with alumni, friends, employers and community partners