COUNSELORS (NFA counter proposal) UPDATED REVISED 4-30-18

Section 1. All Counselors shall continue to be academic faculty, as established by NSHE Code (NSHE Code Title 2, Chapter 1, Section 1.1(a)(2)), with Counselor defined as: “Persons who provide professional counseling services closely and directly supportive of teaching and student development” (NSHE Code Title 4, Chapter 3, Section 2.1(c)(2)). Therefore, counselors shall remain assigned to the Academic Schools.

Section 2. Counselors shall remain assigned to the Academic Schools.

Section 2. Counselors shall have a Department Chair. The Department Chair shall be elected following the Department Chair election procedure. Counselors shall elect a Lead Counselor following the same schedule as Department Chair elections. The Lead Counselor shall represent Counselors in CSN forums, academic meetings, reorganizational meetings, (e.g. a committee to consult on the structure of Counseling, etc). The Lead Counselor shall be compensated with a stipend equivalent to at least 1 IU per semester and summer term, in addition to regular salary, in accordance with relevant policy (e.g., ACF-20 or equivalent).

Section 3. Counselors asked to take on teaching responsibilities shall be compensated with a stipend equivalent to at least 1 IU per credit hour, in addition to regular salary, in accordance with relevant policy (e.g., ACF-20 or equivalent), if the assignment should fall outside of a counselor’s regular work hours. Each one (1) IU taught by an Academic Counselor in a semester, shall count as two (2) hours of weekly work time for that semester, in the case that a Counselor is assigned to teach as part of his/her normal workload.

Section 4. A Counselor may be offered or may request to work on a different contract type from the one on which the Counselor was initially hired (e.g., a Counselor hired on an A contract may request to work a B contract). Such requests are recommended by the Associate Vice President and approved by the Vice President. A Counselor may not be compelled to work on a different contract type from the one on which the Counselor was initially hired and may not be subject to prejudice if he/she refuses a change in contract type. If the Counselor moves to a new contract, the Counselor has the right to return to the contract type on which he/she was initially hired. If a Counselor moves to a new contract, the Counselor may return to the contract type on which he/she was initially hired, upon recommendation by the Associate Vice President and approval by the Vice President.