

Center for Neuroscience and Regenerative Medicine (CNRM) Governance

ISSUE: Programmatic and Scientific Oversight for the CNRM is outlined in the MOU between USU and the NIH (see attached). Additional governance is needed for recruiting, hiring, evaluating, and mentoring faculty to advance the CNRM mission in a manner that is congruent with the missions of USU and the respective collaborating institutions.

GUIDANCE:

1. The CNRM Director and Program Leaders will identify the need for CNRM funding of new USU tenure-track faculty positions based on specific expertise and contributions required to accomplish the mission of the CNRM.
2. The Dean of the School of Medicine (SOM) and the Dean of the Graduate School of Nursing (GSN) will each determine the faculty needs of their respective school within the University.
3. A USU President designate, the two Deans, and the CNRM Director will review the needs of each school and the CNRM to arrive at a consensus position on recruitment of a new faculty member with the resources designated from the CNRM. If consensus cannot be achieved by this group, the USU President, using the CNRM goals and principles, will make the final decision.
4. The Deans and the CNRM Director will identify potential departments in the SOM and/or GSN as appropriate to each recruiting action based on the specific expertise and contributions required. In some cases, more than one department may be identified. The Deans and the CNRM Director will work with the Chairman of the potential departments to then set the academic qualifications (rank, teaching interests, clinical opportunities) and time line for each faculty recruitment action.
5. The Deans and the CNRM Director will determine the makeup of each search committee. Each search committee will be co-chaired by a CNRM Program Leader and a senior USU faculty member. The co-chairs will be chosen to represent a CNRM Program and a USU Department that will be closely affiliated with the activities of the recruited faculty member. The committee will include members aligned from the USU Departments and CNRM Programs that are relevant to each recruitment plan.
6. The Search Committee will report to the CNRM Director and the appropriate USU Department Chair(s). The CNRM Director and appropriate Chair(s) will discuss the candidates and make the recommendation of the best candidate to the Dean of the corresponding school. The recommendation will include a plan for salary, hiring package, and space arrangements. If the Dean concurs s/he will make the final selection and departmental appointment. If the Dean does not concur, s/he will communicate concerns to the CNRM Director and appropriate USU Department Chair(s) who will reconsider the recruitment and recommendation plan.
7. The annual evaluation of the faculty hired through the CNRM will be made by the Chairman of the Department where the faculty member holds a primary

- appointment with a statement from an appropriate CNRM Program Leader who is best able to evaluate contributions to CNRM activities.
8. The Department Chair and the appropriate CNRM Program Leader will work together to develop a mentoring plan for each recruited faculty member and to coordinate actions related to tenure decisions. Preparation of documents for annual evaluation, promotion, and tenure is the responsibility of the Department Chair corresponding to the primary appointment of the faculty member. The relevant CNRM Program Leaders contribute in the preparation of these documents to represent the contributions of the faculty member relative to the activities of the CNRM.
 9. Faculty members recruited and hired to be part of the CNRM will have scientific expertise and research interests that contribute to one or more CNRM Program. However, research of the recruited faculty will not be restricted to CNRM projects. A tenure-track or tenured faculty member can cease affiliation with the CNRM with agreement of the CNRM Program; however, an alternative plan for financial responsibility has to be formulated and presented by the Department Chair and approved by the Dean and University before the fiscal responsibility moves away from the CNRM.
 10. For decisions of annual evaluation, promotion, tenure, and academic freedom, conflicts that cannot be resolved will be referred to the Dean of the appropriate school and the CNRM Director.