

IANR POLICY STATEMENT
JUSTIFICATION FOR RELEASING FACULTY POSITIONS

October 1, 2004

The enrollment challenges faced by the College of Agricultural Sciences and Natural Resources and their impact on resource allocation to and within IANR reaffirm that undergraduate student enrollment is the priority of the Institute and the University. The success of the land-grant mission and IANR is built on the strong partnership of academics, research and extension education. Each IANR faculty member has a responsibility to support the undergraduate teaching mission and **everyone** in IANR can and must contribute, even if there is no direct involvement with undergraduate students. For example, faculty in research and extension, without CASNR appointments can be active in connecting undergraduate students to research and engagement through recruitment activities, undergraduate seminars, internships, undergraduate research, independent student, *Husker Horizons* and guest lecturers. Contributions will vary by position and appointment; however, **every** faculty position must make a thoughtful and meaningful contribution to undergraduate education through recruitment, retention, academic advising, professional mentoring, instruction, research and/or engagement.

Effective October 1, 2004, each request for release of a faculty position must be accompanied by a statement of justification (developed by the faculty of the department) identifying how the proposed position will support and enhance undergraduate enrollment in the College of Agricultural Sciences and Natural Resources. This policy applies to all positions funded totally or in part by IANR, whether or not they contain a CASNR appointment. Positions that have been released, but not filled prior to October 1, are subject to this policy and the process for these positions will be terminated if a justification is not approved. All justifications for positions are to be submitted to the Dean, College of Agricultural Sciences and Natural Resources, who has the primary responsibility for this position.

Approved by the IANR Deans' Council on October 4, 2004.