

BOARD OF REGENTS BRIEFING PAPER

1. Agenda Item Title: UNLV Request for Approval of Employment Contract for Cody C. Hughes, D.M.D., Assistant Professor-In-Residence (Pediatric Dentistry).

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Cody C. Hughes, D.M.D., has accepted an offer of employment with a salary of \$130,000 as an Assistant Professor-In-Residence (Pediatric Dentistry) in the School of Dental Medicine conditional upon his salary above the range being approved by the Board of Regents. Salaries at hire in excess of the NSHE faculty salary schedule require the approval of the Board of Regents.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

President David Ashley requests Board of Regents' approval for the employment salary above schedule for Cody C. Hughes, D.M.D. in the UNLV School of Dental Medicine, as an Assistant Professor-In-Residence (Pediatric Dentistry).

4. IMPETUS (WHY NOW?):

- The UNLV School of Dental Medicine must offer a market-competitive contract in order to recruit strong health sciences and research active faculty.
- Specialty faculties are necessary for accreditation for the School of Dental Medicine.
- Market values require a salary of at least \$130,000 or higher, for this important position.
- Search process has taken 9 months due to limited number of qualified applicants.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The appointment of Dr. Hughes will directly support the School of Dental Medicine's required commitment to the pre-doctoral Pediatric Dentistry Program and Pediatric Dental Residency Program.
- Dr. Hughes' education includes, but is not limited to the following:
 - UNLV School of Dental Medicine, 2007
 - Indiana University School of Dentistry Pediatric Dentistry Residency Program, Riley Hospital for Children, Certificate in Pediatric Dentistry, July 2009 (expected)
 - Indiana University School of Dentistry Pediatric Dentistry Residency Program, Riley Hospital for Children, Master of Science in Dentistry, July 2009 (expected)
 - Extended Orthodontic Courses.
- Dr. Hughes has conducted research at both the UNLV School of Dental Medicine and the Indiana University School of Dentistry.
- Dr. Hughes received numerous leadership awards while a student at the School of Dental Medicine.
- Dr. Hughes Curriculum Vitae attached for reference.
- The NSHE Faculty Salary Schedules are:
 - Dental Medicine Faculty – Assistant Professor (12 Month) \$106,100 Maximum
 - Medicine – M.D. Programs (12 Month) \$184,224 Max. (FY 2007-08 Salary Schedule)
 - Medicine – M.D. Specialty (12 Month) \$341,089 Max. (FY 2007-08 Salary Schedule).
- The national average annual salary for a Pediatric Dentist is \$191,000. The range is \$104,000 to \$315,000.
- Current Board policy (at Title 2, Ch 5, Section 4.2) permits extending contract duration beyond twelve months and salary above schedule, if approved by the Board of Regents, upon justification by the institutional president which establishes that the candidate is unlikely to accept employment without an exception to the contract duration in consideration of relevant criteria such as the candidate's extraordinary qualifications and experience, the competitive nature of the field or discipline.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

Approving individual contracts above salary schedule may cause inequity between faculty in the School of Dental Medicine.

7. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

The salary is disallowed and the recruitment of high-end specialty faculty is deferred until salary schedule issues are redefined.
Do not hire a Specialist in Pediatric Dentistry for the pre-doctoral program and Pediatric Residency Program, presenting accreditation issues.

8. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # 4 Chapter # 3 Section # 20.2
 Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____
 Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
 Other: _____
 Fiscal Impact: Yes X No _____
Explain: The dental school has a budget in place for Dr. Hughes. This position is funded 50% State and 50% Self-Supporting.

CURRICULUM VITAE

Cody C. Hughes, DMD

EDUCATION

2007-Present	Indiana University School of Dentistry Riley Hospital for Children Pediatric Dentistry Residency Program 702 Barnhill Drive; RM 4205 Indianapolis, Indiana 46202-5200 Expected date of Certificate: July 31, 2009 Expected date of MSD: July 31, 2009
2003-2007	University of Nevada, Las Vegas School of Dental Medicine Las Vegas, Nevada 89106-4124 DMD obtained May 2007
2000-2003; 1996-1997	Southern Utah University Cedar City, Utah 84720

ACTIVITIES

University of Nevada, Las Vegas School of Dental Medicine

2006-2007	President, Student Government
2006-2007	Class Representative, Honor Council
2006-2007	Vice President, Pediatric Dentistry Club
2005-2006	President, Junior Class Council
2005-2006	Member, Student Executive Board
2004-2005	Vice President, Student Government
2004-2005	Parliamentarian, Sophomore Class Council
2004-2005	Chair, Constitution Committee

Southern Utah University

2002-2003	Senator, College of Science
2002-2003	Clubs & Organizations Representative, AED
2001-2002	Math Tutor, Student Support Services

HONORS AND AWARDS

2007	Graduated Summa Cum Laude, UNLV School of Dental Medicine
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2007	Leadership Award, International College of Dentists
2007	“Bright Smiles, Bright Futures” Oral Health Program Scholarship, Colgate
2007	UNLV Faculty AAPD Predoctoral Student Award
2007	Delta Dental Student Leadership Award and Scholarship
2006	Induction into the Honor Society of Phi Kappa Phi
2006	The Pierre Fauchard Academy Foundation Annual Scholarship Award
2006	Finalist, Omicron Kappa Upsilon William S. Kramer Award, Psi Omega Chapter
2003	Senator of the Year, Southern Utah University Student Government
1996	Eagle Scout, Boy Scouts of America

RESEARCH

2008-2009	Comparing Microtensile Bond Strengths of Acid-Etch Sealants
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PROFESSIONAL MEMBERSHIPS

Current	Omicron Kappa Upsilon, National Dental Honor Society, Psi Omega Chapter
Current	American Academy of Pediatric Dentistry
Current	American Dental Association

SERVICE

2008	Operation Healthy Kids
2006	Head Start Screenings
2005-2006	Nevada State Healthy Smiles 3 rd Grade Screenings
2005 & 2006	Give Kids a Smile Day
2005	Indian State Health Fair Oral Cancer Screenings

2005 Colgate Van Bright Smiles, Bright Futures
Elementary Student Dental Screenings
1997-1999 LDS Church Mission to Navajo Indian
Reservation in Arizona, Lisbon, Portugal
and Cape Verde, West Africa

WORK EXPERIENCE

2002-2003 Verizon Wireless; Sales Representative
2000-2001 Jeff Veater Fencing; Fence Builder
2000 Bureau of Land Management; Wildland
Firefighter
1999; City of Mesquite; Head Lifeguard,
1995-1997 Swimming Lessons Teacher and
Recreational Aid for youth programs

INTERESTS

Spending Time with Family
Church Involvement
Sports: Golf, Basketball, Racquetball,
Softball
Outdoor Activities: Water Skiing, Camping,
Hiking, Fishing, Hunting
Languages: Fluent in Portuguese, Learning
Spanish