San Manuel Band of Mission Indians Endowed Chair

at the UNLV Harrah College of Hospitality

**Overall Goal of Gift to Harrah College of Hospitality**

San Manuel Band of Mission Indians’ philanthropic gift to the William F. Harrah College of Hospitality inspired the development of a comprehensive educational program in Tribal Gaming at UNLV. The program, which aims to cultivate experts in this unique and growing field, will include – but is not limited to – courses in gaming operations and management, hospitality operations and management, Native American history, and Native American culture. Courses will be taught by experts within the given topic area and may include experts from outside the College of Hospitality. The term *course* refers to both traditional credit-bearing classes that can be applied to a college degree and noncredit based classes that can be stacked to earn a certificate in a specific subject. These courses will be designed for tribal community members, tribal colleges, community colleges, four-year universities, any individual with an interest working with tribal gaming organizations, and those currently involved in tribal gaming who wish to improve their knowledge to advance within their organizations.

Over time, the *courses* will be available in multiple modalities, which include synchronous and asynchronous online classes, in-person classes, weeklong seminars, and the like.

**Role of the Endowed Chair**

The person holding the San Manuel Band of Mission Indians (SMBMI) Endowed Chair will serve as a faculty member of the William F. Harrah College of Hospitality’s Resort, Gaming, and Golf department, reporting directly to the dean.

The responsibilities of the person holding the SMBMI Endowed Chair will include the following:

1. Oversee the development and deployment of all educational offerings (*courses*) related to tribal gaming.
2. Ensure that all educational offerings are “up-to-date,” meaning that when the needs of tribal entities change, so do the course offerings.
3. Complete the required updates stipulated in the gift and provide updates to the leadership at San Manuel Band of Mission Indians.
4. Develop and maintain relationships with tribal organizations across North America. These organizations include, but are not limited to, tribal colleges, tribal nations both with casinos and without casinos, and groups that support tribal gaming (e.g., NIGA).
5. Work with the college leadership team to promote tribal gaming offerings to other non-tribal entities such as community colleges, four-year institutions, and others wishing to learn more about tribal gaming.
6. Work with college faculty to ensure that the unique elements of tribal gaming are represented in appropriate gaming classes.
7. Work with college leadership team to place student interns with tribal gaming companies; mentor students and assist in the placement of graduates in industry positions.
8. Work with the director of the college’s Sands Center for Professional Development to host executive education seminars and certificate programs for tribal members.
9. As needed, teach classes in areas related to hospitality and gaming.

**Use of Endowed Chair Funds**

The $6,000,000 gift is being paid out over 5 years. $1,000,000 ($200,000 per year) is in spendable cash, and $5,000,000 will fund the endowment. At the end of 5 years, the yearly endowment income is projected to generate approximately $175,000 per year (at 3.5% return rate). Funds will be used to supplement the salary of the person holding the endowed chair and ensure that all the responsibilities listed previously are carried out.

**Academic Rank of San Manuel Band of Mission Indians Chair**

To find the most suitable candidate to ensure the continued success of the Program in Tribal Gaming, the Harrah College of Hospitality will search for qualified candidates who hold either a master’s degree or a terminal degree (e.g., JD, PhD, MD). *Note: The search announcement can be found in the Appendix of this document.* We will open the search to all academic ranks as described below:

*A Note on Academic Rank*: The academic rank of a faculty member is determined by the level of education. At UNLV, the different ranks are as follows:

1. Lecturer – Master’s Degree
2. Faculty in Residence – Terminal Degree (e.g., JD, PhD, MD). There are three levels of Faculty in Residence: “Assistant,” “Associate,” and “Full.” A Faculty in Residence typically starts an “Assistant” and over time – based upon performance – can move up in rank. The Faculty in Residence position is not eligible for tenure.
3. Assistant Professor tenure track – Terminal Degree (e.g., JD, PhD, MD). In the sixth year of employment, an Assistant Professor can apply to become an Associate Professor with tenure. Eligibility for promotion is based upon research, teaching, and service.
4. Associate Professor with tenure - Terminal Degree (e.g., JD, PhD, MD). In the sixth year of employment, an Associate Professor can apply to become a Full Professor with tenure. Eligibility for promotion is based upon research, teaching, and service.
5. Full Professor with tenure - the highest academic, non-administrative role a

faculty member can hold.

*A note on Tenure*: Academic **tenure** refers to an educator's employment status within a higher education institution. When a **professor** has gained **tenure**, he or she can only be terminated for a justifiable cause or under extreme circumstances, such as program discontinuation or severe financial restraints.