

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 12, 2024 12:20:20 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** jon.carpineta@csn.edu

**Name:** Jon Carpineta

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Request for item to be agendized for discussion made by Regent McMichael during February 16th, 2024 BOR Special Meeting

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

### Comment:

Regent McMichael was kind to bring up the topic from my Written Public Comment during New Business at the end of the February 16th, 2024 BOR Special Meeting. It has been over 60 days since that meeting has occurred. As of the time I am currently typing this Written Public Comment, that item still hasn't appeared on any Agenda that I am aware of. Here is my original comment that was made relating to the February 16th Special Meeting... [ "I am submitting this public comment today as an appeal to the Regents to ensure that NSHE abides by the June 30, 2022 repeal of NSHE Code "Title 2, Chapter 12" by giving each NSHE employee access to removing the "COVID 19 Vaccination" section completely from the employee's Workday record if the employee chooses to do so. This shouldn't require the addition of an agenda item as it is a resolution to a repeal that has already been voted on 6/30/22. As of today, employees who were working for NSHE during the time period when NSHE required employees to take the COVID series of shots or submit a religious / medical waiver to avoid being terminated, this information is still reflected in our "Additional Data" section of our profile. This section contains the date of the employee's "Final Vaccine or Waiver Approval Date" and cannot be edited or removed by the individual employee. I am not asking for the information to be able to be edited. I am requesting that the employee is able to remove the entire "COVID 19 Vaccination" section, or at least the information listed in this section, from their own Workday profile if the employee chooses to do so. I could go into much more detail about why I and many other employees want this to be stricken from our

records, but I won't address it during my written public comment at this time. If any of the Regents are interested in additional info regarding this, please feel free to contact me. I am totally willing to go over the history and facts of the matter in much greater detail. Thank you." ]

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Monday, April 15, 2024 7:43:31 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** wizbang99@hotmail.com

**Name:** John Wesch

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General Public Comment

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

**Comment:**

I fully support Patrick Boylan and you should to.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Tuesday, April 16, 2024 7:20:04 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** maria.pickle@csn.edu

**Name:** Maria Pickle

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** #8

**In Favor / Opposed / Other:** In Favor

**Comment:**

Better pay will ensure that the college keeps their current faculty and can recruit new faculty. Many people would like to teach but with family etc, they cannot live on the current pay offered.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Wednesday, April 17, 2024 12:30:09 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** wannagotoca@aol.com

**Name:** Kimberley Brock

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General public comment

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

### **Comment:**

This letter is in support of Regent Patrick Boylan regarding his statement against males in women's sports. Men in women's sports takes a spot away from a woman, subjects a woman to injury, and invades a woman's private space such as a locker room. A man who "thinks" he is a woman, is still a biological man.

Mr Boylan, as well as anyone, else has the right to OPPOSE this ideology and should not be shamed or punished for it. I find your shaming of him to be extremely offensive and misogynistic.

My daughter called me in distress after receiving President Sandoval's letter scolding those who did not follow this falsehood. She wanted to know when anyone would care about her and her female friends.

I ask all of you, how would a young woman you know, perhaps a daughter, feel undressing while a man was in her same space? How would you feel after a woman you knew was seriously injured having to compete against a man?

My daughter played elite club sports and four years high school varsity, where competition is fierce at that level. Having to compete for a spot not only against a woman but also a man is unfair.

Again, I support Regent Boylan, I oppose trans ideology and woke culture and you can't force me, my daughter, or anyone to go along with it. Don't be a misogynist, support Patrick Boylan and stand for biological females everywhere.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Wednesday, April 17, 2024 4:29:46 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** Brian.Merrill@csn.edu

**Name:** Brian Merrill

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** RENEGOTIATED COLLECTIVE BARGAINING FOR AGREEMENT, CSN  
AND CSN-NFA

**In Favor / Opposed / Other:** In Favor

### Comment:

I am writing to request your support for the recent compensation and benefit enhancements agreed upon for our academic faculty. These changes are essential in recognizing and appreciating our faculty's dedication and hard work. The adjustment from a 0.775 to a full 1:1 ratio over the next 18 months will align lab pay with lecture pay. As a tenured lab instructor, this improvement in compensation will directly improve our quality of life, allowing us to meet our financial obligations more comfortably, and reflect the value and importance of our work in the educational process. Implementing a 12% Cost of Living Adjustment for faculty hired after July 1, 2023, along with retroactive pay, supports equity and helps us manage inflation pressures. This is especially crucial in these challenging economic times. A \$400 stipend scheduled for August 2024 recognizes the importance of ongoing professional development. This will enable further educational opportunities essential for my growth and will enhance the university's teaching and research capabilities. Including the 12% COLA in the new salary chart is a strategic move to remain competitive with the Clark County School District, crucial for attracting and retaining top-tier talent. Approving these enhancements is not just about salary increases but reflects a deeper appreciation for our faculty's contributions and an investment in our educational community's future. These changes mean increased stability and growth for my family, allowing us to contribute more effectively to our students' success. I trust you will see the beneficial impact of these agreements on our faculty and institution. Thank you for considering these vital enhancements and for your continued

support of our faculty and their families.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)



**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Wednesday, April 17, 2024 5:35:57 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** bob.manis@csn.edu

**Name:** Dr Robert Manis

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item #8. Renegotiated Collective Bargaining Agreement, CSN and CSN-NFA.

**In Favor / Opposed / Other:** In Favor

**Comment:**

I have been teaching at CSN for 26 years. Since the recession of 2008, NSHE salaries have lagged further and further behind inflation. The last two years COLAs have eased a share of that pain. But the most important parts of these agreement which I support are two that don't benefit me at all, yet they are the ones I support most. They are the increase in lab pay to classroom parity and the application of COLAs to new hires. These two will correct injustices that have plagued our faculty for years. In fact, the former – lab pay – was inshrined as a goal in our Senate bylaws for a decade, yet never implemented. This agreement therefore is actually historic in the sense it accomplishes what the bylaws could not. The NFA and the CSN administration should be applauded for this major step. And the Regents should approve it. Thank you.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Wednesday, April 17, 2024 6:58:18 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** tanyaattebery@gmail.com

**Name:** Tanya Ann Attebery

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General public comment

**In Favor / Opposed / Other:** In Favor

**Comment:**

I am writing in support of District 5 Mr. Boylan. I agree that women's sports should only have biological women. Your are making it an unfair sport to remove women's' rights over trans men competing in women's sports. Keep the sport for women fair and honoring of young women who have earned the spot through dedication and hard work. They should not be displaced by a man claiming to be a women to take control over women's sports. .

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 8:51:32 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** jo.fisher@csn.edu

**Name:** Jo Ann Pelaez-Fisher

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda item 8

**In Favor / Opposed / Other:** In Favor

**Comment:**

We nurse educators have been poorly compensated for the hours we place into teaching CSN nursing clinicals. Why is our time worth a fraction in the hospital-clinical setting when we teach students how to become a nurse and save lives. It has never made sense these 17 years I have been employed at CSN. Vote in favor of the 1:1 agenda 8, and show me that my time and efforts are valued when I teach and strengthen our community with competent nurses.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 9:13:04 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [gail.lupica@csn.edu](mailto:gail.lupica@csn.edu)

**Name:** Gail

**Representing someone other than yourself?:** Lupica

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** 8

**In Favor / Opposed / Other:** In Favor

**Comment:**

I am strongly in favor of agenda item 8. Nurse educators work tirelessly in the hospital with student nurses in order to provide them with the knowledge and skill required to care for the members of our community. Fair compensation is overdue. There is a nurse educator shortage and the work they perform is invaluable in order for our future nurses to be safe proficient providers of bedside care for our most vulnerable community members.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 10:15:51 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** emily.king@csn.edu

**Name:** Emily King

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item #8

**In Favor / Opposed / Other:** In Favor

**Comment:**

I ask the Regents to support the ratification of the renegotiated Article 7 and Article 26. These amendments bring equity to newly hired CSN faculty and faculty teaching lab sections and allow CSN to hire and retain high quality faculty for our students.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 11:12:13 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [vivencio.navarro@csn.edu](mailto:vivencio.navarro@csn.edu)

**Name:** Junji Navarro

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda item 8

**In Favor / Opposed / Other:** In Favor

**Comment:**

Hello. I have been a nursing instructor at CSN for 21 years. Please help us with the changes pertaining to item 8 – change in instructional units. This will be a huge factor towards the recruitment and retention of nursing faculty.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 11:23:33 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** Mike.whitehead@csn.edu

**Name:** Michael Whitehead

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda item #8

**In Favor / Opposed / Other:** In Favor

**Comment:**

It's impossible to work a 35 hour work week in the the way the lab ratio IU are now. As we contracted for 35 hours and at best we have to put in 45+. Moving us to a corrected ratio will make us it equal with other areas of the college. This will be better for students as we are going to have more time to spend with them. As it is now we only get paid for partial hours and having using our personal time. This will make also make it easier to recruit for CTE courses.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 12:19:54 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** irene.coons@csn.edu

**Name:** Irene Coons

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item 8 re: 1:1 IUs for clinicals and skills labs

**In Favor / Opposed / Other:** In Favor

### Comment:

I have been teaching nursing at CSN for over 20 years. During that time, there have been many advancements in health care. Because of these advancements, the responsibilities of nursing faculty have also increased. Going into a clinical site requires hours of becoming familiar with technology such as EHRs, medication administration systems, and use of equipment such as pumps. I spend more hours now preparing for clinicals than ever before. In addition, the National Council of State Boards of Nursing recognizes the crucial role clinical instructors play in developing nursing students' clinical judgement. As a CSN nursing faculty, I do not simply assign students to staff nurses. I am the one who teaches required skills at the bedside. After clinicals are complete, I grade pages of clinical worksheets while attempting to provide worthwhile feedback on topics such as abnormal lab values and/or potential medication interactions. In addition, I remediate students on writing academic papers/case studies and/or correctly performing math skills/dosage calculations. Prerequisite courses do not fully prepare students for the rigors of nursing education. In my 22 years at CSN, IUs for clinicals and skills labs have minimally increased. As a nursing faculty member, I am asking that you support the 1:1 IUs for clinicals and nursing skills labs. The work performed in clinicals and skills labs should be weighted equally to those teaching lectures. As someone who has lectured various nursing courses, I can say the workload for skills labs/clinicals is just as great as it is for a lecture. Thank you for your consideration. Please vote in support of the 1:1 IUs.



**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 2:43:44 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** arynt@unr.edu

**Name:** Aryn Taylor

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General Public Comment

**In Favor / Opposed / Other:** In Opposition

**Comment:**

Dear Board of Regents,

My name is Aryn Taylor and I work at UNR and am a doctoral student there. As a transgender man, I was deeply hurt by Regent Boylan's comments made at his place of work and as one of my bosses. I am writing to urge you to take action against Regent Boylan's transphobic comments during a Board of Regents meeting.

These are cruel and misguided/misinformed viewpoints that lead to legislation that is deeply harmful to already at-risk transgender individuals. Transgender people are some of the most bullied and marginalized in our society. They deserve our love and support, not cruel attacks because of who they are.

As your constituent, and alongside many other NSHE institutions and employees, we expect our public officials to reinforce our commitment to an inclusive and respectful academic environment, not create hostile and discriminatory ones where bullying prevails. Your voice and actions are crucial in fostering an environment that values diversity and equality for everyone in the state of Nevada. Please respond with substantial action and efforts to remove Patrick Boylan from the Board of Regents.

He does not represent our mission, vision, or values and has consistently shown

discriminatory, abusive, and (quite frankly) uneducated/ignorant behaviors unfavorable in public officials. He's an embarrassment to the NSHE institution and to our entire state. Remove him or remove your DEI statements because if you can't enforce it then it's a lie.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education (<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 3:31:35 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** ljensen@tmcc.edu

**Name:** Lars Jensen

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Item 8, CSN Collective Bargaining Agreement

**In Favor / Opposed / Other:** In Favor

**Comment:**

My name is Lars Jensen, Professor at TMCC, Chair of the Math Department, and NFA member for over 15 years. I support the modifications to the CSN-NFA collective bargaining agreement. A collective bargaining agreement benefits everyone. It helps solve workplace problems. The agreement clarifies workload issues and it provides protocols and procedures where before there were none. I also want to strongly emphasize that the NFA represents me as a faculty member, and defends my interests in ways the Faculty Senate can't, for example, by addressing concerns beyond the Senate's jurisdiction. The NFA has successfully fought for fair compensation and benefits for all faculty. The NFA, supported by the AAUP, protects academic freedom, which has been under assault across the nation. And the NFA is a critical and equal partner in shared governance and serves to fortify the senate. Thank you.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 3:41:56 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [juvy.clemena@csn.edu](mailto:juvy.clemena@csn.edu)

**Name:** Juvy Clemena

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item 8

**In Favor / Opposed / Other:** In Favor

**Comment:**

Clinical Instructors bring students in training at the bedside under our license. We work 7 to 8 hour shifts, dealing with real life medical scenarios, making sure students are applying their learned knowledge and skills in a safe and competent manner. It is but just and fair to be paid 1:1 for our work. Thank you for your kind consideration!

**Agreed that all the information above is true and accurate:** Yes

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(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 4:01:43 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** em.smith.8181@gmail.com

**Name:** Erin Smith

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Regent Boylan's comments

**In Favor / Opposed / Other:** In Opposition

**Comment:**

I am disappointed and hurt by the comments made by Regent Boylan regarding trans people. His comments are not in line with the Board of Regents code of conduct and he should be dismissed or resign.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 4:18:50 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [cheryl.cardoza@nevadafacultyalliance.org](mailto:cheryl.cardoza@nevadafacultyalliance.org)

**Name:** Cheryl Cardoza

**Representing someone other than yourself?:** I'm representing myself.

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Item 8: Renegotiated Collective Bargaining Agreement, CSN and CSN-NFA

**In Favor / Opposed / Other:** In Favor

### Comment:

Greetings. My name is Cheryl Cardoza. I am a tenured faculty member at Truckee Meadows Community College, past English Department Chair, past TMCC Faculty Senate Chair, and past Chair of the Council of Chairs for the Nevada System of Higher Education. I am also a member of the Nevada Faculty Alliance currently serving on the Board of that organization. I've also been on two separate negotiating teams for the TMCC-NFA Contract.

I write today to support Item 8 on this meeting's agenda, the ratification of two articles in CSN's Collective Bargaining Agreement: Articles 7 and 26. The negotiated changes to those articles support faculty retention and recruitment, and work to rectify inequity in faculty compensation. The agreement made between CSN and CSN-NFA represents what shared governance means and how it should work.

In the wake of AAUP's National Day of Action for Higher Education and the exemplary Shared Governance Summit on Wednesday, April 17th presented by Michael DeCesare of AAUP, ratifying these changes to CSN's Collective Bargaining Agreement would represent a way that the Board of Regents can participate in their role in share governance. I strongly believe in shared governance because as a faculty member at an NSHE institution that has collective bargaining, it is clear that NFA plays a critical role in that process. Please support these needed and important ratifications to CSN's Collective Bargaining agreement. Thank you.

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 5:05:57 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [carla.wright@csn.edu](mailto:carla.wright@csn.edu)

**Name:** Carla Wright

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item #8- CBA between CSN and CSN-NFA

**In Favor / Opposed / Other:** In Favor

### Comment:

I respectfully ask you to vote in favor of the changes to the CSN/NFA CBA as described in your briefing paper for agenda item #8 because it will benefit both faculty and students. It is impossible for faculty who teach lab/studio/clinic courses to fulfill their contractual obligations within a 40-hour work week, let alone the 35-hour work week stipulated in the faculty workload policy and CBA. This has led to low morale, high turnover, and less time available outside of the classroom to work with students.

CSN faculty with teaching schedules built primarily with lab/studio/clinic hours (like those who teach in CTE courses) have always been compensated at a lower rate than their colleagues who teach didactic courses AND, a lower rate than their colleagues at other NSHE institutions including TMCC. Small improvements have been realized over the years, but a big disparity still exists.

For example, a CSN faculty member who teaches a CTE lab that meets for 3 hours a week is only compensated for 2.5 hours. That is because for every full contact hour spent in the classroom teaching lab/studio/clinic courses, CSN faculty are only credited for a partial hour of work.

Nursing faculty who teach 6-hour clinical days in a health care facility for CSN are credited for just over 4.5 hours of work. Eight-hour clinical days are credited for 6.2 hours, and 12-hour clinical days are credited for only 9.5 hours of work, and so on. The examples are

endless.

Every CSN president that I have worked for over the last 20 years has talked about putting an end to this injustice once and for all, but changes never came to fruition. Thanks to the hard work of the CSN's NFA and Dr. Zaragoza's bargaining team we are finally at a place where this disparity can be corrected once and for all. Please vote in favor of these changes and let your legacy show that you value career and technical education in Nevada.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)



**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 6:48:49 PM

---

**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** joseph.hassert@csn.edu

**Name:** Joseph Hassert

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** RENEGOTIATED COLLECTIVE BARGAINING AGREEMENT, CSN  
AND CSN-NFA

**In Favor / Opposed / Other:** In Favor

**Comment:**

As a dedicated CSN faculty member, this CB agreement will positively affect my life, offering some ease to the growing financial burden of rising cost of living and housing prices. This CB will make me dream of owning a home in the community I love a little closer to reality. Please pass this important update to to our contracts and show faculty like me we are valued for our hard work and dedication to southern Nevada.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 7:15:24 PM

---

**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** gerald.turner@csn.edu

**Name:** Gerald Turner

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item #8. Renegotiated Collective Bargaining Agreement, CSN and CSN-NFA.

**In Favor / Opposed / Other:** In Favor

**Comment:**

Dear Board of Regents, I am a Tenured Nursing Professor at CSN and strongly encourage you to approve the 1:1 ius for our Clinical and Labs. We are preparing students to become competent registered nurses to ensure that patient-centered care and evidence-based practices are adhered to that will produce positive patient outcomes. Please understand that other universities and colleges in Nevada are appropriately compensating nurse educators. For our institution to pay us less than lecture credits for these classes is unjust and needs to change. I am asking you wholeheartedly to please approve these changes.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education (<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 8:44:07 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [jama.deyoe@csn.edu](mailto:jama.deyoe@csn.edu)

**Name:** Jama DeYoe

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item 8

**In Favor / Opposed / Other:** In Favor

### Comment:

As a dedicated nursing professor, I am writing to advocate for equitable compensation at a 1:1 ratio for nursing faculty during clinical rotations. Allow me to elaborate on the importance of this matter.

#### Clinical Rotation Commitment:

Our nursing faculty play a pivotal role in shaping the next generation of healthcare professionals. During clinical rotations, we guide students as they apply theoretical knowledge to real-life patient care scenarios.

These rotations extend beyond the scheduled hours. Preparation time—researching staff, patient assignments, and ensuring a safe learning environment—adds significantly to our workload.

#### Patient Lives and Well-Being:

With up to 15 students under our supervision, we carry a tremendous responsibility. Patient lives and well-being are in our hands.

We cannot merely observe; we actively engage, ensuring that students apply their skills competently and safely. Our vigilance prevents critical errors and promotes quality care.

#### Beyond “Sitting There”:

Our role during clinical shifts extends far beyond passive observation. We assess, intervene, mentor, and safeguard. We are educators, mentors, and patient advocates.

We cannot leave students alone to fend for themselves. Our presence ensures continuity of

care and enhances the learning experience.

Fair Compensation:

Recognizing the intensity and impact of our work, it is only fair that nursing faculty receive 1:1 pay for the time spent during clinical rotations.

This compensation acknowledges the multifaceted nature of our role and the dedication required to uphold patient safety and student learning.

In summary, equitable compensation at a 1:1 ratio for nursing faculty during clinical rotations reflects our commitment to excellence, patient care, and student success. I appreciate your time and consideration in addressing this critical issue.

Thank you for championing the advancement of nursing education.

Warm regards,

Jama DeYoe MSNed, RN

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education (<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 8:56:23 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** ron.gonzalez@csn.edu

**Name:** Ronald Gonzalez

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item 8 re: 1:1 IUs for clinicals and skills labs

**In Favor / Opposed / Other:** In Favor

**Comment:**

I have been a Registered Nurse for 32 years, and I have been a nursing educator at the College of Southern Nevada for 16 years. I was also the recipient of the Nevada Regents' Teaching Award in 2021. As we navigate the ever-changing world of healthcare, I wanted to bring up the critical role that nursing clinical and lab instructors play in shaping the next generation of healthcare professionals. Nursing clinical and lab instructors help to bridge the knowledge between theory and practice, and help develop real-world skills by guiding nursing students through hands-on experiences. The work of clinical and lab instructors extends far beyond the posted scheduled hours as we plan clinical rotations, create meaningful learning opportunities, grade assignments, plan case studies, and review student progress. Nursing instructors are more than educators, we are mentors. Clinical and lab instructors help to instill confidence in students with their skills, and guide students toward competence, all while advocating for patient safety and upholding the highest standards of care. The impact that a nursing instructor has on student nurses in the lecture, lab, and clinical settings helps to build the foundation for a lifetime of compassionate patient care. Thank you for taking the time to read my comment, and I ask that that you support the 1:1 IUs for nursing instructors in the clinical and skills lab settings.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 11:16:47 PM

---

**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** businessdocnlv@gmail.com

**Name:** Dr. Maria Schellhase

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Renegotiated Collective Bargaining Agreement – CSN AND CSN-NFA

**In Favor / Opposed / Other:** In Favor

**Comment:**

The purpose of this public comment is to express support for the recent compensation and benefit enhancements negotiated by the CSN-NFA negotiating team as well as the CSN Administration team. The agreed-upon changes will significantly improve the quality of life for all academic faculty. For example, the adjustment to a 1:1 ratio for faculty teaching in a lab environment ensures that faculty will finally be compensated fairly. The 12% cost of living adjustment for faculty hired after July 1, 2023, in addition to the retroactive pay, will have a tremendous impact on academic faculty allowing us to better care for ourselves as well as our families. Incorporating the 12% COLA into the new salary chart will have a profound impact on recruiting the best academic faculty to teach at CSN. The adjustment ensures that CSN faculty are paid fairly and that CSN is competitive as it relates to faculty salary thus attracting the best faculty to teach and inspire our students.

Please approve this agenda item to demonstrate your support and appreciation for academic faculty. Thank you for your consideration.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)





**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 11:17:05 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** rookel@unlv.nevada.edu

**Name:** Erin Rook

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General Public Comment

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

### Comment:

Good morning. My name is Erin Rook, I use he/him pronouns, and I am a transgender graduate student at UNLV. I'm here today to make clear the seriousness of Regent Boylan's recent anti-transgender comments and urge the board to take action to address their impacts. I want to start by thanking those regents who expressed support for transgender folks amid Regent Boylan's continued attempts to malign us. I say continued because, in the 7 weeks since he asked if there were any "men masquerading as women" posing a threat to female athletes, he has made more than a dozen Facebook posts disparaging transgender people. This behavior is not only embarrassing – it's dangerous. Recently published research by UNLV's Dr. Jennifer Pharr finds that simply being familiar with transgender sports ban legislation is associated with an increase in suicidality among LGBTQ people. As it turns out, social stigma isn't good for your health.

If that seems surprising, imagine living in a country where you need a Google alert to stay up on which states allow you to use a public restroom. Where people who look like you have become fodder for an endless stream of hateful memes. Where strangers wish death and disability upon you for daring to live your life openly.

Now imagine being asked by your institution – on behalf of NSHE – to provide private information about your gender identity, only to hear a regent requesting this very information in a public meeting. Would you feel safe and supported? Would you trust that NSHE has your back?

While regents may be limited in their ability to hold their peers accountable for the harmful

impact of their words, they can and must take tangible steps toward repairing that harm. To that end, I want to invite each of you – Regent Boylan included – to meet with transgender students and get to know us. What you do with that invitation is up to you. I have submitted my contact information to your staff and I hope to hear from you soon. Thank you.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Thursday, April 18, 2024 11:21:29 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [claudette.lachowicz@csn.edu](mailto:claudette.lachowicz@csn.edu)

**Name:** Claudette Adora Lachowicz

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Agenda Item #8

**In Favor / Opposed / Other:** In Favor

**Comment:**

As a tenured professor, I advocate for equality and fairness among faculty. I am in favor of the Clinic/Lab/Studio to 1.0 IU, the same as the other NSHE community colleges. Providing clinical experiences outside the safety net of the school campus into the more complicated scenario of the clinical sites (in the real-life setting) can be a challenging educational exposure for the students. It is up to the clinical instructor to establish and provide a conducive learning environment amid the unpredictable academic atmosphere that goes beyond the walls of a campus setting. Such taxing demands require 1:1 IU. We appreciate your time and effort in supporting the educational & professional needs of our community college.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education (<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 7:29:22 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** kent.ervin@nevadafacultyalliance.org

**Name:** Kent ERvin

**Representing someone other than yourself?:** Nevada Faculty Alliance

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** 4, 8, general

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

### Comment:

First, I would like to congratulate the College of Southern Nevada faculty and administration for successfully negotiating their collective bargaining agreement. Good things can happen when we work together. Please approve the contract in item 8.

However, NSHE's regulations on collective bargaining processes in Title 4 Chapter 4 are seriously outdated. Regents have received the draft revisions and we have received feedback from some of your. We have also had very fruitful conversations with the Faculty Senate chairs. We will be putting forward a revised proposal incorporating your and their suggestions. The Chancellor has had the draft since November, but we have received no substantive feedback on behalf of the system office or the presidents. We request that the revisions to Title 4 Chapter 4 be placed on the agenda for June.

Item #4 on presidential searches needs to be revised to require that every permanent appointment be done through an open search, for 3 reasons:

1. A key principle of shared governance is that faculty members have the collective expertise to evaluate the academic credentials of candidates. Without that, the Board limits their information about the candidates.
2. Open searches encourage a diverse pool of candidates and lessen the possibility of discrimination .
3. When the chosen candidate has had the opportunity to meet with the faculty and staff of the institution during the search process, they have a head start in developing good relations on campus.

If an interim President wants the permanent position, they should compete for it. If they are the best candidate, they will rise to the top.

Thank you

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 8:46:31 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** gdcrosslasvegas@gmail.com

**Name:** Gavin Davis

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Patrick Boylan's Transphobic Comments

**In Favor / Opposed / Other:** In Opposition

**Comment:**

Not only are Regent Boylan's comments on transgender athletes grossly unprofessional and disgusting, they are factually wrong. He is pushing the agenda of transphobia under the guise of protecting women. Transgender people deserve the same rights as their cisgender counterparts, including the right to play sports. Let transgender children enjoy their childhoods.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 8:55:39 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** ash.quinn@unlv.edu

**Name:** Ash Quinn

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General Public Comment

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

### Comment:

Thank you for the opportunity to comment. My name is Ash Quinn – I am a staff member at UNLV, and am also a transgender nonbinary person. I am here to comment on Regent Boylan's recent anti-trans remarks made at the March 1st Board of Regents Meeting, and to call to attention the harm and the impact his words had and continue to have on our community. It wasn't until I attended UNLV as an undergraduate that I was in a safe enough space to explore my gender identity, and I owe a lot of that exploration and support to the amazing communities I was a part of, ranging from the Spectrum LGBTQ+ registered student organization to the housing communities and student work environments I was in. Having access to these supportive spaces, as well as to gender affirming care, has literally saved my life as it has all positively impacted my mental health. However, I have also been in situations as a student where staff members have openly misgendered me, criticized the LGBTQ+ community, and refused to use the name I asked to be called in the classroom. I have even been assaulted on and near campus for my identity. Beyond myself, I have seen this happen time and time again to students who come to me, an openly trans person, for support. I have worked hard to engage in positive social change to our campus community to combat the barriers LGBTQ+ students and staff face, and Regent Boylan's comments "do we have any men masquerading as women playing in any of our teams and hurting any of the women" directly goes against the values our community expects of our institutions. There are over 400 bills across the US targeting transgender persons, and Nevada is one of the few low-risk states for the transgender community to simply exist in. Regent Boylan's remarks, during a meeting

where he has positionality, is a reflection of the entire Board. I greatly appreciate the Regents who have spoken against Regent Boylan, but more needs to be done to support our community.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)



**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 8:59:44 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [katkrach@hotmail.com](mailto:katkrach@hotmail.com)

**Name:** Shelley Krach

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Regent Boylan's recent anti-trans remarks

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

**Comment:**

His statements were were abhorrent and hateful to our students and community.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 9:08:36 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** Drew.O'Neill@csn.edu

**Name:** Drew Oneill

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** #8

**In Favor / Opposed / Other:** In Favor

**Comment:**

I have been a graduate student at UNLV and recently started a full time instructor position for the mathematics department at CSN. I love my job and the students I work with. When I first saw that the CSN NFA were fighting to get new hires such as myself the same COLA that my colleagues received I was blown away. This would have a huge positive impact for myself and my fellow newhires. I believe that if the BoR approves this it will help a great amount with faculty retention. I please ask that you strongly consider passing item #8

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 9:31:11 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [execdiva@gmail.com](mailto:execdiva@gmail.com)

**Name:** Elizabeth Hammack

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** General Public Comment

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

**Comment:**

Hello my name is Elizabeth Hammack and I am a real housewife in Henderson lol  
I wanted to speak today regarding the comments of Regent Boylan

The issue of transgender men in women's sports is a delicate yet very important issue that needs in depth discussion in every State and school. The facts are that there are now lawsuits all over the Country in which there has been debilitating and permanent injury to females that were competing with transgender athletes. This has caused many States to withdraw prior approval of transgender athletes competing in the women's division because the athlete gets sued, the school gets sued and the State and so on.

I believe this was the intention of Regent Boylan's question and it was clearly inquisitive in nature into whether the NSHE had experienced cases of harm or injury. This is important for a person to know the facts when they are in a position to be part of decision-making processes.

Now I believe what has offended the transgender community is the word "masquerading."

This should be an opportunity for the transgender students to call a meeting or focus group with Mr. Boylan as a fellow human who seems to care deeply about the safety of his students and help him understand this was the wrong terminology and why it was hurtful. This is what we used to do in "the old days."

My point is as a society we can not continue this type of cancel culture, this is not a proper way to handle misunderstandings and offenses.

No one will ever understand you if you just throw a fit and cause them to lose their job. This just causes strife and anger and does not support your cause or any solution.

Eventually this will lead everyone to just cancel everyone out including you when they get the opportunity because you might say or do something wrong. This does no good for any of us nor for the greater causes. This does no good for our future as a community.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 9:55:32 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [laura.naumann@nevadastate.edu](mailto:laura.naumann@nevadastate.edu)

**Name:** Laura Naumann

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** #13

**In Favor / Opposed / Other:** In Favor

### Comment:

I am calling to speak on agenda item 13, part-time salary schedules. First, I'd like to thank Regent Boylan for adding this as a New Business item at the July 21st meeting asking that the Board to consider a plan for increasing the salaries of adjunct instructors.

I am a professor of psychology at NSU and current department chair. The majority of our degree is taught by part-time instructors—without them, we would not be able to fulfill our commitment to students to provide a variety of course offerings and modalities and help students progress to degree completion. We cannot remain competitive if we do not address stagnant compensation for our PTIs.

I have been at NSU for over 10 years. During that time, PTI rates have only increased once and by \$100 per credit unit. When I started in 2013, the regular PTI rate (non-labs, business, or nursing courses) was \$900. For a typical 3-unit course, PTIs were earning \$2,700 per 16-week course.

On August 1, 2018, the regular PTI rate was increased to \$1,000, 93% of the stated goal rate of \$1074 for the state university (see Page 6-7 of your agenda hand out). PTIs now earn \$3000 for teaching a 3-unit 16, week course—that is equivalent to \$187.50 per week. Also note that PTI rates have never been eligible for any cola increases.

As you review your materials for item #13, I want to draw your attention to the asterisk at the bottom of page 6 that notes that this \$1074 target is based on the minimum salary for a University instructor from Fiscal Year 2008 (16 years ago). My first request is to set an agenda item to vote to update the Target Rates for each NSHE Institution in Chapter 3, Section 7 of the PGM to reflect current minimum salaries.

Next, please urge Presidents to prioritize PTI increases in their institutional budgets for as well as maintain a consistent 4-year review schedule as dictated by policy so we can continue to strive to meet the stated Target Rates in the policy.

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education (<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 10:02:51 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [ebullis@tmcc.edu](mailto:ebullis@tmcc.edu)

**Name:** Eric Bullis

**Representing someone other than yourself?:** TMCC Faculty Senate

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Comments made by Regent Boylan

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

**Comment:**

Nevada amended its state constitution to explicitly guarantee equality of rights for all residents, regardless of factors such as race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, ancestry, or national origin. In fact, we are required to post an EEO/AA statement on our website and all print pieces, which promotes this guarantee of equality. Any opposition to these principles within NSHE raises questions about the commitment of those individuals to the values now enshrined in our state. The prospect of any regent of NSHE willing to endanger students based on discriminatory criteria or who publicly discriminates verbally against a student in education is anathema to the function of NSHE. Anyone who undermines the principles of equality outlined in the Nevada State Constitution has no business representing our educational workforce, our students, or Nevada's educational development.

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 10:37:20 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [roselyn.tomasulo@csn.edu](mailto:roselyn.tomasulo@csn.edu)

**Name:** Roselyn Tomasulo

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Clinical ratio for RN faculty

**In Favor / Opposed / Other:** In Favor

### Comment:

I am in disbelief that this item has to be considered and is being contested. The education of future nurses is of utmost importance and requires diligence on behalf of the faculty as well as the student. The clinical experience is where the student learns and is guided into providing patient care with the supervision of the faculty assigned as well as the staff RN. To say that the clinical instruction is worth any thing less than a 1:1 IU ratio is insulting and more importantly dangerous. The health care settings have more acute clients because of the urgency to discharge them, primarily for financial reasons. Thus the acuity is much higher than before... we do not see clients staying longer and recovering while inpatients. They require more care, and education because we are sending them home or to rehab sooner. Our responsibility as faculty is greater because the care is more complex. In addition we have the added assignment of guiding them in developing plans of care or clinical judgment that requires much time to teach and learn. the ratio of nurse faculty to students 1-12 is dangerous and to add this to the lack of consideration for the clinical ratio is adding to the risk of errors in the clinical setting. Staffing is already limited, so the competent faculty are needed more so as the bedside nurse is expected to more, for more clients. The 1:1 IU allowance is the minimum. anything lower than that ratio is telling us you do not have any respect for the education and training of nurses who may be taking care of you, your family and friends one day. The salaries in this state are ludicrous and demeaning. Nurses provide care 24/ 7 and are expected to assess, intervene, educate, evaluate and provide total care for the patient. We as faculty train them for this huge responsibility. I do not understand your lack of vision and understanding of nursing education



and the nursing profession. Thank you

**Agreed that all the information above is true and accurate: Yes**

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 10:39:21 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [jocelynsimmons@unr.edu](mailto:jocelynsimmons@unr.edu)

**Name:** Jocelyn Simmons

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** NSHE Regent Moylan's Comments Regarding Transgender Persons

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

### **Comment:**

Greetings NSHE Regents, on Thursday, March 7th I sent a message to NSHE Chancellor Charlton, NSHE Regent Boylan, UNR President Sandoval, UNR Provost Thompson, and ASUN President Carpio Guerra offering two opportunities.

First, I availed myself for a dialogue with NSHE Regent Boylan either in-person or over Zoom, as an opportunity for him to converse with and ask questions of a current transgender student in a calm, respectful, and constructive scenario, as an act of good faith to willingly answer questions that NSHE Regent Boylan may never have had the opportunity to ask of a transgender person face to face.

I noted that my experiences and views are my own and do not represent the transgender community at large. Offering a simple gesture meant as a positive and productive step forward.

Second, I offered to assist ASUN President Carpio Guerra in facilitating a forum wherein members of the LGBTQIA2+ community, and specifically members of the transgender community could safely discuss their concerns as students, employees, and faculty here at UNR.

That invitation was only responded to by ASUN President Carpio Guerra.

I continue to offer this gesture to NSHE Regent Boylan as an offer of peace, vulnerability, awareness, and education from a single transgender individual—a step toward further administrative dialogues that underscore our shared humanity.

**Agreed that all the information above is true and accurate:** Yes

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(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 12:01:01 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** [ebullis@tmcc.edu](mailto:ebullis@tmcc.edu)

**Name:** Eric Bullis

**Representing someone other than yourself?:** TMCC Faculty Senate Chair

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Presidential Searches

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

**Comment:**

Dear Board of Regents:

The industry standard for faculty and presidential searches is to ALWAYS hold a national search. This higher educational standard is only circumvented in emergencies.

Sincerely,  
Dr. Eric Bullis, TMCC Faculty Senate Chair

**Agreed that all the information above is true and accurate:** Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education  
(<https://nshe.nevada.edu>)

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 19, 2024  
**Date:** Friday, April 19, 2024 12:12:34 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 19, 2024

**Email:** ladyboydiariesinc@gmail.com

**Name:** DelRio Perkins

**Representing someone other than yourself?:** Nevada gender diverse Student body

**Meeting:** Board of Regents Special Meeting, April 19, 2024

**Agenda Item:** Need for change in Board of Regents

**In Favor / Opposed / Other:** No Position stated – Concerned or Neutral

**Comment:**

Hello, As a Trans Gender Non-Conforming persons. I deeply understand how is imperative the need is to have someone with professional experience, a heightened sense of empathetic awareness and conscious understanding at the helm of leadership. Too often have I personally felt barriers to a successful educational experience due to lack of knowledge or safe guards from educators, peers or the staunch gender biased format of the education system. As the world continues to evolve so should the formats of our education system and the leadership tasked with the job to protect students and ensure their safety and academic success. I sincerely hope that this comment and out pour from the community does not fall on deaf ears. Change is necessary and very possible!

**Agreed that all the information above is true and accurate:** Yes

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(<https://nshe.nevada.edu>)