

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

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

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

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

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

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

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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(<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

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

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

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

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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(<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

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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(<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

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

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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(<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

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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(<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

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

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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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

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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(<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

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

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

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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(<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

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

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.