

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025
Date: Sunday, February 23, 2025 12:56:30 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: jayaustinstevens@gmail.com

Name: Jayden Stevens

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Title IX | Abuse and Harassment | General Public Comment

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

Comment:

2015, Western Nevada College allowed an ex partner of mine to stalk, harass, physically assault me. Despite working with law enforcement, whiteness statements corroborating that I was stalked, harassed, assaulted, WNC failed to protect me, I had lost out on tuition monies that I had spent because of the abuse I suffered, and WNC's complicity. In 2015, I was the receiving end of abuse by a Lilly Leon Hicks, in charge of Student Government. Years later she was made to step down from her position due to a deluge of complaints about her regarding her abuse toward other students and members of faculty. Lilly Leon Hicks was present during the time I was undergoing abuse and harassment by my ex partner, she was also complicit in safeguarding my abuser from disciplinary action.

In 2021, Professor Tom Kubistant was actively hostile toward me during his classes, moreover I caught him making comments of a sexual nature to a sixteen year old taking this class. This was reported to HR, to my knowledge, Tom wasn't investigated. In 2022, I had taken on a position within WNC's library where yet again, another member of Faculty, Ron Belbin had routinely been outright hostile toward me, hostility including personal attacks even during the interviewing process. Multiple students (current and former), and members of faculty have come forward to me about Ron's abuse and mishandling of WNC's Library and tutoring services.

It has been noted, by other students that Ron has been instrumental in the degradation of

communal spaces within WNC, and quality of instruction.

Lastly, I have emailed the entirety of WNC faculty airing my grievances, to which Kyle Dalpe expressed to WNC that they're seriously investigating my claims. WNC failed to reach out to me despite promises to investigate this matter.

WNC has routinely failed to safeguard their students from abuse and harassment. As a former student, it is prudent that NSHE take steps investigating the conduct of WNC's President and Ron.

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 Quarterly Meeting, March 6-7, 2025
Date: Monday, March 3, 2025 8:51:10 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: laura.gryder@gmail.com

Name: Laura Gryder

Representing someone other than yourself?: n/a

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: NSU-NFA collective bargaining

In Favor / Opposed / Other: In Favor

Comment:

As a member of NSHE, but not NSU, I support my fellow NSHE-colleagues to proceed with an organizing vote this spring. Collective bargaining is important to a strong democracy, and there are additional benefits in this particular context. Collective bargaining provides benefits for both faculty and administration by clarifying and streamlining processes such as dispute resolution, workload assignments, and the annual evaluation process. It also reinforces the principles of academic freedom, shared governance, due process, and diversity and inclusion. Please allow NSU to proceed with a collective bargaining vote. 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 Quarterly Meeting, March 6-7, 2025
Date: Monday, March 3, 2025 11:35:01 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: iesha.jackson@unlv.edu

Name: Iesha Jackson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item 10f: HONORARY DEGREES, UNLV

In Favor / Opposed / Other: In Favor

Comment:

I am currently an Associate Professor and Associate Dean in the College of Education. Claytee White has been one of my mentors throughout my time at UNLV. Several of my research projects, including a grant and edited book, would not have been possible without Claytee's support. I learned and implemented oral history methods from her, and my work in the academy is all the better because of Claytee White.

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 Quarterly Meeting, March 6-7, 2025
Date: Monday, March 3, 2025 11:39:23 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: iesha.jackson@unlv.edu

Name: Iesha Jackson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 11: DISTINGUISHED NEVADAN AWARDS

In Favor / Opposed / Other: In Favor

Comment:

Claytee White is the epitome of a distinguished Nevadan. From her picture at Harry Reid International Airport to her video and likeness featured in the Mob Museum and her being featured in several national documentaries, Claytee's contributions to documenting the history of this state are far reaching. As someone who has had the pleasure of being mentored into oral history research methods by Claytee, I fully support her nomination for the Distinguished Nevadan Award.

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 Quarterly Meeting, March 6-7, 2025
Date: Tuesday, March 4, 2025 10:03:52 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: amy.cavanaugh@nevadafacultyalliance.org

Name: Amy Cavanaugh

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 40. Collective Bargaining Election, NSU

In Favor / Opposed / Other: In Favor

Comment:

I am asking you to move forward with the collective bargaining election for faculty at NSU. More than 70% of NSU faculty members signed cards seeking a vote on whether to form a collective bargaining unit or not. A survey of NSU faculty last November found that 83% favored establishing a collective bargaining unit. NSU-NFA has met all requirements governing organizing efforts defined in the Board of Regents Handbook. Please follow your own established policies and move forward with the election.

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>)



Department of Aviation
Rosemary A. Vassiliadis, Director
P.O. Box 11005
Las Vegas, NV, 89111-1005
(702) 261-5211
Fax (702) 597-9553

March 4, 2025

VIA EMAIL
acarvalho@nshe.nevada.edu

Ms. Amy Carvalho, Chair
Board of Regents
Nevada System of Higher Education
4300 S. Maryland Pkwy.
Las Vegas NV, 89119-7530

RE: MARCH 6, 2025 BOARD OF REGENTS ("BOARD") MEETING, AGENDA ITEM BOR-13 FOR POSSIBLE GROUND LEASE RFP FOR 42-ACRE TROPICANA AVENUE SITE

Dear Chairwoman Carvalho:

Clark County Department of Aviation ("CCDOA") was one of the two final proponents that participated in the 2023 RFP No. 819-FH for Ground Lease for Development ("RFP") issued by the University of Nevada, Las Vegas ("UNLV") related to the 42 acres of real property located along Tropicana Avenue ("Trop 42") north of the Harry Reid International Airport (the "LAS Airport").

We understand how important the Trop 42 asset is to UNLV in supporting the strategic goals and initiatives for UNLV and the Nevada System of Higher Education ("NSHE"). We also understand the importance of LAS Airport to NSHE. NSHE values LAS Airport as a key public resource, and UNLV highlights its proximity—just 10 minutes away—to attract nonresidents to its programs. The site is well positioned for the development of a mixed-use revenue generating project that offers vital community benefits and expands UNLV's degree program by introducing an aviation school focused on aviation-related degree programs that are not currently available in Southern Nevada.

CCDOA's proposal to the RFP aligns with UNLV's long-term goals and priorities, as well as the Boards preference for a ground lease arraignment with less than a 99-year term. Our proposal includes a shorter-term, 50-year ground lease with a phased development approach to provide flexibility for future academic development. It includes initial short-term uses to address immediate community needs and uses that could easily be adapted to UNLV's changing dynamics. Further, our proposal includes the development of an aviation school to establish a work-force pipeline crucial for our local aviation industry.

LAS Airport is the busiest airport in the State of Nevada. Trop 42 is located right off the end of two LAS Airport runways, partially within the runway protection zone ("RPZ"), and encumbered



Clark County Board of Commissioners

Tick Segerblom, Chair • William McCurdy II, Vice Chair • April Becker
James B. Gibson • Justin C. Jones • Marilyn Kirkpatrick • Michael Naft

Ms. Amy Carvalho, Chair

March 4, 2025


Page 2

by certain air rights owned by CCDOA. Hence, the importance for the site to be developed with airport-compatible uses to preserve the limited commercial airspace that is only available at LAS Airport.

CCDOA and UNLV have a long history of partnerships and successfully collaborating on various projects to bring about essential community assets, including the Harry Reid Research and Technology Park, the development of the Paradise Elementary School on UNLV's campus, numerous land sales and land exchanges, and internship programs that have led to many UNLV students pursuing a career in aviation and subsequently hired into permanent full-time positions at CCDOA.

As your neighbor, community stakeholder, and another large economic engine in Clark County, CCDOA requests further consideration as a partner to develop this very important and last remaining vacant property on the UNLV campus.

Sincerely,



ROSEMARY A. VASSILIADIS
Director of Aviation

cc: Vice Chair Downs
Regent Arrascada
Regent Bautista
Regent Boylan
Regent Brager
Regent Brooks
Regent Brown
Regent Del Carlo
Regent Fernandez
Regent Goicoechea
Regent Goodman
Regent McGrath
Interim President Chris L. Heavey, UNLV
David Frommer, UNLV
Kevin Schiller, County Manager

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 10:05:46 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: sraocitclass@yahoo.com

Name: Smita Rao

Representing someone other than yourself?: N/A

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

- The College of Southern Nevada Collective Bargaining Agreement (CBA) has empowered me to voice my concerns regarding the harassment, unfair and inequitable practices implemented by the department chair. By providing a structured framework for addressing workplace issues, the CBA has given me the confidence and protection needed to advocate for fair treatment, transparency, and accountability. It ensures that grievances are heard and addressed through a formal process, preventing retaliation and promoting a more just and equitable work environment for all employees.
- The administration's efforts to weaken the Non-Discrimination Article in the contract are troubling. A strong, enforceable non-discrimination clause is vital for protecting all members from unfair treatment and discrimination. We must ensure that any proposed changes by the administration do not compromise these protections.
- Academic freedom is a cornerstone of our work, and the administration's push to remove current protections against the exercise of academic freedom being deemed insubordination is deeply concerning. It is critical that our contract continues to uphold strong protections for academic freedom, enabling us to teach, research, and express ourselves without fear of retaliation.

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 10:40:16 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: brian.merrill@csn.edu

Name: Brian Merrill

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Concerns and Support for Collective Bargaining at CSN

In Favor / Opposed / Other: In Opposition

Comment:

Dear Board of Regents,

I appreciate the opportunity to comment on the ongoing collective bargaining negotiations at CSN. Collective bargaining is essential for fair working conditions and a stable, high-quality learning environment. While past contracts have provided consistency, current negotiations raise concerns that must be addressed to ensure a timely and fair resolution.

Key Concerns:

- 1) Delays in Negotiations: Dismissing prior agreements prolongs the process, increasing costs and uncertainty. Respecting precedent leads to efficiency.
- 2) Rule Reinterpretation: Ignoring established procedures disrupts negotiations and weakens trust. Clear adherence to past precedent is necessary.
- 3) Shared Governance: The Nevada Faculty Alliance (NFA) must remain involved in discussions affecting faculty representation.
- 4) Grievance Process: A timely, transparent process is critical to ensure faculty concerns are addressed efficiently.
- 5) Academic Freedom: Protecting academic freedom is vital. It should not be classified as insubordination.
- 6) Bargaining Unit Integrity: The longstanding bargaining unit structure must be maintained to ensure stability.
- 7) Safety Provisions: A clear plan for addressing safety risks benefits faculty and students

alike.

8) Benefits & Work-Life Balance: Adequate childcare, retirement, and wellness benefits support faculty retention and job satisfaction.

9) Fiscal Responsibility: Sustainable funding and reducing waste ensure fair compensation while maintaining financial stability.

10) Faculty Recognition: All academic faculty play a vital role and deserve fair treatment and inclusion in negotiations.

Collective bargaining should reflect a commitment to fairness, transparency, and efficiency. Working conditions directly impact learning conditions. I urge the administration to engage in good-faith negotiations that respect precedent and prioritize faculty well-being.

Thank you for your time and consideration.

Best regards,
Brian Merrill

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 11:24:36 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: glynlaw@cox.net

Name: glynda white

Representing someone other than yourself?: CSN-NFA

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Commeny

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

Comment:

Dear Regents:

As a member of the CSN/NFA Collective Bargaining Council, I am contacting you with my urgent concerns related to the status of bargaining at CSN. Very little progress has been made after multiple bargaining sessions, and faculty are concerned an agreement will not be possible prior to the June 30 current contract deadline. During the past several months, bargaining sessions have produced few results and constructive dialogue due to obstruction put forth by individuals representing the Administration. Pursuant to the essence of collective bargaining from AAUP/AFT/AFL-CIO, all parties have a duty to bargain in good faith; this mean we expect each side to come to the table with a willingness to participate fairly and with authority to approve tentative agreements and suggested measures for improvement within CSN. This has simply not occurred. In fact, the opposite is the norm with blockage and deliberate hindrance in virtually all sessions due to the position on full display from those individuals representing Administration and Legal operations.

NFA has been functioning as the duly representative for Faculty since June 2020, and now the administration appears to be strategizing to dismantle language and policies that were previously agreed to and enforced. If a strategic goal for CSN is to function at its optimum with a positive culture and climate, the lack of support and good faith from Administrators will continue to take its toll and render this outcome impossible.

We ask for your support, and we appreciate your support during this challenging time.

Thank you

Glynda White, JD
Professor, Department of Business Administration
College of Southern Nevada

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 2:04:32 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: gracie.mcdonough@csn.edu

Name: Gracie McDonough

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Public Comment

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

Comment:

CSN had previously been able to go to the negotiating table and bargain for a contract that has been beneficial for the faculty and has helped CSN students. Our past contract was deemed "equitable and sustainable" by the CSN administration and the BOR. It has been more of a struggle to get a current contract in place than it has ever been in the past. One of the main things that I want to bring attention to is crossing out academic freedom throughout the contract. Academic freedom has been in place for centuries and was adopted by all institutions of higher education in the US in 1940. Article 4 Section 1 of the 2022-2025 CSN Collective Bargaining contract states: "Academic freedom is the right of scholars in institutions of higher education freely to study, discuss, investigate, teach, and publish." This issue is extremely important to CSN faculty. The agreement has protections that go beyond what is in policy and code, for example, it protects online and in-person discussions from a Dean or AVPAA's censorship. Section 4 states: "Professors must be allowed to select readings to assign in their courses without having to provide "equal time" for every competing viewpoint." Section 6 says, "The exercise of Academic Freedom under this article shall not be deemed insubordination for the purpose of discipline. Insubordination is a legally defined term. If you are told as an instructor to use a certain textbook or present a particular viewpoint, you cannot be disciplined for refusing to obey that "order." As higher education continually evolves, the perspectives of faculty who engage directly with students must be valued and acknowledged as critical insights into the changing landscape of college learning, and there should not be attempts to alter the bargaining unit. Reinterpreting the rules for collective bargaining,

redefining the terms that are in the current contract, and ignoring procedures for bargaining need to stop immediately.

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 2:06:54 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: cheryl.perna@nevadastate.edu

Name: Cheryl Perna

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Collective Bargaining Election, NSU

In Favor / Opposed / Other: In Favor

Comment:

I have been a faculty member at Nevada State for the past 6 years. As a nursing educator, I absolutely love giving back to my profession in this way. I'm also incredibly proud to be doing this work at Nevada State which is truly a special place. Nevada State nursing graduates are highly successful in practice and advanced education. Our student success depends on the many passionate and outstanding educators I work with on a daily basis. For that reason, I am asking you to support the faculty at Nevada State by addressing our agenda item. Like many Nevada State faculty, I want to protect our unique culture and the work we do so well. Let our voices be heard through a vote for collective bargaining. Thank you, Cheryl Perna MSN, RN, CNEcl, PMH-BC

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 2:24:07 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: matthewshoffman@gmail.com

Name: Matthew Hoffman

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: COLLECTIVE BARGAINING ELECTION, NSU

In Favor / Opposed / Other: In Favor

Comment:

I am submitting comment in favor of collective bargaining for NSU. The secret of liberty is to enlighten people, which is a truth manifested by our educators. It is the will of tyranny that wants keep the population, specifically students, in ignorance. At times this board has sought to censor what it considers to be "unfree" speech and engagement of certain topics in our universities. Without collective bargaining, the professors at NSU cannot be secure in their civic duty while serving at the whims of a Board of Regents, which at times recently, has exhibited an incompetence and ignorance found only at Versailles in the 18th century. Moreover, the rights of workers to collectively bargain only benefits the populations they serve: Nevada's students. By now, you will have heard many students offer public comment and support for their professors at NSU. Please vote in favor of collective bargaining, the will of the students, and the benefit of our professors.

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 4:50:56 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: liliangonzalez0823@gmail.com

Name: Lilian Gonzalez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Nepantla Programs removal from Nevada State University

In Favor / Opposed / Other: In Opposition

Comment:

Dear esteemed members of the Board of Regents,

I am writing as a concerned first generation student of Nevada State University. Throughout my time at Nevada State, I deeply valued its commitment to supporting all students through DEI-focused programs and initiatives. These initiatives played a crucial role in helping me navigate higher education. Programs like Nepantla help first-generation students who have no familial legacy in academia with the resources needed to succeed. I am deeply concerned about recent decisions issued by our current administration and the impact it will have on first generation students. I urge the board to consider how your choices during this administration will shape the future of an institution built to prepare Southern Nevada's next generation of leaders—educators, healthcare professionals, business innovators, and more. Southern Nevada thrives because of its diverse population, and Nevada State must continue to reflect and support that reality.

I strongly urge you to work alongside the Nevada State community to protect and uphold the DEI mission, initiatives, and programs that have long defined this institution.

Thank you,
Lilian Gonzalez

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 6:13:41 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: anjelicabenitez22@gmail.com

Name: Anjelica Benitez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: DEI/ Nepantla

In Favor / Opposed / Other: In Opposition

Comment:

Dear esteemed members of the Board of Regents,

I am writing as a concerned alum of Nevada State University. Throughout my time at Nevada State, I deeply valued its commitment to supporting all students through DEI-focused programs and initiatives. These initiatives played a crucial role in helping me achieve my goals as a student and graduate, equipping me to proudly serve my community as a i Language Pathologist with minors in both Deaf Studies and Psychology.

As a first-generation college student, DEI was especially vital to my journey. Without a familial legacy in academia, I often faced challenges I hadn't anticipated. Nevada State's dedication to diversity ensured that students like me had the support needed to navigate higher education successfully. For myself, Nepantla was my key guidance to guiding the very formative years of my educational career.

I am deeply concerned about the States/NSHE's recent decisions regarding DEI programs. In particular, I worry about how these decisions will affect NSHE institutions like Nevada State, which has long been a leader in diversity and inclusion.

I urge the board to consider how your choices regarding DEI will shape the future of an institution built to prepare Southern Nevada's next generation of leaders—educators, healthcare professionals, business innovators, and more. Southern Nevada thrives because of its diverse population, and Nevada State must continue to reflect and support that reality.

I strongly urge you to work alongside the Nevada State community to protect and uphold the DEI mission, initiatives, and programs that have long defined this institution.

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 6:25:01 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: cosmiciguana@gmail.com

Name: Robert Manis

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General

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

Comment:

My name is Rob Manis and I'm a 27 year faculty member at CSN. As you know, we have had collective bargaining in CSN for 9 years. After a rough start on our first contract, we have successfully reached agreements with the college on multiple occasions. However, during this current interim Presidency the bargaining team is less than fully knowledgeable. I don't doubt their sincerity but they have blundered into some dangerous territory: 1. Importance of Academic Freedom in the contract is being ignored . Specifically, admin wants to remove the current protection against the exercise of academic freedom being considered insubordination. 2. Attempts to alter the established bargaining unit, ignoring 9 years of the established bargaining unit, by eliminating chairs 3. Importance of safety assurances in the contract are being ignored as well. We want admin to agree to timelines and procedures to provide protection from potential safety risks. I hope the Regents will look into this so that we can return to the collaborative model that has served the school and NSHE so well in the recent past.

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>)



NEVADA FACULTY ALLIANCE

840 S. Rancho Dr., Suite 4-571
Las Vegas, Nevada 89106

Date: March 5, 2025

To: Board of Regents

From: Kent Ervin, Director of Government Relations, Nevada Faculty Alliance

Subject: NFA Legislative Priorities

For over forty years the Nevada Faculty Alliance has advocated at the Legislature on behalf of our members. NFA's legislative and budget priorities largely align with those of the Nevada System of Higher Education. A united message helps brings results!

NFA is pushing these budget priorities:

- Investing in campus safety by funding NSHE's full requests
- Phasing-in the new NSHE funding formula, holding UNLV and UNR harmless per GovRec.
- Funding cost-of-living adjustments at 80%, per GovRec.
- COLAs of 5% on 7/1/2025 and 3% on 7/1/2026 to keep even with the retirement contribution increase of 1.75% and inflation running at 3%.

We would like to draw your attention to two employee-related bills in particular:

AB 188. Restore retiree health care benefits to state employees, including NSHE classified staff and faculty, who were hired after 2011.

- Currently, employees hired since 1/1/2012 will receive no health benefit after they retire.
- NSHE employees who were hired after the Great Recession deserve the same benefits as those hired in better economic times.
- Retiree health benefits are needed to recruit and retain high-quality employees.

AB 191. Authorize collective bargaining for NSHE professional employees in state law.

- Having a say in working conditions leads to better teaching, better student outcomes, and more effective shared governance. *Faculty working conditions are student learning conditions!*
- NSHE faculty are the largest group of public employees in Nevada without collective bargaining in state law.
- Three community colleges have collective bargaining for faculty, Nevada State University academic faculty are seeking to form a bargaining unit through NFA, and NGSW/UAW has requested recognition of a bargaining unit for Graduate Assistants.
- The Handbook Title 4 Chapter 4 regulations for collective bargaining are out-of-date and do not reflect either current practice or state law for other public employees.
- NSHE and its employees should be able to access the state Employee-Management Relations Board for resolution of contract issues. That can be authorized only with legislative action.

We respectfully request the support of the Board of Regents for these legislative and budget priorities. Thank you.

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 8:29:47 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: mfbf27@gmail.com

Name: Maria Franco

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: In Favor of DEI Initiatives

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

Comment:

Dear members of the Board of Regents,

I am writing as a concerned alum of Nevada State University, and as someone who had been positively impacted by Nevada State's commitment to supporting all students through DEI-focused programs and initiatives. These initiatives played a crucial role in helping me achieve my goals as a student and graduate, equipping me to proudly serve my community as a future public servant.

As a first-generation Mexican-American woman college student, DEI was especially vital to my journey. Nevada State is known in the valley for being a safe space for students to thrive and that is due to the institution's ability to be inclusive.

I am deeply concerned about the recent executive orders issued by the current administration and their impact on DEI. In particular, I worry about how these decisions will affect NSHE institutions like Nevada State, which has long been a leader in diversity and inclusion. I urge the board to consider how your choices during this administration will shape the future of an institution built to prepare Southern Nevada's next generation of leaders—educators, healthcare professionals, business innovators, and more. Southern Nevada thrives because of its diverse population, and Nevada State must continue to reflect and support that reality. I strongly urge you to work alongside the Nevada State community to protect and uphold the DEI mission, initiatives, and programs that have long defined this institution and its strong

legacy.

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 10:44:23 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: gisellegradilla.gg@gmail.com

Name: Giselle Gradilla

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

Dear esteemed members of the Board of Regents,

My name is Giselle Gradilla, spelled G-I-S-E-L-L-E G-R-A-D-I-L-L-A.

I am writing as a concerned alum of Nevada State University, but more importantly, as a teacher standing in front of the very students your decisions will impact most—the brilliant, hardworking, first-generation students of East Las Vegas.

Every day, I teach students who balance work, family responsibilities, and financial struggles, yet still show up determined to learn. They fight against systemic barriers to carve out futures for themselves and their communities. They believe in the power of education because they know it is their best path forward—but they cannot succeed alone. Programs like Nepantla, of which I am a proud 6th cohort member, exist to ensure they don't have to.

I was one of those students. I know firsthand what it's like to navigate higher education without a roadmap. Nevada State's DEI initiatives gave me the support I needed to persist, graduate, and return as an educator to serve the very students who need representation and advocacy the most.

The recent executive orders threaten to erase the very mission that makes Nevada State a

home for students like mine. Southern Nevada thrives because of its diverse, hardworking, and resilient people, and our higher education institutions must reflect and support that reality.

I urge you to work alongside the Nevada State community to protect the DEI mission that has long defined this institution. And I leave you with this final question: What will happen to the Nepantla program at Nevada State University under your leadership?

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 Quarterly Meeting, March 6-7, 2025
Date: Wednesday, March 5, 2025 11:07:07 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: ginaparham2014@gmail.com

Name: Gina Parham

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Program Support for Students

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

Comment:

I am against the dissolving of club organizations such as Sankofa, CEDI, and Neplanta. These organizations are vital to students' sense of belonging and community-building on campus. Please do not take resources away from 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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 8:43:07 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: mberryhill@yahoo.com

Name: Marian Berryhill

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment: Pres. Sandoval's op-ed in the RGJ

In Favor / Opposed / Other: In Opposition

Comment:

Pres. Sandoval wrote an op-ed in the RGJ advocating for the tax abatement for GSA. In it he argues that the benefits of enhanced tourism will outweigh the costs of foregoing immediate tax income, and that this will benefit the WCSD and UNR.

This article reveals some serious values misalignment with our goals as an Institution. *Only Men's basketball* would play at the GSR stadium (NV Independent Article) – which has a roster of 14 undergraduate students/4 coaches/and 11 support staff (per UNR website).

A question: Is 'separate but unequal' the explicit policy of current UNR leadership?

A follow-up question : If the president is willing to speak out on important issues, why do none of the recent attacks on universities (e.g., reductions to student loans and Pell grants, budget crisis at UNR, low proposed funding in NV State budget, cancelled grant panels/distribution for federal research, changes in F&A rates, ICE, etc.) rise to the level matching the issue of giving taxpayer dollars to a private casino? Where is the advocacy to explain to taxpayers why UNR matters?

Pres. Sandoval is in a unique position to explain to Nevada taxpayers why UNR matters, why education builds Nevada, why research matters, why workforce development is essential to a thriving state.

Instead, he chooses to spend his advocacy opportunity on men's basketball. How is this the leadership that will advance UNR in this current political climate?

Tremendously discouraging.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 8:57:20 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: nakia.jackson-hale@unlv.edu

Name: Nakia Jackson-Hale

Representing someone other than yourself?: Dr. Barbara Williams, UNLV

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Honorary Degrees and Distinguished Nevadan for Claytee White

In Favor / Opposed / Other: In Favor

Comment:

Claytee's importance to the histories of Las Vegas, Clark County and the State of Nevada cannot be overstated. Students like mine in AAS 101 classes have benefitted from hearing the voices that Claytee has made possible to be heard through her research.

In the current climate of "anti-woke" and "anti-dei" Claytee has given a voice to marginalized communities through her interviews and through her access to other corridors of power and privilege; through her work, she can engage those who are often inaccessible to many of us. People listen to her because she listens to other people. Claytee has insured that the voices of the marginalized—Black communities especially—will not be "lost, stolen, or strayed..." (to quote a NBC documentary from many years ago); and notably, Claytee's research will also make it more difficult, if not impossible, to erase the presence and the contributions of the area's marginalized communities generally.

The critical importance of the idea of recognizing and preserving the contributions and voices of people—including those of people of color—in the University Special Collections and Archives is firmly set; and it owes much to Claytee's directing the patterns and the strategies that engage people to share their fascinating stories with us and with 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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 10:58:09 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: gcaplovitz@unr.edu

Name: Gideon Caplovitz

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

I am writing to express my displeasure with the current state of UNR's bloated administration.

1) Between 2022 and 2024 the total number of employees has increased by 229 employees. This growth is exclusively within the categories of "Administrative Faculty" and "Other employee types". The number of Academic Faculty, who are the bedrock of the educational and research missions of the University has been reduced by 15. Digging deeper into the numbers at <https://www.unr.edu/hr/about/employee-counts> reveals even more disturbing patterns dating back to the beginning of the current Administration. Look at the trends within the executive and administrative range E employees and their associated compensation packages.

2) Unsurprisingly, with the bloated administrative staffing, has come an explosive growth of bureaucratic overhead for the "regular employees" at the University, From Workday, Interfolio, TargetX, program reviews, and on and on. Time and again individual employees are tasked with interfacing with these systems to provide "data" that the Administrative apparatus supposedly "uses". This raises two important questions: 1] isn't the whole point of the Administrator's existence to perform these tasks so the employees don't have too (why are we tasking 1000's to do the job of the one) And 2] given the current state of the University budget, is there any evidence to suggest any positive return on any of this?

3) I was dismayed to read an opinion piece by President Sandoval expressing his support of

tax-payer subsidy for a private development project. This was written, not as a single resident of Reno, but in his capacity as UNR president, as if he speaks for us all. That a University president would support such subsidy while simultaneously gutting the academic foundations of their University is ideologically bankrupt. Perhaps not surprising coming from a president moonlighting on the board of directors Resort Worlds Las Vegas.

Enough is Enough!

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 11:46:29 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: andrea.brown@csn.edu

Name: Andrea Brown

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

I have concerns regarding the current contract negotiations between the CSN-NFA bargaining team and CSN administration. I have witnessed firsthand the positive impact of past contracts, which have consistently benefited both faculty and, most importantly, our students. These contracts, achieved through dedicated effort by faculty union members, have significantly improved working conditions and fostered a productive academic environment.

I am deeply proud of the collaborative spirit that has historically characterized our negotiations. We achieved a contract last time that was deemed "equitable and sustainable" by both the administration and the Board of Regents. Yet, I am alarmed by the current direction of the negotiations. It appears that the administration is attempting to strip away fundamental faculty rights, including academic freedom and shared governance. These rights are not mere perks; they are the cornerstones of a thriving academic institution.

Furthermore, I am troubled by what seems to be unfair attempts to undermine our established bargaining unit. Good faith bargaining is not just a procedural formality; it is essential for fostering trust and reaching mutually beneficial agreements. The morale of our faculty is currently at a critical juncture. We are dedicated professionals who are passionate about our students and our institution. However, the perception that our rights are being eroded and that our voices are not being heard is deeply disheartening.

I urge the Board of Regents to recognize the importance of preserving the gains made in previous contracts and to encourage the CSN administration to engage in good faith bargaining. It is imperative that we reach a successful third contract that upholds academic freedom, shared governance, and the rights of our faculty. This is not just about our working conditions; it is about the quality of education we provide to our students and the future of our institution.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 12:24:44 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: leah.olson@unlv.edu

Name: Leah Olson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Agenda Item 20

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

Comment:

Good afternoon, Chair and members of the Board. My name is Leah Olson [O-L-S-O-N] and I am a Graduate Assistant at UNLV, a second-year PhD student in English, and a member of our union, Nevada Graduate Student Workers-UAW. I am here to give my enthusiastic support for AB 191.

Graduate Assistants are in the unique position of holding a dual identity at the universities we serve in – that of the student-worker. We are not simply students, we perform vital labor for the university doing the lion's share of instructional hours and conducting research that brings in tens of millions of dollars in grants and contracts.

Over 1500 GAs have joined together to form a union because we believe in the work we do and want to be able to do it well, with excellence, and with integrity. We want to be good stewards of our time, our education, our talents, our contributions. How can we do that if we are routinely expected to perform more than our contracted hours, if we fear harassment and retaliation from the supervisors we report to and who hold such power over our futures, if the channels for justice and correcting wrongs take exorbitant amounts of time or fail to produce just outcomes? We are here because we deserve a voice in shaping our working lives at UNLV. We deserve a seat at the table to collaborate on real solutions to the power imbalances and unsustainable working conditions that so many GAs face. On behalf of my fellow Graduate Assistants who cannot be here today, I ask you to demonstrate the values of Integrity, Collaboration, and Compassion voiced in UNLV's mission statement and to prove that they are more than just words on a screen. Because right now, these values are not the

reality for so many. I urge you to pass AB 191 and respect the supermajority of Graduate Assistants' choice to unionize and continue our important work at our universities.
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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 1:05:19 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: overtm2@unlv.nevada.edu

Name: Madeline Overton

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item 20, Legislative Report: AB 191

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

Comment:

My name is Madeline Overton and I am a GA at the University of Nevada, Las Vegas. I work in the Physics and Astronomy department where I do astrophysics research and work as a teaching assistant.

I am here to encourage you to support Assembly bill 191, which will ensure a collective bargaining process for GAs and other professional employees into law. Collective bargaining will make NSHE institutions better places to work and learn. GAs provide amazing contributions to our institutions by performing research that brings in millions in federal grants, providing quality education to Nevada's youth, and making the day-to-day, essential functions run smoothly. I am very proud of the work that I do, but right now, GAs like me are not being supported by the current systems.

GAs are dealing with a myriad of issues from harassment to insufficient healthcare and wages. In order to solve the problems that exist in our workplaces, there needs to be input from GAs, and collective bargaining is the best way for this to happen. I hope you will do your duty to advocate for your employees, by supporting Assembly bill 191.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 1:10:05 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: kathy.solano@students.nevadastate.edu

Name: kathy solano

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 10c. TENURE

In Favor / Opposed / Other: In Opposition

Comment:

I would agree to awarding these faculty members tenure for meeting the standard highlighted in the NSHE code. Their dedication to teaching enriches the lives of our students while fostering a sense of community within our campus. By granting them tenure, we recognize their contribution and ensure the continued growth of their career. It also reassures our commitment to fostering an environment of academic excellence and innovation in our institution. This decision is a testament to our institutions values and vision for a thriving future.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 1:14:43 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: chelewa.gant@csn.edu

Name: Che "Shay" Gant

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Need for timely grievance processes, as opposed to years-long or unclear procedures.

In Favor / Opposed / Other: In Favor

Comment:

Establishing and following through on a timely grievance procedure is important for several reasons. A clear and concise timeline of the grievance process manages the expectations of all employees involved and keeps everyone on the same page. Extending the grievance process allows the supervisor, manager, or co-worker being reported on to continue to create a hostile work environment that facilitated the grievance in the first place. Extending the grievance process for the non-supervisory employee decreases moral, productivity, and wastes everyone's time because no one is on the same page and there are no expectations that have been set. For anyone who has filed a grievance against a supervisor knows that there's usually no disciplinary actions towards the supervisor, especially if the supervisor is a department administrator or higher. Many NSHE employees have more than a typical workload to manage and having assistance with procedures like filing a grievance can greatly build a safer and accountable workplace in a timely fashion.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 1:24:44 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: ccardoza@tmcc.edu

Name: Cheryl Cardoza

Representing someone other than yourself?: My Colleagues at Nevada State University

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item #40

In Favor / Opposed / Other: In Favor

Comment:

Greetings. My name is Cheryl Cardoza. I am a tenured faculty member at Truckee Meadows Community College, which was the first college to gain a collective bargaining agreement in the Nevada System of Higher Education. Collective Bargaining has allowed us to negotiate with the TMCC administration on faculty workload, compensation, and working conditions. It is a vital part of Shared Governance. Being able to work on these items face to face with the administration helps to secure good faculty working conditions, which in turn, impacts the education students receive. The cycle is both healthy and necessary. Nevada State University is now asking NSHE for the opportunity to gain collective bargaining rights. They deserve the right to put this to a vote of their faculty. They have done the hard work of gathering cards from 70% of their faculty and arranging for a vote to take place. Please vote yes for item 40 on this meeting's agenda. Vote yes for shared governance, for healthy working conditions, and for faculty involvement in the process. Vote yes for a healthy campus where student learning is the priority.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 2:20:17 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: jim.new@nevadafacultyalliance.org

Name: Jim New

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item 40, NSU-NFA request for recognition as bargaining agent for NSU faculty

In Favor / Opposed / Other: In Favor

Comment:

As president of the Nevada Faculty Alliance, I am proud to support the request from the NFA's chapter at Nevada State University for recognition as an official bargaining agent for faculty at the university. It is appropriate that this recognition is being considered on the NSU campus, where the faculty members, more than 70% of whom signed cards to request the organizing vote, can personally witness the Board's action on their behalf.

Since more than 80% of NSU faculty favored organizing a bargaining unit when surveyed last November, we are optimistic about the outcome of the faculty election. Exercising the guaranteed rights of speech and assembly that are protected in the U.S. Constitution is a significant milestone for NSHE's newest and fastest-growing institution.

When bargaining is conducted in good faith, the faculty and the administration both derive benefits since it often results in streamlining processes and clarifying procedures. The bargaining agent does not displace existing shared governance structures; in fact, collective bargaining fortifies the Faculty Senate. While the Faculty Senate remains the primary channel for faculty members to participate in the policymaking process, it will be the bargaining unit's negotiations with administration that will codify implementation of those policies in an enforceable contract that is beyond the scope of the Faculty Senate's advisory role.

The union also has the ability and resources that are unavailable to the Faculty Senate to respond to faculty professional concerns beyond the Senate's jurisdiction. Much of this support is available to all members of the bargaining unit regardless of their membership status.

I hope you will agree. Recognition of NSU-NFA as a bargaining agent will strengthen NSU and give faculty members a firm foundation for growth and security in their careers with NSHE.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 2:49:40 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: lahana04@icloud.com

Name: Tatyonna Raleigh

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

Hello Regents, my name is Tatyonna Raleigh, and I'm a student here at Nevada State University. I'm here today because I have concerns about how NSHE is being run and what that means for students like me.

As a Black female student in a niche major, I've struggled to find the resources and support I need to succeed. NSU is a diverse institution, but I don't always feel like that diversity is truly reflected in the decisions being made in NSHE. How can we trust that the regents are prioritizing the needs of all students—no matter their background or field of study?

I also want to know what NSU is doing to ensure students can learn in a safe, supportive environment and actually succeed after graduation. As the cliché saying goes, "Actions speak louder than words".

And when it comes to leadership, if the Board of Regents isn't politically balanced, how can we be sure decisions are being made fairly? When members openly align with partisan symbols, how can we trust that student needs are coming before personal beliefs?

The Board of Regents holds power over our education, our funding, and our future. Students deserve to feel seen, heard, and supported. We **MUST** see real change. If I am being told to put my trust in you guys, I hope to see change that supports all students, not just a select few.

Once again, “Actions speak louder than words”, and it’s time for your leadership that truly prioritizes us. 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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 2:51:21 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: leila.pazargadi@nevadastate.edu

Name: Leila Pazargadi

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Collective Bargaining Election at NSU

In Favor / Opposed / Other: In Favor

Comment:

As a past president of NSU's NFA advocacy chapter, I strongly urge the Board of Regents to recognize and support the Collective Bargaining election at Nevada State University. Per NSHE policy, NSU has shown that more than a 2/3rds majority of Academic Faculty members are interested in holding this election. Unions and the unionization process are cornerstones of American labor history, and should be respected as such.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 3:00:00 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 20. NSHE budget outlook

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

Comment:

For over forty years the Nevada Faculty Alliance has advocated at the Legislature on behalf of our members. This session we have a team from NFA's government relations committee in Carson City. We are talking with legislators, testifying on bills, and meeting regularly with leadership of both houses.

NFA's budget priorities align with those of the Nevada System of Higher Education and we work to have common messaging on our shared goals.

- Our highest budget priority when we talk with money committee members is investing in campus safety. We are pleased that the Governors' recommended budget (or GovRec) includes \$11 million in one-shot appropriations, but we pushing for funding of NSHE's full request including continuing needs for police staffing.
- We also advocate for the phased-in approach to funding the new NSHE formula, holding UNLV and UNR harmless. But we are disappointed that this has been changed from an enhancement in GovRec to one-time funding after amendments.
- Next, the extraordinary FY2024 and FY2025 cost-of-living adjustments need to be funded for the future at 80%, per GovRec but with continuing funding.
- Finally, since the 12%+11% COLAs this biennium only partially made up for past stagnation of compensation for state service, and with a retirement contribution increase of 1.75% and inflation running at 3%, COLAs of 5% for FY2026 and 3% for FY2027 are needed just to stay even with the purchasing power of take-home pay for state employees.

As always, NFA's advocacy at the legislature is a collaborative effort with all of you.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 4:15:57 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: staci.walters@gmail.com

Name: Staci Walters

Representing someone other than yourself?: CSN-Nevada Faculty Alliance (NFA)
Negotiating Team

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

Public Comment to the Board of Regents – 3/7/2025

Good morning, Regents. My name is Staci Walters. I am a tenured faculty member at CSN, a faculty senator for nearly a decade, the State Bargaining Chair for the Nevada Faculty Alliance, and the Lead Negotiator for CSN's collective bargaining agreement.

I am here to urge this Board to hold CSN accountable for fair and consistent collective bargaining. Faculty at CSN have worked in good faith to negotiate contracts that are equitable, fiscally responsible, and sustainable. Past agreements—developed with input from NSHE leaders, including the current Chancellor—have created stability, reduced wasteful spending, and improved faculty retention.

Yet, four months into negotiations, CSN has taken a rogue approach:

- Attempting to remove Department Chairs from the bargaining unit, despite their legal vote to remain included.
- Striking all language ensuring pay equity and job descriptions for academic leaders, with no alternative offered.
- Eliminating shared governance protections and weakening faculty rights on academic freedom, safety, hiring, and non-discrimination.

Collective bargaining was established to bring consistency to CSN's governance. Instead, each new administration disregards precedent and rewrites the rules to serve their own agenda. When questioned on why their interpretation differs from past agreements ratified by this

Board, CSN's response was simply, "We no longer interpret it that way," and "the Regents don't always read know everything that they vote on".

This Board must ensure institutions respect negotiated agreements and engage in meaningful bargaining. CSN's actions set a dangerous precedent—one that threatens stability, accountability, and the integrity of NSHE. I urge you to demand fairness and good faith in this process.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 4:21:44 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: staci.walters@gmail.com

Name: Staci Walters

Representing someone other than yourself?: n/a

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 40. COLLECTIVE BARGAINING ELECTION, NSU

In Favor / Opposed / Other: In Favor

Comment:

I am writing in full support of collective bargaining rights for my NSHE colleagues at NSU. NSU faculty are deeply engaged at their institution. As a fellow NFA member in Southern Nevada (at CSN), we are excited for NSU faculty to engage with their administration to offer consistency and clarification to policies and procedures at NSU. The benefits of collective bargaining are numerous for the bargaining unit and the institution that engages in the negotiation process. Thank you for your support of NSU 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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 4:33:00 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: erin.rook@gmail.com

Name: Erin Rook

Representing someone other than yourself?: Self, NGSW-AUW

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item #20

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

Comment:

I am a graduate research assistant in the UNLV School of Public Health and a member of the Nevada Graduate Student Workers-UAW union. Like many graduate students, I rely on a graduate assistantship to continue my education. While I'm fortunate to work with a supportive mentor, a healthy workplace should not be a matter of chance—nor should anyone have to endure an exploitative one. Yet, without real bargaining power, workplace protections, and effective grievance processes, the abuses described by my peers will likely persist. That's because faculty hold significant power over graduate workers, especially international students, who risk losing both their education and U.S. residency if their assistantships are revoked. But even with fair-minded faculty, graduate workers still need the ability to negotiate. The terms of our employment are not decided by individual faculty—they are set by university administrators, leaving us without a clear pathway to advocate our rights and interests as workers. For example, my team's five graduate assistants are currently preparing for layoffs because our assistantships are funded by federal grants – not state funds – and the federal government has decided to de-fund research that is inclusive of transgender people. When we are hired, GAs are unaware of how our positions are funded, leaving some unknowingly vulnerable to job loss in ways that others are not. One of the top priorities for NGSW-UAW is working with NSHE to advance our shared interests in increasing state and federal funding to public higher education. By backing AB 191, the Board of Regents will promote greater collaboration between the university system and employees to help advance its state budget priorities. Extending collective bargaining rights to graduate student workers is

not controversial—it simply ensures we have a mechanism to advocate for fair treatment and compensation. I urge you to support AB191 so graduate workers can have a voice in the workplace.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 4:49:50 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: carlos.tkacz@unlv.edu

Name: Carlos Tkacz

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item 20

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

Comment:

Good afternoon, Chair and members of the Board. My name is Carlos Tkacz (T-K-A-C-Z) and I am a graduate assistant in English at UNLV, a fourth year PhD student, and a proud member of NGSW-UAW. I am here to voice my support for AB 191 and to ask you to do the same. GAs are absolutely fundamental to every aspect of the success of the Universities of Nevada, from administrative duties to teaching to research. I myself have been involved in the classroom instruction, either as the instructor of record or as a TA, of over 200 undergraduate students. This does not include the hundreds of undergraduates I worked with as a writing consultant at the Writing Center. Currently, I provide important support to the administration of my department, making sure graduate students have the information they need to be successful.

In my time here at UNLV, I have seen fellow GAs work incredibly hard to improve the institutions they work in, and yet I have also seen them mistreated and overworked. The reality is that the systems in place are not adequate to address the issues you have heard about today. AB 191 will give GAs a voice in solving the problems they face and thereby improve the university's ability to fulfill its mission—a mission it cannot achieve without GA labor. I strongly urge you all to support the passage of AB 191 and respect the democratic choice of the over 1500 GAs that have asked for the right to unionize.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 5:38:23 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: tedjohnson4630@gmail.com

Name: Ted Johnson

Representing someone other than yourself?: Nevada Graduate Student Workers-UAW

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Agenda Item 20

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

Comment:

Hello members of the Board of Regents. I am a graduate assistant in the UNLV Physics department and part of Nevada Graduate Student Workers-UAW. I am here with my colleagues today to urge the board to support Assembly Bill 191.

This bill, if signed into law, creates a framework by which NSHE professional staff may organize appropriately and engage with NSHE in collective bargaining if they so wish. Across the country, collective bargaining is an important tool through which universities and academic employees work together to solve problems and further our shared goal of providing an excellent education to our students.

Without collective bargaining, there is one group of employees left most vulnerable: graduate assistants. Across the state, 2400 of us, teaching in big lecture halls and small labs, doing research that brings in tens of millions of dollars in grants and contracts, and performing vital administrative roles that keep our campus running. We are vulnerable because the power imbalance between us and our supervisors means that harassment and bullying are a fact of life for many GAs. Many of us are afraid to seek help through university channels because we cannot afford the financial or professional harm that comes with retaliation. That's why 1500 GAs democratically decided to unionize so we can collaborate with NSHE on real solutions to unfair treatment. I urge you to support AB 191.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 6:42:22 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: gissel.ruiz@unlv.edu

Name: Gissel Ruiz

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item 20, Legislative Report: AB 191

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

Comment:

My name is Gissel Ruiz. I am a Graduate Assistant in the English Department pursuing a PhD in Literature. To fulfill my GA-ship, I am the instructor of two English 102 classes, where I teach and support my student in a semester long research projects with the goal of setting them up with transferable skills to their respective academic fields. I am committed to my role as an educator. I believe in being the best I can for my students in an attempt to foster an environment that encourages learning and growth. However, I too am a student, and more often than not I find myself sacrificing my time, money, and effort without acknowledgment and without a voice. I urge you to support AB 191 for the sake of GAs and our greater student body. Our labor is important, education is important, but in our current state, it is not being treated as such when GAs are being overworked and unrepresented. We can neither be the best version of ourselves as students, nor can we as educators.

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 Quarterly Meeting, March 6-7, 2025
Date: Thursday, March 6, 2025 7:22:17 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: colleen.harrington@csn.edu

Name: Colleen Harrington

Representing someone other than yourself?: N/A

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 26 CODE AMENDMENTS, POLICY OF THE BOARD OF REGENTS, DECISION ON APPEAL; STAGE 5 APPEALS AND SANCTIONS; AND PROCEDURES AVAILABLE WHEN SEXUAL HARASSMENT IS ALLEGED

In Favor / Opposed / Other: In Opposition

Comment:

Please vote no on item 26. This revision would limit the Regents' oversight. The process is said to be costly and complicated. This occurs rarely, according to the last BOR meeting, yet it is necessary for due process. We do not know who the next Chancellor will be, Board Chair or even some of our institutional Presidents. It is necessary for additional overview of appeals both for the affected individual and for the Board to understand what is occurring in the institutions and to direct the Chancellor as appropriate.

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 Quarterly Meeting, March 6-7, 2025
Date: Friday, March 7, 2025 8:54:59 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 20 Legislative Update

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

Comment:

Kent Ervin, for the Nevada Faculty Alliance government relations team. For over forty years the Nevada Faculty Alliance has advocated at the Legislature on behalf of our members and in collaboration with NSHE on shared interests. Yesterday I talked about budget priorities. Today we would like to draw your attention to two employee-related bills: Assembly Bill 188 restores retiree health care benefits for state employees who were hired after 2011, including NSHE faculty and staff. Those employees will receive no health benefit when they retire after the minimum 15 years of service. AB188 restores those benefits. Because it is less than 15 years the benefit was eliminated after the Great Recession, the state has saved no money. Full retiree benefits are needed to recruit and retain high-quality faculty and staff.

Assembly Bill 191 authorizes collective bargaining for NSHE professional employees. NSHE professionals are the largest group of public employees in Nevada without collective bargaining in state law. Three community colleges have collective bargaining for faculty and Nevada State University academic faculty are seeking today to form a bargaining unit through NFA, under the rules in the Board of Regents policy handbook. NGSW/UAW has requested recognition of a bargaining unit for Graduate Assistants, but they have no collective bargaining rights. Legislation is needed to provide NSHE and all its professional employees fair rules for negotiation. NSHE and its employees should be able to access the state Employee-Management Relations Board for efficient resolution of contract issues without litigation and that can be accomplished only with legislation

We respectfully request your support for AB188 and AB191.
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 Quarterly Meeting, March 6-7, 2025
Date: Friday, March 7, 2025 10:22:03 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: ch302@aol.com

Name: Colleen Harrington

Representing someone other than yourself?: N/A

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

The Board of Regents has approved multiple collective bargaining agreements for CSN and other institutions. It is alarming to learn those agreements that were deemed "equitable and sustainable" are now facing removal of protections for faculty.

One aspect of Academic Freedom is the choice for faculty to choose the materials and texts for their courses. Article 4, Section 6 of our current CBA states "The exercise of Academic Freedom under this article shall not be deemed insubordination for the purpose of discipline." The proposal to remove that language is deeply concerning. You have heard firsthand the benefits of using OER and the impact on course and degree completions. What happens when a faculty member chooses to use OER and is instructed by their Department Chair that they cannot use those resources and must use whatever the Department Chair decides? Is it insubordination for the faculty to choose the materials for their courses?

Shared governance is vital to all institutions. The efforts to remove NFA in shared governance is disturbing, especially considering the conditions our Faculty Senate has faced over the last few years. How many policies have not been signed over the last four years? In recent years the NFA and Faculty Senate worked together to address the failure to provide due process to a tenured faculty member who was facing termination. Through their collective efforts, including substantial legal fees that were paid for through NFA, the faculty member prevailed. Without that collaboration those executives who denied the faculty due process may have been

successful and continued those acts. If all employees followed NSHE Code, laws, institutional policies, and the legally binding CBA, we could focus entirely on our mission. However, when that does not occur, there must be an independent method of addressing those concerns and holding everyone accountable.

One final thought...the work environment is the learning environment.

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 Quarterly Meeting, March 6-7, 2025
Date: Friday, March 7, 2025 2:20:36 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: lishaallison369@gmail.com

Name: Lisha Allison

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: General Public Comment

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

Comment:

Hello, my name is Lisha Allison. A-l-l-i-s-o-n.

Dear Board of Regents, Presidents, and Chancellor, I am here to express my utter gratitude for my position. As a student who has experienced severe imposter syndrome in the place I was born and raised. TMCC was the first place that felt like home in all of Reno, Nevada; however, this would not have been possible without the principles of inclusivity, diversity, and equality. Without those morals and values, TMCC would not have the welcoming, understanding, and very accepting environment that it has. This portion of TMCC's culture is so vital for students. If it weren't for the wonderful culture and environment TMCC provides, I would not have ever pursued being the SGA president. I am so beyond grateful and honored to have been elected to represent the student body at TMCC and to work alongside all members of the board, members of NSA, President Hilersom, all of TMCC faculty, staff, and administration, and most importantly, all members of my student government. My term ends very soon, and I come forth to you to please keep these principles that have created the wonderful environment TMCC provides for students. I understand that change is inevitable, but with all of my heart and soul. Do not take away the culture and environment that has been my only home alongside the only home for so many current students and potential future students. All of us occupy our positions because of the students, so no matter what obstacles and challenges may come our way, please keep the principles that allow so many students to feel welcomed and accepted in the higher education institutions that the student body

presidents care so deeply for.

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 Quarterly Meeting, March 6-7, 2025
Date: Friday, March 7, 2025 4:00:42 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: dina.gonzalez@students.nevadastate.edu

Name: Dina

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: Item 21

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

Comment:

Nepantla is community. Nepantla is family. I am Nepantla. Nepantla is the reason I am here at Nevada State. When I arrived in the summer of 2022, I was scared—an immigrant who had only been in this country for a year, barely knowing English, trying to navigate a world that felt impossible. Nepantla showed me that I wasn't alone. That other students like me—immigrants, first-gen, low-income—were also fighting to make their dreams a reality. It gave me the resources and financial aid my family desperately needed when we could barely pay the bills, let alone afford college. Nepantla was more than just a summer program—it was survival. It taught me that college wasn't just about making money—it was about education, about using knowledge to uplift our communities, to give back, to break cycles of struggle for the generations that come after us. It is the end of a legacy. A legacy of students who fought to be here, who overcame impossible odds, and who turned around to lift others up. We do not battle through the struggles of being first-generation college students just to reach "big places" and forget where we came from. We fight so that we can return and build. We fight to keep programs like Nepantla open—not to watch them be erased. Now, many of us are pushing to become doctors—not for prestige, not for money—but to create real change in underserved communities, especially among immigrants. Programs like Nepantla shape the kind of leaders who don't just dream of success for themselves, but of success for their people. You say you are creating one big program to "help" students. Help, doesn't strip away the very programs that work. You are not expanding support—you are consolidating, generalizing, and erasing what makes Nepantla, Sankofa, and other programs powerful: their specificity, their

community, their legacy. We will not let it be erased. Because Nepantla is not just a program t
is a family, a movement, a voice. And that voice will not be silenced.

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 Quarterly Meeting, March 6-7, 2025
Date: Friday, March 7, 2025 4:44:26 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: klikaholic@gmail.com

Name: james aguirre

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: agenda item 21

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

Comment:

Unfortunately, the present political environment seems to be pushing us backward, toward a time when racism and fear-mongering were more prevalent. The strength of this country has never been about being a “melting pot,” but rather a vibrant rainbow of cultures, united in equality and shared purpose. We have the power to create a better future, one that offers opportunities for those who come after us—just as the opportunities that were afforded to me allowed me to succeed.

As a father of young Chicana/o children, I fear for their future and the potential loss of resources that were instrumental in my academic success. These ethnic-based programs provided me with a sense of belonging and acceptance in a world that, at times, felt unwelcoming. They gave me the courage to pursue my dreams, despite being told at 17 that I would not succeed in college because I wasn’t “the right color” or “the right race.”

I urge the board members to reflect on your own journeys and think about the sacrifices your parents, friends, and loved ones made to help you succeed. I ask you to show courage in defending these vital programs. Stand up for the students who, like me, need that extra support and a space where they belong. Together, we are one, we are the people, and we are united. If you stand with us, we will stand with you in defending our community and the legacy of all those who fought for a shared future and success for all.

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025
Date: Friday, March 7, 2025 5:14:00 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, March 6-7, 2025

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Board of Regents Quarterly Meeting, March 6-7, 2025

Agenda Item: 20. AB191

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

Comment:

Kent Ervin, E-R-V-I-N, Nevada Faculty Alliance

Regents Brooks and I agree on one thing: Title 4 Chapter 4 needs to be revised. NFA has been asking for revisions for years, but we can't get them on your agenda.

Counsel Parker listed ways that Title 4 Chapter 4 is deficient compared with collective bargaining in state law for other public employees in Nevada. For example, better methods for handling grievances to avoid expensive litigation and ways to efficiently resolve an impasse in negotiations. Regents we have met with have generally agreed that arbitration is a good solution.

AB191 would allow Graduate Assistants to negotiate over policies to reduce discrimination and retaliation. If you are listening to the GAs, you'll understand why that's important. That is the one new topic of negotiation beyond similar topics in state law for other public employees. Regarding rights reserved for management, academic institutions are different than, say, the Department of Corrections. Academic freedom requires that faculty, not management, are in charge of the means and methods of delivering our product. Faculty are responsible for the curriculum. Shared governance means management rights are shared.

We support reasonable requests for resources to implement AB191. It would be good to have a labor relations expert on NSHE staff. The new fiscal note from NSHE is an attorney employment program, larger than the fiscal note on the nearly identical bill in 2023. That bill got an appropriation. Because of the budget, it will be harder to get funding this time. Regent Brooks and I agree on something else. The buyout reports have been reduced to

nothingness by a twisted interpretation of the policy.
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>)