

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Sunday, April 20, 2025 9:49:23 AM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** m4gn3tr0n@gmail.com

**Name:** Keith Hooper

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB191

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

**Comment:**

Please support AB191. There is much evidence that shows this will be good for the entire NSHE, including students.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 9:12:35 AM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** agnes@agneskkooos.net

**Name:** Agnes K Koos

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** 4. AB 191, COLLECTIVE BARGAINING FOR “PROFESSIONAL EMPLOYEES”

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

**Comment:**

Please support or at least remain neutral on AB 191. Collective bargaining rights are important for healthy workplaces, and the best way to ensure fair work contracts. I can see you anticipate the need to hire more lawyers if the bill passes, but we may VERY reasonably expect that there will be fewer serious, very costly lawsuits escalating beyond 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 Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 2:00:00 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** jeremy.l.bowling@gmail.com

**Name:** Jeremy Bowling

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Support AB 191

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

**Comment:**

Please support AB 191. It is unconscionable that Nevada's higher ed faculty are the largest set of state public employees denied collective bargaining rights. Higher ed faculty are allowed to unionize and collectively bargain in many other states. It is long past time to allow Nevada's higher ed faculty the opportunity to exercise collective bargaining rights.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 2:04:07 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

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

**Name:** Louis Magriel

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** 4, AB 191, COLLECTIVE BARGAINING FOR “PROFESSIONAL EMPLOYEES”

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

**Comment:**

NSHE professionals such as myself deserve to have the same rights to collectively bargain as all other state classified employees in Nevada. Part-time faculty and graduate students also deserve to have a seat at the table, especially when our higher ed institutions rely more and more on their labor. Having a collective voice, agreements, and access to an Employee Management Relations Board would help us achieve long-lost dignity and welfare – it would also help NSHE save money by reducing the need for high cost settlements and expensive litigation.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 2:23:53 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** corinap19@gmail.com

**Name:** Corina Weidinger

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191, COLLECTIVE BARGAINING FOR “PROFESSIONAL  
EMPLOYEES”

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

**Comment:**

Please approve AB 191, COLLECTIVE BARGAINING FOR “PROFESSIONAL  
EMPLOYEES.”

AB191 establishes the same processes for collective bargaining for NSHE professional employees as for other Nevada public employees and their management, including Classified staff at NSHE. AB191 does not add any new bargaining units or any immediate costs. It gives faculty legal protections that only the legislature can provide.

It is time that NSHE professionals have the same rights for collective bargaining as our Classified colleagues. Thank you for your consideration of AB191.

Best regards.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 2:26:18 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** laura.gryder@gmail.com

**Name:** Laura Gryder

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191 – Collective Bargaining

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

**Comment:**

I would like to express my support for AB 191. Collective bargaining is incredibly important to me as a graduate student, administrative faculty employee, and Nevada Faculty Alliance member at UNLV. I would like to have the same rights as the rest of Nevada state employees and this bill would help align NSHE employees with the remainder of state employees. I ask that the regents provide support for this bill to the state legislature. Please note that the fiscal note is possibly being weaponized to overinflated or discourage legislative support on this bill. See information about this tactic in this particular context here: <https://nevadafacultyalliance.org/NewsArchive/13488439>. This article shares more realistic (and smaller) fiscal impacts of such legislation. Thank you for your consideration.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 2:30:10 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** lindagannon@cox.net

**Name:** Linda Gannon

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191

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

**Comment:**

As NSHE faculty and an NFA member, I urge the Regents to support (or not take a position) on Assembly Bill 191. The over 7,000 professional educators in our system comprise the single largest group of public employees without collective bargaining rights in Nevada state law. AB191 seeks to give us the same protections as our state colleagues (including thousands of our NSHE Classified coworkers).

Nevada is union-strong and with four of our institutions having already voted for collecting bargaining units, I sincerely hope that our Regents can recognize the importance of affording us these rights as valued state employees.

Thank you for your time and service to the Board.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 2:34:39 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** [jmhill@mac.com](mailto:jmhill@mac.com)

**Name:** Jennifer Hill

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB191 — Collective Bargaining for University Educators

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

**Comment:**

I am delighted to see that the Regents are considering extending collective bargaining to university professors. Collective bargaining will regularize and make transparent salary and employment policy discussions, with the result of less wasted time for Regents, Administration, lawmakers, and faculty. This is not some insidious power grab or a route to higher costs for higher education. Rather, it is a path towards greater wage and institutional transparency and public discussions about how and why we fund higher education. Please do not listen to the cranked up, false, "anti-union" rhetoric on this issue: studies consistently show that institutions with collective bargaining agreements are high achieving, high-morale institutions that contribute to robust civic and economic communities! Nevada and Nevadans value our public employees!

**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: April 18, 2025

To: Board of Regents

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

Subject: AB 191—Collective Bargaining for NSHE Professionals

Assembly Bill 191, the bill to establish collective bargaining procedures for NSHE professional employees in state law, will be discussed at the Board of Regents meeting on April 24, 2025. **We urge you to take a position in Support of the bill** or else instruct the Chancellor to remain Neutral.

AB191 establishes the same processes for collective bargaining for NSHE professional employees as for other Nevada public employees and their management, including Classified staff at NSHE. AB191 does not add any new bargaining units or any immediate costs. It gives faculty legal protections that only the legislature can provide; for example, access to the state Government Employee–Management Relations Board for resolution of contract issues, which is faster and less expensive than litigation. The provisions in AB191 for arbitration of grievances as a final appeal would also provide savings over litigation.

For your review, the Nevada Faculty Alliance has provided the following information on AB191:

- [Fact Sheet on AB191](#), including studies showing that faculty unionization is associated with higher institutional efficiency and better student outcomes.
- [Frequently Asked Questions](#) on AB191, addressing issues raised at the March Board meeting and in the board packet for April 24.
- [Fiscal Impact Analysis](#), addressing NSHE’s fiscal note on AB 191 that requests 7 new attorneys and 13 other staff. These are highly exaggerated needs—the state has 12 bargaining units for 19000 Classified employees but only has 2 attorneys and 4 other staff in its Labor Relations Unit to handle negotiations and contract administration.
- [Section-by-Section Description](#) of AB191, with references to sections of NRS 288 that are mirrored in the bill.

NSHE already has collective bargaining units for faculty at CSN, NSU, TMCC, and WNC under the internal regulations in the Handbook, Title 4 Chapter 4 (T4C4). However, T4C4 last had a major update in 1990 and does not reflect actual current practice.

It is time that NSHE professionals have the same rights for collective bargaining as our Classified colleagues. Thank you for your consideration of AB191.

###

The [Nevada Faculty Alliance](#) is the independent statewide association of professional employees of the colleges and universities of the Nevada System of Higher Education. The NFA is affiliated with the [American Association of University Professors](#), which advocates for academic freedom, shared governance, and faculty rights, and the [American Federation of Teachers](#)/AFL-CIO, representing over 300,000 higher education professionals nationwide. The NFA works to empower our members to be wholly engaged in our mission to help students succeed.



The [Nevada Faculty Alliance](#) is the independent statewide association of professional employees of the Nevada System of Higher Education (NSHE). The NFA is affiliated with the American Association of University Professors and the American Federation of Teachers, representing over 300,000 higher education professional employees in North America. NFA is the bargaining agent for faculty bargaining units at the College of Southern Nevada, Truckee Meadows Community College, and Western Nevada College.

*The Nevada Faculty Alliance works to empower our members to be fully engaged in our mission to help students succeed.*

## Collective Bargaining for NSHE Professional Employees

*AB 191 authorizes collective bargaining for NSHE professionals in state law*

Effective and efficient employment settings depend on proper checks and balances. Because NSHE professional employees lack collective bargaining rights in statute, our existing faculty bargaining units operate under internal NSHE regulations. That gives the Board of Regents as management the sole power to write and determine the implementation of collective bargaining rules. Authorizing collective bargaining for NSHE professionals in statute will uphold the longstanding American tradition to empower faculty and other professional employees so we can retain the dignity and respect necessary to provide a high-quality education to the students who will decide Nevada's future.

### Institutional Efficiency

*Increase student/faculty retention*

Collective bargaining provides a framework for helping faculty achieve institutional goals, as evidenced by research demonstrating a **statistically significant increase in student retention with faculty collective bargaining** and an additional 1.2 degrees awarded per 100 students enrolled.

Faculty collective bargaining also improves the efficiency of academic governance—through a variety of research-backed models—by encouraging meaningful faculty participation in shared institutional decision-making.

### Fairness and Equity

*Treat NSHE professionals equitably*

The 7,200 rank-and-file faculty members of NSHE are the largest group of public employees in Nevada who do not have collective bargaining rights in state law. There are 2100 graduate assistants who are seeking to organize. We support a bill to **align collective bargaining rules for NSHE professional employees with those of state Classified employees and local government employees** in NRS 288.

Faculty collective bargaining has a positive impact on the hiring and retention of women faculty. **Public research universities with collective bargaining have a**

**higher proportion of women**

**faculty** overall and at the ranks of associate and full professor than do institutions without collective bargaining. Pay equity adjustments under collective bargaining agreements reduce gender-based pay gaps.

### Fiscal Responsibility

*Reduce cost per degree awarded*

A 2014 study associated faculty collective bargaining with a savings of \$13,500 in core expenses per degree awarded. Among eight variables, **collective bargaining was the only method that both lowered cost and increased student completion**. By increasing efficiency, collective bargaining offsets salary increases.

## Benefits for NSHE and its Professional Employees

- AB 191 would provide rules and procedures for collective bargaining with NSHE professional employees as for state Classified employees and local government employees under NRS 288 currently.
- AB 191 covers NSHE academic faculty, administrative faculty, part-time instructors, and graduate assistants.
- AB 191 would give NSHE and its professional employees access to the Government Employee-Management Relations Board (EMRB) and to arbitration for resolution of contract issues and personnel disputes, as an alternative to expensive litigation and high-cost settlements.
- AB 191 allows bargaining units for academic faculty within institutions following historical practices.
- AB 191 provides mechanisms for provisions in a collective bargaining agreement that would require state funding or legislative action to have those provisions submitted as budget and bill draft requests.

### *Collective Bargaining for NSHE Faculty (AB 191)*

**AB 191** would establish statutory collective bargaining rights for NSHE professional employees similar to those in NRS 288 for local government employees and for state Classified employees. The bill:

- Authorizes collective bargaining for NSHE faculty and other professional employees, the largest group of public employees in Nevada without collective bargaining authorized in state law.
- Covers all NSHE professional employees, including academic faculty, non-managerial administrative faculty, graduate assistants, and instructors on semester-by-semester contracts.
- Follows the collective bargaining rules already established in NRS 288 for local government employees and state Classified employees, with some clarifications for professional employees in higher education.
- Uses the "community of interest" standard for defining bargaining units, similar to NRS288 for local governments, which is flexible so that employees and administrators of each NSHE institution can negotiate the composition of bargaining units.
- Allows the formation of bargaining units for academic faculty, administrative faculty, professional staff, part-time instructors, and assistants.
- Clarifies the right for representation for professional employees in disciplinary meetings.
- Gives NSHE professional employees and their professional organizations access to the state Government Employee-Management Relations Board (EMRB) and to arbitration for conflict resolution as an alternative to litigation. This would reduce high litigation and settlement costs for NSHE.
- Preserves NSHE's responsibility (and not the state Labor Relations Unit in DHRM) for all negotiations and labor relations within NSHE.
- Excludes negotiations over benefits provided by the State through PEBP and PERS, but allows negotiation over benefits provided by NSHE.
- Does not change Nevada as a right-to-work state with no-strike provisions for public employees.
- Preserves the faculty bargaining units at CSN, TMCC, and WNC represented by NFA under internal NSHE regulations and preserves their collective bargaining agreements until renegotiated under the new statute.

Only minor changes from AB224 (2023):

- Clarifies the ability of graduate assistants to form a bargaining unit.
- Negotiation topic on anti-discrimination and anti-retaliation policies.
- The definition of temporary employees excludes part-time instructors who teach three credits or fewer per year (less than 160 cumulative hours).

### *Sources*

- Bucklew, N., Houghton, J. D., & Ellison, C. N. (2012). Faculty Union and Faculty Senate Co-Existence: A Review of the Impact of Academic Collective Bargaining on Traditional Academic Governance. *Labor Studies Journal*, 37(4), 373-390.
- Cassell, M., & Halaseh, O. (2014). The Impact of Unionization on University Performance. *Journal of Collective Bargaining in the Academy*, 6(1), 3.
- Dominguez-Villegas, R., Smith-Doerr, L., Renski, H., & Sekarasih, L. (2020) Labor Unions and Equal Pay for Faculty: A Longitudinal Study of Gender Pay Gaps in a Unionized Institutional Context, *Journal of Collective Bargaining in the Academy*, 11, 2.
- May, A. M., Moorhouse, E., Bossard, J.A. (2010) Representation of Women Faculty at Public Research Universities: Do Unions Matter? *ILR Review*, 63(4), 8.
- Porter, S. R. (2013). The Causal Effect of Faculty Unions on Institutional Decision-Making. *Industrial & Labor Relations Review*, 66(5), 1192-1211.

Nevada Faculty Alliance, [www.NevadaFacultyAlliance.org](http://www.NevadaFacultyAlliance.org)  
Contact: Kent Ervin, [kent.ervin@nevadafacultyalliance.org](mailto:kent.ervin@nevadafacultyalliance.org), 775-453-6837

## **Frequently Asked Questions on Assembly Bill 191**

This FAQ on AB 191 addresses questions and corrects misperceptions of AB 191.

### **What is AB 191?**

[Assembly Bill 191](#) would establish regulations for collective bargaining for NSHE professional employees in Chapter 288 of the Nevada Revised Statutes, similar to those for local government employees and state Classified employees (including Classified staff at NSHE).

### **Where is AB 191 in the legislative process?**

AB 191 had its first hearing in the Assembly Committee on Government Affairs on March 5, 2025. The next step is a work session to vote the bill out of committee. It is then expected to be re-referred to the Assembly Committee on Ways & Means for consideration of fiscal issues.

**Update:** AB 191 was passed by the Assembly Committee on Government Affairs and has been re-referred to Ways & Means for a fiscal hearing. It is exempt from deadlines.

### **Don't NSHE faculty already have collective bargaining?**

Since the mid-1970s, the Board of Regents has allowed collective bargaining for faculty under its own constitutional authority. However, Title 4 Chapter 4 (T4C4) of the NSHE Handbook has not had a major update since 1990 and it has not kept up with changes in collective bargaining statutes for other public employees in Nevada. It also does not match current practices for the existing faculty collective bargaining units at CSN, NSU, TMCC, and WNC. For example, T4C4 states there is a single bargaining unit for the community colleges, but de facto there are three separate negotiations and three collective bargaining agreements approved by the Board of Regents at the three community colleges with faculty bargaining units.

### **Couldn't the Regents just update Title 4 Chapter 4 of the Handbook?**

In principle, yes, but NFA has been seeking revisions to update and modernize T4C4 since 2022 to no avail—the proposals have not even been agendaized for Board discussion. Regardless, only the Legislature can authorize important pieces of the provisions for collective bargaining and labor relations that other Nevada public employees have in NRS 288; for example, access to the state Employee-Management Relations Board for efficient resolution of disputes over contract provisions. T4C4 currently limits conflict resolution to fact finding and mediation while AB 191 also provides for arbitration. We see expanded

conflict resolution options as positive. AB 191 creates a level playing field for negotiations between professional employee associations and management.

**Would AB 191 expand the number of NSHE employees with collective bargaining agreements?**

Not by itself. AB 191 provides the framework for organizing bargaining units, the first step toward negotiating a collective bargaining agreement. With AB 191, groups of professional employees with a shared community of interest could come together and ask for recognition and for NFA or another employee association to represent them.

**Would AB 191 increase the number of NSHE employees with collective bargaining from 930 to 22000 (as implied by Deputy Counsel Carrie Parker at the March 7th Board meeting)?**

No. The current number of NSHE employees eligible to form bargaining units includes 2500 Classified employees, 3200 full-time academic faculty, and about 4000 full-time non-managerial administrative faculty (total of about 9700 employees). Under AB 191, the additional eligible employee groups would include about 2400 graduate assistants, 550 postdocs and medical residents, 53 DRI technologists, and an unknown number of part-time instructors (LOAs) and hourly workers who work over 160 hours per year (more than one 3-credit course for LOAs). The 22000 number quoted by NSHE is an exaggeration—it appears to be the headcount of all NSHE employees other than Classified staff and Executives, including part-time and temporary workers who would be excluded by AB 191.

The number of members of the current faculty bargaining units at CSN, NSU, TMCC, and WNC is about 870. The [new bargaining unit at NSU adds](#) 126 academic faculty, for a total of under 1000. That is, 33 years after the first faculty bargaining unit formed at TMCC only 14% of the eligible 7200 faculty employees have chosen to form bargaining units by a majority vote.

By their nature, collective bargaining agreements are collective, group contracts, not individual faculty contracts where the workload would scale with the number of employees. So although 1000 faculty are members of bargaining units, there are only four CBAs to be negotiated and managed.

**How would the number of NSHE employees with collective bargaining agreements increase with AB 191?**

By itself, AB 191 does not increase the number of collective bargaining agreements from the current four at CSN, NSU, TMCC, and WNC, with a total of about 1000 faculty members

in those bargaining units. New bargaining units would first have to be established under the rules of AB 191, then negotiations would ensue leading eventually to new agreements.

### **How many new bargaining units are likely to form under AB 191?**

Beyond the four current faculty bargaining units at CSN, NSU, TMCC and WCN organized under the T4C4 rules, Graduate Assistants represented by the Nevada Graduate Student Workers-UAW union are seeking recognition. Graduate Assistants are asking NSHE to ‘count their cards’ showing their super majority. Organizing any units beyond those will be a deliberative and democratic process, often taking a few years.

Even in the unlikely scenario that all eligible professionals chose to organize, the total number of bargaining units would likely be fewer than a dozen bargaining units. Some employees are challenging to organize, some might not want to. The principle we hold is that all employees should have equal rights and equal terms. AB 191 rationalizes and simplifies the process not only for workers, but for NSHE, too.

Because [Section 25 of AB 191](#) establishes a presumption that academic faculty bargaining units will be formed within each institution, there are four additional possible academic faculty units (DRI, GBC, UNLV, and UNR academic faculty). Other occupational groups such as Graduate Assistants would presumptively have a single bargaining unit statewide, but ultimately the membership of bargaining units results from consultation between NSHE and the professional organization seeking to be designated as an exclusive representative.

### **Can’t UNLV, UNR, and DRI help graduate assistants (GAs) without allowing them to collectively bargain?**

The power imbalances and resulting mistreatment reported by graduate assistants are best addressed through collective bargaining, giving GAs input in their workplace policies. Only recently have institutions provided any due process for terminating GA positions; NSHE Handbook policy is mostly silent as it relates to GAs--there is no grievance process for them. Allowing GAs to collectively bargain ensures that everyone (GAs and their supervisors) know their rights and responsibilities and hold to them. A supermajority of GAs at UNLV, UNR, and DRI have requested recognition of their union for collective bargaining.

### **How does collective bargaining work for tenured or grant-funded faculty?**

All academic faculty share most working conditions and employment policies, but with different contract termination provisions for tenured, tenure-track, non-tenured-track and grant-funded faculty members. A negotiated collective bargaining agreement can take



those differences into account and provide appropriate due-process provisions for all. A collective bargaining agreement bolsters, rather than replaces, shared governance and peer review processes--which would remain in place for academic faculty. For public colleges and universities with faculty collective bargaining units, it is common for negotiated provisions about tenure procedures to be limited to permanent state-funded positions, for example.

**Does AB 191 increase the compensation and benefits of professional employees?  
How would that be funded?**

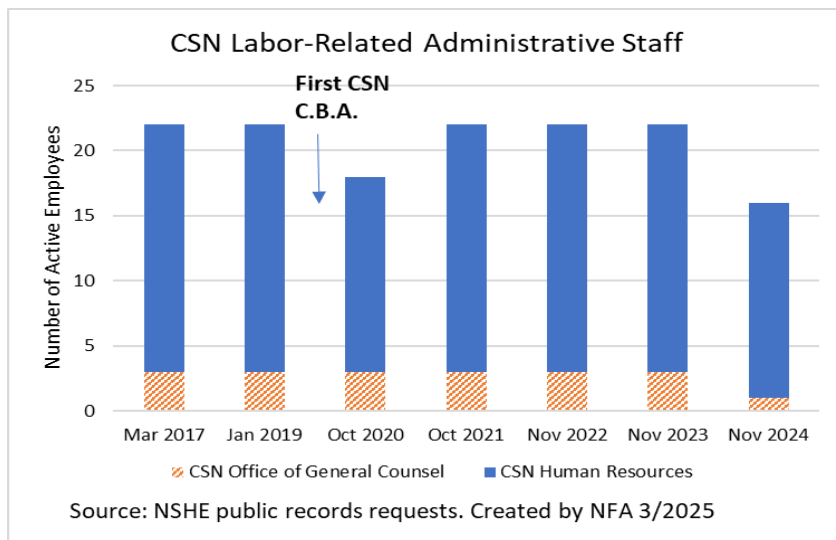
Not without mutual agreement in a collective bargaining agreement (CBA). Compensation and benefits are a topic of negotiation for CBAs, but any compensation approved that requires new state appropriations for implementation would be a budget request by NSHE through the regular state budget process. Such provisions would not go into effect unless and until the state funds are appropriated. The Governor is not required to include funding of collective bargaining agreements in the Executive Budget, and the Legislature is not required to approve them. However, NSHE and the employee association could to to the Governor and Legislature with a united message to implement a collective bargaining agreement.

Important cost-free policies and procedures can be negotiated in CBAs to improve working conditions and the efficiency of the colleges and universities. [Studies](#) show that institutions of higher education with faculty unionization have lower costs and better student outcomes. The current CBAs at CSN, TMCC, and WNC are available for review at <https://nevadafacultyalliance.org/page-1464388> .

**How much would AB 191 cost NSHE to implement?**

NSHE's fiscal note claims it would need to hire 20 new staff including seven new labor attorneys to implement AB 191, but at the three current bargaining units at CSN, TMCC, and WNC, negotiations have been handled by existing administrators and human resources staff. Since NSU's bargaining unit has already formed under T4C4, AB 191 does not add to the cost at NSU. In the Labor Relations Unit of the Office of the Attorney General, two attorneys handle collective bargaining negotiations and litigation for the 12 statewide bargaining units for Classified employees. NSHE's fiscal note for AB 191 is a gross exaggeration of any realistic needs. NFA has prepared a full [analysis of the fiscal impact of AB 191](#), including a recommended appropriation for reasonable expense.

After CSN faculty negotiated their first CBA in 2019, the labor-related staff in CSN legal and human resources departments did not require an increase in positions--although the responsibilities of some positions may have shifted for different processes under the CBA.



The NFA supports appropriations to cover reasonable costs of implementation. AB 224 in 2023 included appropriations, but was vetoed by Governor. It would be reasonable for NSHE to add a labor attorney and a labor relations specialist at the system level to provide support for the institutions and to handle an additional bargaining unit for Graduate Assistants.

The only direct cost of AB 191 is the fee to support the EMRB. That fee is up to \$10 per year per bargaining unit member, so the fee will be roughly up to \$8700 per year until additional bargaining units are established. The actual EMRB assessment for State Classified employees is currently \$4.25/year, well below the \$10 statutory maximum. The EMRB fees would be offset by savings on resolution of bargaining unit, contract, or negotiation issues by the EMRB that would otherwise go to voluntary private arbitration or to litigation.

The costs of arbitrations for grievances will likewise be more than offset by savings from avoided litigation. While NSHE's fiscal note on AB 224 in 2023 projected 200 to 800 binding arbitrations for grievance appeals each fiscal year, the 2025 fiscal note indicates there are only 17 grievances last year statewide that escalated to a president or the chancellor. Even if all of those were appealed to an arbitrator, the cost at NSHE's (high) estimate of \$5600 each in the fiscal note would be \$95,200 split between NSHE and NFA. Much more is being spent by NSHE on litigation, both with internal general counsel and on outside counsel, that could be avoided through arbitration.

### **Does AB 191 require binding arbitration for all grievances?**

No, that is a misrepresentation or misunderstanding. AB 191 allows arbitration as the final level of appeal of a grievance that is not resolved at lower levels. Collective bargaining agreements negotiated under AB 191 would provide for binding resolution by an



independent arbitrator of final appeals, but it would only apply to members of bargaining units with a collective bargaining agreement. Arbitration avoids expensive litigation, a cost savings to NSHE which regularly hires outside counsel to handle lawsuits over personnel issues. Collective bargaining agreements can provide better methods for resolving workplace disputes; for example, TMCC has been able to reduce the frequency of grievances through [provisions for informal resolution](#) in its collective bargaining agreement.

### **Does AB 191 expand what is grievable in comparison to the NSHE Handbook?**

Yes, but only once a collective bargaining agreement is established for a particular employee group. The scope of grievances for faculty in Title 2 Chapter 5 is narrowly defined and does not encompass the standard definition of grievances NSHE classified employees in bargaining units currently have. There is no grievance policy in the Handbook for graduate assistants or other non-faculty professional employees. AB 191 provides the same foundation for all employees.

### **How many grievances will go to arbitration?**

In 2023, NSHE claimed AB 224, the nearly identical predecessor of AB 191, would lead to hundreds of arbitrations over grievances. If that were the case, it would just show a dire need for collective bargaining to improve working conditions for professional employees at NSHE. In the fiscal note for AB 191, NSHE reports that last year there actually were only 17 grievances statewide that were denied by Presidents, the final level of decision under NSHE Code. Those would be eligible for appeal to arbitration under AB 191. To our information and belief, since collective bargaining agreements for Classified employees have been in place after 2021, only one grievance Classified employee at NSHE has gone to arbitration.

### **Does AB 191 allow NSHE professional employees to strike?**

No, NRS 288 has strong prohibitions against strikes by public employees in Nevada, and AB 191 does not change that.

### **Does AB 191 change Nevada as a Right to Work state?**

No. Right to Work means that employees are not required to join a union or pay dues to receive the benefits of collective bargaining. Employees cannot be forced to join a union as a requirement of employment. That will not change with AB 191.

### **What happens in case of an impasse in the negotiation of a collective bargaining unit?**

Under T4C4, there is a mediation and advisory fact-finding process but management is not required to accept the recommendation of the independent fact-finder. That means

negotiations can drag out for a long time—the first contract at CSN took years to negotiate. Under AB 191, which follows the same process as in NRS 288 for state Classified employees, an impasse first goes to mediation and then binding arbitration under strict timelines. The arbitrator is required to choose the more reasonable proposal from the two parties based on stated criteria, and is not allowed to modify the chosen proposal. That forces both parties to make final proposals that are reasonable, not ask for exaggerated provisions hoping the arbitrator will split the difference. The two parties can extend the times for negotiation, mediation, and arbitration only by mutual agreement.

**Would AB 191 cover Unclassified or Nonclassified employees in state agencies outside of NSHE?**

No. The definitions of “professional employee” and “state professional employer” in AB 191 effectively limit its applicability to NSHE.

**Would the Labor Relations Unit in the state Division of Human Resource Management negotiate with professional employee associations on behalf of NSHE?**

No. AB 191 both authorizes and requires NSHE to conduct its own labor relations and collective bargaining negotiations with its professional employee bargaining units. NSHE could choose to use the services of the DHRM or the Office of the Attorney General for labor relations, but those entities could charge NSHE for any such service.

**Are the rights reserved to management restricted by AB 191?**

AB 191 recognizes the principles of shared governance, which is a good thing. Academic freedom means that the determination of the “means and methods” of delivering education and research are the responsibility of teachers and scholars, not management. Personnel decisions in academia involve peer review. More expansive management rights for a governmental agency such as the DMV or Corrections, for example, for absolute control over staffing and services would not be appropriate for institutions of higher education.

**Does AB 191 extend collective bargaining to “at will” employees such as Unclassified and Nonclassified employees in state government?**

The Unclassified and Nonclassified employees in other state agencies are political appointees and upper management. As “managerial” or “confidential” employees, most if not all would be ineligible to collectively bargain under AB191 if the bill included those agencies among “state professional employers”, which it doesn’t.

NSHE suggested that graduate assistants are “at-will” as a means to justify their current exclusion from T4C4 and implied that NSHE might oppose AB 191 because it includes

graduate assistants. However, in practice, having any due process for termination (as we have with most NSHE employees, including graduate assistants) demonstrates exceptions to a position where “at-will” means firing anyone at any time. Collective bargaining allows for termination procedures to be standardized and negotiated with recourse for violations of them.

For further information contact: Kent Ervin, [kent.ervin@nevadafacultyalliance.org](mailto:kent.ervin@nevadafacultyalliance.org)

Updated 3/28 with additional information about fiscal impact and effect on tenured or grant-funded faculty.

Updated 4/6/2025 to recognize the successful bargaining unit election at NSU.

Updated 4/18/2025 with current legislative status and other clarifications.

## AB191, authorizing collective bargaining for NSHE professional employees in statute

### Collective Bargaining for NSHE Professional Employees. Section-by-section description of AB191 and concordance with existing statutes for local government and state Classified employees.

Section	Amends	Description and concordance with existing statutes for local government employee and state classified employee collective bargaining	Notes
1	281.129	Adds "professional organizations" for payroll deduction authority	conforming language for Sec. 21
2	281.755	Includes this act for breast milk expression accommodations	conforming language
3	new	Added sections 4 to 51 to NRS 288 apply only to state professional employers and professional organizations, independent from NRS 288.131-280 for local government employers and 288.400-630 for state classified employers.	
4	new	Define "professional organization", as distinguished from "employee organization" for local government employees (288.040) and "labor organization" (288.045) for state classified employees. Professional organizations must be bona fide employee associations capable and willing to negotiate for professional employees through collective bargaining.	These all refer to similar employee associations, but are separately defined to avoid confusion between the main sections of NRS 288.
5	new	Define "state professional employer", as distinguished from "local government employer" (288.060) and the "Executive Department" as employer of state classified employees (288.042). Includes boards and commissions with 400 or more professional employees. Explicitly includes the Board of Regents or Nevada System of Higher Education (NSHE). The threshold for the number of professional employers allows for appointed at-will executive staff of boards and commissions but disincentivizes them from shifting other employees from the classified to the unclassified service in an attempt to avoid collective bargaining under NRS 288.400-630.	The inclusion of only boards and commissions and the exclusions of entities with under 400 professional employees effectively restricts the applicability of the act to NSHE employees and generally excludes other state agencies and commissions.
<b>BEGIN</b> subhead of NRS 288 for state professionals employers, sections 6 to 51			
6	new	Definitions sections in 7-16 apply only to new state professional employers, sections 8-51 of this act, to avoid any effect on the local government and state classified subheads of NRS 288. Compare 288.406	
7	new	Define "arbitration" as a final and binding process, compare 288.410	
8	new	Define "bargaining unit" using community of interest standard. Compare 288.134 (local government version). Note that for classified employees, 288.415 and 288.515 specify the bargaining units in statute.	
9	new	Define "confidential employee", compare 288.420.	
10	new	Define "exclusive representative" for professional organizations, compare 288.430 for classified employee labor organizations and 288.133 for local government employee organizations. Exclusive representation goes beyond the more limited rights of a "recognized" professional organization given in sections 14, 19, 20, 21, 22 & 25	Note: The "Board" throughout NRS 288 refers to the Government Employee-Management Relations Board (EMRB), per NRS 288.029.
11	new	Define "grievance", compare 288.435	
12	new	Define "managerial employee", see 288.132 and compare 288.425(2). Subsection (2)(b) adds titles for higher education (chancellors, presidents, deans). Subsection (3) clarifies role of academic department chairs and others who participate in peer review and shared governance.	
13	new	Define "professional employee", complementary to "employee" in 288.425 (should have no overlap). Intent is to include all non-managerial employees of NSHE who are not part of the state Classified system, including academic and administrative faculty, part-time instructors hired by the term, graduate assistants, postdoctoral scholars (research or teaching), and medical residents (see also sections 63 & 64). Item (2)(h) is intended to exclude paid appointed unclassified positions (e.g., Commissioners of the Nevada Transportation Authority and Appeals Officers of the Dept of Administration), but not capture unpaid appointed board members who have other NSHE positions. Item (2)(k) excludes part-time employees who work less than 160 hours per year (compare NRS 284.325(3)).	State employees outside of NSHE are generally excluded by the definition of state professional employer in section 5. Redundant exclusions here are for clarity and in case the threshold in section 5 is later changed. The 160-hour threshold excludes a part-time instructor who teaches only one 3-credit course per year.

14	new	Define "recognition", see 288.136 (using local government version). Following NRS 288.136, recognition is an initial step prior to establishment of the professional organization as an exclusive representative.	A recognized professional organization has the rights and responsibilities specified in sections 14, 19, 20, 21, 22 & 25.
15	new	Define "showing of interest", commonly referred to as card-check, used in sections 26-28 for formation of bargaining units.	Modernized definition adapted from Colorado statute includes electronic signatures.
16	new	Define "supervisory employee", see 288.138. Subsection 2 clarifies role of academic department chairs as in section 12(3),	
17	new	1&2. Legislative intent follows 288.400 for labor organizations for state classified employees, for professional organizations and professional employees here.	
17	new	3. Legislative declaration on shared governance, to be enhanced not replaced by collective bargaining.	
18	new	1. rights of professional employees to organize, compare 288.500(1)	
18	new	2. Non-discrimination on basis of membership in a professional organization, compare 288.140(1)	
18	new	3. Further clarifies organizing and communication rights of professional employees.	
19	new	1. Recognition of professional organization by the state professional employer, as a first step before designation as exclusive representative--compare 288.160(1) (local government version)	
19	new	2. Withdrawal of recognition requires approval of the Government Employee-Management Relations Board (ERMB), compare 288.160(3)	
20	new	Rights of recognized professional organization to contact professional employees at the workplace and receive their contact information, exclusively for an exclusive representative.	
21	new	1&2. Authorizes payroll deduction of voluntary dues, compare 288.505(1)(b).	
21	new	2. Electronic authorizations must follow NRS 719, uniform electronic transaction act.	
21	new	3. Procedure for revocation of dues deductions.	
21	new	4. A designated exclusive representative has sole right among professional organizations for payroll deductions of dues, compare 288.545.	
22	new	1 & 2. "Weingarten-like" right" of professional employee to be represented by a recognized professional organization in a disciplinary investigation or proceeding, exclusively for a exclusive representative.	See also sections 23 & 24.
22	new	3. Only the exclusive representative may engage in collective bargaining negotiations on behalf of the bargaining unit.	The initial step of "recognition" of a professional organization, prior to becoming an exclusive representative, does not give the recognized organization the right to engage in collective bargaining.
23	new	Right of employee to choose own representative or represent themselves, compare 288.140(2), subject to c.b.a. grievance procedure, compare 288.540(2)	
24	new	Representation rights per section 22 for professional employees in disciplinary investigations or proceedings that could lead to dismissal or other adverse employment actions.	
25	new	1. Determination of bargaining units using the community of interest standard, compare 288.170 (local government version--bargaining units not specified by statute as for classified staff categories). (a) Default guideline is that employees of a state professional employer within an occupational group share a community of interest. (b) Academic faculty within a college or university share a community of interest.	Guidelines for formation of bargaining units, for the parties and for the EMRB in case of a dispute taken to them per subsection 6.

25	new	2,3. Explicit exclusions of managerial and confidential employees. 4. Separate bargaining units required for supervisors and supervisees (but note exception for academic department chairs in definition of supervisory personnel). 5. Joint negotiations allowed for bargaining units represented by the same professional organization. 6. The Employee Management Relations Board settles disputes regarding bargaining units.	
26	new	Designation of professional organization as exclusive representative by the EMRB, second step after recognition of professional organization in section 19. Compare 288.160(2) and 288.520. First method is showing of interest ("card check") by majority of the bargaining unit.	
27	new	Conditions requiring election administered by the EMRB to establish exclusive representative, compare 288.525	
28	new	Procedures for verification of showings of interest by professional employees by EMRB. Showings of interests by employees are confidential.	Verification is by a cross-check between the showing of interests and the employment records of the employer.
29	new	Procedure for administration of elections by EMRB, compare 288.530	
30	new	EMRB duties to administer elections, compare 288.535. Subsection 2 allows secure online votes, as possible cost-saving measure over in-person or mail-in elections.	
31	new	EMRB reporting requirement for state professional employers (compare 288.161, but limited here to employers that have recognized a professional organization per sec 21) and for recognized professional organizations (compare 288.165).	
32	new	1-2. Scope of collective bargaining with mandatory subjects of negotiation. Compare 288.150(1-2) and 288.500.	
32	new	3. Explicit exclusion of bargaining over benefits from the Public Employees' Benefits Program, Public Employees' Retirement System, and Public Employees' Deferred Compensation Program.	Section 32(2)(g) allows negotiation over other benefits provided by the professional employer.
32	new	4. Topics reserved to the employer without negotiation.	
32	new	5. Emergency suspension of c.b.a., compare 288.150(5)(b) and 288.500(4)	
32	new	6. Non-mandatory subjects must be discussed and may be negotiated.	
33	new	Notice for starting negotiations, compare 280.180(1)	
34	new	Duties of exclusive representative, compare 288.540(1) and 540(3)	
35	new	1 & 2. Duties of employer to negotiate, compare 288.565. For bargaining units within a college or university of NSHE, negotiations are expected but not required to be conducted at the institutional level.	
35	new	3. Requirement for employer to provide information necessary in negotiations to the exclusive representative, compare 288.500(6).	
36	new	1. required parts of collective bargaining agreements, see 288.505(1) and 288.505(2)	
36	new	2. NRS 281.755 expedited grievance process regarding breast milk expression accommodation, compare 288.505(4)	
36	new	3. Resolutions of conflicts between c.b.a. and statute, or provisions requiring appropriations to implement c.b.a, compare 288.505(5), 288.510, 288.560	Unlike 288.505(5)(c), a collective bargaining agreement under this act does not override provisions of NRS 284 or NRS 287.
37	new	Lapsed contract extension clause, compare 288.550. Contract durations as negotiated under Section 31(2)(r), compare 288.150(2)(q).	Unlike 288.550 with fixed contract durations, contract durations as negotiated per Section 32(2)(q), compare 288.150(2)(q).
38	new	Exclusive representative may use a lawyer in negotiations, compare 288.195	
39	new	1 & 2. Ratification of a tentative agreement by the membership of the professional organization within the bargaining unit. Compare NRS 614.170.	
39	new	3 & 4. Approval of c.b.a. by governing body (Board of Regents for NSHE bargaining units or Board of Examiners for non-NSHE bargaining units) in a public meeting, compare 288.555.	

40	new	1 & 2. Process for requesting legislation to implement c.b.a, compare 288.560 but added step for Board of Regents to request bill draft through Governor	
41	new	1. Process for requesting appropriation to implement c.b.a, compare 288.510 but the budget request goes through the regular agency budget request process.	
41	new	2. If the Governor and Legislature do not fully fund the collective bargaining agreement, negotiations may be reopened regarding the affected provisions only.	
42	new	Mediation process, compare 288.570	
43	new	Arbitration process if mediation fails, compare 288.575	
44	new	Arbitrator's binding decision chooses between final offers following specified criteria (includes comparisons to peer institutions), compare 288.580	
45	new	Exemption from open meeting law for negotiations, compare 288.590	
46	new	Prohibited practices, compare 288.620 and 288.270	
47	new	Relief from EMRB on alleged prohibited practices, adapted from 288.625 except language permitting independent investigations by the EMRB eliminated.	The EMRB has not conducted an investigation pursuant to 288.625(2), and has not promulgated regulations to do so. It is the responsibility of the parties to present evidence for or against a complaint at an EMRB hearing.
48	new	Rights to sue and personal liability protection, compare 288.595	
49	new	EMRB fees, compare 288.139 and 288.475. The fee only applies to professional employees in a bargaining unit with an exclusive representative, intended to avoid capturing non-NSHE agencies or NSHE employee groups currently with no professional organization or intent to organize. Based on existing NSHE collective bargaining units at CSN, TMCC, and WNC, with a total of 868 members as of January 2025, the initial fiscal impact for NSHE would be a maximum of \$8680 per year at the maximum rate of \$10/employee/year. As an upper estimate for future biennia, using the entire NSHE employee headcount (excluding Classified employees) of about 22,500, an unknown number of whom are excluded from the definition of professional employee as managerial, confidential, or part-time/temporary employees, and in the unlikely event they all gained exclusive representation, the maximum would be \$225,000/year.	The current EMRB rate is \$3.00/year for local government employees and \$4.25/year for state classified employees, both lower than the statutory maximum of \$10/year. Two groups known to be organizing are NSU academic faculty (about 135) and graduate assistants (2100-2600).
50	new	Assessment of expenses by the Division of Human Resource Management for labor relations support. Compare NRS 288.480 (enacted 2021). Subsection 5 stipulates that NSHE conducts collective bargaining negotiations on its own behalf.	NSHE will continue to conduct its own collective bargaining negotiations with institutional resources and not make use of the DHRM Labor Relations Unit.
51	new	Clarify that legal support by the Attorney General for implementation of collective bargaining should be charged back to the state professional employer.	It is expected that NSHE will continue to use its own general counsel staff to support collective bargaining as it does now under Title 4 Chapter 4 of the NSHE Handbook.
<b>END Subhead of NRS 288 for state professional employers</b>			
52	288.015	Definitions that apply to entire NRS 288 chapter and entire act (professional employee and state professional employer)	conforming language
53	288.032	Add professional organization and state professional employer to definition of collective bargaining	conforming language
54	288.065	add state professional employer to definition of mediation	conforming language
55	288.074	add professional organization to no-strike provisions	conforming language
56	288.080	add exclusion of professional organization and state professional employer affiliations to membership of EMRB	conforming language
57	288.090	EMRB approval of withdrawal of recognition	conforming language
58	288.110	1(c) [new] add arbitration rule making authority for EMRB, for completeness	conforming language, for reference to 288.110 in Section 43 subsection 4
58	288.110	1(d) add power of EMRB to regulate recognition of professional organization, follows 1(c)	conforming language

58	288.110	1(f) add power of EMRB to regulate designation of exclusive representative, follows relabeled (e)	conforming language
58	288.110	2. adds power of EMRB to hear complaints from professional organizations and state professional employers	conforming language
59	288.710	add professional organizations to anti-strike provisions	conforming language
60	218D.175	authority for bill drafts	conforming language
61	239.010	public record exceptions for confidential showing of interest and for personal employee contact information provided to an exclusive representative	conforming language
62	241.016	open meeting law exemption	conforming language
63	396.251	include NSHE student employees, graduate assistants, medical residents, and postdoctoral scholars as professional employees under this act when applicable	conforming language narrowing an exemption previously granted to NSHE; graduate assistants added for clarity in case federal or state definitions of "student employees" changes in the future.
64	296.7953	include Desert Research Institute employees under this act when applicable	
65	396.280	Clarify the authority of Board of Regents to negotiate and implement collective bargaining agreements, intended to clarify that NSHE is not expected to use the services of the Labor Relations Unit of the Division of Human Resource Management of the Department of Administration to carry out collective bargaining and related activities.	Explicitly states NSHE's authority for collective bargaining with its professional employees. The authority is implicit from Article 11 section 4 of the Nevada constitution and NRS 396.110, and is consistent with the NSHE Code (Title 2 of the Board of Regents Handbook), which sets contract conditions for NSHE faculty and other NSHE employees not in the state Classified system, and Title 4 Chapter 4 of the NSHE Handbook which sets policies and procedures including regulations for collective bargaining with professional staff .
66	new	Preservation clause for existing bargaining units and contracts between NSHE and NFA chapters at CSN, TMCC, and WNC (under the Board of Regents Handbook Title 4 Chapter 4).	
67	new	Effective July 1, 2025.	

Contact: Kent Ervin, Nevada Faculty Alliance, [kent.ervin@nevadafacultyalliance.org](mailto:kent.ervin@nevadafacultyalliance.org)

Created by Nevada Faculty Alliance



**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Monday, April 21, 2025 5:28:03 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** gretadejong@mac.com

**Name:** Greta de Jong

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Item 4, AB191

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

**Comment:**

I urge you to support AB191 and uphold collective bargaining rights for all NSHE workers, including graduate students. Empowering faculty and other professional employees to influence decisions that affect their working conditions and ensuring fair processes for addressing problems in the workplace can only improve higher education in our state. In the past few decades faculty governance at our colleges and universities has eroded. The lack of faculty voice in decision-making has sometimes led to the implementation of misguided policies that undermine the teaching, research, and service missions of NSHE institutions. The people who best know how to carry out these missions and who understand what resources or procedures are needed to do the job well are the academic and administrative faculty who directly interact with students and community members. Giving them a place at the table through collective bargaining will improve morale, ensure better decisions and policies, and improve services to all of NSHE's stakeholders.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 6:53:20 AM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** jingerdoe@me.com

**Name:** Jinger Doe

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Agenda Item 4: AB 191

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

**Comment:**

I am writing as the TMCC NFA Chapter Vice President to give my support to AB191. AB 191 would establish the same processes for professional employees, including academic faculty, that other Nevada public employees have and, thus, would increase the number of employees eligible for collective bargaining whilst not requiring them to organize a CBU. Collective bargaining has far reaching potential beyond salary negotiations – it allows us to maintain high level faculty working conditions which are directly associated with increased student learning conditions. Thank you for your consideration of this bill.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 1:08:27 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

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

**Name:** Erin Smith

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191

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

**Comment:**

As a constituent (i.e., UNLV faculty) and NFA member, I urge you to support AB 191. This bill is important to allow Faculty, Professionals, and Graduate Assistants to collectively bargain. By supporting this bill, you are supporting us to have fair and equitable wages and benefits, a safe and respectful workplaces, and be empowered. Further, collective bargaining can reduce turnover and improve retention. Again, I ask 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 Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 1:21:08 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** cdwillou@gmail.com

**Name:** Chris Willoughby

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Assembly Bill 191

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

**Comment:**

I just wanted to strongly urge NSHE to support this measure. Collective bargaining allows faculty to work together to address their workplace issues, advocate for students, and work to improving higher education in Nevada. In this critical period for higher education, I ask that NSHE support AB 191, and give faculty members and graduate students the ability to effectively work together through collective bargaining for the betterment of higher education in our great state. Thank you for considering my opinion.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 1:23:02 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** nashvaiden79@gmail.com

**Name:** Alex Smith

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Collective Bargaining AB 191

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

**Comment:**

I urge you to support Assembly Bill 191, which empowers Nevada System of Higher Education (NSHE) professional employees with the right to collective bargaining. This bill represents a vital step toward ensuring fair treatment and a stronger voice for those who dedicate themselves to advancing education and research in our state.

Collective bargaining is not only a matter of fairness—it's a proven tool for improving workplace conditions, fostering collaboration, and ensuring stability within institutions. By allowing professional employees the right to organize and negotiate, AB 191 would help address long-standing concerns around pay equity, workload, and job security, all of which directly impact the quality of education provided to our students.

NSHE institutions thrive when faculty and staff feel heard and respected. Supporting AB 191 sends a clear message that Nevada values its educators and is committed to building a system where they can thrive professionally. I respectfully ask the Board to publicly support this legislation and stand with the educators who shape the future of our state.

Thank you for your time and consideration.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 1:36:19 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** bsummerhill@tmcc.edu

**Name:** Bradley Summerhill

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Agenda Item 4 (AB 191)

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

**Comment:**

I urge the board to take a position in support of collective bargaining for NSHE faculty. NSHE faculty deserve the same rights as other public servants.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 3:45:32 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** craig.hennigan@unlv.edu

**Name:** Craig Hennigan

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Agenda Item #4: AB 191

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

**Comment:**

Hello esteemed Regents. I am Craig Hennigan, a lecturer at UNLV and resident of Henderson.

I coach the nationally recognized UNLV debate team and in the past I have bargained contracts for graduate students at Wayne State University. I can tell you from experience, the establishment of a contract is beneficial to both employer and worker. UNLV benefits from having certainty in job duties, disciplinary action steps and uniform policies for faculty. Workers benefit by having rights protected on the job in writing, and also by having a stable process for grievances at work.

Avoiding a bargained contract may be penny wise, but can be pound foolish. Disparate policies in colleges and departments can lead to inadvertent discriminatory practices by employers which can lead to much more expensive problems should lawsuits occur. The contract provides stability and protection.

I also question the numbers being presented as the cost of collective bargaining in the future. There is no way to predict what the cost of bargaining a contract is. After all, numbers are bargained at the table. Sometimes workers win, sometimes employers win. Then a contract is signed and everyone is back on the same team working to achieve the goals of the university together. These numbers seem quite high, especially since a card campaign alone can take more than a year to complete.



We are hoping that our representatives and friends of the Nevada Faculty Alliance would express a positive view of AB 191. Thank you for your time.

Dr. Craig Hennigan

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 3:55:57 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** Molly.Appel@nevadastate.edu

**Name:** Molly Appel

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Item 4- AB 191

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

**Comment:**

Greetings, Regents.

I am teaching during your meeting this week and am unable to present my comment live. I appreciate your attention to this written comment.

I write to ask you to provide your support or neutrality for AB 191. I know that you are dedicated to being the shepherds of excellence at our institutions of higher education. Assuring that Nevada's educators have the same rights and \*options\* (not requirement) to collectively bargain as other state workers is an impactful way to do so. While not all faculty will choose to undertake the collective bargaining process, knowing that our regents support our right to do so will continue to build trust that our Regents see and appreciate our work on the ground with our students.

NFA has provided robust and researched information rebutting the proposed potential fiscal impact, and I encourage you to review their material closely.

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

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This e-mail was sent from a contact form on Nevada System of Higher Education

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 5:50:07 PM

---

 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** bpaulos847@gmail.com

**Name:** william paulos

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Appointment of Dr. Chris Heavey as Interim President of UNLV

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

**Comment:**

Dear Chancellor Charlton, Chair Carvalho, and Vice Chair Downs,

In my opinion, Chris Heavey is the right person to be UNLV's next president. He has been at UNLV for over 30 years, including his current role as Executive Vice President and Provost. He knows the university inside and out, understands the challenges facing higher education, and has earned the respect of faculty, staff, and students. His experience leading through complex and often difficult circumstances (e.g., COVID-19 and a campus shooting) has made him an essential figure during moments of transition.

Recently, I've had the opportunity to observe Chris in action while hiring a new head coach for the men's basketball program. His ability to speak confidently and purposefully, whether addressing media, donors, or longtime UNLV Athletics supporters was admirable. He understood the moment and delivered exactly the right message. He would be an effective public representative of the university. Watching him in that role only reinforced my belief that he is the right person to serve as UNLV's spokesperson and leader.

Chris also knows how to build meaningful relationships with business and government leaders. His

The ability to convey what UNLV can contribute to the region has generated lasting partnerships and critical external support.

UNLV deserves a leader with the experience, judgment, and vision to move it forward. We have had way too much turnover at UNLV.

Chris has served this University well over the years. At this point, we do not need to undergo a transition period or learning curve.

I hope you will appoint him as interim president and allow him to continue serving this university

and our community.

Warm regards,

Bill Paulos '69

Palladium Club

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 7:01:52 PM

---

 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** asleonard79@gmail.com

**Name:** Anne Leonard

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191, COLLECTIVE BARGAINING FOR FOR POSSIBLE ACTION  
“PROFESSIONAL EMPLOYEES”

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

**Comment:**

I believe all NSHE employees should have similar rights to bargain collectively. Understandably any change to the status quo entails some uncertainty and possible downsides; in my opinion, that shouldn't stand in the way of BOR support for the general principle that different NSHE employees should have a similar ability to bargain collectively. As a UNR faculty member, I have seen how difficult it can be to compete with peer higher ed systems that offer collectively negotiated benefits relating to, for example, job security for teaching faculty.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Tuesday, April 22, 2025 8:36:52 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** [doug.unger@nevadafacultyalliance.org](mailto:doug.unger@nevadafacultyalliance.org)

**Name:** Doug Unger

**Representing someone other than yourself?:** UNLV Chapter, Nevada Faculty Alliance

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Agenda item #3 and #4 – Public Comment

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

**Comment:**

Regarding Agenda Item #3, though we have not conducted a member survey, consensus of the UNLV NFA Chapter is to support the appointment of Dr. Christopher Heavey as Interim President of UNLV for reasons of his proven competence and for continuity of leadership.

On agenda item #4, AB 191, Collective Bargaining for Faculty, Professionals, and Graduate Assistants: when I first read NSHE's sky high fiscal note attached to the bill, I recalled the renowned author H. G. Wells and his quote that I teach my writing students: "When nothing is believable, nothing will be believed." How can anyone believe what NSHE asserts when the state's Labor Relations Unit has 2 attorneys plus 4 Division of Human Resource Management staff positions for 12 Collective Bargaining units covering 19,000 state workers, while NSHE claims it needs 7 lawyers and 13 staff persons for most likely fewer bargaining units for not that many more employees? It's unbelievable, and Legislators know it. This fiscal note negatively affects NSHE credibility for other requests, the budgets, for example, so it's politically unwise. Don't believe misrepresentations about AB 191. Our UNLV Faculty Senate voted to support our Graduate Assistants seeking these rights. We know from surveys that almost 70% of our faculty are in favor of this bill. For my part, I believe AB 191 will achieve just and balanced mediations of personal issues that can avoid costly litigations. AB 191 offers a sustainable vision for Higher Education—more needed now than ever—to support our shared mission to educate students, provide them with opportunities, and help them to succeed. Thank you.

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 8:44:01 AM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** staci.walters@gmail.com

**Name:** Staci Walters

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Item #4: AB 191, COLLECTIVE BARGAINING FOR “PROFESSIONAL EMPLOYEES”

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

### Comment:

Support for AB 191: A Smarter, Fairer Path for Nevada Higher Education  
Assembly Bill 191 (AB 191) empowers Nevada’s higher education system with effective, fiscally responsible labor relations. It provides faculty the same arbitration rights already afforded to other public employees—firefighters, police, and K-12 teachers—without expanding bureaucracy or ballooning costs.

Current bargaining lacks a resolution mechanism, causing gridlock. Disputes can escalate into expensive legal fights. At the College of Southern Nevada (CSN), a disagreement over the Summer Teaching article has moved into costly litigation. This issue could have been resolved through low-cost arbitration—an option AB 191 would provide. By avoiding unnecessary legal battles and improving labor relations, AB 191 saves money in the long run.

Experience shows that collective bargaining can be both productive and economical. CSN negotiations, when conducted without attorneys, have produced timely, fiscally sound contracts. Past agreements have been praised by both faculty and administrators as sustainable.

NSHE’s large fiscal note misrepresents the bill’s actual impact. AB 191 does not require new staffing. It leverages the existing Employee-Management Relations Board (EMRB), which already serves other public employees, to resolve impasses efficiently.



Arbitration ensures negotiations stay productive and accountable. Strong contracts clarify expectations, prevent conflict, and save taxpayer money. AB 191 supports transparency, fairness, and institutional stability—values that benefit everyone involved. There's a misconception that strong faculty contracts automatically mean higher costs. In reality, strong contracts are about clarity, consistency, and cost control.

We urge the Regents and lawmakers to support AB 191 and provide higher education institutions with the tools they need to govern responsibly and effectively.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 11:11:56 AM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** cvigil@tmcc.edu

**Name:** Cecilia Vigil

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Collective Bargaining – State Law

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

**Comment:**

Dear Board of Regents,

Please accept this letter in support of legislation that would establish collective bargaining rights for faculty into state law. I believe that collective bargaining is essential in providing and supporting faculty and other academic workers like tenure-track, zero-rank, librarians, counselors, or administrative faculty with a structured process to negotiate terms and conditions, as they relate to wages, benefits, personnel action files, evaluations, and other actions. This is essential for the success of our students and educators alike.

One of the reasons why I moved to Nevada and love working for TMCC/NSHE is the shared governance component that we strive for at TMCC. This process ensures engaged and collective decision making based on respectful discussions and facts. This seat at the table for all involved, leads to healthy working conditions withing the legalities that lead to agreements working conditions related to salaries, improved teaching conditions, and the overall positive achievements of faculty and higher education staff – which then leads to a thriving student body and a flourishing Greater Reno Area.

Instituting Collective Bargaining into State Law is legislature required to support the above-mentioned conditions.

Respectfully,

Dr. Cecilia Vigil

TMCC Biology/PBH Faculty

March 31, 2025

Patricia Charlton, Chancellor  
Amy Carvalho, Chair, Board of Regents  
Jeffrey Downs, Vice Chair, Board of Regents  
Nevada System of Higher Education (NSHE)  
4300 South Maryland Parkway  
Las Vegas, NV 89119

Dear Chancellor Charlton, Chair Carvalho, and Vice Chair Downs:

It was a pleasure meeting with the three of you this past Friday morning as part of your listening tour.

I am writing to express my support for the appointment of Dr. Christopher Heavey as the Interim President of the University of Nevada, Las Vegas for the next one to three years. Having been part of the UNLV community for over thirty years, Chris possesses an unparalleled understanding of the university's mission and potential. Throughout his tenure, Chris has demonstrated exceptional leadership in various capacities, including his most recent role as Executive Vice President and Provost. His deep institutional knowledge has helped UNLV navigate various challenges, including the COVID-19 pandemic, a campus shooting, and resulting budget crises. In an era when higher education institutions are facing stagnant or declining enrollments, UNLV has steadily increased its enrollment while Chris has served as the provost.

Chris's commitment to academic excellence is clear in his efforts to improve student success. Under his leadership, UNLV has seen notable gains in retention and graduation rates. His strategic vision has also led to the development of new academic programs that anticipate future industry needs and equip students with the analytical and technical expertise required to navigate a rapidly changing global economy. He has strengthened the student experience by improving the coordination of academic and student affairs, taking a holistic approach to student success that ensures students receive the best possible support.

Beyond his administrative expertise, Chris is a respected scholar in the field of psychology. His research on inner experience and mental health has deepened our understanding of human consciousness and enhanced UNLV's academic reputation. His scholarly background qualifies him to lead a Carnegie R1 research university and attract and retain top faculty across diverse fields.

Given the magnitude and complexity of the many challenges facing the university, it is important that he has strong support to create a strong "bridge" to the community and

**- DONALD D. SNYDER -**

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facilitate fundraising. Bo Bernhard is the perfect person to be Chris's partner in blending the internal role of President and external fundraising.

Chris's extensive experience, commitment to UNLV, and his ability to partner with Bo make him an ideal choice to serve as interim president. He has the vision and experience to guide the university through this transition and position it for continued success. I strongly recommend his appointment and am confident that under his leadership, along with his partnership with Bo, UNLV will continue to flourish.

Sincerely,

A handwritten signature in black ink, reading "Donald Snyder". The signature is written in a cursive, flowing style with a long horizontal flourish extending to the right.

Donald D. Snyder

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 1:07:46 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** joeyeray2@gmail.com

**Name:** Joseph Ray

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191 and Collective Bargaining Rights

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

**Comment:**

Dear Members of the Board of Regents,

I am writing to respectfully urge you to support AB 191 and to recognize the fundamental fairness and importance of extending collective bargaining rights to all NSHE professionals.

Currently, state classified employees have the statutory right to collectively bargain—a right that should be equally available to NSHE professionals who play critical roles in supporting our institutions' missions. It is only fair that we, as educators, researchers, and professional staff, have the same ability to negotiate for fair wages, job security, and working conditions.

AB 191 also addresses a crucial gap in current NSHE policy by extending bargaining rights to groups long overlooked, including graduate assistants and part-time faculty who work more than 160 hours per year. As a previous graduate assistant I saw first hand the difficulties of these positions and the unfair and unethical work requirements that were required. These professionals contribute significantly to student success and academic excellence, often under precarious and undervalued conditions. Granting them a voice at the table is not only just—it strengthens the entire higher education system.

I respectfully ask that the Board support AB 191. At minimum, NSHE should not stand in the way of fair and equitable representation for all of its employees.

Thank you for your time.

Sincerely,

Joey Ray

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 2:24:53 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** nayelee.villanueva@csn.edu

**Name:** Nayelee Villanueva

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** AB 191

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

**Comment:**

As a professor at the College of Southern Nevada, I urge support for Assembly Bill 191 because it offers a more effective and fiscally responsible approach to labor relations in Nevada's higher education system. The bill extends to faculty the same arbitration rights already granted to other public employees, and it does so without adding bureaucracy or increasing costs. Instead, it leverages the existing Employee-Management Relations Board, which is already equipped to handle arbitration across public sectors. Right now, Nevada's higher education bargaining process has no formal resolution mechanism. This lack of structure leaves institutions vulnerable to prolonged disputes and costly litigation. With AB 191 in place, disputes can be resolved efficiently through final-offer arbitration, saving both time and public funds. We know from experience that collective bargaining can be both fiscally sound and collaborative. CSN has successfully negotiated sustainable agreements without legal teams. These contracts have been recognized as fair and responsible by both faculty and administration. AB 191 builds on this success by ensuring that, when impasses occur, there is a transparent and cost-effective path forward. Concerns about the bill's financial impact are overstated. AB 191 does not require new hires or administrative expansion. What it does is promote good governance. Clear, enforceable contracts help clarify expectations; they prevent future conflict and protect the long-term stability of our institutions. Strong contracts do not mean higher costs; they mean clarity, consistency, and shared accountability. AB 191 supports the integrity of public higher education and the people it serves. I respectfully urge its passage.

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 2:29:06 PM

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 External Email:

## Public comment submitted through NSHE Online form

### Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** pavlu.andrew@gmail.com

**Name:** Andrew Pavlu

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Agenda Item 8

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

**Comment:**

Transgender sports bans do nothing except dehumanize trans youth, excludes them further and promotes misogyny. We as a community need to show our acceptance and understand that the national panic is a fabrication to manufacture consent to create laws affecting a very small percent of youth in each state. We can clearly see that this kind of rhetoric is now pushing people to investigate and accuse cis kids and adults for being too masculine or feminine. This brings us ultimately to misogyny. Like the bathroom bans that were tried and failed, this is the next idea in an attempt to "other" the trans community. I urge the Board of Regents not to fall in line, lock step with a rhetoric that brings us closer to fascism.

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

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



**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 4:37:33 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** andy.abboud@sands.com

**Name:** Andrew Abboud

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Item 3 – Interim President for UNLV

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

**Comment:**

Chris Heavey is exactly the kind of leader UNLV needs at this critical moment. I have had the privilege of working with Chris through Las Vegas Sands' partnership with the university, and his leadership was instrumental in the creation of the new Sands Institute for Chinese Language and Culture.

When Sands committed \$15 million to establish the institute, we knew it was a significant investment. Chris gave us the confidence to move forward because of his clear vision and ability to build the relationships necessary to make the institute a success. His understanding of both local and global dynamics ensured that the project was well-conceived and positioned for long-term impact.

I've seen Chris represent UNLV at the highest levels, including when the university hosted the Chinese Ambassador to the United States. Chris handled the occasion with effortless credibility and confidence, engaging the ambassador in meaningful conversations about trade, education, and global cooperation. The ambassador's warm and generous follow-up after the meeting reflected the strength of that connection and Chris's ability to build trust and respect on an international level.

Chris's leadership extends beyond making strong first impressions. His consistent follow-through has ensured that the Sands Institute not only had a successful launch but a foundation

for ongoing engagement and opportunity for both the university and the broader Las Vegas community. His ability to sustain and strengthen these relationships reflects the depth of his strategic thinking and his commitment to UNLV's long-term success.

As a member of the UNLV Foundation Board of Trustees, I strongly support his appointment as interim president. Chris knows how to lead, communicate, and deliver results. His deep roots at UNLV, understanding of the university's goals, and ability to work with both state and international partners make him the ideal choice.

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 10:19:11 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** Jbrislín@adl.org

**Name:** Jolie Brislin

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Interim President

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

**Comment:**

Dear Members of the Board of Regents,

I am writing to offer my support for Dr. Chris Heavey as Interim President of the University of Nevada, Las Vegas.

In his role as Provost, Dr. Heavey has consistently demonstrated principled leadership, a deep commitment to inclusive excellence, and an open-door approach to community partnership. Dr. Heavey has engaged with us not only as an institutional partner, but as someone who genuinely understands the responsibility of higher education in shaping a more respectful, informed, and resilient student body.

UNLV is facing complex challenges that require steady leadership, cultural sensitivity, and a clear vision for the future. Dr. Heavey brings not only institutional knowledge and continuity, but a proven track record of listening, learning, and taking action in meaningful ways. His willingness to consult with outside organizations, elevate diverse voices, and stand firmly against hate has made him a valued ally in our work—and we believe, a strong candidate to lead UNLV forward.

ADL remains committed to working in partnership with UNLV to continue improving campus climate, especially for Jewish students. As antisemitism continues to surge on college

campuses, we know that strong leadership is more important than ever. We believe Dr. Heavey is well positioned to help guide this ongoing work and foster an environment where all students feel safe, respected, and included.

Thank you for your consideration, and for your continued efforts to strengthen Nevada's higher education system.

Sincerely,  
Jolie Brislin  
Regional Director, ADL Desert Region

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

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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Wednesday, April 23, 2025 11:51:23 PM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** nicole.thomas1@unlv.edu

**Name:** Nicole Thomas

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Agenda Item 3

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

**Comment:**

Good Morning, Board Members:

I am writing to express my support for the appointment of Dr. Chris Heavey as Interim President at UNLV. Throughout my time as both a student and Graduate Assistant at UNLV, I have had the pleasure of working directly with Officer in Charge Heavey in a variety of roles, and I have no doubt he would succeed in this position while simultaneously stabilizing our university as we navigate a challenging federal landscape.

During my three years as President of our Graduate & Professional Student Association (GPSA), I have had nothing but positive interactions with Officer in Charge Heavey– he is solutions-oriented, empathetic, and a strong communicator. He actively engages with our student body and is always open to addressing concerns while remaining transparent and understanding. I would be happy to see him continue on in this role.

Thank you for your time and attention to this process.

**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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Thursday, April 24, 2025 6:23:27 AM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** gregory.brown@unlv.edu

**Name:** Gregory Brown

**Representing someone other than yourself?:** Professor, Department of History; University of Nevada, Las Vegas

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Chris Heavey to be named interim president of UNLV

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

### Comment:

I write in favor of naming Heavey as interim president and want to call to the Regents' attention a little noticed but crucial consideration, which is Heavey's deep involvement in undergraduate education as General Education coordinator from 2012-2016. Undergraduate education gets little attention at Board meetings but it is the heart of our university's mission. In 2011, UNLV Faculty Senate voted to revise its undergraduate general education curriculum to enhance first-year and second-year experience, which required significant curricular changes in every College and Dept. Heavey stepped forward to lead that effort. He compiled what became the main reader for the 1st-year course in many colleges. He worked with faculty in every undergrad program. He recommended the FIR contracts that allowed us to staff these courses not with part-time but with full time instructional faculty. And this has contributed directly to our improved retention, progression and completion rates in the past 10 years. Rarely does undergraduate education get attention from the Board in a presidential search, but in this case it should and it should be an important basis for making Chris Heavey the interim president.

**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

**From:** [NSHE](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, April 24, 2025  
**Date:** Thursday, April 24, 2025 6:29:47 AM

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 External Email:

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, April 24, 2025

**Email:** scarletgrayrebel@proton.me

**Name:** Maryanne Jaxon

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting, April 24, 2025

**Agenda Item:** Item 3

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

**Comment:**

Congratulations to Chris Heavey on reaching this milestone—it's certainly a notable achievement, and many would agree he's earned it in some respects.

That said, we can't ignore the broader concern circulating across campus: Chris' ongoing pattern of promoting close friends into key roles. A prime example is his Chief of Staff, Tondra De. Many expect she's next in line for a promotion—likely without the rigorous review process that others must go through.

Consider this: Chris previously secured Mel a \$20,000 raise simply by emailing the Vice President of Human Resources. No compensation committee, no equity analysis, no formal HR protocol—just a direct request, and it was approved. Meanwhile, departments across campus are required to defend every dollar through detailed justification and formal review. This isn't just frustrating—it undermines the integrity of our compensation and hiring practices. Unfortunately, under Chris's leadership, there's every indication that this pattern will continue unchecked.

**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>)