

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, May 29, 2025 4:03:25 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: bunko897@gmail.com

Name: Jim Bunko

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Security Cancellation

In Favor / Opposed / Other: In Opposition

Comment:

Hello, as a student I was deeply concerned about the armed security getting cancelled for the nshe schools in southern Nevada. I felt much safer knowing we had a couple armed yellow jackets nearby at the SU or BEH. I hate to see it, but the police here are just not very professional. I have been laughed at or ignored many times by police on campus and have had them take off on me when I needed help. I just think that seven police officers is no enough to be at all of our campuses. How does it make sense for unarmed cadets and whatever a CSO to be helpful, its not safe for them or us at the campuses.

After the shooting in December, being at the SU during the actual thing, I am trying to understand why the decision was made by the Board of Regents to loose armed security. After reading about it, I feel like this is something that should have been brought to teachers and students to get our input. I sadly don't feel comfortable with cameras and unarmed employees from the police to protect anyone from a dangerous crime. If the yellow jackets were acting crazy,I would say this makes sense. Please consider keeping armed security on campus. I want to feel safe, and the UPD haven't made it feel that way with me. Police officers should not be joking about me or other students concerns. They are valid. I don't want to feel afraid on campus. Safety should be our top priority, Dr. Heavey said as much. Any context with this decision would be appreciated. Thank you for your time in reading this. I want to stay at UNLV, but I will actively look for schooling in a area where there is at least a decent police and security presence.

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Sunday, June 8, 2025 9:10:02 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: jcameron@scg-lv.com

Name: James Cameron

Representing someone other than yourself?: Myself

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: General Public Comment

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

Comment:

Regarding the cancellation of Armed Security on campus contract. I felt it was my responsibility to ensure this body has accurate information to make an informed decision, especially considering the positive impact SCG has had on campus safety over the last 18 months.

I have emailed a comprehensive report May 18, 2025, to NSHE Leadership and UNLV Leadership that details the distinct differences between SCG's armed security services and the proposed Community Service Officers (CSO's) and Cadets. This report also highlights critical incidents where SCG provided instrumental immediate responses, including suicide intervention, the potential prevention of an active shooter, and multiple requests for armed support by the University Police Department.

In my professional opinion the core issue at UNLV and across the NSHE system is the absence of a dedicated, executive-level security leader. The lack of executive leadership allows UPD, an organization focused on investigation and response, to define security strategy. This is problematic because this police departments lacks the specialized training in mitigation policies, procedures, and the business acumen essential for comprehensive security management.

With all due respect to UPD, they lack the specific qualifications to adequately address the

questions outlined above. While UPD plays a role in the broader security plan, they do not possess the specialized training or experience necessary for these particular concerns. This isn't an insinuation that UPD isn't professional. Their mission, experience, and knowledge are simply different. For example, casinos integrate the Las Vegas Metro Police Department (LVMPD) into their security plans, but LVMPD is not tasked with developing those plans.

I'm prepared to dedicate my personal time and attention to working with the NSHE mandated Public Safety Council, NSHE and UNLV Leadership.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Sunday, June 8, 2025 9:13:46 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: jcameron@scg-lv.com

Name: James Cameron

Representing someone other than yourself?: Myself

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Public Comment

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

Comment:

As a Board-Certified Security Manager, here are some I would start with:

1. Was a Threat Assessment completed, if yes by who (are they qualified to do the assessment) and when (is it current)??
2. Was a Vulnerability Assessment done, if yes by who (are they qualified to do the assessment) and when (is it current)??
3. Was a Risk Assessment done, if yes by who (are they qualified to do the assessment) and when? Risk = Threat x Vulnerability x Impact
4. Has a Risk Matrix and Impact Rating scale been completed, if yes by who (are they qualified to do the assessment) and when (is it current)?
5. Has any Predictive Risk Modeling been completed, if yes by who (are they qualified to do the assessment) and when (is it current)?
6. Has Associated Risk Modeling been conducted, if yes by who (are they qualified to do the assessment) and when (is it current)?
7. Has a Cost Analysis been completed to evaluate if the new program of CSO's, Cadets and UPD Officers is in fact a cost savings, if yes by who (are they qualified to do the assessment) and when (is it current)?
8. If there is cost savings how does that effect risk?
9. Has NSHE and UNLV leadership been thoroughly briefed on the roles, abilities and responsibilities of the CSO's and Cadets?

10. Has NSHE and UNLV leadership been thoroughly briefed on UPD Officer shortfalls and the UPD Officer turnover rate?
11. Has NSHE and UNLV leadership been thoroughly briefed on how UPD Officer staffing shortages impact daily staffing per location and event?
12. Has NSHE and UNLV leadership been thoroughly briefed on what interactions SCG has had in the last 18 months of contracted services?
13. Why was the decision to cancel the contract for Armed Security Services made before a “proof of concept” was completed to ensure that the CSO’s and Cadets can maintain a secure campus?
14. Since the Armed Security program was implemented based on insurance funding after an event, has the insurance provider been informed or involved in the decision

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Sunday, June 8, 2025 9:16:52 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: jcameron@scg-lv.com

Name: James Cameron

Representing someone other than yourself?: Myself

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Public Comment

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

Comment:

Part of previous comments.

15. Has considerations been made on how this decision may impact:

- a. Crime deterrence
- b. Response capabilities
- c. Student, faculty, parents, visitors and community perception of safety
- d. Psychological impact
- e. Reputation of NSHE and the educational institutions
- f. Duty of Care requirements
- g. Clery Act Compliance
- h. Insurance policy and premiums

16. Has a Crisis Management Plan been developed, if yes by who (are they qualified to do the assessment) and when (is it current)?

I'm bringing these issues to your attention out of a deep commitment to safety and security. As a professional Risk Manager, I believe community safety must be the top priority. My concern is that critical information may have been overlooked and not presented before this termination order was issued. My team and I are aware of the positive impact we've had, and that's why we continue to raise these points. SCG has been in business since 2009, if we weren't truly vested in the safety and security of everyone on NSHE properties, we would simply accept the termination and move on.

Following the cancellation notice, our armed professionals have been approached by students, faculty, and parents expressing significant concern over the decision. I personally received an email which was sent to NSHE leadership dated June 7, 2025, which highlighted this sentiment:

"My priority as a parent had always been safety and knowing my children would have an environment where they can focus on their studies. I was alarmed and disheartened to hear that the contract for the security was canceled. I cannot understand this decision in light of comments by Chief Vasquez and Dr. Heavey to keep security a priority at UNLV."

The email further stated: "I ask that you reconsider this decision. In my many visits to the campus the last year, I can say the security group was visible and proactive. I can also say that officers were not near present."

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>)

My name is James Cameron, and I am the owner of Security Concepts Group (SCG), the current RFP contract awardee and provider of armed security services for UNLV, CSN, and NSU. While official notification of contract cancellation was received and publicly announced on May 15, 2025, I would appreciate the opportunity to present information that may not have been previously shared by the University Police Department before that decision was finalized.

I have emailed a comprehensive report May 18, 2025, to NSHE Leadership and UNLV Leadership that details the distinct differences between SCG's armed security services and the proposed Community Service Officers (CSO's) and Cadets. This report also highlights critical incidents where SCG provided instrumental immediate responses, including suicide intervention, the potential prevention of an active shooter, and multiple requests for armed support by the University Police Department.

Ultimately, the safety and security of students, faculty, and visitors remain our paramount concern. Since SCG has not had the opportunity to directly communicate with any NSHE leadership, I felt it was my responsibility to ensure this body has accurate information to make an informed decision, especially considering the positive impact SCG has had on campus safety over the last 18 months.

Regarding the recently published Title 4 – Codification of Board Policy Statements Chapter 1, I have some questions seeking clarification and would also like to bring additional information to your attention.

Section 12 NSHE and Security Forces

3. External Contracts states “Any contract for services by a private security firm must be reviewed by NSHE legal counsel and approved by the Chancellor”

The attached contract termination letter is from the UNLV President. However, since our contract extended beyond the UNLV campus to include CSN and NSU, which I understand are separate entities, I would have expected the letter to come from the Chancellor, as NSHE has final approval per the policy.

Section 13 Public Safety Council

1. “Evaluate safety and security issues impacting NSHE institutions regularly, including current practices, emerging concerns, and the effectiveness of implemented measures, and provide comprehensive reports and recommendations to the Chancellor.”

As SCG was the frontline security presence, interacting with multiple campuses seven days a week for the past 17 months, it seems illogical that the Public Safety Council never consulted us. This lack of communication directly violates **Section 13, item 1**. Since no one at SCG was consulted, and no reports of our activities were requested or

reviewed, it's impossible that comprehensive reports and recommendations were delivered to the Chancellor as mandated by this policy.

I'm bringing these issues to your attention out of a deep commitment to safety and security. As a professional Risk Manager, I believe community safety must be the top priority. My concern is that critical information may have been overlooked and not presented before this termination order was issued. My team and I are aware of the positive impact we've had, and that's why we continue to raise these points. SCG has been in business since 2009, if we weren't truly vested in the safety and security of everyone on NSHE properties, we would simply accept the termination and move on.

Following the cancellation notice, our armed professionals have been approached by students, faculty, and parents expressing significant concern over the decision. I personally received an email which was sent to NSHE leadership dated June 7, 2025, which highlighted this sentiment:

"My priority as a parent had always been safety and knowing my children would have an environment where they can focus on their studies. I was alarmed and disheartened to hear that the contract for the security was canceled. I cannot understand this decision in light of comments by Chief Vasquez and Dr. Heavey to keep security a priority at UNLV."

The email further stated: "I ask that you reconsider this decision. In my many visits to the campus the last year, I can say the security group was visible and proactive. I can also say that officers were not near present." This widespread concern reflects a common opinion regarding this decision.

In my professional opinion the core issue at UNLV and across the NSHE system is the absence of a dedicated, executive-level security leader. The lack of executive leadership allows UPD, an organization focused on investigation and response, to define security strategy. This is problematic because this police departments lacks the specialized training in mitigation policies, procedures, and the business acumen essential for comprehensive security management.

Regardless of the contract's status, serious questions must be asked. As a **Board-Certified Security Manager**, here are some I would start with:

1. Was a Threat Assessment completed, if yes by who (are they qualified to do the assessment) and when (is it current)??
2. Was a Vulnerability Assessment done, if yes by who (are they qualified to do the assessment) and when (is it current)??
3. Was a Risk Assessment done, if yes by who (are they qualified to do the assessment) and when? Risk = Threat x Vulnerability x Impact
4. Has a Risk Matrix and Impact Rating scale been completed, if yes by who (are they qualified to do the assessment) and when (is it current)?
5. Has any Predictive Risk Modeling been completed, if yes by who (are they qualified to do the assessment) and when (is it current)?

6. Has Associated Risk Modeling been conducted, if yes by who (are they qualified to do the assessment) and when (is it current)?
7. Has a Cost Analysis been completed to evaluate if the new program of CSO's, Cadets and UPD Officers is in fact a cost savings, if yes by who (are they qualified to do the assessment) and when (is it current)?
8. If there is cost savings how does that effect risk?
9. Has NSHE and UNLV leadership been thoroughly briefed on the roles, abilities and responsibilities of the CSO's and Cadets?
10. Has NSHE and UNLV leadership been thoroughly briefed on UPD Officer shortfalls and the UPD Officer turnover rate?
11. Has NSHE and UNLV leadership been thoroughly briefed on how UPD Officer staffing shortages impact daily staffing per location and event?
12. Has NSHE and UNLV leadership been thoroughly briefed on what interactions SCG has had in the last 18 months of contracted services?
13. Why was the decision to cancel the contract for Armed Security Services made before a "proof of concept" was completed to ensure that the CSO's and Cadets can maintain a secure campus?
14. Since the Armed Security program was implemented based on insurance funding after an event, has the insurance provider been informed or involved in the decision making process?
15. Has considerations been made on how this decision may impact:
 - a. Crime deterrence
 - b. Response capabilities
 - c. Student, faculty, parents, visitors and community perception of safety
 - d. Psychological impact
 - e. Reputation of NSHE and the educational institutions
 - f. Duty of Care requirements
 - g. Clery Act Compliance
 - h. Insurance policy and premiums
16. Has a Crisis Management Plan been developed, if yes by who (are they qualified to do the assessment) and when (is it current)?

With all due respect to UPD, they lack the specific qualifications to adequately address the questions outlined above. While UPD plays a role in the broader security plan, they do not possess the specialized training or experience necessary for these particular concerns. This isn't an insinuation that UPD isn't professional. Their mission, experience, and knowledge are simply different. For example, casinos integrate the Las Vegas Metro Police Department (LVMPD) into their security plans, but LVMPD is not tasked with developing those plans.

If there's an opportunity to reverse this termination, I'm prepared to dedicate my personal time and attention to working with the NSHE mandated Public Safety Council, NSHE and UNLV Leadership. I would also gladly provide NSHE and UNLV with regular comprehensive reports of our activities and security matters across the various campuses, both in person during scheduled meetings and via email.

With our contract expiring in the coming days, I'll assume there's no opportunity to continue our services if I don't receive a response. Should that be the case, I wish to thank NSHE for your trust in SCG and for the opportunity to contribute to the safety of your campuses. It has been an honor for my entire team and me.

Thank you for your time and consideration. I stand ready to answer any questions you may have regarding this information.

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Tuesday, June 10, 2025 3:28:10 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: jennifer_hancock@mail.tmcc.edu

Name: Jennifer Hancock

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: General Public Comment

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

Comment:

Good afternoon. My name is Jennifer Hancock, and I'm a student at TMCC. Last semester, I failed a math class and I lost everything. My financial aid. My academic standing. Nearly my future. Not because I was lazy or didn't care, but because I was placed in a classroom where my outcome was predetermined. A professor with a record of high failure rates, who showed no effort to help students, failed me like he's failed countless others and no one stepped in.

I appealed, fought to stay enrolled, and I'm still here, but just barely. I'm on academic probation. I've lost money, time, confidence. And I've had to fight for every inch of my education.

What hurts most is knowing this isn't rare. Students keep walking into math classrooms where the odds are stacked against them—led by faculty with years of poor performance reviews and no accountability. Why? Because the NSHE Code protects tenured professors, even when they harm students. There's no effective oversight. No intervention. A professor can fail 60% of students every semester and still keep their job. That's not education. That's institutional neglect.

I've spoken with admins, read public records, and reviewed policies. Everyone admits there's a problem. But I keep hearing the same excuse: "It's just how the system is."

Well, I am here to say the system is broken.

I'm not just a data point in someone's failure report. I'm a 39-year-old woman who fought her way back into school to become a geologist and build a better life for my family. I deserve better. We all do.

If NSHE truly cares about students, the Code must change:

- *Require annual reviews for all faculty.

- *Create clear procedures for discipline and dismissal when professors abuse their tenure.

- *Stop using tenure to shield bad teaching.

Because if you don't act, more students will be hurt. And it won't be because you didn't know ,it will be because you knew and did nothing. Thank you for your time. I hope you have the courage to do what's right.

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>)



PAMELA GOYNES-BROWN
MAYOR

Dear Chair and Members of the Board of Regents,

As Mayor of the City of North Las Vegas, I am honored to support State University's proposed North Las Vegas Campus, and I respectfully urge the Board of Regents to approve this critical and innovative project at your upcoming quarterly meeting.

The City of North Las Vegas is advancing a 19-acre development to be built at the intersection of Lake Mead Boulevard and Las Vegas Boulevard North. This will fundamentally transform its downtown area by creating a vibrant, livable district where residents can more easily and comfortably live, work and play. The City of North Las Vegas is excited by the possibility of anchoring this effort with a Nevada State campus.

A skilled workforce is crucial as the City of North Las Vegas seeks to diversify its economic development. Currently only 20% of adults aged 25+ in North Las Vegas have attained a bachelor's degree. A Nevada State University campus would make a college degree more accessible by offering a variety of core curriculum and offering student success services such as advising, financial aid, and tutoring. It would also reduce the hurdle of transportation and distance that many potential students must currently navigate.

In fact, the City of North Las Vegas and Nevada State University are already engaged in a creative partnership to enhance access to higher education. The University will be offering two courses at a branch of the North Las Vegas Library District during the upcoming fall semester.

I respectfully encourage the Board of Regents to support this forward-thinking partnership. Not only would it support the economic transformation of the City of North Las Vegas, it would allow the University to further its mission of addressing critical workforce needs while also establishing a ground-breaking model in Southern Nevada.

Sincerely,

Pamela Goynes-Brown
Mayor
City of North Las Vegas



OFFICE OF
SHELLEY BERKLEY
MAYOR

May 29, 2025

Board of Regents
Nevada System of Higher Education (NSHE)
4300 South Maryland Parkway
Las Vegas, NV 89119

Dear Chair and Members of the Board of Regents,

As Mayor of the City of Las Vegas, I am honored to offer my full support for Nevada State University's proposed **Juvenile Allied Health Education Center and Clinic**, and I respectfully urge the Board of Regents to approve this critical and forward-thinking initiative at your upcoming quarterly meeting.


As Regents are aware, Nevada continues to rank near the bottom nationally in child well-being (47th), youth mental health services (51st), and childhood obesity (41st). The proposed Center would bring much-needed resources and services into the heart of the Las Vegas Medical District, helping to reverse these troubling trends while expanding access to quality care.

What makes this project especially compelling is its dual mission: to educate and serve. Students enrolled in Nevada State's allied health programs will gain real-world clinical experience through interdisciplinary collaboration, preparing them to meet Nevada's growing demand for pediatric health professionals. At the same time, the local community, particularly underserved populations, will benefit from direct access to pediatric mental health assessments, speech therapy, physical wellness support, and nutritional guidance - all in one location.

The **City of Las Vegas**, through its **Las Vegas Redevelopment Agency**, is proud to stand behind this initiative and is committed to supporting the project's **initial startup costs**. The Redevelopment Agency is prepared to work closely with Nevada State University to provide strategic assistance including infrastructure and facilities coordination, and other supportive measures, to ensure the success and sustainability of the center within our thriving Medical District.

In conclusion, I respectfully encourage the Board of Regents to support this vital project. It represents an extraordinary opportunity to elevate both educational excellence and public health outcomes in Nevada. We commend Nevada State University for its leadership and vision, and we stand ready to support this initiative as it moves forward.

Sincerely,


Shelley Berkley
Mayor of Las Vegas

CITY OF LAS VEGAS
495 S. MAIN ST.
LAS VEGAS, NV 89101
702.229.6241 | VOICE
702.385.7960 | FAX
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sberkley@lasvegasnevada.gov



cityoflasvegas
lasvegasnevada.gov



NEVADA FACULTY ALLIANCE

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

Date: June 10, 2025

To: Board of Regents

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

Subject: NSHE Budget Considerations

The Nevada Faculty Alliance government relations team had a constant lobbying presence at the Legislature, advocating for higher education and NSHE professional employees. We worked diligently to advance shared budget goals along with the NSHE team. With the notable exceptions of the rejection of the new funding formula and the failure to fund inflation adjustments to enrollment caseloads, NSHE came out well in a difficult budget year. Overall, state operating appropriations for NSHE will increase by 9.1% for FY2026 over FY2025, then be about flat for FY2027. [NFA's full budget wrap-up is available.](#)

Notably, if signed by Governor Lombardo, **AB568 will provide \$57.1 million in backfill funding for the 12%+11% COLAs awarded in FY2024 and FY2025**, up to 80% per budget. This is a big win for NSHE, faculty, and students. This funding more than covers the [budget mitigations](#) made in December 2023 for FY2025 to cover the COLAs and other shortfalls: (1) student fee and tuition increase by 5% or \$16.2 million, which remains in effect, (2) faculty COLAs delayed by three months, a one-time savings of \$19.3 million, and (3) positions held vacant or other budget cuts totaling \$27.9 million. In addition, the regular inflationary increases in student fees will be 2.7% in FY2026 and 5.2% in FY2027 based on the Higher Education Price Index, per the NSHE Predictable Pricing Program. **With the AB568 funding, the \$11.9 million/year budget enhancement for increased energy costs, higher fringe rates covered 100% by the state general fund, and scheduled fee increases, the institutions should be able fully to cover the 1% internal merit pools for faculty, fill open academic positions, and restore other budget cuts.** It is time to restore academic programs!

However, AB568 also states that its funding is for the next biennium only and it explicitly instructs NSHE to raise non-state revenue to cover these costs after FY2027. For the instructional budgets, that means **the Legislature mandates the Board of Regents to raise student fees and tuition as necessary to continue the AB568 funding past FY2027.** This should be done soon to give students time to plan ahead. It is also time to

reconsider the Predictable Pricing Program—a five-year future commitment on student fee increases is problematic given fast-changing economic conditions.

[AB596](#), if signed by Governor Lombardo, will partially fund collective bargaining agreements between the State and Classified employee bargaining units, including for NSHE Classified employees. However, the legislature provided no funding for COLAs or continuation of retention incentives for non-collective-bargaining employees. That shows legislative intent to increase compensation only for state employees in state collective bargaining units, at least when budgets are tight. **Therefore, NSHE would be better served with collective bargaining for professional employees in NRS 288, with negotiated CBAs channeled into the state budget on the same timeline as envisioned for Classified CBAs in AB356.** For the state classified staff bargaining units, [AB356](#) will place compensation increases in GovRec at the outset rather than waiting for crumbs at the end of the session. The Board of Regents opposed AB191, which would have established collective bargaining for NSHE professional employees, based in part on [exaggerated fiscal impact estimates](#) from NSHE legal counsel, but that decision will turn out to be short-sighted.

With no funding formula in place, a legislative mandate to increase student fees, and no COLAs for faculty in 2025-2027, NSHE has significant budgetary challenges ahead, but the result of the legislative session was positive overall.

Thank you.

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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.

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Tuesday, June 10, 2025 9:46:06 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: reimund.serafica@gmail.com

Name: Reimund Serafica

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: item #15

In Favor / Opposed / Other: In Opposition

Comment:

Currently, we are being paid approximately 86% of the purchasing power of our salaries in 2009; and if no raise is granted — nothing at all — our purchasing power is projected to drop to 80% of what it was 16 years ago. This salary erosion cannot be permitted to continue if UNLV aspires to hire and retain top quality faculty and professionals

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 12:41:37 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: aryaflight@gmail.com

Name: Arya Udry

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Agenda item #15

In Favor / Opposed / Other: In Opposition

Comment:

Currently, NSHE faculty are being paid approximately 86% of the purchasing power of our salaries in 2009; and if no raise is granted, our purchasing power is projected to drop to 80% of what it was 16 years ago. This salary erosion cannot be permitted to continue if UNLV aspires to hire and retain top quality faculty and professionals. There should be more than sufficient funds in the 2026-27 biennial budget for Merit raises

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

--

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From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 7:32:58 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: zachary.perzan@gmail.com

Name: Zach Perzan

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Agenda Item #15

In Favor / Opposed / Other: In Opposition

Comment:

Please vote no on agenda item #15 and retain Merit pay for faculty and professionals at NSHE institutions. Faculty pay has only 86% of the purchasing power that it did 16 years ago. Over that same time, UNLV's prominence as an institution has increased (e.g, gaining R1 status). There should be more than sufficient funds in the 2026-2027 budget to pay for Merit raises and these raises are needed to retain top-tier faculty.

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 9:21:07 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: ellery.sills@gmail.com

Name: Ellery Sills

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Abolishing Merit Pay Policy

In Favor / Opposed / Other: In Opposition

Comment:

I am speaking for myself. Merit pay helps to reward faculty effort and retain excellent faculty, especially in times of increased strain for universities. The university is not currently in a budget shortfall, so abolishing this policy should only be considered if there is a budget crisis. Otherwise, it potentially sends a signal that the Regents do not value faculty work.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 9:48:50 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: ekhobson@gmail.com

Name: Emily Hobson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Public Comment on Merit Pay (Request to Suspend Annual Professional Performance Pay Awards)

In Favor / Opposed / Other: In Opposition

Comment:

I strongly oppose suspending merit pay. Suspension of this policy will drive faculty away from NSHE, including UNR and UNLV, our R-1 institutions. Many highly qualified faculty have left UNR and UNLV due to low salaries and the lack of merit pay in most years. Other R-1 institutions pay more highly and provide much greater support to and recognition of research. Suspending the merit pay policy will be another disrespectful blow to faculty and will dramatically weaken higher education in our state. I urge you to maintain the merit pay policy.

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 9:48:55 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: aburgess83@gmail.com

Name: Adam Burgess

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspending Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

Nevada's Higher education faculty continue to work hard to support students, even as our institutions have not fully recovered from COVID-era budget cuts. We are facing even more federal cuts to grants that support our programs. We should not also have to worry about how our salaries will afford cost of living increases. Please do not suspend performance pay awards for exceptional faculty who continue to work tirelessly in the face of ever-tightening budgets and ever-increasing academic and political complexities.

Without a COLA this year, our take-home pay is already going down 1.75% on July 1 because of another forced retirement contribution increase. Factoring for expected inflation and deductions, take-home pay will have 19% less purchasing power in 2027 than we had in 2009. Off-setting this slightly for exceptional faculty who have earned their merit awards is both necessary and the right thing to do. Supporting higher education in Nevada means retaining the strong faculty that serve our state!

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 9:52:44 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: mikaelars@unr.edu

Name: Mikaela Rogozen Soltar

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of faculty merit policy

In Favor / Opposed / Other: In Opposition

Comment:

Please, please do not suspend faculty merit. Faculty at NSHE institutions have been doing excellent work despite facing furloughs and pay cuts and almost never having merit funded for the past decade. Despite recent Cola's, most of us cannot afford to buy a home in Reno/Sparks and can barely afford to pay our rent and childcare costs. Our work is vital to creating the workforce of Nevada and to maintaining the economic competitiveness of the state and the US. Retention is already a huge issue-this plan would make it so much worse!

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 9:59:24 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: robvato@gmail.com

Name: Roberto Lovato

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit pay

In Favor / Opposed / Other: In Favor

Comment:

Nevada faculty deserves merit increases for hard work, excellence and commitment

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:00:40 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: em.smith.8181@gmail.com

Name: Erin Smith

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit pay

In Favor / Opposed / Other: In Opposition

Comment:

I am writing to express my voice in that the Board of Regents vote no in suspending merit pay for NSHE employees for the next two years. NSHE faculty have continued to persevere in conducting exemplary work in the face of budget cuts, hiring freezes, and losses of federal funding. As such, it is important to retain and prioritize our merit policy to reward and retain our amazing faculty. Since the legislature provided additional funding for utilities, infrastructure and maintenance, NSHE institutions should use other parts of the budget to ensure faculty receive merit. Further, with the state appropriations awarded this year by the legislatures, NSHE is not facing a budget shortfall.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:02:04 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: nicoleashort@gmail.com

Name: Nicole Short

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit policy suspension

In Favor / Opposed / Other: In Opposition

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

Institutions can prioritize education and instruction (and personnel) by deciding how much student fees go towards this part of the mission (as opposed to buildings and infrastructure). The legislature did provide additional funding for utilities, infrastructure and maintenance, so institutions can use other parts of the budget for faculty merit.

Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:15:17 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: marthajohnsonolin@gmail.com

Name: Martha Johnson-Olin

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Agenda Item 15: Suspension of Annual Professional Performance Awards

In Favor / Opposed / Other: In Opposition

Comment:

Please do not remove merit pay. Prices are going up due to the tariffs, and the State did not provide a cost of living increase. NSHE must reward faculty for their efforts to support students. The State is not in a budget crisis, so to cut merit is to insult faculty and the hard work we do. It is hard enough attracting and retaining qualified faculty in Nevada. Do not insult our efforts but denying us this small increase in our paychecks.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:16:28 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: bsummerhill@tmcc.edu

Name: Bradley Summerhill

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Agenda Item 15.

In Favor / Opposed / Other: In Opposition

Comment:

I commend the Board for its past actions on COLA. The disturbing (sometimes tacit, often explicit) message from the Nevada Legislature that higher education should not have paid its labor force full cost of living adjustments is disturbing, to say the least. Obviously, no COLA is forthcoming in this biennium, yet inflation happens, and institutions and the Board have an obligation to care for the work force. I urge you to approve merit funding and reject the easy path of suspending merit funding. Institutions must learn to incorporate labor force expenditures into their budgets. It is irresponsible for any industry in this state to consider a rise in labor costs as somehow optional. Researchers and teachers deserve the opportunity to earn merit pay.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:29:06 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: krutzsarah@gmail.com

Name: Sarah Krutz

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Request to Suspend Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

Please do not suspend the merit pay policy. Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

Both NSHE and UNR specifically can prioritize education, instruction, and personnel by deciding how much student fees go towards this part of the mission as opposed to buildings and infrastructure. The legislature did provide additional funding for utilities, infrastructure and maintenance, so institutions can use other parts of the budget for faculty merit.

Suspending this policy should only be used in bad budget years. With state appropriations awarded this legislative session, NSHE is not facing a budget shortfall. It does not make sense to suspend this policy!

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:37:32 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: v.a.petersonrn@gmail.com

Name: Venessa Peterson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit Pay Policy

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

Comment:

Faculty have consistently demonstrated excellence despite significant challenges, including budget constraints, hiring freezes, and reductions in federal funding. The implementation of the merit policy reflects a commitment to recognizing and retaining outstanding faculty by prioritizing merit-based rewards within limited budgets. It is essential that institutional budgets continue to reflect this priority, and that the administration actively seeks sustainable revenue sources to support and uphold the merit system.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:38:20 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: doug.unger@nevadafacultyalliance.org

Name: Douglas A. Unger

Representing someone other than yourself?: Nevada Faculty Alliance – American Federation of Teachers (AFT) & AAUP

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Action Item #15

In Favor / Opposed / Other: In Opposition

Comment:

Thank you to Interim Chancellor Charlton for her leadership during two eventful years; and a cordial welcome to Chancellor Matt McNair now taking the helm at NSHE—wishing you fair winds and following seas.

Speaking to agenda item #15, suspending professional performance pay, or Merit, for the 25-27 biennium, we urge the Board to vote “no” or to revise the proposal so that Merit Pay may be awarded at the discretion of our separate institutions. The 83rd Legislative session resulted in much better than anticipated funding for NSHE—an overall 9.1% increase for 25-26; the 80% “one shot” to cover past COLAs; plus various embellishments, support for professional schools, capital improvements, more—this happy result should cover a modest 1% of base for performance pay. Without some increases, somewhere, our academic and professional salaries will sink into a stagnation similar to the crisis that resulted in the need for 12% and 11% COLAs last biennium. By 2027, our salaries will erode from a current 86% to 80% of their purchasing power in 2009, a leaking boat, some of our most talented faculty hoping to leave. At UNLV, this problem is acute for new faculty hired in 2023 who did not receive the 12% raise and now may never catch up—we call on President Heavey and UNLV to at least take care of them before we lose them. We all worked together over two sessions at the Legislature to restore authorization for Merit Pay. This Board saw the wisdom then and approved. Please see the wisdom now of restoring rather than eliminating Merit Pay during these challenging

times, which is fair and just to do for the workers who sustain and keep improving Higher Education in our state. Thank you.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Business, Finance and Facilities Committee, June 12, 2025
Date: Wednesday, June 11, 2025 10:49:19 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Business, Finance and Facilities Committee, June 12, 2025

Email: sikudhanistiles@gmail.com

Name: Erin E Stiles

Representing someone other than yourself?:

Meeting: Business, Finance and Facilities Committee, June 12, 2025

Agenda Item: suspending merit pay for UNR faculty

In Favor / Opposed / Other: In Opposition

Comment:

Please do not suspend merit pay for faculty. Faculty at UNR are underpaid as it is compared to peer institutions, and merit pay is our only hope of moving up the salary ladder. Reno is very expensive, and getting more so. The average new faculty member cannot afford to buy a home and put down roots here. Merit pay is essential for retaining our excellent faculty.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 10:50:15 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: morganchristop@gmail.com

Name: Chris Morgan

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Request to Suspend Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

Merit pay is a critical part of conducting the types of cutting-edge scientific and scholarly research that result in the innovations that help drive economic development and that help keep Nevada competitive in national and global scientific and economic circles. Such pay is the norm at major research institutions worldwide, with competitors, particularly in China and India, incentivized with large financial rewards for producing top-tier research. Top notch faculty who regularly perform this type of research will clearly seek employment elsewhere if this cut were to be enacted, meaning Nevada's universities and the students and communities they serve will suffer if this policy were to pass. While on the surface, it may appear that such a cut would result in cost savings, faculty who conduct the types of cutting edge research that typically result in the awarding of merit pay regularly win large external grants that effectively fund a significant amount of the research and education that occur in Nevada's universities. The overhead (F&A) associated with these grants literally helps keep the lights on at NSHE institutions. In sum, the financial return on NSHE merit pay is considerable and the research and education it supports is a boon to Nevada's economy, its students, and its communities. I therefore strongly urge to vote "no" on this proposal.

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

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 11:07:51 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: brenna.renn@unlv.edu

Name: Brenna Renn, PhD

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit pay for faculty

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

Comment:

In times of budget constraint, it is more important—not less—to invest strategically in the people who drive excellence at our universities. Merit-based pay increases are a vital tool for recognizing and retaining high-performing faculty who contribute meaningfully to research, teaching, mentorship, and institutional service. Eliminating or reducing these incentives risks a decline in faculty morale, productivity, and ultimately student outcomes.

While budget challenges demand difficult choices, rewarding merit helps ensure that limited resources are used to support those who deliver the greatest impact. I urge the administration to preserve merit-based pay increases as a demonstration of its commitment to academic excellence, accountability, and long-term institutional health.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 11:10:27 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: abelarmino13@gmail.com

Name: Amanda Belarmino

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit pay policy

In Favor / Opposed / Other: In Opposition

Comment:

I am writing today in opposition to suspending merit pay. Our faculty have a right to have their excellence rewarded

As a faculty member at UNLV, I know how frequently we have seen changes in leadership. Merit pay is a tangible way to signal excellence as new leadership step in; they can see the record of accomplishment for the faculty. As we continue to lag behind on pay, merit is an incentive to attract and retain faculty.

Amanda Belarmino, PhD .
Associate Professor
William F. Harrah College of Hospitality

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 11:14:27 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: danmorse@gmail.com

Name: Daniel Morse

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Request to Suspend Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

This proposal is yet another way to reduce the quality of instruction at our institutions. The Briefing Paper does not identify a single NSHE Strategic Plan Goal served by this proposal. The BOR agreed to pay faculty fairly and now it's time to keep that promise, especially as we lose most of our federal grants, face unprecedented attacks on academic freedom, and nonetheless contribute so much to the state.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 11:34:47 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: ruby.batz@gmail.com

Name: Ruby Batz

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of Merit Pay Policy

In Favor / Opposed / Other: In Opposition

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit. NSHE Institutions can prioritize education and instruction (and personnel) by deciding how much student fees go towards this part of the mission (as opposed to buildings and infrastructure). The legislature did provide additional funding for utilities, infrastructure and maintenance, so institutions can use other parts of the budget for faculty merit. Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall. Thank you.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 11:35:55 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: gcaplovitz@unr.edu

Name: Gideon Caplovitz

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Request to Suspend Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

I am a Tenured faculty member at UNR and am providing comment on behalf of myself alone and do not represent the University or any unit within. Please do not suspend merit pay. Administrative overhead for faculty is ridiculously burdensome and morale is very low (as low as I have seen it in nearly 15 years). One of my close and very successful colleagues just left the University because of non-competitive salary and administrative bloat and I know several others that "have a foot out the door". Suspending Merit will just make things worse.

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 12:26:01 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: m4gn3tr0n@gmail.com

Name: Keith Hooper

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Request to Suspend Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

I am speaking on my own account, and I am not representing any institution or other person. Faculty pay has not kept up with inflation, even with the historic COLA a couple of years ago. I am sure you have seen the charts put out by the NFA. Ignoring this problem will only cause it to get worse and worse.

We have not had regular raises in years, and now we cannot even count on a tiny 1% merit raise.

I am once again disappointed, but maybe it's time I learn not to get my hopes up about getting paid enough to live comfortably in the city in which I work. Please do the right thing and reject this item. In fact, the BOR should really be doing the opposite. Faculty deserve a step-raise system in which raises are automatic. This is just unbelievable and quite frankly, insulting.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 12:26:15 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: mpome6970@gmail.com

Name: Monique Pomerleau

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: General Public Comment

In Favor / Opposed / Other: In Opposition

Comment:

OPPOSED: Board of Regents should vote NO to suspending the merit pay policy

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 1:02:50 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: ashleyhdoughty@gmail.com

Name: Ashley Doughty

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: #15: Suspension of Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 1:17:59 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: jfbyrnes01@gmail.com

Name: Jennifer Byrnes

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: 15. SUSPENSION OF ANNUAL PROFESSIONAL PERFORMANCE PAY
AWARDS

In Favor / Opposed / Other: In Opposition

Comment:

I write to you today as an individual who works for UNLV, but am speaking for myself (not a representative of UNLV).

I have a family of 4 that I support with our one income, and I work hard to leverage the limited resources I have to do my job to the best of my ability. I know other faculty also continue to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

Institutions can prioritize education and instruction (and personnel) by deciding how much student fees go towards this part of the mission (as opposed to buildings and infrastructure). The legislature recently provided additional funding for utilities, infrastructure, and maintenance; therefore, institutions can use other parts of the budget for faculty merit.

Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall.

Please vote against the suspension of this proposed action, and choose to keep annual

performance pay awards for deserving faculty!

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 2:41:52 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: codysagehunter1314@gmail.com

Name: Cody Hunter

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: 15: SUSPENSION OF ANNUAL PROFESSIONAL PERFORMANCE PAY
AWARDS

In Favor / Opposed / Other: In Opposition

Comment:

Annual Professional Performance Pay Awards are a useful strategy for recruiting and retaining high-caliber faculty and for rewarding faculty who go above and beyond in their research and teaching. When we prioritize faculty well-being, we send a powerful message to legislators that our budgets must reflect our commitment to faculty and, thereby, to our students. Faculty don't need merit pay to excel at their work and, as a faculty member, I consistently push myself to be a better teacher regardless of whether merit pay has been instated or suspended. However, merit is a productive tool for institutions to demonstrate their appreciation and recognition of our work, and faculty need to know that our work is valued particularly during these turbulent times. We must stand together and speak up for our shared values, and our dedicated faculty must among our core values that we prioritize univocally.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 2:59:08 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: Renata.Keller@gmail.com

Name: Renata Keller

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of Annual Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

I am a member of the faculty at UNR, though I am not speaking on behalf of my institution. I am extremely frustrated at the prospect of seeing merit/performance pay suspended yet again. I have been working on a book for the last decade (a normal amount of time in my field) and it is finally being published this year. It's extremely disheartening to know that I will get no merit raise for my book just because I happen to be publishing it in the wrong year. We should be rewarding our best researchers, not insulting them by making merit raises dependent on a lottery of when you happen to publish.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 3:22:40 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: adrianoc@unr.edu

Name: Adriano Cabral

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: 15. Suspension of Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

I urge you to reject any motion suspending professional performance pay awards. This decision would be both shortsighted and damaging to Nevada's higher education system. Our faculty have demonstrated unwavering commitment despite years of budget constraints and diminishing federal support. They've maintained excellence in teaching, research, and service while absorbing increased workloads and frozen salaries. Merit pay represents our institution's recognition of this exceptional dedication.

The stakes are clear: Eliminating performance incentives sends a devastating message that excellence goes unrecognized. Faculty are already fielding offers from competing institutions that value their contributions. Suspending merit pay will accelerate this exodus, leaving Nevada unable to attract or retain the caliber of educators our students deserve.

This isn't just about compensation—it's about institutional integrity. When we fail to reward performance, we signal that mediocrity is acceptable. Our students, taxpayers, and Nevada's economic future depend on maintaining educational excellence.

The financial impact of losing quality faculty far exceeds the cost of merit pay. Recruitment, training, and the reputation damage from high turnover will cost significantly more than maintaining these crucial incentives.

I respectfully ask you to vote NO on suspending merit pay and instead demonstrate Nevada's commitment to educational excellence.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 3:32:15 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: annmalulani@yahoo.com

Name: Ann Thompson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit Policy Suspension

In Favor / Opposed / Other: In Opposition

Comment:

Faculty have continued to do excellent work despite budget cuts, hiring freezes, and the loss of federal funding. The merit policy was created to ensure limited budgets could still reward and retain high-performing faculty. Maintaining this policy signals a commitment to excellence in teaching, research, and service. Faculty merit should be a priority in institutional budgets, and administrative leadership must identify revenue sources to sustain it.

Institutions also have the ability to prioritize education and instruction—especially personnel—by deciding how student fees are allocated. Rather than diverting these funds toward buildings or infrastructure, institutions can invest in the people who directly serve students. Additionally, the legislature has provided new funding specifically for utilities, infrastructure, and maintenance, allowing institutions to free up other funds for faculty merit.

Suspending the merit policy should be reserved for times of actual fiscal crisis. With increased state appropriations from the recent legislative session, NSHE is not currently facing a budget shortfall. Therefore, there is no justification for pausing merit increases. Doing so would risk demoralizing faculty and undercutting efforts to recruit and retain top talent in Nevada's public higher education system.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 3:34:32 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: ivana.hernandez@csn.edu

Name: Ivana Hernandez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit Pay Policy Suspension

In Favor / Opposed / Other: In Opposition

Comment:

I believe merit raise keep up good moral at the different campuses. In this economy, merit raises can make a difference for professional within NSHE. I believe suspending merit based Pay will cause for further struggles to find position to fill and retention of workers. This would put into perspective why we continue to work for NSHE.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 3:43:00 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: steven.ross.usar@gmail.com

Name: Steven Ross

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: 15. SUSPENSION OF ANNUAL PROFESSIONAL PERFORMANCE PAY
AWARDS

In Favor / Opposed / Other: In Opposition

Comment:

NSHE Faculty have continued to demonstrate exceptional dedication and performance despite ongoing challenges, including budget cuts, hiring freezes, and reductions in federal funding. NSHE's merit policy was implemented to ensure that limited resources are used strategically to recognize and retain outstanding faculty. To uphold this commitment, merit should remain a priority in institutional budgeting, and administration must actively identify and secure revenue sources to support it. Please vote NO on suspending annual professional performance pay awards.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 3:47:45 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: bmwflora@yahoo.com

Name: Flora Rudacille

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit Increases

In Favor / Opposed / Other: In Opposition

Comment:

I wished to voice my opposition to suspending merit increases for NSHE faculty. It is no surprise anyone that the cost of living continues to rise. Additionally, merit is meant to reward excellent service.. suspending merit is essentially saying that work above and beyond is not valued within our institutions. The board not to consider suspending merit increases as they have been earned and are deserved. Thank you very much.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 3:53:39 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: andrea.mower@csn.edu

Name: Andrea Mower

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspend the merit pay policy

In Favor / Opposed / Other: In Opposition

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 4:03:14 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: SCARPAA0220@GMAIL.COM

Name: Anna Lincoln

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspending Merit Pay Policy

In Favor / Opposed / Other: In Opposition

Comment:

I am submitting this comment in opposition of suspending merit pay for UNR faculty. Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 4:07:21 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: katie.love.miller@gmail.com

Name: Katie Miller

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of Merit Pay Policy

In Favor / Opposed / Other: In Opposition

Comment:

I'm a faculty member at UNR, writing in my personal capacity—not as an institutional representative—to urge the Board NOT to suspend the merit policy, a policy designed to ensure that NSHE institutions recognize and financially reward employee contributions, as any workplace should. The willful neglect of merit across the NSHE system between 2009 and 2021 demonstrated the need for such a policy.

Faculty have continued to provide excellent teaching, research, and service despite budget cuts, hiring freezes, rising administrative burdens, and the loss of federal funding. We've been asked to do more with less, again and again—and we've done it. Merit pay is a tool institutions should be using to reward such industriousness, not a budget line to be deleted at-will.

Faculty typically have only a handful of opportunities for raises in their careers via promotion. Our salary structure anticipates regular merit increases and COLAs. As such, merit and COLAs should not be treated as optional.

System-wide suspension of merit should remain a last resort, used only in cases of severe budget shortfalls that cannot be addressed in any other way.

AB 568's one-time bridge funding for COLAs demonstrates the Legislature's understanding that COLA and merit are essential personnel costs. Voting to suspend merit pay would run counter to the Legislature's stance.

The Board has an obligation to ensure that administrations plan responsibly for these costs—not to delay action. Institutions must undertake proactive budget planning now—not in two

years. Please vote No on the suspension of the merit pay policy.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 4:43:48 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: Stugelmayer_Earthworks@yahoo.com

Name: Jim Stugelmayer

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit pay

In Favor / Opposed / Other: In Opposition

Comment:

I work in the CTE Department at Great Basin College (teaching the trades instrumentation, industrial electrical,millwright,diesel mechanics,welding) . The 13 years I've worked at the college I have not received one pay raise except for merit pay. The college system is not structured for the CTE employees it only gives pay raises to traditional college teachers.

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 5:03:28 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: angela.brown@csn.edu

Name: Angela Brown

Representing someone other than yourself?: My self

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspend merit pay

In Favor / Opposed / Other: In Favor

Comment:

I support this idea to suspend merit pay and have it replaced with fair compensation merit pay of minimum wage pay freezes and put the money held from the pay freeze into my retirement fund.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 6:01:30 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: debra.a.march@gmail.com

Name: Debra March

Representing someone other than yourself?: Former Mayor of Henderson

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Dr DeRionne Pollard evaluation

In Favor / Opposed / Other: In Favor

Comment:

Board of Regents

Dear Chair and Members of the Board of Regents,

It is my distinct honor to write in strong support of Dr. DeRionne Pollard, President of Nevada State University, as you conduct your presidential evaluation.

During my tenure as Mayor of Henderson, I had the opportunity to witness firsthand the profound and positive impact of President Pollard's leadership—not only on the university, but across our broader community. The City of Henderson was proud to be the first municipality in the state to formally endorse the renaming of Nevada State College to Nevada State University. This symbolic and strategic change marked a new chapter of growth, relevance, and impact—and Dr. Pollard has delivered on that promise with extraordinary results.

Under her guidance, Nevada State has become a powerful force for educational attainment, workforce development, and regional collaboration. In just the past year, the university has achieved record graduation outcomes, national recognition for advancing social mobility, and provisional accreditation for its Simulation Center—further strengthening its pipeline of healthcare talent for Nevada.

President Pollard's leadership has also catalyzed transformational initiatives, including the

official launch of Nevada State Athletics. With support from professional sports teams like the Raiders and Golden Knights, these programs are already opening new pathways of opportunity and belonging for students. Equally ambitious is the SMART Growth initiative, which is activating Nevada State's 512-acre campus through innovative partnerships with private developers to bring learning-connected, student-centered spaces to life.

President Pollard is a remarkable leader and I am proud to call her my friend. Her presence in Southern Nevada has elevated our region, and her leadership at Nevada State University is a critical asset to the entire state. I urge you to recognize and affirm her tremendous contributions during this evaluation.

Debra

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 6:30:50 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: paulsumby@hotmail.com

Name: Paul Sumby

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit pay policy suspension

In Favor / Opposed / Other: In Opposition

Comment:

I am an academic faculty member at the University of Nevada, Reno School of Medicine (UNR Med). I have been working here since 2013. I sure timed things badly because compared to most of my peers, who have been at UNR Med a decade or several longer, my salary has not had the benefit of yearly COLAs or merit pay. None of us have the benefit of collective bargaining. Now merit pay is on the chopping block. I teach and do research because I think training the next generation of physicians is important, as is furthering our knowledge and finding cures. I'm not sure what I've done that makes the Board of Regents want to stick it to me.....but you have the power to do that I guess...I'm just a fool who gave up more money in industry to try and make things better for my community. I'm trying here.....but removing merit (even the small amount that it often is) is not something that would help me, quite the opposite. First do no harm doesn't just apply to physicians. Hopefully, you will be able to stand with me and keep merit pay in lieu of regular COLAs and collective bargaining. Thank you for your time.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Wednesday, June 11, 2025 8:53:51 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: john@beingadolphgasser.com

Name: John Aliano

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit Policy Suspension

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

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

Institutions can prioritize education and instruction (and personnel) by deciding how much student fees go towards this part of the mission (as opposed to buildings and infrastructure). The legislature did provide additional funding for utilities, infrastructure and maintenance, so institutions can use other parts of the budget for faculty merit.

Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall.

Faculty are doing their best to support student success by going above and beyond expectations and seeing that our students not only graduate but find jobs. This effort takes a lot of time facilitating the relationship between industry and students for job opportunities. Support the faculty that fully support our students.

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

--

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 6:25:14 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: cameronbstrang@gmail.com

Name: Cameron B. Strang

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of Annual Professinoal Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

Suspending merit pay is unnecessary, unfair, and ultimately detrimental to NSHE's mission. Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

Moreover, NSHE institutions can prioritize education and instruction (and personnel) by deciding how much student fees go towards this part of the mission (as opposed to buildings and infrastructure). The legislature did provide additional funding for utilities, infrastructure and maintenance, so institutions can use other parts of the budget for faculty merit. Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 7:23:13 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: shannon.gilliland@csn.edu

Name: Shannon Gilliland

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of Annual Professional Proformance Pay Awards – Suspend Merit Pay Policy

In Favor / Opposed / Other: In Opposition

Comment:

Please reconsider and do not take away our Merit Pay. We work hard under extreme circumstances. We do more with less each and every year. Please allow us to keep our Merit Pay. Thank you.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 9:01:49 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: nayelee.villanueva@csn.edu

Name: Nayelee Villanueva

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Merit Pay

In Favor / Opposed / Other: In Opposition

Comment:

I am writing to strongly urge you to maintain merit pay for NSHE faculty.

This is not a budget crisis year, and eliminating merit pay would send a deeply discouraging message to the dedicated faculty who continue to provide high-quality instruction, research, and service across our institutions. Despite rising demands, increasing enrollment in some areas, and lingering challenges, NSHE faculty continue to go above and beyond in support of students and the broader mission of higher education in Nevada.

Merit pay is not merely a financial reward but rather it is a recognition of excellence, a retention tool, and a driver of institutional quality. Suspending it, especially in a non-crisis year, undermines morale and diminishes the competitiveness of our system in attracting and keeping top talent.

I respectfully urge the Board to preserve this essential commitment to faculty excellence and equity by maintaining the merit pay system this year.

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

--

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 10:39:48 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: escalantepedrojr@gmail.com

Name: Pedro Escalante, Jr.

Representing someone other than yourself?: Nepantla

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Section 12. PERSONNEL SESSION, PERIODIC EVALUATION, PRESIDENT DERIONNE P. POLLARD, NSU

In Favor / Opposed / Other: In Opposition

Comment:

Good morning, members of the Board,

For the record, my name is Pedro Escalante Jr.

I'm speaking today under Section 12 of the agenda, which pertains to the evaluation of President DeRionne Pollard's performance. I come before you not only as a former student but as someone deeply shaped by the Nepantla Program at Nevada State University. I must express concern about the quiet erasure of that program—and how that reflects on leadership decisions made under President Pollard's tenure.

I've previously shared how this has affected over 90 students—many first-generation, low-income, or students of color—who lost vital mentorship, guidance, and culturally responsive support. Nepantla was more than a program. It was a space rooted in identity, healing, and belonging. It helped us break cycles of silence and survival. It was the first time many of us felt seen in higher education.

For many—especially Latine women and queer students—Nepantla was a home. But when we voiced concerns, we were met with vague reassurances: that “change is hard” or the decision would “support more students.” That's not how it felt. It felt like we were quietly discarded—

without a clear plan or meaningful student input.

Dr. Pollard's written response claimed Nepantla students lacked access to major-specific advising. That wasn't my experience. Without Nepantla's support, I might not have made it. I know students who say they would've dropped out or stayed trapped in generational cycles—like gang violence—if not for it. We are living proof that it worked.

Nepantla wasn't just cut. It was erased. Like we were only good for brochure photos.

This isn't just about one program. It's about how leadership decisions shape real student lives. I ask you to consider this seriously in evaluating President Pollard's performance.

Thank you.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 9:31:46 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: alyssamulligan17@gmail.com

Name: Alyssa Mulligan

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of Annual Professional Performance Pay Awards

In Favor / Opposed / Other: In Opposition

Comment:

I am speaking on behalf of myself, not as a representative of my institution. Faculty have continued to work above and beyond expectations in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit. Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall. It is beyond disheartening to know that we oftentimes care so much about the students and education we support that we are exceeding expectations and taking on extra work due to inadequate staffing and with little to no compensation, and yet it is apparently going completely unrecognized. Not only is the socioeconomic state of our society unstable and increasingly difficult to navigate and survive in at the same time that COLA is pausing, but now the only opportunity for any recognition of the dedication we have to our work and our students is being threatened, as well. If this agenda item is voted in favor of, it becomes evident that our dedication and wellbeing as hard working, committed human beings is not valued over NSHE saving a couple of dollars. It is because of this that I kindly ask and urge NSHE to prioritize merit pay for faculty in their budgeting. Thank you.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 10:11:54 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: chantewhitney@gmail.com

Name: Chante Derella

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: SUSPENSION OF ANNUAL PROFESSIONAL PERFORMANCE PAY
AWARDS

In Favor / Opposed / Other: In Opposition

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 10:48:42 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: roselyntomasulo@gmail.com

Name: Roselyn Tomasulo

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: In favor of Merit pay for faculty

In Favor / Opposed / Other: In Favor

Comment:

Faculty have continued to do excellent work in the face of budget cuts, hiring freezes, and the loss of federal funding. The merit policy was implemented to ensure that budgets were prioritized to reward faculty effort and retain excellent faculty. Merit should be prioritized in institution budgets, and administration needs to find revenue to support merit.

Institutions can prioritize education and instruction (and personnel) by deciding how much student fees go towards this part of the mission (as opposed to buildings and infrastructure). The legislature did provide additional funding for utilities, infrastructure and maintenance, so institutions can use other parts of the budget for faculty merit.

Suspending this policy should only be used in bad budget years; with state appropriations awarded this legislative session, NSHE is not facing a budget shortfall.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 10:59:54 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: craig.hennigan@unlv.edu

Name: Craig Hennigan

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of performance pay

In Favor / Opposed / Other: In Opposition

Comment:

With what looks like no COLA incoming the suspension of merit pay puts a pretty big hardship on faculty an an economy with rising prices in housing and consumer goods. Its a paycut. Why is faculty taking paycuts? I'm not sure what we've done wrong here.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 11:56:50 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: dmcook.ski@gmail.com

Name: Daniel Cook

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: 15

In Favor / Opposed / Other: In Opposition

Comment:

Please fund the merit pool as scheduled. This is NOT a budget shortfall time. There is no evidence that we should suspend the merit pool. The faculty spend a lot of time on annual evaluations, as required by the state. The automatic merit pool is not very large anyway. These merit steps encourage performance and continuous quality improvement.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Thursday, June 12, 2025 1:15:38 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: lesliensarabia@outlook.com

Name: Leslie Sarabia

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspend the Merit Pay Policy

In Favor / Opposed / Other: In Opposition

Comment:

I am speaking on behalf of myself. Suspending this policy should only be used in bad budget years; NSHE is NOT facing a budget shortfall. It is extremely disappointing to know that a lot of our hard work seems to go unrecognized. We oftentimes take on additional workload, going above and beyond to provide support to students and their education with inadequate staffing due to budget. Cola is pausing during one of the hardest times our society is facing due to the cost of living increasing at a rapid speed. Now, the only opportunity for any recognition for the dedication we have to our work and our students is also being threatened. If this agenda item is voted in favor of, it becomes evident that we, the employees, are not being valued. It is because of this that I kindly ask and urge NSHE to prioritize merit pay for faculty in their budgeting. I appreciate your time with reading this comment.

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

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

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Friday, June 13, 2025 8:57:21 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: General Public Comment June 13

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

Comment:

Kent Ervin, representing the Nevada Faculty Alliance, the statewide association of NSHE faculty and professional employees.

On July 1, faculty take-home pay will go down by 1.75% because of higher retirement contributions. They will also lose the \$1000/year retention incentives. That's from the state. This board just eliminated performance pay awards, for which faculty have already submitted annual evaluations and been assigned a step increase. That is how faculty will see how the state and Regents and presidents do or don't support them. Actions speak louder than words. Those considering leaving their institution have just gotten a call to action to join the academic job market this fall and seek a place where academics come first.

Also on July 1, our classified colleagues in unionized bargaining units will receive a 1% cost-of-living increase and will continue to receive the \$1000/year retention bonuses and other perks. The legislature passed and the Governor signed AB596, which provides those benefits to unionized bargaining units only, leaving out other classified staff who have not yet formed a bargaining unit under NRS 288. We are happy for our union brothers and sisters at AFSCME, and I can't think of a better message from the Legislature and Governor to other state employees to join a union.

In the meantime, the Board of Regents opposed AB191, which would have brought collective bargaining for faculty into state law. We now know that being part of the state-sanctioned collective bargaining process may be the only way to secure cost-of-living increases in the future. So your action opposing AB191 will turn out to be short sighted.

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025
Date: Friday, June 13, 2025 12:09:41 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, June 12-13, 2025

Email: kenneth.roman@csn.edu

Name: Kenneth Roman

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, June 12-13, 2025

Agenda Item: Suspension of the merit pay policy

In Favor / Opposed / Other: In Opposition

Comment:

The suspension of this policy is again another another financial deterrent to the employees of higher education. With the increased in mandatory retirement percentage and no COLA increase, this is another sign of the placing a financial burden on the employees of NSHE.

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

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