

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Special Meeting, August 26, 2022  
**Date:** Monday, August 22, 2022 1:59:13 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Special Meeting, August 26, 2022

**Email:** [Lugonia754@aol.com](mailto:Lugonia754@aol.com)

**Name:** Diane Hill

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** August 26, 2022

**Agenda Item:** CHANGE

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

**Comment:**

Hello.

I'm very disturbed and concerned about the lack direction and accountability the College of So. Nevada has taken in the last six years. President Z and his VP's have neglected their duties and failed to serve this college, employees and especially the students. The 2022 graduation ceremony in May was so disorganized, unprepared that not only did the audience walk out but many of the graduates left as soon after crossing the stage, Dr. Z. was totally winging it. How do you speak at a graduation unprepared, I was embarrassed.

After participating in more than 10 years of graduations I like so many others was disappointed. He brought two key note speakers which should Never have spoken to that young audience and then to make it worse he gave them awards!!

The Convocation this year is a mess., that's right did you go?

Prompting a lot of people to leave because it was so disorganized.

Clean house, before more damage to this institution is done. Starting at the top with the President and all his cronies. How do you have VP's , making that much money, working from home and only come to campus for meetings. You are wasting tax payers money !! They are not doing what they need to do, It's a joke! If you stopped paying these ridiculous salaries \$\$,

You might attract real educators, people who have vision, experience and a history in education. Nothing but a lot of con artist that came to CSN because nobody else wanted them. Enrollment will continue to drop unless something is done!

**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:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, August 26, 2022  
**Date:** Wednesday, August 24, 2022 4:52:29 PM

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# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, August 26, 2022

**Email:** santarpia.mcneill@csn.edu

**Name:** Santarpia McNeill

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** August 26, 2022

**Agenda Item:** General Public Comment

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

**Comment:**

My name is Santarpia McNeill I have a 22 year tenure at CSN as administrative faculty I am being bullied and harassed by my acting supervisor at CSN. I have followed the chain of command and the requisite procedures in requesting assistance in my plight. to no avail. I am being harassed in the following areas: Age, Length of Service, race, disability, and medical issues, All of which are classified as illegal by EEOC . I am not the only person being bullied several of us have reached out for assistance to no avail, that is why I am here today.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Special Meeting, August 26, 2022  
**Date:** Wednesday, August 24, 2022 6:25:14 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Special Meeting, August 26, 2022

**Email:** kurich@gmail.com

**Name:** Kandice Doerring

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** August 26, 2022

**Agenda Item:** Public Comment

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

**Comment:**

Effective 07/01/2022 the admin faculty salary scales were raised however, they are not being implemented. Existing admin faculty are not being adjusted to meet the new scales and new hires/promoted employees are being denied the posted pay scales due to 'internal equality' meaning; UNR is not paying the posted salaries and using the tired excuse of equality. This needs to be reviewed and acted upon. Salaries need to be increased to the actual posted ranges – for all existing and new employees based upon, once again, the posted qualifications and not based upon the antiquated salaries of previous employees. Personally, on paper, my salary looks good however, the mandated 15.5% deduction for retirement along with taxes and other deductions such as parking, reduce my take home pay by 27%. My rent is 54% of my monthly NET income and is set to increase another 10% in March. Childcare is 15% of my monthly NET income and also increases on an annual basis. Salaries need to be adjusted! Merit needs to be reviewed and allowed every year! COLA needs to be guaranteed every year! Employees need to be valued and that includes taking their needs and wellbeing into consideration and this starts with salaries.

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Special Meeting, August 26, 2022  
**Date:** Friday, August 26, 2022 7:25:19 AM

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# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Special Meeting, August 26, 2022

**Email:** gsharlein@unr.edu

**Name:** Gloria Sharlein

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** August 26, 2022

**Agenda Item:** Administration budget increase

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

**Comment:**

Dearest Regents, I'm writing you today to tell you my testimony on our administrative budgets. I am in strong in favor and I believe it crucial that we not only raise the incoming base salary but increase the salary of all current employees. My department is losing multiple employees a month. Most of them are leaving for higher paying jobs. Our positions are the career. I've learned that there is not to many opportunities for advancement in my position. So every NSHE position is a career position. We need to be paid a career competitive salary so we can make a future in our current positions. Being a University I would think we set the example of getting a degree is worth it because of the money you will make after graduation. I barely make more than when I was a waitress before graduation. I also read that NSHE is going to demolish our historical buildings to build new ones in the name of "climate change." How much does that cost? How long will it take for any return? It does not sound at all like you will be saving money by doing that and your colleagues need help now. Faculty should be more important. I also see you have almost a 4,000,000.00 reserve and almost 6,000,000.00 cost in salaries. You could give us all a 20% raise and have money in your reserve. Please be aware that most of us are suffering and going through hard times. Many of us on top of paying for the war in Ukraine, gas prices, food prices, utilities going up, our rent also went up this

year over \$100 a month. All these expenses increase but no income increase. Many of us faculty have to go to food banks to feed our families. Staying here as faculty shows we are committed, but it is real hard right now! Please increase the salary for everyone. Thank you for your service and be well.

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

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