



Nevada Faculty Alliance  
840 S. Rancho Dr. Ste 4-571  
Las Vegas, NV 89106

March 1, 2023

Board of Regents  
Nevada System of Higher Education

Re: Public Comment for the March 3, 2023, Special Meeting, Agenda Item 4

Dear Chair Brooks, Vice Chair Arrascada, and members of the Board of Regents:

For forty years since 1983, the Nevada Faculty Alliance has worked to empower our members to be fully engaged in our mission to help students succeed. Being fully engaged means faculty members who feel that they are an integral part of their institutions, that their voices are heard through shared governance, and that there is a welcoming campus climate conducive to productive work. Looking for jobs elsewhere is obviously not being fully engaged for our students at NSHE.

To gauge the sentiment of faculty members about compensation and benefits, shared governance, academic freedom, campus climate, and collective bargaining, the Nevada Faculty Alliance has recently conducted surveys of academic faculty and non-managerial administrative faculty at the seven NSHE colleges and universities.

We have shared details of the survey methods and the responses in aggregate and by institution at <https://nevadafacultyalliance.org/NewsArchive/13110042>. Some key findings from the surveys include the following:

- Faculty are highly concerned about low salaries, with 64% of respondents reporting moderate or strong dissatisfaction with their overall compensation and 71% finding that their compensation compares unfavorably with others in their field at their stage of career.
- About half of the respondents expressed dissatisfaction with health care benefits. After improving compensation and lowering PEBP premiums, their highest priority is the restoration of PEBP benefits including Long-Term Disability Insurance.
- A strong majority of respondents (79%) are satisfied with retirement benefits, the one bright spot in overall compensation.
- Faculty respondents generally report being comfortable with the climate within their own departments or programs (72% overall), suggesting good working relationships with close colleagues. However, there is variability across the seven institutions in how comfortable faculty are with their overall campus climate—67% overall are moderately or strongly comfortable with their campus climate but at two institutions about half of the faculty members report being moderately or strongly uncomfortable.

- Faculty members who report they are more comfortable with the campus climate tend to be at institutions whose administrators are perceived to embrace the principles of shared governance and protect academic freedom. Conversely, institutions rated low in campus climates are correlated with dissatisfaction in those areas.
- Over half of the faculty respondents have seriously considered leaving their institution in the past two years, with low salaries being the most common reason followed by limited advancement opportunities. Contributing reasons include a lack of a sense of belonging, the high cost of living and housing, and a lack of institutional support. Faculty at institutions that rate low on campus climate overall are more likely to list the climate and tensions with administrators among reasons to consider leaving.
- Finally, at the four institutions without faculty collective bargaining units (GBC, NSC, UNLV & UNR), a supermajority of 83% of respondents moderately or strongly support formation of a bargaining unit to negotiate for improved compensation, benefits, and working conditions.

The survey responses will inform NFA’s advocacy efforts at the legislature for higher COLAs, for full restoration of benefits, and for the bill (AB224) to authorize collective bargaining in state law for NSHE professional employees.

The survey responses are indicative of differences in campus climate among the seven institutions. A short survey does not substitute for comprehensive campus climate studies and 360° evaluations, preferably conducted by independent third-party consultants with full anonymity of respondents, as part of the periodic reviews of presidents by the Board of Regents. Such studies could delve into the specific groups of faculty who feel the campus climate is unwelcoming or uncomfortable and why.

Sincerely,

*Kent M Ervin*

Dr. Kent M. Ervin  
 State President, Nevada Faculty Alliance  
[kent.ervin@nevadafacultyalliance.org](mailto:kent.ervin@nevadafacultyalliance.org)  
 775-453-6837



The [Nevada Faculty Alliance](http://nevadafacultyalliance.org) is the statewide independent association of professional employees at the colleges and universities of the Nevada System of Higher Education. The NFA is affiliated with the American Association of University Professors and the American Federation of Teachers. The NFA advocates for higher education as a common good, shared governance, academic freedom, and empowering our faculty members to be fully engaged in our mission to help students succeed.

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Special Meeting, March 3, 2023  
**Date:** Thursday, March 2, 2023 3:23:46 PM

---

# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Special Meeting, March 3, 2023

**Email:** apason@unr.edu

**Name:** Amy Pason

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** March 3, 2023

**Agenda Item:** Agenda item 2: Bylaw Revision Board Officers

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

**Comment:**

I am in favor of the election of Board officers reverting back to being on an academic/fiscal year cycle rather than the calendar year. As the cycle for new Faculty Senate Chairs is on a fiscal year/academic year, having the same for Board Officers assists with coordinating and working with faculty leadership at institutions.

**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>)