

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, 05/16/2023
Date: Thursday, May 11, 2023 3:55:27 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, 05/16/2023

Email: angela.brown@csn.edu

Name: Angela Brown

Representing someone other than yourself?: yes

Meeting: Board of Regents Special Meeting

Meeting Date: 05/16/2023

Agenda Item: Equity, Diversity, and Inclusion

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

Comment:

Employees will be merited by the need of the program, the experience of the employee, and the need for the program in the community to promote equity, diversity and inclusion. Equity, diversity and inclusion is where everyone underrepresented and we all don't get our fair share.

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, May 16, 2023
Date: Monday, May 15, 2023 8:01:46 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, May 16, 2023

Email: doug.unger@nevadafacultyalliance.org

Name: Doug Unger

Representing someone other than yourself?: UNLV Chapter, Nevada Faculty Alliance; and Government Affairs, Nevada Faculty Alliance

Meeting: Board of Regents Special Meeting

Meeting Date: May 16, 2023

Agenda Item: Agenda Item #2

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

Comment:

Doug Unger, Nevada Faculty Alliance. Agenda item #2 considers the 82nd Legislature's NSHE budget as well as proposed COLA increases for faculty and professional employees. The overall general budget for NSHE looks very positive. We are grateful to CFO Clinger, NSHE staff, and lobbyists for their advocacy. Concerning proposed COLA percentages, we believe NSHE faculty and professionals have earned and deserve these salary increases. That these raises may now require hiring freezes and austerity budgets is, in my view, evidence of fifteen years of neglect of compensation issues and a lack of leadership planning that has consistently marginalized faculty and employee salaries. NSHE faculty are now paid 16.3% to 23% lower than national averages, depending on which peer institution groups are compared. This sad situation cannot continue if Higher Education in Nevada expects to continue to aspire to achieve excellence in serving our students.

One major reason for underfunding proposed COLA increases by the Legislature is that, as has been reported by multiple sources, NSHE has a credibility issue. This lack of credibility is rooted in a past history of perceived lack of transparency by NSHE, true or not. The unreasonably inflated fiscal note NSHE has attached to AB 224 that would provide Collective Bargaining for faculty and professional employees doesn't help, either—that fiscal note is three-quarters more than is reasonable. It's being perceived as incredible by many Legislators. This new failure of credibility is reminiscent of a quote from author H.G. Wells: "If nothing is

believable, nothing will be believed.” This is not the fault of faculty. Neither are any budget shortfalls. Faculty and professionals deserve salary increases. It’s high time our colleges and universities include in their planning a fair, just, sustainable future for faculty and employee compensation.

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

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NEVADA FACULTY ALLIANCE

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

Date: May 15, 2023

To: Board of Regents, Chancellor, Presidents

From: Kent Ervin, State President, Nevada Faculty Alliance

Subject: Public Comment, Agenda Item 2, Budget Briefing, 5/16/2023 Board Meeting

The base budget funding increases and enhancements in the budgets closed for NSHE last week are extraordinary. The proposed compensation packages are game-changing. Becoming more competitive with salaries for both professional and classified employees will yield long-term benefits in recruitment and retention to accomplish our educational and research missions. We owe gratitude to the Governor and Legislature for positively addressing NSHE budgets and state employee compensation. The challenges of funding faculty and staff Cost-of-Living Adjustments (COLAs) should be analyzed in that context.

There has been long-term underfunding of the higher-education workforce at NSHE, both in state-funded budgets and in self-supporting budgets. The COLAs and other compensation enhancements being proposed by the Governor and Legislature are a golden opportunity to correct compensation. NSHE simply must find a way to cover the compensation increases for the non-state-funded portions of our budgets. It is unacceptable for NSHE employees to be treated as lesser than other state employees. Of course, the Legislature and Governor should fully fund their mandates—but for NSHE to claim poverty or an inability to raise funds for non-state-funded programs will be counterproductive. The goal must be to work in full transparency with the Legislature and Governor to solve any shortfalls in the near term and the long term. That could mean, for example, using available reserves as bridge funding until revenues can catch up. Outside-the-box thinking is critical. We are counting on NSHE and the Board of Regents to thread the needle.

For your information, I am attaching NFA's summary of the current state of play at the Legislature regarding NSHE budget and employee compensation decisions.

It should not be understated just how extraordinary the base budget funding increases and enhancements are for NSHE. The proposed compensation packages are game-changing. Becoming more competitive with salaries for both professional and classified employees will yield long-term benefits in recruitment and retention to accomplish our educational and research missions.

Tuesday's meeting on funding COLAs should be seen in that context. There has been long-term underfunding of the higher-education workforce, both in state-funded budgets and in self-supporting budgets. The COLAs and other compensation enhancements being proposed by the Legislature are a golden opportunity to correct compensation. NSHE simply must find a way to cover the compensation increases for the non-state-funded portions of our budgets. It is unacceptable for NSHE employees to be treated as lesser than other state employees. Of course, the Legislature and Governor should fully fund

their mandates—but for NSHE to claim poverty or an inability to raise funds for non-state-funded programs will be counterproductive. The goal must be to work in full transparency with the Legislature and Governor to solve any shortfalls in the near term and the long term. That could mean, for example, using available reserves or loans from reserves as bridge funding until revenues can catch up. Outside-the-box thinking is critical.

Please let me know if you have any questions. We would be happy to discuss these issues further as the Legislative session wraps up.

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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 faculty to be wholly engaged in our mission to help students succeed.

Contact: Kent Ervin, NFA State President, kent.ervin@nevadafacultyalliance.org, 775-453-6837

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, May 16, 2023
Date: Monday, May 15, 2023 11:10:21 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, May 16, 2023

Email: lindagannon@cox.net

Name: Linda Gannon

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: May 16, 2023

Agenda Item: 2

In Favor / Opposed / Other: In Favor

Comment:

Please accept this comment in favor of adopting both the Governor's and Legislature's proposed compensation packages for NSHE professional employees. My spouse and I are both long-serving faculty at the College of Southern Nevada and reside in Chair Brooks' district. We have worked so hard throughout the pandemic to foster student success, and we respectfully urge the Regents to find a way to fully fund our COLAs and reward our loyalty to our institution's mission.

Thank you for your consideration and for your service.

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

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