

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 22, 2023 7:58:27 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: paulsumby@hotmail.com

Name: Paul Sumby

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Public comment

In Favor / Opposed / Other: In Favor

Comment:

Dear Board of Regents,
I hope you are well. I am writing to request that you implement full 12% COLA raises for all NSHE employees. As a faculty member at UNR, I and my co-workers have all made sacrifices when called upon by the state during prior budget crises. We have endured furloughs and workload increases, and yet have not seen a significant raise for our salaries even to keep up with inflation for almost fifteen years. We do not deserve to be singled out for a lower COLA than other state employees.

I'll finish with an example. I am currently the Chair of a faculty search committee looking to bring in two new faculty to replace those that have recently retired. Earlier last week we received an acceptance letter from one of the candidates that my committee had spent a significant amount of time vetting. It should be a happy occasion but in order to get this individual to UNR we had to offer a salary commensurate with that being offered elsewhere in the US (and I'm not just talking the coasts). Thus, this new individual will start at UNR later this year at a salary higher than what I earn, even though this person will be coming in as a new Associate Professor and I have ten years of experience at that level, with all of those 10 years being here at UNR where I have poured my heart and soul into the teaching (I have been nominated for the Paul & Judy Bible and the E.W. Richardson Teaching Awards), research (I have been awarded NIH grants worth seven figures), and service (e.g., I am a long-standing member of committees that better the research experience for faculty and students) missions.

As my salary has not kept up with national averages I have no option but wonder if my work is valued. When someone brand new has a higher salary than someone with 10 years of service I have no option but wonder if my work is valued.

This is a real problem and I hope you are able to find a way to address it.

Best,

Dr. Paul Sumby

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 22, 2023 8:07:20 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: noblepj@me.com

Name: Paula J Noble

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: support of funding the 12% COLA for faculty

In Favor / Opposed / Other: In Favor

Comment:

As a UNR employee and department chair, I can attest that both wage stagnation and loss of faculty and staff positions has been a morale buster in my unit. We recently lost a faculty member to another R1 institution in the west who was offered a starting salary 40k higher than what he has made at UNR as an assistant professor, and I am concerned others may be poached with offers they cannot refuse. Loss of key personnel through our inability to pay them better is the biggest threat perceived in my unit.

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, June 30, 2023
Date: Thursday, June 22, 2023 8:33:02 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: geoffreys@unr.edu

Name: Geoff Smith

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Faculty COLA

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

Comment:

Please fund the full 12 percent cola. Faculty have been left out in the cold for far too long. It's killing our higher ed system. Here's a chance to make it right for once. Do the right thing.

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, June 30, 2023
Date: Thursday, June 22, 2023 10:24:32 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: ekoebele@unr.edu

Name: Elizabeth Koebele

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FY 2024 COLA

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

Comment:

My name is Dr. Elizabeth Koebele. I am a faculty member at UNR speaking on my own behalf. I urge the Board of Regents to fully fund the recommended faculty COLAs. The increasing departure of high-performing faculty for better paying jobs at comparable institutions undermines the system's goals of producing innovative research, serving our community, and teaching our students, all of which are necessary to maintain our R1 status. I began at UNR in 2017 and make significantly less money than more senior faculty due to not regularly receiving COLAs or merit, even as the cost-of-living in Reno has skyrocketed. I have watched productive colleagues leave NSHE in search of better compensation and have considered doing so myself. I am heartened that the Nevada legislature showed significant support for NSHE this session, and I encourage the Regents and NSHE to do their part to fulfill full salary increases. Reducing COLAs (and therefore salaries) will not only result in losing current faculty, but it will also restrict our ability to recruit and retain competitive faculty in the future. Fully fund the COLAs, starting with 12% this academic year, to improve the strength of Nevada's higher education. 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: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 22, 2023 10:27:50 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: RenataKeller@unr.edu

Name: Renata Keller

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA implementation for NSHE faculty

In Favor / Opposed / Other: In Favor

Comment:

I am a professor of history at UNR. I would like to urge you to please, please find a way to fully fund the 12% COLA for faculty for 2023. Our salaries are NOT keeping up with inflation, and they are NOT even close to equal to faculty salaries at comparable institutions. You have an opportunity now to help retain the people who are central to the mission of the universities—the educators. My colleagues and I work hard to provide high quality education for our students and our wider communities. Please do not punish us or drive away our best and brightest by denying us the same salary adjustments that Nevada is giving to other state employees.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 22, 2023 11:37:50 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: clwhite@unr.edu

Name: Carolyn White

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: General Public Comment

In Favor / Opposed / Other: In Favor

Comment:

Please fund the COA for faculty at its full amount of 12% and 11%. Faculty are training the next generation of Nevadans and are essential to the next wave of jobs and economic growth in the state. As a professor at UNR since 2005, I have seen the pay at this university stagnate and move backwards since I arrived and providing a lower COLA to faculty would send a very strong message that their work is valued less than other state employees, a message I am sure is not the intent of the Board of Regents or of the individual universities. Faculty have worked tirelessly for their students and for the state and deserve the same treatment as other state employees.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 22, 2023 1:29:16 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: chmariscal@gmail.com

Name: Carlos Mariscal

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Faculty Salaries

In Favor / Opposed / Other: In Favor

Comment:

I am writing to express my deep hope that we might fully fund Cost of Living Adjustment (COLA) raises for all NSHE employees. As a member of the university community, I have witnessed the impact of stagnant salaries on faculty and staff. My department has lost a fifth of its tenure-line faculty since the pandemic and they confided that cost of living/overwork was a central consideration for their departure. I think it is imperative that we address this issue and provide fair compensation to retain and attract top talent.

By fully funding COLA raises, we can not only help alleviate the financial burdens faced by our colleagues but also demonstrate our commitment to supporting their professional growth and well-being. With rising living costs and limited salary increases, I doubt I will ever own my own home, even as a tenured faculty member. I understand that budget considerations are challenging, but investing in our faculty and staff is essential for the long-term success and reputation of our university.

I kindly request that you prioritize fully funding COLA raises for all NSHE employees. Thank you for your attention to this matter. I urge you to consider the immediate and long-term benefits of fully funding COLA raises and taking action to support our dedicated faculty and staff.

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 22, 2023 1:40:34 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: jscheingross@unr.edu

Name: Joel Scheingross

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 3. Fiscal Year 2024 cost-of-living adjustment for professional employees

In Favor / Opposed / Other: In Favor

Comment:

I'm a UNR faculty member in the Department of Geological Sciences and Engineering and I am urging the BOR to approve the full 12% COLA for NSHE professional staff. NSHE faculty are educators and mentors. In my department, our faculty are training the next generation of earth scientists who are needed to deal with a wide ranging set of issues facing our society, from assessing the quality and quantity of our water for human populations, wildlife and agriculture, protecting our citizens and infrastructure from natural hazards such as earthquakes, fires and landslides, finding and sustainably extracting new deposits of critical minerals that are needed for solar panels, lithium batteries, computers and more. The geosciences group at UNR, like so many other departments, has seen a large loss of faculty over the past few years, driven in part by low pay. This has led to low morale, and is encouraging more faculty to look for jobs elsewhere. Fully funding the COLA at 12% would be a morale boost and help us retain the excellent faculty and staff we already have. This increase is needed to keep our salaries competitive with other comparable universities. Thank you for considering my comment.

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, June 30, 2023
Date: Thursday, June 22, 2023 3:53:07 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: mzierten@yahoo.com

Name: Michael Zierten

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Fiscal year Cost-of-Living adjustment for professional employees

In Favor / Opposed / Other: In Favor

Comment:

I respectfully ask that the Regents approve the full 12 percent COLA adjustment to take effect July 1 2023. The NSHE faculty and professional staff have not had merit increases for 15 years and the COLAs have not kept pace with inflation. Thank you for your attention to this issue.

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, June 30, 2023
Date: Thursday, June 22, 2023 4:50:02 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: bshriver59@gmail.com

Name: Robert Shriver

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FISCAL YEAR 2024 COST-OF-LIVING FOR POSSIBLE ACTION
ADJUSTMENT FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am writing to voice my full support for a 12% COLA adjustment for NSHE professional staff. UNR and other NSHE professional staff have faced a number of challenges over the past several years including extra work due to covid, furloughs, and a lack of COLA in the face of highest inflation in 40 years. I feel it would be shortsighted to prioritize new hires over providing a much needed COLA that will help retain existing employees. I feel failing to provide the full COLA will only exacerbate the existing staffing shortages rather than fix them. I urge the board of regents to approve a full 12% for all NSHE professional employees.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Friday, June 23, 2023 12:29:28 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: elora2.merry1@gmail.com

Name: Elora Paik

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: #3: FISCAL YEAR 2024 COST-OF-LIVING FOR POSSIBLE ACTION
ADJUSTMENT FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Board of Regents, Chancellor, Council of Presidents, hello. Thank you for serving Nevada.

For the record, my name is Elora Merry Paik.

Please support the full 12% COLA to academic and administrative faculty of NSHE. Thousands of us endured throughout the Great Recession and Pandemic, years without merit, years with the smallest of COLA, years with catastrophic medical coverage. Studies show our institutions are lean, running with hundreds of open positions, found wanting in salary comparisons of our peers.

I am a first-generation graduate of UNLV '90 BSBA. I am forever thankful for Professor Weiller, who offered me a scholarship without which I would not have had access to college. I am thankful to Dr. Nixon without whom I would not have found a career I love.

35 years ago, two years before graduation, I was awarded one of only 5 female spots for a DOE Internship open to 75. The company retained me and I spent almost 18 years supporting the DOE.

After taking a year off to bear a child, I returned to UNLV taking a 25% pay cut to be close to

the UNLV Preschool. I have never recovered my salary trajectory. I was hired not too long before the great recession. I was the worker people could point to who 'took' 5% from workers' payroll for furlough. I was not one, of many, who 'jumped jobs' for increased salaries.

Because I love my work so much, I have literally had only one promotion in 17 years all the while receiving Exceptional evaluations. The day NSHE went live with Workday, I was promoted from HR Systems Manager to Principal Systems Analyst for Finance.

Please do your part. Recognize the workers, like me, who have served NSHE with honest work for honest pay without glory and with shared sacrifice in harder times.

Speak loudly by acting on what you say.

Show how much you appreciate us by approving the full 12% Cost of Living Adjustments for all NSHE workers.

Thank you for supporting the promise of Higher Education in Nevada, Elora Merry Paik

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 Board of Regents Special Meeting, June 30, 2023
Date: Monday, June 26, 2023 6:10:43 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: joy.patrick@nsc.edu

Name: Joy Patrick

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Please consider funding the 12% COLA increases for all faculty. It is imperative pay is adjusted to meet the enormous demands on cost of living in Nevada, decreased wage increases over the past 4 years, and out of pocket costs for medical.

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

Comment:

I am concerned with not funding the 12%.

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, June 30, 2023
Date: Monday, June 26, 2023 6:22:36 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: zhogan@unr.edu

Name: Zeb Hogan

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 12% COLA adjustment for NSHE faculty

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents, Chancellor, and Presidents,

Thank you for your commitment to higher education in Nevada.

I'm writing to express my support for the NSHE Presidents' recommendation of 12% COLAs for NSHE faculty, noting that the plan put forth by the Presidents is fiscally sound.

It's a rare opportunity to account for rising cost of living throughout our state and the country.

The NSHE system, and its faculty and staff, provide a foundation for improved opportunities and quality of life for all Nevadans, especially the next generation who aspire to build a better world for themselves, their families, and our community.

As faculty, we engage and educate students, conduct research that provides solutions and answers to critical problems and challenges, and work to connect with our communities.

Please stand with faculty, staff, and students by moving forward with the 12% COLA.

Thank you very much,

Zeb Hogan

University of Nevada, Reno

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, June 30, 2023
Date: Monday, June 26, 2023 7:57:13 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: sp.eugene@gmail.com

Name: Eugene Shapiro

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

My name is Eugene Shapiro and I am an Adjunct instructor at both College of Southern Nevada and Nevada State College (soon to be renamed Nevada State University). I wanted to urge you to find a way to fully fund COLA raises for all NSHE employees, including part-time academic faculty like myself.

I have been teaching for CSN for over 23 years now and over 3 years for NSC; I was awarded an Outstanding part-time faculty of the year at CSN in 2021.

The current inflation that resulted from COVID-19 pandemic has had a devastating effect on most NSHE employees, who worked very hard through the pandemic. They deserve a 12% raise. My understanding is that the current proposal doesn't even include the raise for the part-time academic faculty, which is really a shame. Part-time faculty is even more affected by the current inflation as we are already paid significantly less than our full-time counterparts and we receive no benefits. However, we contribute to over 60% of the CSN and NSC academic instruction and we deserve this raise, along with the rest of NSHE employees, academic or otherwise.

I ask you to support a 12% raise for all NSHE employees.

Thank you for your time,

Eugene Shapiro

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, June 30, 2023
Date: Tuesday, June 27, 2023 7:22:22 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: joanna.r.blaszczak@gmail.com

Name: Joanna Blaszcak

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FISCAL YEAR 2024 COST-OF-LIVING ADJUSTMENT FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I would like to thank President Sandoval for supporting COLAs for UNR faculty and staff, but I am writing because I am concerned that UNR is the only NSHE institution indicating a preference for a 10% COLA instead of the full 12% supported by other institutions. A maximum COLA would only bring our salaries to the same levels as two years ago when taking inflation into account. Each year UNR faculty, including myself, are presented opportunities to apply for positions at different universities across the country which offer the opportunity to receive a comparable salary in an area with a much lower cost of living than Reno. Prioritizing the retention of existing faculty should be a top priority of the university, and reducing the COLA for UNR faculty to 10% rather than 12% would reduce morale and faculty retention. Personally, this reduction also impacts my ability to afford child care. According to a 2022 report from Child Care Aware of America, Nevada is among the top 10 most expensive states for child care in the United States. Reducing the COLA affects the ability of early career UNR faculty to afford child care, further reducing morale.

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, June 30, 2023
Date: Tuesday, June 27, 2023 7:44:59 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: dhooper@tmcc.edu

Name: Keith Hooper

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 3

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

Comment:

I am a faculty member at TMCC. I am asking you to please implement the full COLA of 12%. For fiscal year 2025, please also implement the full COLA that year at 11%. There are many faculty members such as myself that are falling behind and finding the cost of living too high to bear. Anything less than the full COLA will have a devastating impact on morale and faculty retention.

Thank you.

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, June 30, 2023
Date: Tuesday, June 27, 2023 8:29:47 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: findmisha@gmail.com

Name: Misha Allen

Representing someone other than yourself?: self

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Item #3 – COLA

In Favor / Opposed / Other: In Favor

Comment:

Thank you for your support of COLA increases to restore our salary levels. I am proud to be a year round faculty member that serves Nevada's rural frontier – an area very challenging to serve. I live and work in central Nevada, serving the area with programming to address community identified critical needs. I make a difference with my work for this part of the state. It is meaningful and good. There are few professionals that have the ability, like me, to surmount the hardships (geographical, medical, education, resources, etc) of living this remote. Recruitment here can take years. And turn over of critical professionals is high. If I were to leave my position here, the loss of my expertise and work would have a negative impact on my community and state, during a time of great need and importance. My work addresses critical community development, economic development and child care needs across the state. I am evaluating shared-land-use strategies to address agriculture and renewable energy – two growing national security issues. Our work is imperative and of value. Supporting the COLA demonstrates your recognition of our contributions and value. It is difficult to ask others to value us, if our own institution does not. Your support sends a message of value to us, to our communities, to the state, and to the nation. 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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 8:41:22 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: mariana.sarmientohern@gmail.com

Name: Mariana Sarmiento

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA salary increases for NSHE professional staff

In Favor / Opposed / Other: In Favor

Comment:

Hello, my name is Mariana Sarmiento and I'm commenting to urge you to assist our NSHE staff and faculty by finding a way to fully fund COLA raises for all NSHE employees. As an NSHE employee myself for the last almost 10 years, I know that we've all made sacrifices during prior budget crises. We've endured furloughs, workload increases, and supported our campuses throughout a global pandemic. Despite all of this, we haven't seen a significant raise to our salaries in almost 15 years. Inflation continues to rise and frankly, our employees have not been able to keep up with it. I have colleagues working multiple jobs just to be able to make ends meet. In my role, I work directly with students every single day. It's difficult to be able to support them through their financial troubles as college students, when I know so many of us as NSHE employees are struggling with similar situations.

In this time of unprecedented budget surpluses for Nevada, NSHE employees deserve the same salary restorations and raises as other state employees. It's great to hear that our Classified colleagues within NSHE will receive a 12% COLA increase starting in July, and an additional 4% more the following year. However, I understand that the legislation allows NSHE to give lower COLAs for academic and administrative faculty. We know that all NSHE employees are struggling, and we all deserve the 12% adjustment to be able to survive in this post-pandemic landscape that we are all still recovering from. This is an opportunity to show all of our NSHE employees that they are valued, that their work matters, and that we care about them. Lastly, it's great news to hear that our Nevada State College president and other

presidents in the system are in support of this 12% increase.

I appreciate your time today and I strongly urge you to stand with all NSHE employees in ensuring that we're able to have a sustainable livelihood. Thank you for your time.

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, June 30, 2023
Date: Tuesday, June 27, 2023 8:51:31 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: meaghanlynch14@gmail.com

Name: Meaghan E Lynch

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: #3 – 12% COLA increase for NSHE professional staff

In Favor / Opposed / Other: In Favor

Comment:

The maximum COLA increase of 12% brings our salaries to the same levels as two years ago compared with the cost of inflation. The lack of mobility and increased pay is a retention issue for NSHE employees – I have seriously considered leaving the public sector in the last year because my salary is not sufficient in the current economy for the level and amount of work that I do. I want to be here for my students more than anything, but I am left having to make a choice between buying a home, having a wedding, contributing to the local economy, and doing work that I am passionate about for the next generation of Nevadans. Fully funding the 12% increase will allow NSHE staff to get closer to the wages we deserve for our work. The plans submitted by the presidents are fiscally sound, and I thank the presidents and the chancellor for recommending this increase. This 12% increase would be a meaningful "thank you" for our public service to the state of Nevada.

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 Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 9:11:42 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: lindagannon@cox.net

Name: Linda Gannon

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: ITEM 3: FISCAL YEAR 2024 COST-OF-LIVING FOR POSSIBLE ACTION
ADJUSTMENT FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Please consider approving the maximum allowable COLA for NSHE faculty. We worked tirelessly through the pandemic to support our students' success and stay committed to improving the lives of Nevadans by providing a quality higher education experience. This opportunity to more closely align salaries with inflation will help to hire and retain quality personnel and affect generations of students who call our great state home. Thank you for your service and for your consideration.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 9:18:47 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: sudeep@unr.edu

Name: Sudeep Chandra

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA for Faculty

In Favor / Opposed / Other: In Favor

Comment:

I am a faculty member at the University and I have not had a COLA adjustment for over a decade. Certainly cost of living has increased. Like my peers, I do consider additional job opportunities with higher pay but would prefer to remain at the University of Nevada and continue teaching these amazing students.

I urge you to support a 12% COLA increase and fund this increase through all means possible through NSHE and the University of Nevada. The mandatory retirement contribution increases will reduce my take home pay so having a 12% COLA will be very important for supporting our daily living.

Please do support the COLA increases of 12%, support the faculty and help move education forward in Nevada rather than regressing and damaging our Institutions through the loss of faculty and staff. We love our work and our students. We need YOUR support to produce a more equitable salary for our dedicated professors and staff.

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 Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 10:45:45 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: anne.declouette@csn.edu

Name: Anne DeClouette

Representing someone other than yourself?: N/A

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 3

In Favor / Opposed / Other: In Favor

Comment:

This statement is in support of the Regents approving the maximum COLA (cost-of-living adjustment) to increase base salaries, including all gaps in state funding for faculty. CSN faculty, in particular, continue to be the most underpaid within NSHE considering the size of the institution, its locality, and – most importantly – the vast needs of its student population. With CSN faculty salaries being comparatively deficient, morale among faculty is generally very low. Therefore, maximizing COLAs are critical, especially during this inflationary period. CSN needs to keep the good faculty it has and attract relevant, current faculty to meet its multiple missions; lackluster salaries without consistent, sufficient COLAs are not the way to retain and attract good faculty. CSN faculty shouldn't feel the need to consistently teach overloads (including maximum summer loads) and/or pursue "side hustles" just to make ends meet. Please prioritize CSN faculty pay (by approving 12% COLA increase for them) so we can worry less about our own financial situations and continue to support our students, the institution, and contribute to the state and local economy. Thank you in advance for your thoughtful consideration.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 10:57:43 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: staci.walters@gmail.com

Name: STACI WALTERS

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Item #3: FISCAL YEAR 2024 COST-OF-LIVING FOR POSSIBLE ACTION
ADJUSTMENT FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Faculty deserve a 12% COLA. Faculty in NSHE are largely left out of any step movements on the salary schedules and have been left out of most COLA adjustments for more than a decade. Salaries have changed very little, diminishing purchasing power and competitiveness. As a CSN faculty member, I have witnessed numerous failed searches or searches with only one qualified faculty member applying. We are constantly losing investment from current faculty because they are forced to look for outside employment to supplement incomes. We must invest in education, and we hope that you, as our Regents, understand the dire predicament that higher ed faces. Faculty are the 1st line of defense, supporting student achievement and building the life and soul of the college community, year after year. At a two-year school, faculty create the momentum for achievement. Please support 12% COLAs for faculty, creating equal COLA adjustments comparable to our peers. Faculty need to know they are valued. Faculty cannot support cuts by limiting COLA adjustments. Newer faculty are subjected to a higher cost of living than ever before. Support your faculty. Support education. Support 12% COLA adjustments and subsequent 11% adjustments to get faculty salaries back on track. Thank you.

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

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From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 12:25:18 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: jmhill@mac.com

Name: Jennifer Hill

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Consideration (and endorsement) of 12% COLA

In Favor / Opposed / Other: In Favor

Comment:

I write to thank the Presidents, Regents, and NSHE for supporting a 12% COLA to include faculty at all institutions. As should be evident from the input of myself and others throughout this process, 12% COLA gets us to the point of where we were two years ago in terms of salaries in relation to inflation. It does not fully catch us up, since we have required retirement pay-ins that take a bite out of our take home pay. In light of the unrelenting labor, flexibility, and resilience faculty across the state have shown in the past years of COVID and its aftermath, supporting a 12% COLA would show that the State and the system understand that NSHE's achievements are not possible without its dedicated faculty. The COLA will also signal to those applying for jobs at Nevada's institutions of higher education that we are vital and committed to excellence — and thus start to repair damage to our flagship institutions that was done over the past years. Please support faculty — glad and new — at the level that others in the state system (including NSHE administrators) are being supported. 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: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 12:47:36 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: joshua.levin@csn.edu

Name: Joshua Levin, Ph.D.

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Item 3: COLA adjustment for professional employees

In Favor / Opposed / Other: In Favor

Comment:

I have been a professor at CSN for over 20 years now. My colleagues and I have endured two decades fraught with the economic challenges of bank failures, the housing crisis, and Covid. The steady erosion of compensation relative to inflation, particularly coupled with declining health coverage, has created real financial stress for many of us. I served in the CSN faculty senate, when we voted to abstain from additional compensation (merit/cola), in order to assist with the financial crisis. Through furloughs and changing budget formulas we have always been there to help and serve our students. I love my work and my students, and it has been a privilege to see so many of them prosper from the foundations built at CSN. As I redouble my efforts to assist them with updated lessons, managing AI in education, online education certification, and becoming a Promise Scholarship mentor, I am finding that the combination of aging and the decline in our real wages is a source of growing concern. I urge you now, to help us catch up from behind by fully funding the proposed 12% cola for faculty.

Thank you for your time and consideration.

In Service,

~ Joshua Levin

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

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From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 1:18:03 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: jessica.teague@gmail.com

Name: Jessica Teague

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda Item #3

In Favor / Opposed / Other: In Favor

Comment:

I am writing to support the recommendation for a 12% COLA increase for NSHE Faculty, namely those at UNLV. I am grateful to the President and Chancellor for their support of this measure. This will make a huge difference for me and my family, given the challenges brought by inflation these last couple of years. It is important to note that this increase will only bring our salaries to the same levels as two years ago. I will be very grateful to the Regents for supporting this fiscally-sound measure.

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 Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 2:10:54 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: diane.senecal@nsc.edu

Name: Diane Senecal

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda Item 3 – FY 2024 Cost-of-Living Adjustment for Professional Employees

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

Comment:

Our Classified colleagues at NSHE will receive 12%+ COLAs starting on July 1, 2023, with an additional 11% the following year. We are happy for them, but unfortunately, the legislation allows NSHE to give lower COLAs for academic and administrative faculty, even those funded by the state.

Many NSHE Presidents have already announced their intention to support the 12% adjustment for the coming fiscal year, including our President Dr. Pollard.

There will not be another historical salary increase of this magnitude in the foreseeable future. Nor will there be an opportunity to “catch up” in subsequent years if our COLA raise is smaller than what our state colleagues receive. NSHE faculty and professional employees have earned and deserve full raises. Unlike our Classified colleagues, we do not receive annual step increases so for the majority of Administrative Faculty, the only way we can see our salary increase is through COLA, which as you know has been insignificant over the past decade. We are having difficulty filling positions because salaries are lower than what the market demands.

We have all made sacrifices when called upon by the state during prior budget crises, including furloughs and workload increases, and yet have not seen a significant raise for our salaries even to keep up with inflation. Please find a way to fully fund COLA raises for all NSHE employees.

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 7:48:55 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: colleen.harrington@csn.edu

Name: Colleen Harrington

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda Item 3 FISCAL YEAR 2024 COST-OF-LIVING FOR POSSIBLE ACTION ADJUSTMENT FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Dear Esteemed Regents,

I am writing to encourage you to fully approve the COLAs “not to exceed” 12% on July 1, 2023, and “not to exceed” 11% on July 1, 2024. For too long full-time faculty have been neglected in COLAs and raises. With the proposed COLA we can begin to recover from the years of minimal to no salary advancement, increased contributions to retirement and healthcare, and minimal COLAs. We still will not be on par with other employees in our industry. Funding has prevailed for other NSHE employees, but faculty are continually treated with disregard. The increased costs of food, electricity, transportation, healthcare, and housing has led to faculty taking on supplemental employment and some faculty relocating to more affordable locations outside of Nevada. The narrative has been that with each degree one completes it leads to a greater lifetime income and opportunity. For a system of higher education to consider anything less than the 12% continues to demonstrate to our community that education is not valued, nor are the faculty who have earned multiple degrees. In a time when many people question the value of a college education and are opting out of attending college the inequitable COLAs speak louder than the millions of dollars spent on advertising for our institutions.

Please show our communities that education and the employees who are on the front lines are

valued and deserving of equitable treatment.

Respectfully,
Dr. Colleen Harrington
Professor
College of Southern Nevada

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 Board of Regents Special Meeting, June 30, 2023
Date: Wednesday, June 28, 2023 8:14:41 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: danforthusc@gmail.com

Name: Courtney Danforth

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FISCAL YEAR 2024 COST-OF-LIVING ADJUSTMENT FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a faculty member at the College of Southern Nevada. I encourage the Regents to vote for the full 12% cost-of-living adjustment for NSHE professionals who are dedicated to serving the future of the state via our students.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Wednesday, June 28, 2023 12:19:39 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: kendall.hartley@gmail.com

Name: Kendall Hartley

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Item 3: Cost of Living Adjustments

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

Comment:

Not accepting the 49.5 million dollars allocated by the state to NSHE would be an unfortunate and highly questionable decision. As I read Assembly Bill 522, the allocation assumes a 12% COLA and anything less may result in the return of millions of dollars to the state general 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: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Wednesday, June 28, 2023 3:03:51 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: doug.unger@nevadafacultyalliance.org

Name: Doug Unger

Representing someone other than yourself?: Nevada Faculty Alliance – UNLV Chapter and Government Affairs Committee

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda item #3 – FY '24 Cost-of-Living Adjustment for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Doug Unger, Nevada Faculty Alliance. In making your decision concerning the COLA raises, I hope the Board considers that current salaries stand at approximately 72% of the purchasing power of salaries in 2009. Faculty pay at our universities is more than 20% below national averages for R1 institutions. Hiring and retention is suffering, with twice the turnover rate compared to five years ago. Surveys show that about 40% of NSHE faculty and professionals have considered leaving either our state or their professions because of low salaries. Entry level Tenure Track faculty, Faculty-in-Residence, and Administrative Faculty are especially affected by low pay that no longer adequately covers the cost-of-living—these are the talented younger professionals counted on to build the future. The 12% that a majority of campus leaders support is only a start to begin to fix low salaries. Anything less will be received with disappointment, also as confirmation that Higher Education faculty and professionals are treated with less value and less regard than any other group of workers in this state. The NSHE system has rarely included and never prioritized a salary request even as it has successfully lobbied for increased scholarships, new programs, new buildings, new professional schools, hosts of achievements that have led to admirable growth. The system has consistently left behind satisfactory pay for the faculty and professionals on which all of this progress ultimately relies. Instead, we've been furloughed to balance budgets, and during the pandemic and post-pandemic, too many of us have seen our workloads increase. Current measures our

campuses must take to pay COLA raises is evidence of NSHE's lack of planning or thought for faculty compensation that we have endured for at least fifteen years. We ask you to approve the 12% COLA adjustment for this year, and more—help to fix a chaotic and unreliable salary system for the next fiscal year and into the future. 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: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Wednesday, June 28, 2023 4:01:03 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: vicky.albert@unlv.edu

Name: Vicky Albert

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 12% COLA for NSHE

In Favor / Opposed / Other: In Favor

Comment:

Please seriously consider giving faculty the 12% COLA. It has been about 15 years since we have received a raise that keeps up with inflation

Our faculty salaries have fallen behind others in similar institutions of higher education. In turn, we have lost many faculty due to low wages and we are having a difficult time recruiting new faculty.

Thank You

Dr Albert

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 6:08:52 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: mary.gillespie@wnc.edu

Name: Mary Gillespie

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 12% COLA for faculty

In Favor / Opposed / Other: In Favor

Comment:

I encourage you to vote for the 12% COLA adjustment. Faculty do not receive regular pay raises on regular intervals for their steps/ years of service and many are living on wages that are not sufficient to cover housing and other living expenses. The 12% COLA would help us afford to continue to live and work in this area, which has been drastically affected by inflation. Thank you for reading.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 8:41:59 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: clbell@unr.edu

Name: Casey Bell

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Public comment

In Favor / Opposed / Other: In Favor

Comment:

Please support and retain faculty by adjusting COLA to 12% to match the exorbitant cost of living in Reno!

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 8:44:46 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: danmorse@gmail.com

Name: Dan Morse

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

Please support 12% COLA for faculty, who deserve the same treatment as other state workers. We suffered furloughs during the pandemic and should be supported now that the state is able to do so.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 8:59:38 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: cody sagehunter1314@gmail.com

Name: Cody Hunter

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda Item #3

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

Comment:

First, I am grateful to the Presidents and Chancellor for recommending 12% COLAs and I heartily agree with that recommendation as these plans make financial sense and demonstrate a commitment to NSHE faculty. With the mandatory retirement contribution increases, a 12% COLA is essential to bring our salaries back up to pre-COVID levels. And it's no secret that everything costs more in 2023: It feels like every time I step into a store, the cost of essentials goes up, and up, and up. I'm at the point in my life where I'm hoping to start a family, but the cost of living in Reno is becoming prohibitively expensive. The work that we do for NSHE and the state of Nevada is important, and we have earned a 12% COLA.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 9:54:18 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: jwebber@unr.edu

Name: James Webber

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Cost of Living Adjustment for NSHE faculty

In Favor / Opposed / Other: In Favor

Comment:

Dear NSHE Board of Regents,

Thank you to the Chancellor and the Presidents for recommending the 12% COLAs. I'm writing in support of these recommendations. By now, you have no doubt heard that the maximum COLA would only restore our salaries to the level they were 2 years ago; and, no matter the COLA, our take home pay will be reduced by 2% because of mandatory retirement contribution increases.

To put these points into perspective, I want to share my experience. For the last 11 years, I've taught students from the first year to the doctoral level. When these students leave my classes, they are prepared to write in their majors and programs, in workplaces and professional settings, in graduate school, and as faculty.

Many of my undergraduates express an interest in attending graduate school and becoming researchers, teachers, and administrators in public universities like UNR. When these students ask me about going into an academic field, they want to know whether they can make a living if they must spend 6-8 years out of the income stream, move across the country, and fund some of their own professional travel. When I explain where my salary began 11 years ago and where it is now after tenure and promotion, students have been surprised to learn that with few exceptions, our salaries haven't changed over time. After having these conversations, very

few undergraduates see potential in academic careers. My concern here, then, is not only my own, but that of students. The message our state sends to its most promising young scholars has been clear: the cost of living is on you.

I understand that the Board of Regents has an opportunity to send a different message this year. I want to remind us that it's not just faculty who are listening—it's our students as well.

Sincerely,

Jim Webber
Associate Professor of English

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 10:18:34 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: ekhobson@gmail.com

Name: Emily Hobson

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Public Comment – COLAs

In Favor / Opposed / Other: In Favor

Comment:

I am a faculty member at the University of Nevada Reno writing to express my strong support for 12% COLA for faculty in order to retain our high quality faculty and especially to enable junior faculty, who are disproportionately people of color without family wealth, to remain with NSHE despite our lower than national average salaries and high costs of living. I express my strong thanks to the Presidents and Chancellor for recommending 12% COLAs and emphasize that the plans submitted by the Presidents are fiscally sound. COLAs at the level of 12% are urgently needed as these maximum COLA would only bring faculty salaries to the same levels as two years ago, and no matter the COLA, our take home pay will be reduced by 2% because of mandatory retirement contribution increases. I have witnessed significant effects on my own household budget due to increased cost of living, and witnessed even more serious effects for younger and more junior faculty who are priced out of decent rentals, unable to buy homes, and face medical debt for simple procedures due to their high cost of housing and food. I know of at least one junior faculty member who was compelled to resort to selling their plasma at the plasma bank in order to make monthly expenses. The cost of living moreover disproportionately affects recently hired faculty of color who bring important new networks and mentoring abilities to our students, as these faculty members typically arrive without the family wealth that is necessary in order to get by. Our low salaries pose severe consequences that are driving very highly qualified faculty, especially junior faculty, who will be actively searching for other jobs and leaving Nevada, thereby diminishing the quality of education for our students. Even a 10% COLA will suppress our salaries further

compared with national averages and will drive away qualified job candidates, undoing any fiscal rationales. Thank you for supporting a 12% COLA.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 10:35:52 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: miyah@unr.edu

Name: Miya Hannan

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: agenda item #3 on June 30, 2023

In Favor / Opposed / Other: In Favor

Comment:

I would like to thank the Presidents and Chancellor for recommending a 12% increase in the base salaries of COLA's professional staff. I strangely agree with this 12% increase. The inflation is severe, and our take-home pay will be reduced by 2% because of mandatory retirement contribution increases. This has affected the quality of our basic living. The medical cost has risen so much for me that I hesitate to make doctor's appointments. All professional staff deserves a quality of life at least to the level of pre-COVID. A maximum COLA would only bring our salaries to the same levels as two years ago.

The amount of work professors do for higher education is extremely high. Even though 40% of their job is research, teaching and service works take up most of the time during semesters, including night times and weekends to keep up with the amount of work. In order to keep the status of Tire 1 Institute, we have to work really hard during summer and winter to catch up with the 40% research requirement. I have been very stressed because I cannot even find personal time. There are many people who left our department because of these working conditions, and the university has not been able to fill the staff back, which has caused people more work. Because of the lack of staff, things do not move quickly, and this is also causing students to feel treated poorly. The college's staff should be treated fairly for the success of students and the university.

Our gaining a Tire 1 status was great for Nevada. Professors are now more visible internationally, raising the reputation of UNR. However, keeping the status requires much effort, and professors have been working extremely hard on this. The contribution of our staff

to the college should be recognized in a tangible way.
Thank you very much.

Miya Hannan
Associate Professor
College of Liberal Arts

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 10:40:01 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: pgdsierra@aol.com

Name: Paul Devereux

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA adjustments

In Favor / Opposed / Other: In Favor

Comment:

Thank you for your commitment to our state and students. I urge you to fully support the COLA adjustment for our faculty. We have stood by our state during pay cuts, furloughs, and increasing workloads yet we lag behind in pay despite all our work training the next generation of Nevada leaders. Please help to keep us competitive to recruit and retain the best faculty for our Nevada students. Thank you

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: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 10:55:28 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: cmwarner1@icloud.com

Name: Carolyn Warner

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: # 3 Fiscal Year 24 COLA

In Favor / Opposed / Other: In Favor

Comment:

I am faculty at UNR and I support the full 12% COLA for professional staff. The NSHE presidents have all presented fiscally sound proposals to handle the 12% COLA. Balancing the budget on the backs of faculty again is unacceptable. Cutting COLA in order to hire new faculty while driving current faculty away is a losing proposition. Better pay attracts and retains. Faculty seriously are looking at leaving if NSHE professional staff are not treated equally with other state employees for the COLA at 12%. am grateful that the Chancellor and all but one of the NSHE presidents have fully endorsed the 12% COLA.

The difference between 10% and 12% is substantial. Consider that the full 12% rather than 10% makes a difference in being able to pay the medical bill for Emergency Room treatment of a child, or cover the sharp hike in grocery prices and childcare. 10% will still leave faculty short.

In my department, we yearly send numerous students into the Nevada workforce in state, local and county government agencies, into the private sector, and into para-public agencies in Nevada and around the country. We send student to top law schools and to top MA and Phd programs in a range of fields. We teach first generation students and give them a critical leg-up in the work force. Our faculty are dedicated to our students. But we will not be able to teach them effectively if we are demoralized, and our numbers further reduced through the hemorrhaging that will go on if the full 12% COLA is not supported. The cost of living is extremely high in Nevada, relative to current salaries. The 12% COLA would adjust for inflation over the last two years and help faculty struggling to pay basic living expenses for

themselves and their families.

Some Regents have said recently that they are grateful for the dedication of the NSHE faculty. Gratitude does not pay for sharply higher medical bills, car repair bills, much higher childcare costs or sharply higher grocery bills. The 12% COLA would.

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 Board of Regents Special Meeting, June 30, 2023
Date: Tuesday, June 27, 2023 3:40:18 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: elise.aparicio@csn.edu

Name: Elise Aparicio

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

Cost of living has increased dramatically in the last few years, making it very hard to live with my current salary. I advise students on their professional goals and help them find resources to make it afloat, yet I also need a side job to afford a one bedroom apartment in Las Vegas with my current salary. If NSHE values their employees at all, they will approve this increase.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 11:20:59 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: dleamy@unr.edu

Name: Deborah Leamy

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda item #3

In Favor / Opposed / Other: In Favor

Comment:

I'd like to thank the Presidents and Chancellor for recommending 12% COLAs for which I wholeheartedly agree.

These plans submitted by the Presidents are fiscally sound and a maximum COLA would only bring our salaries to the same levels as two years ago.

No matter the COLA, our take home pay will be reduced by 2% because of mandatory retirement contribution increases. I am a newer faculty member but have just been given a renewed contract for this year, albeit without being incentivized to stay here because I was not offered a dime more AND we may \$500/year for parking!

A lowered COLA to 10% also affects the retention and hiring of the high-quality faculty that our department deserves and needs-including myself.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 11:52:52 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: seusden@unr.edu

Name: Spencer Eusden

Representing someone other than yourself?: representing myself

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FISCAL YEAR 2024 COST-OF-LIVING ADJUSTMENT FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

My name is Spencer Eusden an administrative faculty at UNR representing myself. I am urging the Board of Regents to fully fund the 12% COLA. President Sandoval's memorandum regarding the COLAs describes concern for losing momentum and delayed progress toward UNR's academic goals if a 12% COLA is enacted. Through my experiences struggling to find affordable housing and my wife and me trying to decide if we can afford to have a child and continue to call this area our home, I argue that not addressing the under-compensation of UNR/NSHE positions, relative to comparable positions at other institutions, represents a larger impediment to the University's momentum and progress towards its academic goals. The difference between a 10% and 12% COLA would be significant towards my own well-being as well as the morale of myself and my co-workers. Please fully fund the 12% COLAs.

Thank you for your time and consideration,
Spencer Eusden

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 11:55:36 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: austinp@unr.edu

Name: Austin Pratt

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FISCAL YEAR 2024 COST-OF-LIVING ADJUSTMENT FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am submitting public comment for Agenda Item #3 in strong favor of cost-of-living adjustment for professional employees for the Fiscal Year 2024. I am thankful for the positive support by the Chancellor and Presidents for a 12% COLA to bring salaries only to the same levels as two years ago. The cost of living where I live in Reno has been extraordinary and extremely difficult for my family. We love UNR and Reno, and want to be able to afford living in this wonderful place. I work as Curator of Sheppard Contemporary and University Galleries at UNR and am proud to have personally organized over 19 distinct art exhibitions last year, serving our students, faculty, University community, and community at large. I hope to be able to continue to work diligently toward service for the arts in Northern Nevada, and across the State, and am grateful for the Board of Regents support for professional staff across the State of Nevada. Thank you for your time and energy.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 12:28:43 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: nstotts@unr.edu

Name: Neil Stotts

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Item #3: FY2024 COLA adjustment

In Favor / Opposed / Other: In Favor

Comment:

Thank you Presidents and Chancellor for recommending a 12% COLA. Your recommendation is encouraging and offers to help reduce the impacts of current economic factors—like inflation and an abnormally high cost of living in our area—and bring our current salaries up to the same levels of 2021. It's also heartening that the plans submitted by the Presidents are fiscally sound and responsible to NSHE stakeholders. As committed instructors, devoted to student learning, growth, and opportunity, the proposed 12% COLA puts wind in our sails and contributes to better outcomes for our students and institutions. 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: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 12:47:35 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: mikaelars@unr.edu

Name: Mikaela Rogozen-Soltar

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda Item #3

In Favor / Opposed / Other: In Favor

Comment:

I write to strongly urge approval of 12% raises for NSHE faculty. The plans made by NSHE's institutions are sound, and recognize the need to bring faculty salaries at least on par with recent inflation. I am a tenured professor at UNR, and I can barely afford rent each month. I am also pregnant, and I sincerely fear that without the full 12% COLA, I will not be able to afford childcare and that I will have to leave UNR. I work hard for my students, who I love. I teach a huge required lecture course to students across all fields at the university each Fall, helping hundreds of students graduate on time. Losing me and faculty like me will hurt Nevada's students and hurt Nevada's economy. Please make it financially possible for us to stay!

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 1:28:18 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: saralindak@unr.edu

Name: Saralinda Kiser

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Item 3 12% COLA

In Favor / Opposed / Other: In Favor

Comment:

Thank you for your service to education. I ask for your support in funding a 12% COLA for NSHE professional employees. I support the Chancellor and Presidents' request for a 12% COLA. The plans are fiscally sound and all institutions, including UNR, should be afforded the 12%.

I am a Senior Lecturer at UNR. I have taught here for nearly 25 years and am a proud Nevadan. I am a voter, volunteer, teacher, parent, and advocate for our wonderful state. My income is just at the state average. Inflation has impacted my family and my community. Even at a 12% increase my adjusted salary would only raise my buying power to that of two years ago.

I fear for the Nevada's economic and competitive position. 4 colleagues in my program left Nevada in the past 2. We face difficulty replacing them as highly qualified individuals cannot afford live here. The national median home price is 418K. Reno – 525K. Las Vegas – 450K. In my department of 10, 6 of us make less than 74K per year, and 3 of us less than 60K per year. Most of the professionals who serve the majority of Nevada's students earn less than 78K, including associate professors, librarians, program directors, instructional designers, senior lecturers, lecturers, data analysts, research professors, software developers, communication officers, laboratory directors, teaching associate professors, recruitment specialists, web developers, student housing faculty, psychologists, controllers, development and fundraising specialists, senior engineers, veteran's services directors, safety personnel, even head coaches.

Professional NSHE employees comprise a diverse class of workers with a wide salary range. We face the same financial stressors as other state employees. Most of the personnel listed above have 12-month responsibilities to contribute to the health of our institutions, our state, our country, and the planet. Please fund COLAs at the full 12%.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 4:04:39 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: glynlaw@cox.net

Name: Glynda White

Representing someone other than yourself?: NFA and myself.

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda item # 3

In Favor / Opposed / Other: In Favor

Comment:

Good Afternoon, Regents,

I submit my comments in support of agenda item #3 to give NSHE Faculty and Professional Employees a 12% COLA. First, I want to thank our Chancellor and particularly, my President, Dr. Zaragoza for their support and recommending the 12% COLA. I clearly agree with their recommendation. The plans submitted by the Presidents are fiscally sound. A 12% COLA will reduce our take home pay to 10% due to a mandatory 2% retirement contribution. This COLA amount will only bring our salaries to a level of two years ago.

I have given many years of teaching, research and service to the NSHE system, and specifically, CSN. It has been an enjoyable time. Through good times and bad times. Colleagues and I have endured layoffs, furloughs and under pay, but we stayed the course in the name of service to our students and our community, sometimes, hardship has been brought upon us, but we did not waiver. A COLA lower than 12% will cause more hardship. We cannot endure this financial and emotional pain and instability again.

I ask your support and approval of the 12% COLA.

Thank you

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 4:13:17 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: I am commenting on behalf of myself as a faculty member and past president of the Nevada Faculty Alliance.

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: #3 Cost-of-Living Adjustments

In Favor / Opposed / Other: In Favor

Comment:

AB522 provides the largest COLAs for most state employees in recent memory, thanks to the legislature leadership, the governor, and advocacy by public employee groups including the Nevada Faculty Alliance.

Despite the "not to exceed" language in AB522, rank-and-file faculty deserve the same 12% COLAs as our Classified colleagues. It is shortsighted to prioritize new hires over providing a COLA that will help retain existing faculty.

Average UNLV and UNR academic faculty salaries are 23% lower than our peers in Western Public R1 Doctoral Universities according to the 2022-2023 AAUP Faculty Compensation Survey data. The 12%+11% COLAs will only bring take-home pay back to 2021 levels in real dollars, after inflation and retirement contributions.

From the legislature's perspective, the state is actually providing 100% funding for the COLAs for the state-funded portion of NSHE budgets. That's compared with 80% for wholly state-funded agencies, which are expected to use vacancy savings first before dipping into the COLA pool. It is therefore the responsibility of NSHE and the Regents to fund the non-state-funded portions of the budget. That policy has been in place since 2021, and it's not the faculty's fault that NSHE hasn't planned ahead to fund COLAs. Balancing the budget on the

backs of faculty again is unacceptable.

Please approve the full 12% COLAs for rank-and-file academic and administrative faculty as of tomorrow. For FY2024, only eleven-twelfths needs to be paid out because June's payroll payment is in July. You can ask CFO Clinger how that works. That gets us to over half of the difference between 80% and 66%, and cuts the doom and gloom projections from some institutions by over half. Then the new Chancellor, Presidents, and Regents will have a year to figure out how to accommodate the additional 11% COLA for July 1, 2024.

Agreed that all the information above is true and accurate: No

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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 Board of Regents Special Meeting, June 30, 2023
Date: Friday, June 30, 2023 7:41:08 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: waughnp@nv.ccsd.net

Name: Nathaniel Waugh

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 2

In Favor / Opposed / Other: In Favor

Comment:

Mr. Chair, Members of the Board: As an alumnus of two NSHE institutions, current UNLV doctoral student, as well as a former student leader and current member of the education community. I cannot speak more enthusiastically in favor of appointing Dr. Drake. As has been said yesterday, Dr. Drake is the right person at the right time to lead this system. Academics? Check. Business acumen? Check. International relationships and consensus building? Check and check.

It is not often that we see someone with such an impressive background and feels compelled to serve looks to Nevada, but we have an amazing candidate and I commend the Search Committee on their work in identifying a true gem.

I urge this board to accept the recommendation of the Search Committee and appoint Dr. Lawrence Drake as Chancellor of the Nevada System of Higher Education.

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 Board of Regents Special Meeting, June 30, 2023
Date: Friday, June 30, 2023 7:44:12 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: Pam.call@nsc.edu

Name: Pam Call

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

I've been proudly employed as a nursing instructor at Nevada State for the last 12 years. During this time, I've been able to inspire and train 500 much-needed nurses every year. I've achieved consistent excellent ratings in all performance categories even though there hasn't been any meaningful increase in our performance pay or COLA throughout my tenure. With inflation, past wage stagnation, and an extra 2% cut from our paychecks due to mandatory retirement contributions, I strongly urge you to give NSHE faculty a well-deserved and long overdue 12% raise.

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 Board of Regents Special Meeting, June 30, 2023
Date: Thursday, June 29, 2023 11:10:06 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: adam.csank@gmail.com

Name: Adam Csank

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: 3. FY 2024 COLA for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am a professor at UNR and am writing to request the board of regents to recommend the full 12% Cost of Living Adjustment for all professional employees. UNR faculty work hard as teachers and mentors training the next generation of Nevadans and it is the faculty who conduct research at a level that has vaulted UNR to R1 status. In my 7 years at UNR we have had merit salary increases twice and cost-of-living adjustments in two of those years, at an amount of 3%. I recently learned that senior assistant professors at other R1 universities are making the same salary as associate professors at UNR with 10 years of service at that rank. We will no doubt lose a potential hire because of that. I do want to say that faculty are burned out and overworked. The loss of faculty at a time when hiring freezes has meant an inability to replace those faculty has resulted in mission creep in the workload of all faculty as we try to fill the holes left by our departed colleagues. An increase in salary will be a welcome recognition of the value of that work. However, I will add that without the ability to replace lost colleagues as the university sacrifices positions to fund the COLA is not sustainable either. I have seen my workload increase significantly because of a lack of staffing, some faculty have had to take on extra teaching to ensure important classes are covered, and when you have a smaller department the service load on everyone else increases because certain standing committees still need to be filled. So in addition to requesting the COLA be funded at 12% I also would respectfully ask the Board of Regents to work to find a way to close the funding gap to ensure that we get to refill positions that have been lost to fund various budgetary crises and to find a way to not have the well deserved and badly needed salary

increase come with the bitter pill of seeing workloads continue to increase. Otherwise we will continue to lose good people.

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 Board of Regents Special Meeting, June 30, 2023
Date: Friday, June 30, 2023 9:32:26 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: nadine.branco@wnc.edu

Name: Nadine Branco

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: Agenda item #3

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

Comment:

I have been employed at Western Nevada College for 28 years, concurrently as an adjunct math instructor and a part-time coach, first at the Academic Skills Center and now at the WNC library, all LOA positions. Despite my longevity and dedication to this institution, my level of employment has been denied COLA and any kind of retention bonuses. My colleagues and I were forced to take furlough, but were excluded from the reimbursement. I have not received a raise in over 3 years. My cost of living has increased like everyone else's, yet I never qualify for COLA. While the focus has been on attracting and retaining full-time employees, part-timers have been ignored. You need to consider the contributions of ALL LOA employees. I have been told repeatedly over my years here that the success of this institution hinges on part-time employees. We have been filling the gaps, especially during COVID, and need to be compensated accordingly.

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

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

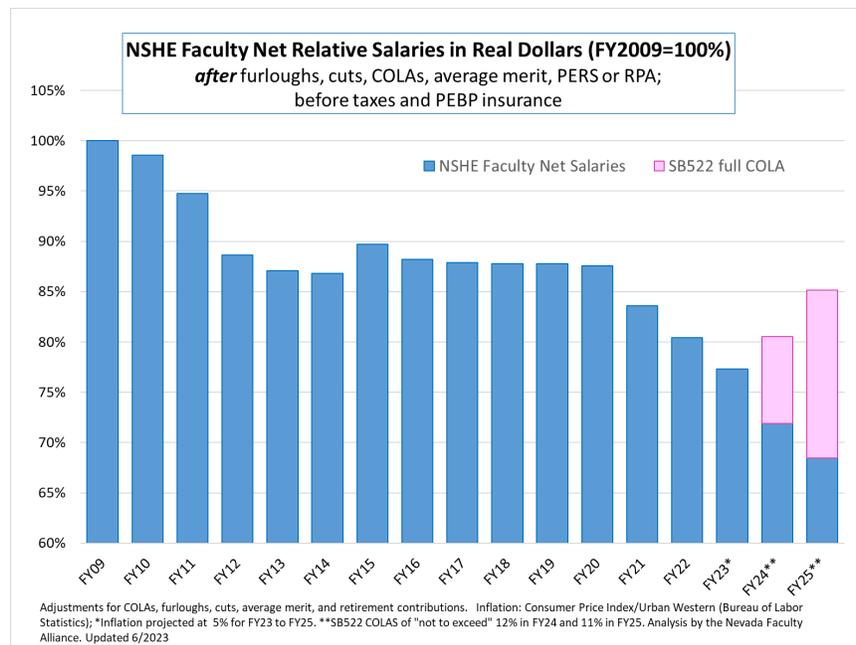


NEVADA FACULTY ALLIANCE
840 S. Rancho Dr., Suite 4-571
Las Vegas, Nevada 89106

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

We write in regard to the Special Meeting on June 30th, 2023 during which the final decision will be made on the COLA amount for professional employees at NSHE or FY' 24, including faculty. The BOR can decide on COLA up to 12%. **We are aligned with the majority of the members of the NSHE Council of Presidents and Acting Chancellor Erquiaga to approve the implementation of a full 12% of COLA for FY '24 with a "wait and see" approach for FY '25.**

The Presidents of our colleges and universities explained very well the fiscal impact funding the COLAs would have on our institutions. We realize that we cannot simply create more money to cover this implementation, but it is clear based on what the Presidents put forward that the impacts on faculty recruitment, retention, and morale outweigh the short-term costs and considerations for increased revenue. We understand that these decisions are difficult, but **it is of critical importance to prioritize faculty salary given the context of the long-term erosion of faculty salaries due to inflation greater than COLAs, the recent spike in inflation, and the fact that NSHE faculty were singled out in the bill for COLAs "not to exceed" 12% and "not to exceed" 11%. Even with the full 12%+11%, real net faculty salaries (take-home pay after inflation) will only return to 2021 levels (see chart below).**



Unfortunately, this graph doesn't tell the whole story. It fails to point out the tremendous amount of work that faculty have engaged in during the years when our salaries fell the most. We became adept at delivering high-quality instruction virtually, counseled students through a global pandemic, and worked to make up for hiring freezes. That was on top of continuing to engage in high impact research that maintains our R1 status at UNR and UNLV, advising students to get into graduate school or enter the workforce, mentoring and supervising graduate students, and increasing our service loads to address the running of our schools during frenzied times. **In short, we have been doing more for less pay. Cutting COLAs to hire new faculty while driving current faculty away is a losing proposition. Better pay attracts and retains.**

Now is the time, at your June 30th meeting, for Regents to step up for the faculty members who engage every day in our mission to help students, and the state as a whole, succeed.

Respectfully,

The State Board Officers of the Nevada Faculty Alliance:

Jim New, President

Shantal Marshall, Vice President

Cheryl Cardoza, Treasurer

Joey Ray, Secretary

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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.

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, June 30, 2023
Date: Friday, June 30, 2023 10:07:15 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, June 30, 2023

Email: pmiller@nshe.nevada.edu

Name: Peter Miller

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: June 30, 2023

Agenda Item: FISCAL YEAR 2024 COST-OF-LIVING ADJUSTMENT FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Any COLA less than 12% would create a devastating loss of morale in the professional ranks. Additionally, the growing frustration among employees as salaries have not been keeping up with rising costs will grow even more.

Thank you for voting to approve the 12% COLA increase.

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

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