

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 7:07:28 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** estiles@unr.edu

**Name:** Erin Stiles

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA for faculty AB224

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

**Comment:**

Please support the full COLA 12%+11% raises for faculty. I joined the UNR faculty in 2008 after getting tenure at California State University, Sacramento. The deciding factor for me was the much better salary I expected to earn over a career spent in the NSHE system: my husband and I prepared a spreadsheet comparing my career earnings until retirement in NSHE and CSU, and my compensation would have been far superior in the NSHE system. However, the day after I arrived in Reno, the RGJ announced massive cuts to higher ed in Nevada. Consequently, 15 years later, I am earning probably 40K-50K less than I expected at this point—we have had merit raises only 2 of the 15 years I have been here, and we have had hardly any COLA. The University of Nevada has gone from a very desirable place to work to an undesirable place, and we are hemorrhaging faculty and staff. Even so, the faculty at UNR have worked incredibly hard to achieve our R1 status—it is our excellent research and outstanding graduate student mentoring that has accomplished this, and we have done this all without reasonable compensation and in a time when the cost of living in Reno is skyrocketing. We are paid far below faculty at our peer universities and we live in an expensive city. It's time for the state to show us that we are valued and appreciated.

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 8:11:31 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** imhartshorn@gmail.com

**Name:** Ian M. Hartshorn

**Address:**

**Phone Number:**

**Representing someone other than yourself?:** NA

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Public Comment

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

**Comment:**

My name is Ian M. Hartshorn, I am a faculty member at UNR and a member of the Nevada Faculty Alliance speaking on my own behalf as a citizen. I am encouraging the board to implement the full Cost of Living Adjustments outlined in the legislative session for the coming academic years. NSHE is in a retention crisis. I have watched countless faculty who teach our classes and serve our communities leave for higher paying positions out of state. My own department is having difficulty attracting and retaining faculty, leading us to cut classes. Lost faculty means lost classes, which means longer times to degree and fewer students educated. Fully supporting the COLAs will go a long way to ensuring we attract, hire, and retain the best faculty. The legislative session saw high level support for NSHE. Whatever limitations remain in the funding cannot be filled by failing to compensate employees. Fully fund the COLAs, starting with 12% this academic year. NSHE will be stronger for it. Thank you for your time.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 8:18:48 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** aburgess83@gmail.com

**Name:** Dr. Adam Burgess

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

The legislature and Governor, recognizing the urgent need to resolve pay disparity and provide fair and competitive salaries for NSHE faculty, both for attracting new talent and retaining current talent, have done the right thing by approving 12% and 11% COLAs. Please put into effect the full increase of 12% and 11% for 2023 and 2024 respectively. We must invest in our faculty to continue to support the needs of our students and communities and to continue our institutions' continued success in student outcomes and faculty quality of life. Thank you for doing the right thing!

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 8:30:09 PM

---

# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** RenataKeller@unr.edu

**Name:** Renata Keller

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA implementation for NSHE faculty

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

**Comment:**

I am a professor in the UNR History Department and I'm writing to strongly encourage the Board of Regents to fully fund the COLAs for NSHE faculty. The cost of living is rising quickly and has been for quite a few years, while our salaries have stagnated. The COLAs will help faculty keep up with the cost of living so we can afford to stay in Reno at the jobs that we love!

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 8:30:30 PM

---

# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** allisondevans@yahoo.com

**Name:** Allison Evans

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

My name is Allison Evans, I am a faculty member at the University of Nevada, Reno speaking on my own behalf. I am writing to encourage the Regents to fully implement the Cost of Living Adjustment passed in the Legislative Session because my Department (and UNR more broadly) is having a lot of difficulty retaining faculty. In addition, and more personally, my husband and I were unable to afford a house in Reno and have a 45 minute commute just to own a home. These adjustments will allow us to move to Reno and be more active in the campus community, which I crave. The 12% COLA in 2023-24 and 11% COLA in 2024-2025 will make our salaries very competitive, and I'm sure NSHE will be able to retain more faculty and improve morale by fully implementing these cost of living adjustments as intended by the legislature.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 8:35:10 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [cstrang@unr.edu](mailto:cstrang@unr.edu)

**Name:** Cameron Strang

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Fund the full COLA for NSHE faculty at 12% and 11%

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

**Comment:**

Fully funding the COLA for faculty (At 12% and 11%) is essential to retaining the NSHE system's best faculty. The College of Liberal Arts at UNR (my home college) has suffered enormous brain drain over the past several years, and—in at least some of the cases I'm familiar with—faculty left because they simply could no longer afford to live in Reno at their current incomes. This is especially true of faculty who began at UNR since 2008: they have not had the benefits of merit raises and, consequently, make considerably less than their senior colleagues; they have almost no chance of ever closing the wage gap under the current raise system. This COLA is essential for retaining us more recent hires, the scholars and teachers that are the future of the NSHE system.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 11:12:48 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** hbhavsar@unr.edu

**Name:** Hiren Bhavsar

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Full implementation of COLA for Faculty. University faculty and employees living in Reno and Las Vegas will require full COLAs to keep up with the actual cost of living. As someone who saves zero money each paycheck, this COLA is important for long term faculty and employee retention and goodwill.

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

**Comment:**

Full implementation of COLA for Faculty. University faculty and employees living in Reno and Las Vegas will require full COLAs to keep up with the actual cost of living. As someone who saves zero money each paycheck, this COLA is important for long term faculty and employee retention and goodwill. Without full COLA, UNR and UNLV faculty will definitely start to leave for greener pastures.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 9:45:48 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** marktaormino@gmail.com

**Name:** Mark Taormino

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB224

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

**Comment:**

Please approve AB224 as written. The higher ed faculty salaries far are too low to attract quality faculty to CSN. This is and has been a major impediment to our recruiting efforts and program growth. The current salary scale cannot attract highly qualified faculty considering moving to Nevada. The cost of living in NV has increased markedly over the past decades and we must recognize that in the salary scales. We also have too few applicants which we know is salary related, and many that withdraw once they become aware of the salary levels. AB224 is a much needed investment in our future. We must become competitive with other states and academic institution to serve our students and provide high quality education. Quality education requires highly qualified faculty. In the end, it does not cost; it pays. Thank you for your support.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 10:51:22 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [bmwflora@yahoo.com](mailto:bmwflora@yahoo.com)

**Name:** Flora Rudacille

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Full COLAs in AB522

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

**Comment:**

Dear NSHE Board of Regents,

I am writing this note today to ask that the NSHE Board of Regents implement the full COLAs in AB522 for Nevada's faculty. Nevada educators have languished too long with insufficient COLAs, mandatory furloughs and the vastly increased cost of living as a result of recent inflation. We have lost many good faculty and other professionals and I believe that we can expect attrition to continue unless we become more competitive and more comparable to other states. I have personally experienced an ever-increasing workload with little to no additional compensation. If we want to be able to attract and retain good quality faculty to our great state, we simply must implement the full COLAs in AB522.

Thank you very much!

Flora Rudacille

**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 Quarterly Meeting, June 9, 2023  
**Date:** Tuesday, June 6, 2023 11:44:25 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [doug.unger@nevadafacultyalliance.org](mailto:doug.unger@nevadafacultyalliance.org)

**Name:** Douglas A. Unger

**Address:**

**Phone Number:**

**Representing someone other than yourself?:** Nevada Faculty Alliance (affiliated with the American Association of University Professors and the American Federation of Teachers)

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Agenda Items #11 and #12 — Biennial Budget and Legislative Session Updates

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

**Comment:**

Public Comment – Biennial Budget and Legislative Session Updates

Doug Unger, Nevada Faculty Alliance. The 82nd Legislature treated NSHE pretty well compared to past sessions: budget restorations, enrollment recovery funds, NevadaNet upgrades, the formula study, and more. Still – as has happened in the past – our faculty and professionals were treated differently than other state employees, whose salaries are raised 12% + 4% plus an extra retirement contribution which NSHE faculty and professionals won't receive. Our COLAs are only funded at about two-thirds, no matter our united advocacy, for which I thank many of the leaders at this meeting. This will cause even deeper budget impacts than the ones this Board was presented with at the May 16th meeting. Regents will now be faced with difficult decisions about compensation.

We ask the Board of Regents, NSHE, and the Presidents and Leadership of our institutions to

consult with faculty representatives during any discussions of budget reconciliations to pay for COLA raises. As first principles, we ask our institutions to utilize restored budget funds to offset shortfalls from COLAs; if hiring freezes are necessary, freeze non-state positions first; then consider measures to raise new revenue. Above all, protect full COLA increases for lower paid faculty and professionals who need them most; and if adjustments must be made that discount COLAs for some salary ranges, the next NSHE budget should make full restoration of those raises a top priority. Right now, our university faculty are paid 16.3% to 21% lower than is competitive. We can't hire and retain our best nor maintain excellence with these low salaries. And to our Presidents and Provosts, respectfully: please don't even think about telling us once again "to do more with less." We've heard that too often, for fifteen years, until it rings as a cynical platitude for worker exploitation. 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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 7:37:45 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** christine.beaudry@yahoo.com

**Name:** Christine Beaudry

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment – AB 522

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

**Comment:**

Compensation has been rapidly outpaced by inflation and rising costs of living. The Las Vegas area has seen one of the most significant percentage increases nationwide in housing costs, with prices nearly doubling since 2017. This poses real challenges at Nevada State, and other institutions, for recruiting and retaining faculty who may not be able to afford housing and other living expenses on wages that, when adjusted for inflation, have fallen below 2008 levels. Unfortunately, many existing and prospective faculty are facing tough decisions about whether they can reasonably afford to live here on current salaries. Highly qualified and dedicated faculty are essential for meeting the instructional and support needs of our students. I appreciate that increasing state worker pay has been a top priority this legislative session. AB522, passed and signed by the Governor, provides for COLAs, along with retention bonuses and longevity pay, for NSHE faculty. However, the “not to exceed” qualifying language applied to NSHE means that it is now up to the Board Regents to do the right thing and fully fund faculty COLAs at the same percentage as for our fellow state employees, including our classified colleagues. I urge you to implement the full COLAs in AB522 for faculty. Thank you for your consideration.

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 7:51:02 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** ryancoulter@unr.edu

**Name:** Ryan Coulter-Haigh

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522 (COLAs)

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

**Comment:**

Please implement the full COLAs in AB522 for faculty. With the private sector and other states draining our talent pool (specifically in IT in my case) and a growing University across the state, implementing the full COLAs will only benefit NSHE. From making it easier for talent to move and live here, to empowering them to stay even if a job offer outside NSHE comes their way, knowing that we are getting paid what we are worth and for the amount of work we do is priceless. It flows even further by empowering us to be the most effective at supporting students and everyone that the Universe and NSHE supports.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 7:54:29 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** peverett@unr.edu

**Name:** Pamela Everett

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** NSHE Faculty and Administrators COLA limits

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

**Comment:**

I am a faculty member at UNR and I oppose proposed limits on COLA increases for faculty and administrator pay. I've been with NSHE for nearly a decade and have not had a significant raise during that time even while faculty members are consistently asked to do more and more for the same salary. The current raises are much-deserved and long overdue, but it is wholly unfair to arbitrarily limit those increases for a group of professionals who keep our universities running and who, more critically, educate our students. We cannot retain or attract qualified faculty and administrators when there is little promise that lawmakers will approve funding that allows these professionals to live in Nevada with its exceedingly high cost of living. Do the right thing.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 8:07:44 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** cydneygiroux@gmail.com

**Name:** Cydney Giroux

**Address:**

**Phone Number:**

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Support of full COLAs for administrative and academic faculty

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

**Comment:**

Please support full COLAs for faculty. As a professional academic advisor, we are on the frontlines in supporting students in all aspects of their collegiant careers and beyond. Yet we are on the lower end of the salary compensation grade. Advisors come from diverse backgrounds with many having extensive experience in the private sector, non-profits, education, etc. Many also have advanced degrees. But due to the lack of consistent COLAs and merit since 2009, many have been forced to leave due to financial constraints. This hurts the students, the university, our community, and state. Fully funding COLAs would be a strong positive step in retaining valuable staff members who directly impact the recruitment and retention efforts of the university. Thank you for your consideration.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 8:12:09 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** dhooper@tmcc.edu

**Name:** Keith Hooper

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

Hello, I am a faculty member at TMCC. I have been working at TMCC for 7 years, with an average raise of around 2% each year. (this also includes all merit and tenure raises) That has not kept up with inflation, so I am essentially being paid less than what I was paid when I started working for NSHE in 2016.

I implore you to implement the full COLAs (12% + 11% next year). Faculty are feeling undervalued and unappreciated, and we need a raise.

My colleagues have been finding similar jobs at other institutions with much higher compensation. I could easily get a 50% raise by moving to another college. I prefer to stay here, and the full COLAs would go a long ways to show faculty that they are valued. Please find a way to make that happen. We are facing a retention crisis.

Thank you for your consideration.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 8:33:26 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** ryangarcia@unr.edu

**Name:** Ryan Garcia

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522 Provisions – Full Implementation of COLAs for Professional Employees/Faculty

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

### Comment:

I wish to highlight the need to ensure that all NSHE Professional Employees/Faculty fully share in this historic win that was granted to NSHE through the provisions laid out in AB522. With the NSHE budget being fully funded, thereby providing for COLAs to be implemented for state-supported positions, it is imperative that ALL Professional Employees/Faculty achieve the same level of parity with these positions, sharing in the full 12% this fiscal year, 4% the following year.

UNR VP for Government Relations Michael Flores previously highlighted in a meeting NSHE's stance on ensuring that all COLAs are equal between state-supported and non state-supported positions. I hope that NSHE makes true to this promise and cements NSHE and its institutions as a destination to work, joining alongside both UNR and UNLVs push to become eminent research Universities, both achieving R1 status. These COLAs will benefit the ability of these institutions to attract and retain quality faculty conducting groundbreaking research across the state, along with helping startups (at UNR), improving the state economy.

I myself am new to the University, working barely over a year at this point. However, I have colleagues that have worked at UNR for decades and have seen miniscule increases in their wages while they have seen the Cost of Living skyrocket. Though these COLAs will not perfectly index to combat the increases in cost of living, they are a huge step toward building

the framework to promote Nevada as a destination for higher education.

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

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**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 8:37:00 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [akoos@unr.edu](mailto:akoos@unr.edu)

**Name:** Agnes Koos

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Public Comment

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

**Comment:**

Please implement the full COLAs of 12% + 11% for faculty. As you know, employee turnover at UNR is very high, and mostly because of the low salaries – compare them to the CA wages, for instance. AB224 and AB522 created opportunities for improvement, please help the faculty become a better-esteemed segment of the UNR workforce.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 8:50:49 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** crowtherangie@gmail.com

**Name:** Angie Crowther

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB 224,

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

**Comment:**

NSHE faculty need the same collective bargaining rights as all other state employees. Please sign AB 224! On a personal note, I have a masters degree and 26 years of experience guiding scholars in K-12 and Higher Ed. As an Academic Advisor at UNR, my take home pay is \$16 per hour. Thankfully, I have a two-income household, so I am staying in the job for now. But this pay level discriminates against single-income households, meaning that we are missing out on an entire category of people who could contribute to Nevada's youth, which leads to prosperity for all.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 8:58:35 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** sbgrosjean@unr.edu

**Name:** Sarah Binger-Grosjean

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

I would like to request the Board's support to implement the full COLAs in AB522 for faculty. As NSHE faculty myself who also manages faculty employees at UNR, funding the COLAs in full is vital to faculty retention and recruitment of future positions. Thank you for your time.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 9:28:43 AM

---

# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** ashaleeandrews@gmail.com

**Name:** Ashley Andrews

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Implement the full COLAs in AB522 for faculty

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

**Comment:**

Please implement the full COLAs in AB522 for faculty. It is important for faculty retention and recruitment at University of Nevada, 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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 9:56:46 AM

---

# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** malias@unr.edu

**Name:** Malia Sanderson

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** P&GM Revision, Student Health Insurance Fees

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

**Comment:**

My name is Malia Sanderson, and I am the Health Education Coordinator for the Student Health Center at UNR. I have seen first hand the innumerable benefits the SHC offers to students and our campus community. From clinical care services to health education, the Student Health Center protects the health and wellbeing of the UNR campus in a variety of ways. Free or low cost health services are not easy to come by, and this population is in need of the services provided by the clinic. Without this nominal fee increase, the health and wellness of our campus will be severely affected for the worse. There is a need for equitable healthcare access and opportunities especially in college student populations. Some students do not have health insurance and the SHC is their only provider of health related services. Without this fee adjustment, the health and wellness of the students you are elected to protect will suffer. In comparison to comparable institutions, our fees are extremely low. For less than the cost of a Starbucks coffee a month, students can continue to benefit from the services the SHC offers, as is.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 9:57:00 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** seusden@gmail.com

**Name:** Spencer Eusden

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Funding the COLA

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

**Comment:**

Please full fund the COLA approved by the AB552 for faculty. This is an important step to catching faculty compensation up to rising costs of living and comparable compensation at other institutions in our region. As an administrative faculty, not fully funding the COLAs while classified staff and other state employees receive the full 12% and 4% would severely decrease morale and make it much harder to fill the many existing vacancies.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 10:16:02 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** ekhobson@gmail.com

**Name:** Emily Hobson

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Public Comment

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

**Comment:**

I urge the Board of Regents to implement full COLAs for faculty made possible by AB522, passed and signed by Governor Lombardo and reflecting bipartisan support for NSHE faculty along with other state employees. AB 522 provides for COLAs of not to exceed 12% on 7/1/2023 and not to exceed 4% (pending AB 498) or 11% on 7/1/2024, along with retention bonuses and longevity pay, for NSHE faculty. It is up to the Regents and Presidents to do the right thing and fully fund faculty COLAs at the same percentage as for our Classified colleagues. The NSHE and institutional budgets are in good shape and full COLA for faculty is urgently needed to prevent further faculty attrition and to ensure that students continue to receive an excellent education from our highly qualified faculty who want to stay in Nevada, but will be compelled to move elsewhere if pay does not keep up with the high cost of living and with opportunities outside our state. Thank you for your leadership.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 10:34:12 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** jfbyrnes01@gmail.com

**Name:** Jennifer F Byrnes

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

I'm writing to ask the Board of Regents to fully implement the COLAs of 12% and 11% for faculty for FY24 and FY25 (AB522 passed and signed by Governor), respectively. It is important for faculty retention, since inflation in Las Vegas has outpaced our faculty salaries and COLAs for over a decade. Please fully fund these faculty COLAs at the same level as our Classified colleagues.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 10:38:55 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** danforthusc@gmail.com

**Name:** Courtney Danforth

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA

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

**Comment:**

I am a Nevada faculty member asking for your support in implementing the full COLAs (12%) for faculty. Our salaries should at the very least maintain buying power over time which they have not for many years. At a time when NSHE finally has the money it needs to fund all the tremendous things we do for Nevada, surely the very heart of this operation—the faculty—should also be made whole.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 10:48:02 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** zhogan@unr.edu

**Name:** Zeb Hogan

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Request for COLAs in AB522 to be fully funded for NSHE faculty

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

**Comment:**

Dear Board of Regents,  
Please fully fund the NSHE faculty COLAs in AB522. The COLAs are very important for faculty retention, for coverage of the high cost of living in Reno, and for maintenance and improvement of our excellent university programs and departments. My unit lost several excellent researchers in the last two years because university salaries have not kept up with the marketplace. The COLAs will improve morale, competitiveness, and work quality of university faculty. Increased salaries also signal that NSHE is positioning the Nevada's universities for future excellence, rather than short sighted mediocrity.

Thank you,  
Zeb Hogan

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 10:58:15 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** phil.sharp@gmail.com

**Name:** Phil Sharp

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Full 12% COLA

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

**Comment:**

While I am fully aware of the financial strain the Legislatures underfunding of COLAs has placed on the NSHE institutions, it would be an injustice to deny employees the same COLA as other state employees.

For the employee, it has been 15 years of limited merit pool, small COLAs, and separate treatment by the legislature on frequent occasion.

For the institution, the exodus of qualified faculty and staff has left us at a breaking point in terms of quality of education and ability to effectively operate.

These COLAs are in important part of helping faculty to overcome the lack of step raises and inconsistent merit pool funding. Please don't put us even further behind other state employees and employees at other colleges and universities. Anything less than the maximum COLA and retention bonus would an unwise decision.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 11:03:29 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** rtabrahamian@gmail.com

**Name:** Ryan Abrahamian

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522 – COLA

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

**Comment:**

Hello, my name is Ryan Abrahamian and I am an administrative faculty member at the University of Nevada, Reno. I am writing to ask the Board of Regents to implement the full COLA's that were in AB522 for NSHE faculty. By doing so, this helps ensure that myself and my colleagues are able to live and work in Nevada, and continue doing positive work for the State of Nevada, NSHE, and our respective institutions. Doing this is critical to retaining our faculty. I ask that you please fully fund faculty COLA's at the same percentage as for Classified staff. Thanks so much for your time.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 11:05:05 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** norm.whittaker@gbcnv.edu

**Name:** Norman Whittaker

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

Please fully fund COLA at 12%+11% for higher education professionals so retention and hiring will be improved.

**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 Business, Finance, and Facilities Committee, June 8, 2023  
**Date:** Wednesday, June 7, 2023 11:19:04 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Business, Finance, and Facilities Committee, June 8, 2023

**Email:** Pam.call@nsc.edu

**Name:** Pam Call

**Representing someone other than yourself?:**

**Meeting:** Business, Finance, and Facilities Committee

**Meeting Date:** June 8, 2023

**Agenda Item:** AB244: Higher education

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

**Comment:**

Please support this bill. Academic faculty deserve the same rights as other state employees. We have worked hard during covid learning new technologies and techniques to reach our students. For those of us who have been in the NSHE system for 13 years, we have seen very little pay adjustments and our pay has not kept up with the cost of living. Furthermore, nursing faculty are faced with a situation where our graduating students make more than the professors that taught them within 1-2 years of graduating. This needs to be looked at too in light of the nursing shortage. Thank you for your leadership and for valuing 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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 11:36:01 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [dsierra@unr.edu](mailto:dsierra@unr.edu)

**Name:** Danny Sierra

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA raises for NSHE professionals (AB522)

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

**Comment:**

I am writing in strong support of the full 12% COLA raises in AB522. I cannot tell you how desperately we need to provide direct salary increases to employees within the university system. We have not had a significant COLA in a handful of years, and during that time inflation has soared. These raises will give NSHE a fighting chance at retaining employees, so please approve them in full.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 11:45:56 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** john.aliانو@csn.edu

**Name:** John Aliano

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Implement the full COLA's for AB522

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

**Comment:**

Please fully fund faculty COLAs at the same percentage as for our Classified colleagues. The stagnant wages, pandemic challenges, rising prices for basic necessities and increasing student needs merit consideration for retaining and recruiting faculty.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 1:38:34 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [mikaelars@unr.edu](mailto:mikaelars@unr.edu)

**Name:** Mikaela Rogozen-Soltar

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522 Implementation within NSHE

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

**Comment:**

I am writing to strongly urge the Board of Regents to implement the full legislature-approved 12% COLA raise for ALL faculty at UNR. This COLA raise is vital to retention. Nearly every colleague I have spoken to is seriously considering leaving UNR if faculty COLA's are lower than those of other state employees. Most of us, even amongst the tenured, can barely afford rent let alone consider buying a house. Childcare is far too expensive for our paychecks. Reno is becoming unlivable for us, and UNR's current salaries just cannot compete with salaries at university and private sector jobs in cheaper parts of the country. I love my students and want to keep serving them and preparing them to be economic and civic leaders for Nevada moving forward, but I desperately need this COLA to stay here. 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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 1:55:08 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** nelgeberi@unr.edu

**Name:** Najat Elgeberi

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** I am a faculty member with the university of Nevada Reno, and I hope that the board of Regents discuss the implementation of the full COLAs in AB522 for faculty. This is so important for faculty retention and contributes to accomplishing our program and developing a more stable work environment.

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

**Comment:**

The board need to discuss the implementation of the full COLAs in AB522 for faculty.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 2:28:46 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [pgayles@unr.edu](mailto:pgayles@unr.edu)

**Name:** Prisca Gayles

**Representing someone other than yourself?:** N/A

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Public Comment

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

**Comment:**

Thank you for your hard work for NSHE institutions. I am writing to ask you to implement the full COLAs in AB522 for faculty. Faculty are leaving our institutions at rapid rates for institutes of lower quality. Students and junior faculty are losing trusted advisors and mentors leading to the likelihood of decreased success. The low morale this has created has led to difficulty highering new faculty who since the uncertainty. I personally know of multiple faculty, including myself, who have had to look for additional income from side jobs, leading to decreased productivity. Since the NSHE budget has been fully restored, this is a great opportunity show faculty that you value them.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 3:42:27 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** sdee@unr.edu

**Name:** Seth Dee

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** I am writing to encourage the Board of Regents to support full COLAS approved in AB522 for NSHE professional staff

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

**Comment:**

Please support the implementation of the full COLAS approved by AB522 for NSHE professional staff. The hard working faculty and staff at our university deserve a raise to keep up with higher costs. The merit system is defunct and has no meaningful impact on faculty compensation. Admin faculty in particular have few pathways to promotion, professional advancement and salary increases. Please support the implementation of the full 16.5% COLA. 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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 4:44:10 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** carladoran.21@gmail.com

**Name:** Carla Wright

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522

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

**Comment:**

I am a registered nurse and I am proud to have taught in CSN's nursing department for over 20 years. I believe wholeheartedly in CSN's mission to empower our students and communities to achieve, succeed, and prosper and I know my colleagues do too. However, it is very difficult to fulfill this mission when we are struggling to retain faculty due to stagnant wages.

CSN's nursing department is currently operating on a skeleton crew. Vacated faculty positions have sat empty for months and searches to fill a DOZEN open nursing faculty positions have fallen short, because nurses can easily earn tens of thousands of dollars more elsewhere. A fairly funded COLA for CSN faculty will help correct the disparity that exists between the wages of CSN's nursing faculty and the wages of nurses at other institutions. This will increase retention of seasoned nursing faculty so that CSN's nursing department can better serve our community as stated in our mission.

Therefore I implore you, Honorable Regents, to fully fund faculty COLAs at the same percentage as for our classified colleagues, per AB522.

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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 4:57:24 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [cnine@unr.edu](mailto:cnine@unr.edu)

**Name:** Cara Nine

**Representing someone other than yourself?:** NA

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA for faculty AB522

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

**Comment:**

I am the Chair of Philosophy at UNR. I believe that all of our faculty deserve to have hefty COLAs, but I do not support the full funding of COLAs (12% 2023, 4% 2024), given the extreme toll that this financial burden would bring to the university. To be sure, the cost of living in Reno, and specifically the housing/rental market and child care are prohibitively expensive. Increasing salaries is a key part of recruitment, retention and maintaining healthy morale. However, covering this cost by implementing hiring freezes and possibly terminating people will significantly damage the university. Departments, including mine, are already stretched so thin that we have a hard time delivering core elements of our programs. Hiring freezes and terminations will deepen the precarity of UNRs ability to deliver high-quality undergraduate and graduate teaching and research. It also significantly lowers morale and increases faculty workload (by taking on more students/service) without compensation. Ideally, we would be able to give everybody full COLAs and also repair the damage the years of resignations without replacements have done to our programs. Unfortunately, that does not seem to be possible. A balanced approach that still gives faculty sizable COLAs, but less than the full amount, would allow the university, colleges and departments to function under much more healthy conditions.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 5:24:43 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** paulsumby@hotmail.com

**Name:** Paul Sumby

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522

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

**Comment:**

Higher education faculty in the state are falling behind peers in other states, in terms of salary and benefits, leading to a decrease in motivation and mental health. To alleviate associated stress many of Nevada's top minds are moving out of state or pursuing careers in industry. This is not only a faculty problem but also results in lower levels of student motivation to learn and pursue careers in academia. As a member of a faculty search committee I know firsthand that currently faculty moving to NV earn more than faculty that have spent 10+ years dedicated to pursuing their careers here (this is how far back salary and benefits and fallen in Nevada, and this is the only way to be competitive with new hires). To help alleviate some of this problem, please implement the full COLAs in AB522 for faculty...similar to as has been done for classified 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 Quarterly Meeting, June 9, 2023  
**Date:** Wednesday, June 7, 2023 7:08:36 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** drondel@unr.edu

**Name:** David Rondel

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Full Funding for COLAs in AB522

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

**Comment:**

My name is David Rondel. I am an associate professor in the department of philosophy at UNR. I am writing in a personal capacity to urge in the strongest possible terms that the Board of Regents implement the full COLAs in AB522 for NSHE faculty. I have been a faculty member at UNR since 2013, and in that time I've seen the cost of living in the Reno area skyrocket. UNR has been hemorrhaging faculty and staff in recent years, in no small part because of the mismatch between our stagnant compensation and an ever higher cost of living. Please implement the full COLAs, beginning with 12% this academic year. Not only is it the right thing to do on principle (and it is!), but it is also desperately needed for the strength and well being of higher education in Nevada.

Thank you for your time and support.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 7:13:49 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** jamesacollier1@gmail.com

**Name:** James A Collier

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA raises for NSHE professional employees

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

**Comment:**

Please fully fund the Nevada COLAS for NSHE professional staff. They have not received significant COLA raises in a long time. These are necessary for retention and recruitment of faculty in NSHE.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 8:01:29 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** [kjpflughoeft@gmail.com](mailto:kjpflughoeft@gmail.com)

**Name:** Kathryn Pflughoeft

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** general public comment

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

**Comment:**

Please maximize the COLAs authorized by the legislature under AB522 of 12% for 2023 and 11% in 2024. Implementing salary increases will help with faculty retention, particularly among early and non-tenure track members of the community. As a non-tenure track research assistant professor at UNR, I am painfully aware of the inequities of the salary scales in Nevada's system of higher education. When considering the livelihoods of NSHE faculty members, please remember that we do not all receive the salaries of full tenure track faculty, and therefore the full COLA would make a positive impact in our lives.

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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 9:07:55 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** stephanielgibson@gmail.com

**Name:** Stephanie L Gibson

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522 Full COLAs

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

**Comment:**

The cost of rent, milk, gas, and bananas is the same for a state classified employee as it is for administrative and academic faculty. Cost of living increases should be allocated justly and equally to all the working people of Nevada. To consider some state employees not worthy or needing of salary increases, at a time of skyrocketing inflation and chronically compressed pay, is utter madness.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 11:34:25 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** trueecker@unr.edu

**Name:** Todd Ruecker

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

Dear Regents,

I am writing as a faculty member at UNR to encourage you to fund COLAs for NSHE faculty to the highest extent possible. As you know, morale is low among faculty and our institutions are losing talented people regularly. We are tired of being treated differently from other state employees.

This said, I know that you have to make some hard decisions due to the state underfunding our COLAs. With that in mind, I strongly encourage you to consider some kind of progressive approach, ensuring that those making less get their full COLAs whereas higher paid faculty, administrators, and coaches can see COLAs apply to just a portion of their salary. While I understand it may be unfair to have students carry the entire burden, I do think student fees have to be increased to cover part of the costs as well as the pain of the legislature's decision to underfund these increases should be shared across different parties. I also understand the need to continue to freeze some positions to help fund these increases.

If we see substantially reduced COLAs, it will be a huge hit to faculty morale and we'll continue to see departures being the norm on our campuses.

Best,

Todd Ruecker, PhD  
Associate Professor  
Department of English  
UNR

**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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 11:37:13 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** kristin.heath@gbcnv.edu

**Name:** Kristin Heath

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** AB522

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

**Comment:**

I would like to encourage you to support AB552. NSHE Faculty should be fully funded like our classified employees. We are a valuable part of the institutions we work for and the communities we serve. We would like get the compensation for our value.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 1:46:18 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** cmwarner1@icloud.com

**Name:** Carolyn Warner

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Items 11 & 12

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

**Comment:**

Please authorize the full COLAs for NSHE professional staff (academic and administrative faculty) that all other state employees will be getting, rather than having professional staff get, once again, lower COLAs than all other state employees. Faculty are also state employees; we are critical to the teaching, research and service mission of our institutions of higher ed, and are a dedicated state workforce helping improve the lives of Nevadans, open opportunities for students, and contribute to the enhancement of the state economy. Isolating us for lower COLAs would be demoralizing for the professional staff, and would be unfair. I am a professor at UNR and I live in Reno, 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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 3:07:34 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** donnalinzygarcia@gmail.com

**Name:** Linzy Garcia

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

Please consider implementing full COLAs for faculty in AB522. Instructors at UNR work so hard for their students and departments even though they have faced tremendous hurdles from the pandemic. From colleagues leaving to taking on additional but much needed roles for departments and students. Funding full COLAs is one of the best ways that you can show faculty that you value their hard work and excellence in teaching and research. A cost of living raise is far overdue and many faculty are forced into second jobs to make ends meet — and these are the experts that you hired that make this a research 1 institution. Without a fully funded COLA instructors may not be able to stay, and will cause more of a hiring crisis than we are seeing now, plus a heavier workload for those who do stay. Departments are already feeling this strain. If you do not approve fully funding the COLA raise in AB522 you need to seriously consider the message you are sending to instructors and faculty.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 6:43:43 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** efolmer@unr.edu

**Name:** Eelke Folmer

**Representing someone other than yourself?:** Department of Computer Science and Engineering

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Board of Regents.

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

### Comment:

As the department chair of computer science and engineering, I've witnessed the rapid growth and competitive pay in this field. However, our department has suffered the loss of over 11 tenure track faculty members in just 5 years due to higher salary offers from other universities. While a \$10k raise may seem small, the costs of replacing these faculty members with competitive packages amount to millions for UNR. We are an R1 university and we should be paying R1 salaries and if we don't faculty will go to an R1 that does. The high turnover has left us with only 17 tenure track faculty members requiring us to teach well over 1100 students. This student-to-faculty ratio is three times higher than what UNR advertises and has negatively impacted student retention, success, and faculty morale. The perceived quality of our program has declined, benefiting universities in nearby states. A decade ago, our salaries were considered competitive, faculty retention was high and teaching loads were manageable, and we ensured the quality of every graduate, with many securing jobs at prestigious companies like Google and Apple. However, the current situation is quite different. We now graduate hundreds of students, many with low GPAs, who struggle to find employment. Our faculty members are burnt out, underpaid, and lack the capacity to ensure every student's success. Faculty are working hard so they can leave for a state that values its faculty. The long-overdue cost of living adjustments (COLA) is not just a matter of fairness for all state employees; it also holds significant implications for Nevada students. Without these COLAs and our department further deteriorating, students in Nevada will be placed at an even greater

disadvantage in their pursuit of education and future opportunities.

**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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 9:46:33 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** kent.ervin@nevadafacultyalliance.org

**Name:** KENT ERVIN

**Representing someone other than yourself?:** Nevada Faculty Alliance

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

### Comment:

A petition for full funding of the Cost-of-Living Adjustments for NSHE was signed by over 2200 faculty members and staff and supporters. The petition:

- Recognizes the Governor and Legislature for historic cost-of-living adjustments to compensate for years of underfunding of state employees; and
- Requests Legislators, the Governor, and the Regents to fully fund the proposed salary raises for NSHE faculty and staff.

The Nevada Faculty Alliance presented the petition to the Governor and to Legislative leadership, doing our part to advocate. Assembly Bill 522 was signed into law with historic COLAs for state employees. Unfortunately, the funding for NSHE is at 66% rather than 80%. However, NSHE's budget is good overall. State appropriations, before COLA funding, increased by 10% next biennium overall for the seven main instructional budgets and 16% for non-formula budgets on average including the professional schools. CFO Clinger's presentation outlines many additional one-shot appropriations. The difference between 80% and 66% funding of the 12%+4% COLAs is roughly \$30M system-wide for the state-supported budgets, about 2% of total state appropriations of \$1.4B. With the large increases in state funding and already-scheduled increases in student fees, that should be absorbable. Granted the budget restoration funds have other uses, but we have done without those funds over the past biennium.

It is imperative that COLAs be fully funded for rank-and-file faculty. The budgets should not be balanced on the backs of professional employees alone, especially not our lower-paid

faculty. If adjustments need to be made, spread out the pain by using the budget restoration funds, deploying reserves where possible, and limiting the COLAs for highly-compensated executives.

Finally, faculty should be included in discussions over budget adjustments.

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 Quarterly Meeting, June 9, 2023  
**Date:** Thursday, June 8, 2023 10:01:52 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** gerald.turner@csn.edu

**Name:** Gerald Turner

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLAs in AB522

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

**Comment:**

Dear Board of Regents,

I have worked for CSN for six years and am a Nursing Professor. Currently, our Nursing Department lacks multiple leadership roles and faculty. Nursing is in demand, and the competitive wages nationwide are lower than the standard for our nursing faculty. We should be treated fairly and be acknowledged that we are recognized for the importance and the impact we have at CSN in educating students to become competent, caring, and professional individuals when entering the Nursing Profession. The shortages, especially since the COVID Pandemic, are extreme. I hope you recognize the importance of this and can appreciate what Nurses do and think about patient outcomes and satisfaction in our Nation. I am asking you to please fully fund our faculty COLAs requested in AB224.

**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>)



# Petition for Full Funding of Cost-of-Living Adjustments for NSHE Faculty and Staff

5/20/2023

**TO: Legislators, Governor Lombardo, and Regents**

This is an open petition, sponsored by the [Nevada Faculty Alliance](#), from Nevada System of Higher Education faculty, staff, students, and community members who are concerned about the future of higher education in our state.

- Governor Lombardo and the Legislature are supporting a [historic compensation package](#) including Cost-of-Living Adjustments (COLAs) of 8%–10% in 2023-24, and 4% in 2024-25, *or higher*, finally bringing state employees including Nevada System of Higher Education (NSHE) faculty and staff up to more competitive salaries.
- However, the Board of Regents Special Meeting on May 16, 2023, revealed major fiscal impacts for every institution due to the limited legislative funding for the COLAs for NSHE: [Fiscal Impacts of Proposed COLA Funding for Fiscal Years 2024 and 2025](#)
- NSHE faculty and staff are already in a lean position with many institutions facing staffing shortages and departures for higher-paying jobs.
- Funding NSHE COLAs at 64% was a math error from 2019—80% is the standard budgeting amount for all state agencies. Governor Lombardo supports restoring funding for NSHE COLAs to 80% for the next biennium, but legislative leadership has only budgeted 66% leaving a \$26M gap.
- Fallout may be massive across the system including hiring freezes, program reductions, austerity operating budgets, curtailed diversity initiatives, fewer advisors, reduced financial aid, and potential furloughs, all of which will negatively impact student success and opportunity at our public colleges and universities.
- If not fixed, this could require the Board of Regents to raise student fees by 4.8% in 2023-24 and 6.9% in 2024-25 as an additional cost to Nevada students.
- We want good salaries that retain our staff and faculty without balancing the budget on the backs of students or staff. Treat NSHE employees the same as other state employees.
- The state of Nevada has a budget surplus--it's time for the money to go back to the hardworking staff of NSHE to support our mission to help students succeed.

## **THE UNDERSIGNED:**

- **Recognize** the Governor and Legislature for historic cost-of-living adjustments to compensate for years of underfunding of state employees; and
- **Request** Legislators, the Governor, and the Board of Regents to fully fund the proposed salary raises for NSHE faculty and staff members.



**Petition posted 5/20/2023 2:00 pm**

**Additional signatures at [https://bit.ly/NSHE\\_COLA\\_PETITION](https://bit.ly/NSHE_COLA_PETITION)**

- 1) Kent Ervin, Faculty, NFA State President
- 2) Jim New, Faculty, NFA State President-Elect, NFA-TMCC Chapter President
- 3) Roberta KAUFMAN, Alumnus/Alumna, NFA State Vice President
- 4) Scott Huber, Faculty, NFA State Secretary
- 5) Joseph Ray, Faculty, NFA State Secretary-Elect
- 6) Daniel Cook, Faculty, NFA State Treasurer
- 7) Shantal Marshall, Faculty, NFA State Treasurer-Elect
- 8) Ted Chodock, Faculty, NFA-CSN Chapter President
- 9) Leila Pazargadi, Faculty, NFA-NSC Chapter President
- 10) Douglas Unger, Faculty, NFA-UNLV Chapter President
- 11) Todd Ruecker, Faculty, NFA-UNR Chapter President
- 12) Rachelle Bassen, Faculty, NFA-WNC Chapter President
- 13) Barbara Walker, Faculty, University of Nevada, Reno
- 14) Robert Lively, Faculty, Truckee Meadows Community College
- 15) Vincent Perez, Faculty, University of Nevada, Las Vegas
- 16) Anthony Adamo, Faculty, College of Southern Nevada
- 17) Melissa Giovanni, Faculty, College of Southern Nevada
- 18) Jane Davidson, Faculty, University of Nevada, Reno
- 19) Haley Orthel-Clark, Faculty, Truckee Meadows Community College
- 20) Gillian Silver-Rodis, Faculty, College of Southern Nevada
- 21) Dan Morse, Faculty, University of Nevada, Reno
- 22) David Kelsey, Faculty, Nevada State College
- 23) Kate Martin, Faculty, University of Nevada, Las Vegas
- 24) Alissa Surges, Faculty, University of Nevada, Reno
- 25) Carmen Flores, Faculty, University of Nevada, Las Vegas
- 26) Nicholas Seltzer, Faculty, University of Nevada, Reno
- 27) Alison Gaulden, Faculty, University of Nevada, Reno
- 28) Andrey Sarantsev, Faculty, University of Nevada, Reno
- 29) Shaun Franklin-Sewell, Staff, University of Nevada, Las Vegas
- 30) Adam Burgess, Faculty, College of Southern Nevada
- 31) Paul Kwon, Faculty, University of Nevada, Reno
- 32) Ted Lambert, Faculty, Truckee Meadows Community College
- 33) John Cushman, Faculty, University of Nevada, Reno
- 34) John Rice, Faculty, Great Basin College
- 35) Gary Schwartz, Faculty, Western Nevada College
- 36) Mark Garner, Faculty, College of Southern Nevada
- 37) Lara Hansen-Morse, Faculty, University of Nevada, Reno
- 38) Heather Reardon, Faculty, Western Nevada College
- 39) Kristina DePue, Faculty, University of Nevada, Reno
- 40) Claudene Wharton, Faculty, University of Nevada, Reno
- 41) Ethan Hawkley, Faculty, Great Basin College
- 42) Sameer Bhattarai, Faculty, Truckee Meadows Community College
- 43) Ian Hartshorn, Faculty, University of Nevada, Reno

- 44) Jama DeYoe, Faculty, College of Southern Nevada
- 45) Joshua Webster, Faculty, Great Basin College
- 46) James Collier, Faculty, Truckee Meadows Community College
- 47) Agnes Koos, Faculty, University of Nevada, Reno
- 48) Jinger Doe, Faculty, Truckee Meadows Community College
- 49) Lata Koneru, Faculty, College of Southern Nevada
- 50) Mark Taormino, Faculty, College of Southern Nevada
- 51) Anne Leonard, Faculty, University of Nevada, Reno
- 52) Alan Deutschman, Faculty, University of Nevada, Reno
- 53) Sudeep Chandra, Faculty, University of Nevada, Reno
- 54) Bryan Sigel, Faculty, Nevada State College
- 55) Cassandra Padgett, Faculty, University of Nevada, Reno
- 56) Karen Ahern, Faculty, College of Southern Nevada
- 57) Satoko Kurita, Family Member, University of Nevada, Reno
- 58) Nicholas Carroll, Faculty, Nevada State College
- 59) Aleksey Telyakovskiy, Faculty, University of Nevada, Reno
- 60) Paul Bynum, Faculty, College of Southern Nevada
- 61) Sean Foe, Staff, University of Nevada, Reno
- 62) Carolyn Warner, Faculty, University of Nevada, Reno
- 63) Staci Walters, Faculty, College of Southern Nevada
- 64) Sarah Mitchell, Faculty, University of Nevada, Reno
- 65) vivienne sario, Faculty, College of Southern Nevada
- 66) Vikash Patel, Faculty, Nevada State College
- 67) Stephen Peridore, Faculty, College of Southern Nevada
- 68) Corina Weidinger, Faculty, Truckee Meadows Community College
- 69) Amber Morczek, Faculty, Nevada State College
- 70) Flora Rudacille, Faculty, College of Southern Nevada
- 71) Sue Wainscott, Faculty, University of Nevada, Las Vegas
- 72) James McSpadden, Faculty, University of Nevada, Reno
- 73) Pamela Payne, Faculty, University of Nevada, Reno
- 74) Michelle Scher, Faculty, College of Southern Nevada
- 75) Konstantinos Travlos, Faculty, Great Basin College
- 76) Thomas Bruns, Faculty, Great Basin College
- 77) William Saxon, Faculty, College of Southern Nevada
- 78) Naser Heravi, Faculty, College of Southern Nevada
- 79) Adriano Cabral, Faculty, University of Nevada, Reno
- 80) Laura Naumann, Faculty, Nevada State College
- 81) Amy Pason, Faculty, University of Nevada, Reno
- 82) Mark Haag, Faculty, College of Southern Nevada
- 83) Paul Sumbly, Faculty, University of Nevada, Reno
- 84) Kathryn Pflughoeft, Faculty, University of Nevada, Reno
- 85) David Brodersen, Faculty, College of Southern Nevada
- 86) Emily Rafael, Faculty, College of Southern Nevada
- 87) Carla Wright, Faculty, College of Southern Nevada
- 88) Deven Matthews, Faculty, College of Southern Nevada
- 89) Andrei Derevianko, Faculty, University of Nevada, Reno
- 90) Igor I Makienko, Faculty, University of Nevada, Reno

- 91) Dan Hooper, Faculty, Truckee Meadows Community College
- 92) Minnie Wood, Faculty, University of Nevada, Las Vegas
- 93) Pete Martini, Faculty, Nevada State College
- 94) Kathleen Zayac, Staff, University of Nevada, Reno
- 95) Jerry Johnson, Emeritus/Emerita, University of Nevada, Reno
- 96) Markus Kimmelmeier, Faculty, University of Nevada, Reno
- 97) Jonathan Weinstein, Faculty, University of Nevada, Reno
- 98) Martha Johnson-Olin, Faculty, Truckee Meadows Community College
- 99) Michelle Wilson, Faculty, University of Nevada, Reno
- 100) Francis Carleton, Faculty, College of Southern Nevada
- 101) Keith Strausbaugh, Faculty, College of Southern Nevada
- 102) Brenda Buck, Faculty, University of Nevada, Las Vegas
- 103) Rhonda Montgomery, Faculty, University of Nevada, Las Vegas
- 104) PAUL DAVIS, Faculty, Truckee Meadows Community College
- 105) Phil Sharp, Faculty, University of Nevada, Reno
- 106) Shaoan Zhang, Faculty, University of Nevada, Las Vegas
- 107) Matthew Weiss, Faculty, College of Southern Nevada
- 108) Connie Croysdill, Faculty, Truckee Meadows Community College
- 109) Paul Billings, Faculty, College of Southern Nevada
- 110) Timur Tscherbul, Faculty, University of Nevada, Reno
- 111) Subhash Verma, Faculty, University of Nevada, Reno
- 112) Dana Reed, Staff, University of Nevada, Reno
- 113) James Strange, Faculty, Western Nevada College
- 114) Sergey Varganov, Faculty, University of Nevada, Reno
- 115) David Sexton, Faculty, Great Basin College
- 116) Valentin Deaconu, Faculty, University of Nevada, Reno
- 117) Victoria Harris, Alumnus/Alumna, University of Nevada, Reno
- 118) Jennifer Guerra, Faculty, University of Nevada, Las Vegas
- 119) Amanda Belarmino, Faculty, University of Nevada, Las Vegas
- 120) William ODonohue, Faculty, University of Nevada, Reno
- 121) Tony Heng, Faculty, College of Southern Nevada
- 122) Gina McDade, Faculty, College of Southern Nevada
- 123) Cody Hunter, Faculty, University of Nevada, Reno
- 124) Lupe Escobar, Faculty, University of Nevada, Reno
- 125) Jennifer Byrnes, Faculty, University of Nevada, Las Vegas
- 126) Elisabeth Miller, Faculty, University of Nevada, Reno
- 127) Ana Douglass, Faculty, Truckee Meadows Community College
- 128) Jennifer McClendon, Faculty, University of Nevada, Reno
- 129) Lars Jensen, Faculty, Truckee Meadows Community College
- 130) June Eastridge, Faculty, Nevada State College
- 131) Marian Gndt, Other Supporter, Truckee Meadows Community College
- 132) Crissa Markow, Faculty, University of Nevada, Reno
- 133) Marta Elliott, Faculty, University of Nevada, Reno
- 134) Frank Amankonah, Faculty, Truckee Meadows Community College
- 135) Erin Stiles, Faculty, University of Nevada, Reno
- 136) Pamela Call, Faculty, Nevada State College
- 137) Lawrence Mariano, Staff, University of Nevada, Reno

- 138) Shirli Brautbar, Faculty, Nevada State College
- 139) Jillian Kiefer, Faculty, Truckee Meadows Community College
- 140) Peter La Chapelle, Faculty, Nevada State College
- 141) Gay Lutz, Faculty, Truckee Meadows Community College
- 142) Joel Scheingross, Faculty, University of Nevada, Reno
- 143) Danielle Zayac, Staff, University of Nevada, Reno
- 144) Catherine Gonzalez, Faculty, University of Nevada, Reno
- 145) John Aliano, Faculty, College of Southern Nevada
- 146) Julia Hammett, Faculty, Truckee Meadows Community College
- 147) Adam Csank, Faculty, University of Nevada, Reno
- 148) Thomas White, Faculty, University of Nevada, Reno
- 149) Reimund Serafica, Faculty, University of Nevada, Las Vegas
- 150) Deborah Okey, Faculty, College of Southern Nevada
- 151) Emily Hobson, Faculty, University of Nevada, Reno
- 152) Judith Sugar, Faculty, University of Nevada, Reno
- 153) Ben Davis, Faculty, Truckee Meadows Community College
- 154) Caroline Meisner, Faculty, Great Basin College
- 155) Maria Moya, Faculty, College of Southern Nevada
- 156) Patricia Dreven, Faculty, College of Southern Nevada
- 157) Heather Protz, Faculty, College of Southern Nevada
- 158) Jackie McDonald, Faculty, Truckee Meadows Community College
- 159) Linda Gannon, Faculty, College of Southern Nevada
- 160) John Gannon, Faculty, College of Southern Nevada
- 161) Julie Stoughton, Faculty, University of Nevada, Reno
- 162) Molly Appel, Faculty, Nevada State College
- 163) Paro Pain, Faculty, University of Nevada, Reno
- 164) Cheryl Perna, Faculty, Nevada State College
- 165) Nasrin Noori, Staff, University of Nevada, Reno
- 166) Michelle Whitaker, Staff, University of Nevada, Reno
- 167) Dorothy Hudig, Faculty, University of Nevada, Reno
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1535) Christine Zanni, Faculty, Nevada State College  
1536) Matthew Pusko, Faculty, University of Nevada, Las Vegas  
1537) Jason Park, Faculty, University of Nevada, Las Vegas  
1538) Ethan Shapiro, Family Member, University of Nevada, Las Vegas  
1539) Jennifer Olsen, Faculty, University of Nevada, Las Vegas  
1540) Jon Keanini, Faculty, University of Nevada, Las Vegas  
1541) Kyle Kithas, Staff, University of Nevada, Las Vegas  
1542) Alison Sloat, Faculty, University of Nevada, Las Vegas  
1543) Daniel Antoniuk, Staff, University of Nevada, Las Vegas  
1544) Cynthia Mishlove, Faculty, University of Nevada, Las Vegas  
1545) Stephen Miller, Faculty, University of Nevada, Las Vegas  
1546) Andrew Schwab, Staff, University of Nevada, Las Vegas  
1547) Chinam Seto, Staff, University of Nevada, Las Vegas

1548) Wesla Griffin, Staff, College of Southern Nevada  
1549) Nicole Sherman, Faculty, University of Nevada, Las Vegas  
1550) Abigail Kincaid, Faculty, University of Nevada, Las Vegas  
1551) Joel Snyder, Faculty, University of Nevada, Las Vegas  
1552) Patty Rice, Staff, University of Nevada, Las Vegas  
1553) Jeremy Meronuck, Faculty, University of Nevada, Las Vegas  
1554) Marissa Owens, Faculty, University of Nevada, Las Vegas  
1555) Elizabeth Nelson, Faculty, University of Nevada, Las Vegas  
1556) Sara Phillips, Staff, University of Nevada, Las Vegas  
1557) Marie Padilla, Staff, University of Nevada, Las Vegas  
1558) Matthew Meiselman, Faculty, University of Nevada, Las Vegas  
1559) Casey Price, Faculty, University of Nevada, Las Vegas  
1560) Andrew Pfannes, Staff, University of Nevada, Las Vegas  
1561) Raven Sumner, Staff, University of Nevada, Las Vegas  
1562) Michael Logan, Faculty, University of Nevada, Reno  
1563) John Nixon, Faculty, University of Nevada, Las Vegas  
1564) Danielle Roth-Johnson, Faculty, University of Nevada, Las Vegas  
1565) Katherine Jackson, Staff, University of Nevada, Las Vegas  
1566) joe short, Staff, University of Nevada, Las Vegas  
1567) Denise Padilla, Faculty, Great Basin College  
1568) Ariana Garcia, Staff, University of Nevada, Las Vegas  
1569) William O'Donnell, Staff, University of Nevada, Las Vegas  
1570) Samantha Coogan, Faculty, University of Nevada, Las Vegas  
1571) Kelsey Olsen, Faculty, University of Nevada, Las Vegas  
1572) DeLyle Bowen, Staff, University of Nevada, Las Vegas  
1573) Jennifer Tison, Faculty, University of Nevada, Las Vegas  
1574) Keith Rowley, Faculty, University of Nevada, Las Vegas  
1575) Zachary Plencner, Staff, University of Nevada, Las Vegas  
1576) Carly Lutes, Staff, University of Nevada, Las Vegas  
1577) Bobby Roybal, Staff, University of Nevada, Las Vegas  
1578) Megan Neri, Faculty, University of Nevada, Las Vegas  
1579) Kathy Schreiber, Staff, University of Nevada, Las Vegas  
1580) tem sedgwick, Faculty, University of Nevada, Las Vegas  
1581) Jamilah McGrue, Faculty, University of Nevada, Las Vegas  
1582) Philip Rusche, Faculty, University of Nevada, Las Vegas  
1583) Donald Price, Faculty, University of Nevada, Las Vegas  
1584) Daniel Proga, Faculty, University of Nevada, Las Vegas  
1585) Jerry Schefcik, Faculty, University of Nevada, Las Vegas  
1586) Erin Rosenberg, Faculty, University of Nevada, Las Vegas  
1587) Gail Deal, Other Supporter, University of Nevada, Reno  
1588) Kim Nehls, Faculty, University of Nevada, Las Vegas  
1589) Dory Mizrachi, Faculty, University of Nevada, Las Vegas  
1590) Adeste Sipin, Staff, University of Nevada, Las Vegas  
1591) Christopher Lindsay, Faculty, University of Nevada, Las Vegas  
1592) Jenny Kent, Faculty, University of Nevada, Las Vegas  
1593) Dawn Nielsen, Faculty, University of Nevada, Las Vegas  
1594) Erendira Andrade, Staff, Great Basin College

1595) Shin Silver, Staff, University of Nevada, Las Vegas  
1596) Amanda Herman, Faculty, University of Nevada, Las Vegas  
1597) Manoj Sharma, Faculty, University of Nevada, Las Vegas  
1598) Kathryn Rafferty, Faculty, University of Nevada, Las Vegas  
1599) Cheryl Cardoza, Faculty, Truckee Meadows Community College  
1600) Christina Mosakowski, Staff, University of Nevada, Las Vegas  
1601) Don Johnson, Faculty, University of Nevada, Las Vegas  
1602) Michael Beal, Staff, University of Nevada, Las Vegas  
1603) Brenda Lopez, Staff, University of Nevada, Las Vegas  
1604) Steen Madsen, Faculty, University of Nevada, Las Vegas  
1605) Tabatha Cho, Faculty, University of Nevada, Las Vegas  
1606) Todd Moffett, Faculty, College of Southern Nevada  
1607) Eve Chung, Faculty, University of Nevada, Las Vegas  
1608) Kellen Braddock, Faculty, University of Nevada, Las Vegas  
1609) Kirsten Connelly, Staff, University of Nevada, Las Vegas  
1610) Marieta Simeonova Pissarro, Faculty, University of Nevada, Las Vegas  
1611) Rochelle Hauburger, Faculty, University of Nevada, Las Vegas  
1612) Brandi Blackman, Staff, University of Nevada, Las Vegas  
1613) Yamila De Oliveira, Staff, University of Nevada, Las Vegas  
1614) Lydia Nussbaum, Faculty, University of Nevada, Las Vegas  
1615) Miles Boulton, Staff, University of Nevada, Las Vegas  
1616) Heidi Shelton, Faculty, University of Nevada, Las Vegas  
1617) Dale Devitt, Faculty, University of Nevada, Las Vegas  
1618) Domonick Lovitz, Faculty, University of Nevada, Las Vegas  
1619) Kierstin Dimmick, Staff, University of Nevada, Las Vegas  
1620) Shae Deschutter, Staff, University of Nevada, Las Vegas  
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1622) Tad McDowell, Faculty, University of Nevada, Las Vegas  
1623) Aline Lopes, Staff, University of Nevada, Las Vegas  
1624) Katrina Liu, Faculty, University of Nevada, Las Vegas  
1625) Robert Clawson, Staff, University of Nevada, Las Vegas  
1626) Scott Loe, Faculty, University of Nevada, Las Vegas  
1627) Christina Molina, Faculty, University of Nevada, Las Vegas  
1628) Marcia Loo, Faculty, University of Nevada, Las Vegas  
1629) Sarah Love, Staff, University of Nevada, Las Vegas  
1630) Mehdi Etezadi-Amoli, Faculty, University of Nevada, Reno  
1631) Martin Schiller, Faculty, University of Nevada, Las Vegas  
1632) Janet McGlone, Staff, University of Nevada, Las Vegas  
1633) Jamie Schwartz, Faculty, University of Nevada, Las Vegas  
1634) Richard Schoen, Faculty, University of Nevada, Las Vegas  
1635) Heather Lusty, Faculty, University of Nevada, Las Vegas  
1636) Rebecca Rice, Faculty, University of Nevada, Las Vegas  
1637) Joshua Carpenter, Faculty, University of Nevada, Las Vegas  
1638) Andrew Kauffman, Faculty, University of Nevada, Las Vegas  
1639) Kimberly Hunt, Staff, Great Basin College  
1640) Juanita Saucedo, Staff, University of Nevada, Las Vegas  
1641) Jacimaria Batista, Faculty, University of Nevada, Las Vegas

1642) Cameron Lue Sang, Staff, University of Nevada, Las Vegas  
1643) Jennifer Waters, Staff, University of Nevada, Las Vegas  
1644) Rochelle Ali, Staff, University of Nevada, Las Vegas  
1645) Angelica Galeana, Staff, College of Southern Nevada  
1646) Barbara Sanders, Other Supporter, University of Nevada, Las Vegas  
1647) Kim Kaplan, Faculty, University of Nevada, Las Vegas  
1648) Jayd Sorenson, Staff, University of Nevada, Las Vegas  
1649) Laura Kruskall, Faculty, University of Nevada, Las Vegas  
1650) Yen-Soon Kim, Faculty, University of Nevada, Las Vegas  
1651) Ian Bartrum, Faculty, University of Nevada, Las Vegas  
1652) Samuel Moloche-Garcia, Staff, University of Nevada, Las Vegas  
1653) Marde Closson, Staff, University of Nevada, Las Vegas  
1654) Richard Dantes, Staff, University of Nevada, Las Vegas  
1655) Kim Metcalf, Faculty, University of Nevada, Las Vegas  
1656) Lee Roundy, Faculty, University of Nevada, Las Vegas  
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1658) Stacy Shapin, Faculty, University of Nevada, Las Vegas  
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1662) Nathaniel King, Faculty, Nevada State College  
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1667) Beenda Plehn, Other Supporter, University of Nevada, Las Vegas  
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1674) robin gaynes, Faculty, College of Southern Nevada  
1675) Karl Conklin, Other Supporter, Not applicable  
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1677) Larry Letourneau, Staff, University of Nevada, Las Vegas  
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1689) Susan Johnson, Faculty, University of Nevada, Las Vegas  
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1733) Kelley Blount, Staff, University of Nevada, Las Vegas  
1734) Raishaunda Mccullah, Staff, University of Nevada, Las Vegas  
1735) Isabel Letourneau, Student, University of Nevada, Las Vegas

1736) Pandora Jones, Faculty, University of Nevada, Las Vegas  
1737) Isabel Valadez, Student, University of Nevada, Las Vegas  
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1739) Jessica Rizo, Faculty, University of Nevada, Las Vegas  
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1750) Gregorio Robles, Staff, University of Nevada, Las Vegas  
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1757) Haydee Binkier, Staff, University of Nevada, Las Vegas  
1758) Persiaale Wilson, Staff, University of Nevada, Las Vegas  
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1760) justin Brown, Staff, University of Nevada, Las Vegas  
1761) sabrina vera, Staff, University of Nevada, Las Vegas  
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1766) Kuuipokahealani Nihipali, Staff, University of Nevada, Las Vegas  
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1770) Francisco Siles Rodriguez, Staff, University of Nevada, Las Vegas  
1771) Tara McManus, Faculty, University of Nevada, Las Vegas  
1772) Karen Johnson, Family Member, University of Nevada, Las Vegas  
1773) Margaret Johnston, Student, University of Nevada, Las Vegas  
1774) Charlene Chapman, Other Supporter, Not applicable  
1775) jason simmons, Staff, University of Nevada, Las Vegas  
1776) Tauro Purnell-benitez, Family Member, All NSHE institutions  
1777) Holly Leslie, Staff, University of Nevada, Las Vegas  
1778) Maria Casas, Faculty, University of Nevada, Las Vegas  
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1781) Hector Mason, Staff, University of Nevada, Las Vegas  
1782) Alecia Stacy, Faculty, University of Nevada, Las Vegas

1783) Sineenart Sengyee, Faculty, University of Nevada, Reno  
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1785) Nelson Paredes, Staff, University of Nevada, Las Vegas  
1786) Nicole Thomas, Student, University of Nevada, Las Vegas  
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1788) Nathaniel Leslie-Rivas, Student, University of Nevada, Reno  
1789) Nathanel Mayberry, Staff, University of Nevada, Las Vegas  
1790) hyonsuk mcnair, Staff, University of Nevada, Las Vegas  
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1792) Isabel higgins, Staff, University of Nevada, Las Vegas  
1793) Heather Pacheco, Faculty, University of Nevada, Las Vegas  
1794) Jeff Schauer, Faculty, University of Nevada, Las Vegas  
1795) David Pacheco, Staff, University of Nevada, Las Vegas  
1796) Samuel McCormick, Staff, University of Nevada, Las Vegas  
1797) simone Rice, Staff, University of Nevada, Las Vegas  
1798) MaryKay Orgill, Faculty, University of Nevada, Las Vegas  
1799) Thomas Cardoza, Faculty, Truckee Meadows Community College  
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1801) Dwayne Williams, Staff, University of Nevada, Las Vegas  
1802) Wanda Porter, Staff, University of Nevada, Las Vegas  
1803) Elfega Catalan Lezama, Staff, University of Nevada, Las Vegas  
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1807) Paul Oudom, Staff, University of Nevada, Las Vegas  
1808) David Sanchez, Staff, University of Nevada, Las Vegas  
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1810) Wyatt Thompson, Staff, University of Nevada, Las Vegas  
1811) Michelle Robinette, Faculty, University of Nevada, Las Vegas  
1812) Larry Poole, Family Member, University of Nevada, Las Vegas  
1813) Julian Kilker, Faculty, University of Nevada, Las Vegas  
1814) Yvonne Houy, Staff, University of Nevada, Las Vegas  
1815) Jackie Contreras, Family Member, University of Nevada, Las Vegas  
1816) Jake Rincon, Family Member, University of Nevada, Las Vegas  
1817) Nathan Rincon, Family Member, University of Nevada, Las Vegas  
1818) Micah Rincon, Family Member, University of Nevada, Las Vegas  
1819) Kevin Scharringhausen, Family Member, University of Nevada, Las Vegas  
1820) Sang Seo, Faculty, University of Nevada, Las Vegas  
1821) Matthew Petrie, Faculty, University of Nevada, Las Vegas  
1822) Rebecca Martin, Faculty, University of Nevada, Las Vegas  
1823) Marcus Rothenberger, Faculty, University of Nevada, Las Vegas  
1824) Maziar Majzoob, Staff, University of Nevada, Las Vegas  
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1826) Samantha Smith, Staff, University of Nevada, Las Vegas  
1827) Jacob Corbett, Staff, University of Nevada, Las Vegas  
1828) Michael Richardson-Lewis, Staff, University of Nevada, Las Vegas  
1829) Kari Kokka, Faculty, University of Nevada, Las Vegas

1830) Paul Kurzynowski, Other Supporter, University of Nevada, Las Vegas  
1831) Danielle Gann-Lind, Faculty, University of Nevada, Reno  
1832) Polyn Ondevilla, Staff, University of Nevada, Las Vegas  
1833) Logan Cohen, Staff, University of Nevada, Las Vegas  
1834) Kurt Raschko, Staff, University of Nevada, Las Vegas  
1835) William Leavitt, Faculty, University of Nevada, Las Vegas  
1836) Natalie Renkes, Staff, University of Nevada, Las Vegas  
1837) Madison Masching, Staff, University of Nevada, Las Vegas  
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1839) Victor Thresh, Family Member, University of Nevada, Las Vegas  
1840) Blake Douglas, Staff, University of Nevada, Las Vegas  
1841) Sandy Quezada, Family Member, University of Nevada, Las Vegas  
1842) Ung-Sang Lee, Faculty, University of Nevada, Las Vegas  
1843) Jeanette Chan, Faculty, University of Nevada, Reno  
1844) Shanneal Ocular, Staff, College of Southern Nevada  
1845) Francesca Kassing, Faculty, University of Nevada, Reno  
1846) Jennifer Pfannes, Faculty, University of Nevada, Las Vegas  
1847) Denise Kagebein, Staff, University of Nevada, Las Vegas  
1848) Jeehee Lee, Faculty, University of Nevada, Las Vegas  
1849) Argie Mendoza, Staff, University of Nevada, Las Vegas  
1850) Jacob Loughry, Staff, University of Nevada, Reno  
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1853) Paul Nelson, Faculty, University of Nevada, Las Vegas  
1854) Natia Frank, Faculty, University of Nevada, Reno  
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1859) Morgan Iommi, Staff, Nevada State College  
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1861) Christina Miskey, Faculty, University of Nevada, Las Vegas  
1862) Ruth Robles, Staff, College of Southern Nevada  
1863) Daniel Green, Staff, University of Nevada, Las Vegas  
1864) Vee McFadden, Staff, College of Southern Nevada  
1865) Hal Berghel, Faculty, University of Nevada, Las Vegas  
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1867) Sonia King, Staff, College of Southern Nevada  
1868) Emme Haw, Staff, University of Nevada, Reno  
1869) Cathy Alvin, Faculty, University of Nevada, Reno  
1870) Brendan O'Toole, Faculty, University of Nevada, Las Vegas  
1871) Samantha Godbey, Faculty, University of Nevada, Las Vegas  
1872) Darius Jahan-Shahi, Faculty, University of Nevada, Las Vegas  
1873) Graham McGinnis, Faculty, University of Nevada, Las Vegas  
1874) Robin Cooper, Other Supporter, Not applicable  
1875) Alain Bengochea, Faculty, University of Nevada, Las Vegas  
1876) Kavita Batra, Faculty, University of Nevada, Las Vegas



1877) Yezenia Olivera, Faculty, University of Nevada, Reno  
1878) Anjanette Jones, Faculty, University of Nevada, Las Vegas  
1879) Ernesto Abel-Santos, Faculty, University of Nevada, Las Vegas  
1880) Frank Alaimo, Staff, University of Nevada, Las Vegas  
1881) Elaine Aromin, Staff, University of Nevada, Las Vegas  
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1883) rodney conner, Staff, College of Southern Nevada  
1884) Harriet Barlow, Faculty, University of Nevada, Las Vegas  
1885) Tondrah Griffin, Staff, College of Southern Nevada  
1886) Susan McQuilkin, Faculty, University of Nevada, Las Vegas  
1887) Kristie Berthelotte, Faculty, University of Nevada, Las Vegas  
1888) Simon Jowitt, Faculty, University of Nevada, Las Vegas  
1889) Miguel Rodriguez, Staff, College of Southern Nevada  
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1891) Robert Wallace, Staff, College of Southern Nevada  
1892) Missy Arendash, Staff, University of Nevada, Las Vegas  
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1895) Theresa Barrett Clark, Staff, University of Nevada, Las Vegas  
1896) Dave Nourse, Faculty, University of Nevada, Las Vegas  
1897) William Bauer, Faculty, University of Nevada, Las Vegas  
1898) Victor Chavez, Faculty, University of Nevada, Las Vegas  
1899) Brian Jones, Faculty, University of Nevada, Las Vegas  
1900) Spencer Corben, Family Member, University of Nevada, Las Vegas  
1901) Felicia Sanders, Faculty, College of Southern Nevada  
1902) Steven Corben, Other Supporter, University of Nevada, Las Vegas  
1903) Lawrence Mullen, Faculty, University of Nevada, Las Vegas  
1904) Hayli Peterson, Faculty, University of Nevada, Las Vegas  
1905) Sharon Corben, Other Supporter, University of Nevada, Las Vegas  
1906) Mary Nordstrom, Faculty, College of Southern Nevada  
1907) Amei Amei, Faculty, University of Nevada, Las Vegas  
1908) Wolfgang Bein, Faculty, University of Nevada, Las Vegas  
1909) Sajjad Ahmad, Faculty, University of Nevada, Las Vegas  
1910) William Mendoza, Faculty, University of Nevada, Las Vegas  
1911) Mary Martin, Faculty, University of Nevada, Las Vegas  
1912) PG Schrader, Faculty, University of Nevada, Las Vegas  
1913) Audrey Alonzo, Faculty, University of Nevada, Las Vegas  
1914) Victoria McClain, Staff, University of Nevada, Las Vegas  
1915) Julia Silvernail, Faculty, University of Nevada, Las Vegas  
1916) Stephanie Arrigotti, Faculty, Western Nevada College  
1917) Justine Stout, Faculty, Western Nevada College  
1918) Rodabeh Boroumand, Faculty, University of Nevada, Las Vegas  
1919) Abigail Wood, Staff, University of Nevada, Las Vegas  
1920) Sheama Krishnagiri, Faculty, University of Nevada, Las Vegas  
1921) Itzel Lara, Staff, College of Southern Nevada  
1922) Kevin Myers, Staff, Western Nevada College  
1923) Nichole Paul, Faculty, Western Nevada College

1924) Geraldine Pope, Faculty, Western Nevada College  
1925) Lamont Garrett, Family Member, Not applicable  
1926) Shellie Brattain, Faculty, University of Nevada, Las Vegas  
1927) Al'Lisha Farris, Staff, University of Nevada, Las Vegas  
1928) Cherrice Dotson, Staff, Western Nevada College  
1929) Kim DesRoches, Faculty, Western Nevada College  
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1931) Bridgette Wolford, Faculty, College of Southern Nevada  
1932) Cristina Hernandez, Staff, University of Nevada, Las Vegas  
1933) Kathryn Cocking, Faculty, Western Nevada College  
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1935) Miryang Kim, Staff, College of Southern Nevada  
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1937) Bradley Marianno, Faculty, University of Nevada, Las Vegas  
1938) Al Hastings, Staff, University of Nevada, Las Vegas  
1939) Tiffany Payne, Staff, University of Nevada, Las Vegas  
1940) Bibiana Lopez, Faculty, University of Nevada, Las Vegas  
1941) Dayonara Gaoteote, Faculty, University of Nevada, Las Vegas  
1942) Rebecca Bevans, Faculty, Western Nevada College  
1943) Curtis Kupferschmid, Faculty, Western Nevada College  
1944) Jorge Gamez, Staff, College of Southern Nevada  
1945) Darlyn Magana, Student, University of Nevada, Las Vegas  
1946) April Torok, Staff, Western Nevada College  
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1948) Sandy Ziegler, Faculty, University of Nevada, Las Vegas  
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1954) Toni Chance, Faculty, University of Nevada, Las Vegas  
1955) Brett Young, Faculty, Western Nevada College  
1956) Jacqueline Garcia, Staff, University of Nevada, Las Vegas  
1957) Samantha John, Faculty, University of Nevada, Las Vegas  
1958) Robert Jaster, Faculty, University of Nevada, Las Vegas  
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1960) Deborah Alves, Staff, Western Nevada College  
1961) Rimi Marwah, Staff, University of Nevada, Las Vegas  
1962) Jorge Fonseca, Faculty, University of Nevada, Las Vegas  
1963) Barbara Richards, Staff, University of Nevada, Las Vegas  
1964) Castor Cruz, Staff, University of Nevada, Las Vegas  
1965) Malia Alfeche, Staff, University of Nevada, Las Vegas  
1966) Timothy Johnson, Staff, University of Nevada, Las Vegas  
1967) Racquel Rodriguez, Staff, University of Nevada, Las Vegas  
1968) Rebecca Gill, Faculty, University of Nevada, Las Vegas  
1969) Alejandria Gonzalez, Faculty, University of Nevada, Las Vegas  
1970) Sally Johnson, Family Member, University of Nevada, Las Vegas

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1972) Victor Reza, Staff, University of Nevada, Las Vegas  
1973) Lupe Del Castillo, Faculty, University of Nevada, Reno  
1974) Linda McGillicuddy, Faculty, Truckee Meadows Community College  
1975) Thessa Hilgenkamp, Faculty, University of Nevada, Las Vegas  
1976) Martin Schmidt, Faculty, Western Nevada College  
1977) Tricia McCrory, Student, University of Nevada, Las Vegas  
1978) Katherine Burdick, Staff, University of Nevada, Las Vegas  
1979) Liliana Garcia, Staff, University of Nevada, Las Vegas  
1980) Tony Heishman, Faculty, University of Nevada, Las Vegas  
1981) Jenny Vidal, Staff, University of Nevada, Las Vegas  
1982) Ramiro Lisea-Franco, Staff, University of Nevada, Las Vegas  
1983) Balakrishnan Naduvalath, Faculty, University of Nevada, Las Vegas  
1984) Michaela Lipon, Alumnus/Alumna, University of Nevada, Reno  
1985) Melissa Leist, Faculty, Western Nevada College  
1986) Jessica Rixom, Faculty, University of Nevada, Reno  
1987) Ashley Caoagas, Staff, University of Nevada, Las Vegas  
1988) Josie Boyle, Staff, University of Nevada, Las Vegas  
1989) Jessica Cutlip, Faculty, University of Nevada, Las Vegas  
1990) Timothy Duffey, Staff, University of Nevada, Las Vegas  
1991) Anna Drury, Staff, University of Nevada, Las Vegas  
1992) Eda Anlamlier, Faculty, University of Nevada, Las Vegas  
1993) Patricia McRae Baley, Staff, University of Nevada, Las Vegas  
1994) Lorena Giese, Staff, University of Nevada, Las Vegas  
1995) Scott McDonald, Faculty, Western Nevada College  
1996) Ryan Tung, Faculty, University of Nevada, Reno  
1997) Wen Shen, Faculty, College of Southern Nevada  
1998) Andrew Cornelius, Faculty, University of Nevada, Las Vegas  
1999) Jason Aubin, Faculty, University of Nevada, Las Vegas  
2000) Shana Rivers, Staff, University of Nevada, Las Vegas  
2001) Cristina Schwitters, Staff, University of Nevada, Reno  
2002) Thomas Herring, Faculty, Western Nevada College  
2003) Gavin Kroulik-Whipple, Faculty, College of Southern Nevada  
2004) Rafael Oganessian, Staff, University of Nevada, Las Vegas  
2005) Jeremiah McClain, Faculty, University of Nevada, Las Vegas  
2006) Brenna Renn, Faculty, University of Nevada, Las Vegas  
2007) Erica Williams, Staff, University of Nevada, Las Vegas  
2008) Stephanie Myers, Family Member, Western Nevada College  
2009) Carlos Perez, Staff, University of Nevada, Las Vegas  
2010) Sarah Donohue, Staff, College of Southern Nevada  
2011) Jeff Erickson, Faculty, Western Nevada College  
2012) Bayley Heintz, Faculty, University of Nevada, Reno  
2013) Nicole Bayreder, Faculty, University of Nevada, Las Vegas  
2014) Kelly Scherado, Faculty, University of Nevada, Las Vegas  
2015) Kelley Salemm, Faculty, College of Southern Nevada  
2016) Michael Beiler, Staff, University of Nevada, Las Vegas  
2017) Jan Lasagna, Staff, University of Nevada, Las Vegas

2018) Shirley Goodman, Staff, University of Nevada, Las Vegas  
2019) Shane Kraus, Faculty, University of Nevada, Las Vegas  
2020) Raquel Espinoza, Student, University of Nevada, Reno  
2021) Tracy Johnson, Staff, University of Nevada, Las Vegas  
2022) Katrina Hertfelder, Staff, University of Nevada, Las Vegas  
2023) George McAlpine, Faculty, University of Nevada, Las Vegas  
2024) Catherine Fernandez, Faculty, University of Nevada, Reno  
2025) Hashim Harun-Boss, Faculty, University of Nevada, Las Vegas  
2026) Natalie Servellon, Faculty, University of Nevada, Reno  
2027) Angela Zaffuto, Faculty, College of Southern Nevada  
2028) Jessica Conner, Alumnus/Alumna, University of Nevada, Reno  
2029) Guadalupe Bedolla, Faculty, College of Southern Nevada  
2030) Nicole Pavlico, Faculty, University of Nevada, Las Vegas  
2031) Daniela Rincon Cornejo, Staff, University of Nevada, Las Vegas  
2032) Sally Renkes, Family Member, Not applicable  
2033) Rachael Welder, Faculty, University of Nevada, Reno  
2034) Stefan Beck, Faculty, Great Basin College  
2035) Haysam Selim, Staff, University of Nevada, Las Vegas  
2036) Lori Spurk, Staff, University of Nevada, Las Vegas  
2037) Natalia Buchmiller, Other Supporter, Not applicable  
2038) David Riske, Faculty, Western Nevada College  
2039) Ruth Kantrowitz, Family Member, University of Nevada, Las Vegas  
2040) Jessica Freely, Staff, University of Nevada, Las Vegas  
2041) Crystal Jae Respicio, Faculty, University of Nevada, Reno  
2042) Chancellor White, Faculty, University of Nevada, Reno  
2043) Annakaren Sanchez, Staff, University of Nevada, Las Vegas  
2044) Katina Shehie, Faculty, University of Nevada, Las Vegas  
2045) Deborah Harding, Family Member, University of Nevada, Reno  
2046) Alisa Riske, Alumnus/Alumna, All NSHE institutions  
2047) Maria Fernanda Rugama, Faculty, University of Nevada, Reno  
2048) Christopher Bordigioni, Student, University of Nevada, Reno  
2049) Eleonora Carroll, Staff, University of Nevada, Las Vegas  
2050) Nicole Martin, Alumnus/Alumna, University of Nevada, Reno  
2051) Johanna Moxley, Staff, University of Nevada, Reno  
2052) Taylor Dixson, Staff, University of Nevada, Las Vegas  
2053) Michael Mejza, Faculty, University of Nevada, Las Vegas  
2054) Brian Vasquez, Faculty, University of Nevada, Reno  
2055) Sandy Moore, Staff, University of Nevada, Las Vegas  
2056) Karen Jones, Staff, University of Nevada, Las Vegas  
2057) Toni Arcadipane, Faculty, University of Nevada, Las Vegas  
2058) Elizabeth Quintero-Brown, Other Supporter, Western Nevada College  
2059) Juyeon Jo, Faculty, University of Nevada, Las Vegas  
2060) Grant Spear, Staff, University of Nevada, Las Vegas  
2061) Lotte Tepait, Staff, College of Southern Nevada  
2062) Carolina Martinez, Staff, Truckee Meadows Community College  
2063) Kenneth Betita, Faculty, College of Southern Nevada  
2064) Kylie Riske, Alumnus/Alumna, University of Nevada, Reno

2065) Nicholas Snead, Staff, College of Southern Nevada  
2066) Stephanie Bayreder, Faculty, University of Nevada, Las Vegas  
2067) Amber Armenta, Faculty, University of Nevada, Las Vegas  
2068) Shontai Banks, Staff, College of Southern Nevada  
2069) Benjamin Trejo Jr, Alumnus/Alumna, University of Nevada, Las Vegas  
2070) Ana Luisa Gallegos Escamilla, Faculty, University of Nevada, Reno  
2071) Carlos Caso, Faculty, University of Nevada, Las Vegas  
2072) Sarah Quigley, Faculty, University of Nevada, Las Vegas  
2073) Alexander Nill, Faculty, University of Nevada, Las Vegas  
2074) Matthew Tucker, Faculty, University of Nevada, Reno  
2075) Shelly Madalinski, Faculty, University of Nevada, Reno  
2076) Michelle Hogan, Staff, University of Nevada, Las Vegas  
2077) Joy Lamb, Staff, College of Southern Nevada  
2078) Andrew Gaden, Faculty, College of Southern Nevada  
2079) Pradip Bhowmik, Faculty, University of Nevada, Las Vegas  
2080) Tamela Gorden, Staff, University of Nevada, Reno  
2081) Karen Gallardo, Staff, University of Nevada, Reno  
2082) Kynan Dias, Faculty, University of Nevada, Las Vegas  
2083) Zoe Hardge, Staff, College of Southern Nevada  
2084) Maricruz Rand, Staff, University of Nevada, Las Vegas  
2085) Erika Marquez, Faculty, University of Nevada, Las Vegas  
2086) Caitlin Strickland, Faculty, University of Nevada, Reno  
2087) Karla Wagner, Faculty, University of Nevada, Reno  
2088) Kacey Fowler, Alumnus/Alumna, University of Nevada, Reno  
2089) Kristina Davidson, Alumnus/Alumna, University of Nevada, Reno  
2090) Virginia Gamboa, Staff, College of Southern Nevada  
2091) Sarath Kraus, Student, University of Nevada, Las Vegas  
2092) Tracie Godfrey, Faculty, University of Nevada, Las Vegas  
2093) Lewis Martin, Alumnus/Alumna, University of Nevada, Reno  
2094) Jennifer Esquivias, Faculty, College of Southern Nevada  
2095) Eugenie MontBlanc, Faculty, University of Nevada, Reno  
2096) Heather Richardson, Staff, University of Nevada, Las Vegas  
2097) John Nichols, Faculty, University of Nevada, Las Vegas  
2098) Cyndi Backstrom, Faculty, University of Nevada, Las Vegas  
2099) Cristina Barron, Staff, University of Nevada, Las Vegas  
2100) Richard Miller, Faculty, University of Nevada, Las Vegas  
2101) Rhiannon Soriano Smith, Student, University of Nevada, Las Vegas  
2102) Pam Lum, Faculty, College of Southern Nevada  
2103) Cassaundra Rodriguez, Faculty, University of Nevada, Las Vegas  
2104) Rachidi Salako, Faculty, University of Nevada, Las Vegas  
2105) Rebecca Bernal, Staff, University of Nevada, Las Vegas  
2106) Federico Urbano-Munoz, Staff, University of Nevada, Reno  
2107) Janita Ethridge, Faculty, University of Nevada, Reno  
2108) Smriti Bhattarai, Faculty, Western Nevada College  
2109) Elyssa Hayes, Student, University of Nevada, Las Vegas  
2110) Thomas Albright, Faculty, University of Nevada, Reno  
2111) Lisa Tolliver, Staff, University of Nevada, Reno

2112) Carlos Tkacz, Student, University of Nevada, Las Vegas  
2113) Jose Laboy, Faculty, University of Nevada, Las Vegas  
2114) Adilia Ross, Faculty, University of Nevada, Reno  
2115) Kweisi Ausar, Faculty, University of Nevada, Las Vegas  
2116) Cassandra Luster, Staff, Western Nevada College  
2117) Jennifer Rennels, Faculty, University of Nevada, Las Vegas  
2118) Paul Brett, Faculty, University of Nevada, Reno  
2119) Allison DeCampos, Faculty, Western Nevada College  
2120) Ruxandra Draia, Faculty, University of Nevada, Las Vegas  
2121) Corey Gucker, Staff, University of Nevada, Reno  
2122) Brigitte Dillet, Faculty, Western Nevada College  
2123) Jesse Sandwith, Staff, University of Nevada, Reno  
2124) Kiara Saunders, Alumnus/Alumna, University of Nevada, Reno  
2125) Seong Park, Faculty, University of Nevada, Las Vegas  
2126) Lucas Mason, Staff, University of Nevada, Las Vegas  
2127) Melissa McGovern, Faculty, University of Nevada, Reno  
2128) Margaret Palmquist, Faculty, University of Nevada, Las Vegas  
2129) Amy Chaffin, Faculty, College of Southern Nevada  
2130) James Kearney, Faculty, University of Nevada, Las Vegas  
2131) Elena Fernandez, Other Supporter, University of Nevada, Reno  
2132) Debra Vigil, Faculty, University of Nevada, Reno  
2133) Ashley Anderson, Faculty, University of Nevada, Reno  
2134) Rene Castaneda, Staff, University of Nevada, Las Vegas  
2135) Birant Ramazan, Faculty, University of Nevada, Reno  
2136) Griselda Wille, Faculty, Nevada State College  
2137) Egypt Howard, Staff, University of Nevada, Las Vegas  
2138) Natalie Carter, Faculty, University of Nevada, Las Vegas  
2139) Scott Nielsen, Staff, Great Basin College  
2140) Casey Hall, Staff, University of Nevada, Las Vegas  
2141) Ipuna Black, Faculty, Nevada State College  
2142) Lindsey Hierro, Faculty, University of Nevada, Las Vegas  
2143) jose jimenez, Staff, University of Nevada, Las Vegas  
2144) Veronica Becerra, Staff, University of Nevada, Las Vegas  
2145) Diane Mendolla, Faculty, University of Nevada, Las Vegas  
2146) Ashley Finnell, Faculty, University of Nevada, Las Vegas  
2147) Sreshtha Sen, Faculty, University of Nevada, Las Vegas  
2148) Emanuel Williams, Staff, University of Nevada, Las Vegas  
2149) Matt Leathen, Faculty, Truckee Meadows Community College  
2150) Stefany Sigler, Staff, Nevada State College  
2151) Jonathan Wright, Staff, College of Southern Nevada  
2152) Constancio Arnaldo, Faculty, University of Nevada, Las Vegas  
2153) Anna Toma, Faculty, University of Nevada, Las Vegas  
2154) Rowena Saba, Faculty, University of Nevada, Las Vegas  
2155) Benjamin Richards, Staff, University of Nevada, Las Vegas  
2156) Briana Candelas, Staff, Nevada State College  
2157) Brian Frost, Faculty, University of Nevada, Reno  
2158) William Ridgway, Student, University of Nevada, Las Vegas

2159) Nicholas Cooley, Faculty, Great Basin College  
2160) Michael Manalo, Faculty, University of Nevada, Reno  
2161) Jessica Immonen, Faculty, University of Nevada, Las Vegas  
2162) Jennifer Gray, Faculty, University of Nevada, Las Vegas  
2163) Jason Nibert, Staff, University of Nevada, Las Vegas  
2164) Angela Chase, Faculty, University of Nevada, Reno  
2165) Jill Baker-Tingey, Faculty, University of Nevada, Reno  
2166) Xan Goodman, Faculty, University of Nevada, Las Vegas  
2167) Yuting Gao, Faculty, University of Nevada, Las Vegas  
2168) Jared Lau, Faculty, University of Nevada, Las Vegas  
2169) De'Osha Hall, Staff, University of Nevada, Las Vegas  
2170) Pamela Sandstrom, Faculty, University of Nevada, Reno  
2171) Elena Pravosudova, Faculty, University of Nevada, Reno  
2172) Vladimir Pravosudov, Faculty, University of Nevada, Reno  
2173) Venkatesan Muthukumar, Faculty, University of Nevada, Las Vegas  
2174) Steve Korecki, Faculty, University of Nevada, Reno  
2175) Grant Kurosu, Staff, University of Nevada, Las Vegas  
2176) Camellia Chang, Alumnus/Alumna, University of Nevada, Reno  
2177) Lynne Molini, Alumnus/Alumna, University of Nevada, Reno  
2178) Celia Anthony, Staff, University of Nevada, Las Vegas  
2179) CARMIN CABALLERO, Staff, University of Nevada, Las Vegas  
2180) Nasia Anam, Faculty, University of Nevada, Reno  
2181) James Sundali, Faculty, University of Nevada, Reno  
2182) Catherine Vairo, Other Supporter, Western Nevada College  
2183) Mayra Munguia, Staff, University of Nevada, Las Vegas  
2184) Imani Patterson, Faculty, University of Nevada, Las Vegas  
2185) Windi Altemeyer, Faculty, Western Nevada College  
2186) Chris Moran, Faculty, University of Nevada, Reno  
2187) Andrea Wirth, Faculty, University of Nevada, Las Vegas  
2188) Robin Grove, Staff, University of Nevada, Las Vegas  
2189) Francisco Mejia, Staff, University of Nevada, Las Vegas  
2190) Patti Sanford, Faculty, Truckee Meadows Community College  
2191) Nadia Pomirleanu, Faculty, University of Nevada, Las Vegas  
2192) John Dudley, Faculty, University of Nevada, Las Vegas  
2193) Briana Whiteside, Faculty, University of Nevada, Las Vegas  
2194) Rosan Mitola, Faculty, University of Nevada, Las Vegas  
2195) Lisa Bendixen, Faculty, University of Nevada, Las Vegas  
2196) Bryan Blankfield, Faculty, University of Nevada, Las Vegas  
2197) Ashley Blackwell, Faculty, University of Nevada, Las Vegas  
2198) Adam Howard, Faculty, University of Nevada, Las Vegas  
2199) Becca Franssen, Faculty, Truckee Meadows Community College  
2200) Kane Toomer, Staff, University of Nevada, Las Vegas  
2201) Nicholas Azua, Staff, University of Nevada, Las Vegas  
2202) Jay Morgenstern, Faculty, University of Nevada, Las Vegas  
2203) Antonio Villegas, Staff, University of Nevada, Las Vegas  
2204) Kerri Ormerod, Faculty, University of Nevada, Reno  
2205) Sundos El-Naser, Other Supporter, University of Nevada, Las Vegas

2206) Lucas Phipps, Faculty, University of Nevada, Reno  
2207) Gina Johnson, Faculty, Great Basin College  
2208) Brittany Flores, Faculty, University of Nevada, Reno  
2209) Denise Stout, Staff, Western Nevada College  
2210) Robert Moore, Faculty, University of Nevada, Reno  
2211) Avalon Hope, Faculty, University of Nevada, Reno  
2212) Aya Shata, Faculty, University of Nevada, Las Vegas  
2213) Anabel Navarro, Faculty, University of Nevada, Reno  
2214) Jeff Chalfant, Staff, University of Nevada, Las Vegas  
2215) Sally Llull-Billings, Faculty, College of Southern Nevada  
2216) John Ostermiller, Student, University of Nevada, Reno  
2217) Spencer Lewis, Faculty, University of Nevada, Reno  
2218) Kathleen McFarlin, Staff, Western Nevada College  
2219) Johanna Bell, Faculty, Truckee Meadows Community College  
2220) Lai Wen, Faculty, University of Nevada, Reno  
2221) Mehmet Gumus, Faculty, University of Nevada, Reno  
2222) Shanon Taylor, Faculty, University of Nevada, Reno  
2223) Brittney Maynard, Faculty, Great Basin College  
2224) Gabriel Plank, Faculty, University of Nevada, Reno  
2225) Sam Morrone, Staff, University of Nevada, Las Vegas  
2226) Pamela Parker, Staff, University of Nevada, Las Vegas  
2227) Kalyn Denning, Staff, University of Nevada, Reno  
2228) Brett Abarbanel, Faculty, University of Nevada, Las Vegas  
2229) Susan Ward, Faculty, Western Nevada College  
2230) Kristin Heath, Staff, Great Basin College  
2231) Sam Leyba, Faculty, Great Basin College  
2232) Maire Simington, Faculty, University of Nevada, Las Vegas  
2233) Gloria Sharlein, Faculty, University of Nevada, Reno  
2234) Jimmie Manning, Faculty, University of Nevada, Reno  
2235) Rafik Beekun, Faculty, University of Nevada, Reno  
2236) Barb Painter, Faculty, Truckee Meadows Community College  
2237) Hui Wang, Staff, University of Nevada, Las Vegas  
2238) Andrew Borts, Faculty, University of Nevada, Las Vegas  
2239) Chenghui Zhang, Faculty, University of Nevada, Las Vegas  
2240) RC Miller, Staff, University of Nevada, Las Vegas  
2241) John Duerk, Faculty, Western Nevada College  
2242) Emily Kummer, Faculty, University of Nevada, Reno  
2243) Matthew Smith, Staff, University of Nevada, Reno  
2244) Laura Gryder, Student, University of Nevada, Las Vegas  
2245) Misha Allen, Faculty, University of Nevada, Reno  
2246) Sandun Perera, Faculty, University of Nevada, Reno  
2247) Teresita Pagan, Staff, University of Nevada, Las Vegas  
2248) Jodi Thomas, Faculty, University of Nevada, Reno  
2249) frederick harvey, Staff, University of Nevada, Reno  
2250) Victoria Plants, Staff, All NSHE institutions  
2251) Tina Vo, Faculty, University of Nevada, Las Vegas  
2252) Christine O'Halloran, Faculty, University of Nevada, Reno



- 2253) Benjamin Balderrama, Staff, University of Nevada, Las Vegas
- 2254) Vera Miranda, Faculty, University of Nevada, Las Vegas
- 2255) Katherine Marcal, Faculty, University of Nevada, Las Vegas
- 2256) Erica Marti, Faculty, University of Nevada, Las Vegas
- 2257) Rogelio C. Petras, Faculty, Nevada State College
- 2258) Elliott Parker, Faculty, University of Nevada, Reno
- 2259) John Jacobson, Faculty, College of Southern Nevada
- 2260) Ryan Fitzgerald, Staff, University of Nevada, Reno
- 2261) Tommie Lee, Staff, Great Basin College
- 2262) Matthew Munsell, Faculty, College of Southern Nevada
- 2263) Patrick Alejaga, Faculty, University of Nevada, Reno
- 2264) Paula Noble, Faculty, University of Nevada, Reno

**Signatures as of 6/6/2023**

[https://bit.ly/NSHE\\_COLA\\_PETITION](https://bit.ly/NSHE_COLA_PETITION)



**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Quarterly Meeting, June 9, 2023  
**Date:** Friday, June 9, 2023 2:00:41 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** glynda.white@csn.edu

**Name:** Glynda White

**Representing someone other than yourself?:** NFA in general, specially CSN/NFA

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** Public Comment/Support for Implementation of COLAs

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

**Comment:**

Good Afternoon, Regents,

I submit these public comments to ask you to fully implement COLAs of 12% 2023-2024 and 11% 2024-2025 for NSHE faculty. This implementation is crucial to retention of good faculty. Further, this level of COLA will allow CSN to productively recruit qualified, well credentialed and experience faculty to serve our students and our entire community. As a long term faculty in good standing, I know and recognize the overwhelming need to have substantive, qualified instructors and professors in classrooms or any teaching modality. The economic boost that the full implementation of COLA will provide to current faculty and recruiting faculty will be a financial attribute. CSN faculty has endured financial hardship and difficulty for many years!

Thank you for your continued support 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 Quarterly Meeting, June 9, 2023  
**Date:** Friday, June 9, 2023 3:56:47 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** cmelendrez@unr.edu

**Name:** Claudia Melendrez

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** COLA Implementation for NSHE faculty and staff

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

**Comment:**

I am a staff member at the University of Nevada, Reno. I have been working at the University since 2015. I enjoy my job and the people I work with. The cost of living in Reno has changed a lot over the years and it has become difficult to afford to live here. Currently, I am looking to buy a house and with my current salary, it will be difficult. I cannot afford to buy a house in the city where I work. I support the 12% COLA and I really think this will make a big impact on our faculty 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 Quarterly Meeting, June 9, 2023  
**Date:** Friday, June 9, 2023 4:07:53 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Quarterly Meeting, June 9, 2023

**Email:** susan.gearling@nsc.edu

**Name:** Susan Gearling

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting

**Meeting Date:** June 9, 2023

**Agenda Item:** General Public Comment

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

**Comment:**

Thank you, Chair Brooks and Regents, for the opportunity to provide comments today.

My name is Susan Gearling and I am the Vice Chair of the Classified Employee Council at Nevada State.

All NSHE institutions are required to address Inclusion, Diversity, Equity and Access on their campuses. I am here to ask you all to not support any NSHE policy related to work/life balance issues that excludes any campus constituency, particularly NSHE Classified Employees. Even with the raises passed by the legislature and approved by the Governor, we remain the lowest paid group of employees who are vital to every aspect of delivering the stellar educational programs offered throughout our great state. Simply said, “the wheels would fall off” if we did not provide the services we provide to our communities. We often perform jobs that many faculty and administrators would not do in service to their campuses. If Classified Employees are singled out by NSHE or NSHE institutions as an entire class of individuals who are not eligible to participate in a campuses’ remote work policy, it may be interpreted as our institutions do not feel we are worthy of the same work/life balance that our higher paid counterparts are allowed to enjoy. Ending a policy for some in your community but not all is exclusion, the opposite of one of the values NSHE proclaims to value the most.

Classified employees are very aware of the high vacancy rate for many state classified

positions. Excluding NSHE Classified Employees from remote work policies at our institutions will not attract the best and the brightest, quite the opposite. Exclusion policy speaks to what an organization values, and what it does not. Please stand up for all NSHE state classified employees by insisting we cannot be excluded from our institutions' remote work policies or from the community we so proudly serve.

**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>)