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

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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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)
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
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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This e-mail was sent from a contact form on Nevada System of Higher Education (https://nshe.nevada.edu)
Public comment submitted through NSHE Online form

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

Email: 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)
Public comment submitted through NSHE Online form

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

Email: hhavsar@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)
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 impidiment 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 instirution 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)
Public comment submitted through NSHE Online form

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

Email: 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
Douglas A. 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)
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.
Public comment submitted through NSHE Online form

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

Email: ryan.coulter@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)
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)
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 collegiate 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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This e-mail was sent from a contact form on Nevada System of Higher Education (https://nshe.nevada.edu)
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
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 NSHEs 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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This e-mail was sent from a contact form on Nevada System of Higher Education (https://nshe.nevada.edu)
Public comment submitted through NSHE Online form

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

Email: 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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This e-mail was sent from a contact form on Nevada System of Higher Education (https://nshe.nevada.edu)
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
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)
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)
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)
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)
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)
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)
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)
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)
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)
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)
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)
Public comment submitted through NSHE Online form

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

Email: Pam.call@nsce.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)
Public comment submitted through NSHE Online form

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

Email: 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)
Public comment submitted through NSHE Online form

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

Email: john.aliano@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)
Public comment submitted through NSHE Online form

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

Email: 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)
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)
Public comment submitted through NSHE Online form

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

Email: 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)
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)
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
Public comment submitted through NSHE Online form

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

Email: 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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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)
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)
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)
Public comment submitted through NSHE Online form

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

Email: 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)
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)
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)
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)
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)
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)
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 employes; 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)
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)
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

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
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22) Alyssa Mort, Staff, Truckee Meadows Community College
23) Silvia Villanueva, Alumnus/Alumna, Not applicable
24) Dorothy Callander, Faculty, Great Basin College
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Jacob Cole, Other Supporter, Not applicable
Libby Rheault, Alumnus/Alumna, University of Nevada, Reno
Darshan Gordon, Faculty, University of Nevada, Reno
Diane St Jacques, Staff, Truckee Meadows Community College
Corazon Turcios, Staff, Truckee Meadows Community College
Janet Bicker, Staff, Truckee Meadows Community College
Troy Jorgensen, Faculty, University of Nevada, Reno
Sherry Rosenthal, Faculty, College of Southern Nevada
Leone Thierman, Staff, Truckee Meadows Community College
Robert Harvey, Faculty, University of Nevada, Reno
Thomas Quint, Faculty, University of Nevada, Reno
Lydia Huerta Moreno, Faculty, University of Nevada, Reno
morgan Bartlett, Staff, Not applicable
David Misner, Staff, Truckee Meadows Community College
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Eelke Folmer, Faculty, University of Nevada, Reno
Daniel Joyce, Other Supporter, University of Nevada, Reno
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Charlotte Miller, Faculty, University of Nevada, Reno
Ryan Myers, Faculty, University of Nevada, Reno
Rachel Micander, Faculty, University of Nevada, Reno
Chunlin Liu, Faculty, University of Nevada, Reno
Geoffry Kettling, Faculty, University of Nevada, Reno
Samantha Myers, Faculty, University of Nevada, Reno
Krishna Pagilla, Faculty, University of Nevada, Reno
Alissa Odom, Student, University of Nevada, Las Vegas
Ben Roelofs, Faculty, University of Nevada, Reno
Elijah Mlawsky, Faculty, University of Nevada, Reno
Renee Kerr, Faculty, University of Nevada, Reno
Ashley Salisbury, Faculty, University of Nevada, Reno
Mohit Kumbhat, Faculty, University of Nevada, Reno
Anne Nolin, Faculty, University of Nevada, Reno
Elizabeth Pringle, Faculty, University of Nevada, Reno
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Sung-Yeon Park, Faculty, University of Nevada, Reno
Kevin Shoemaker, Faculty, University of Nevada, Reno
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Daniel Smith, Faculty, University of Nevada, Reno
Bret Hess, Faculty, Nevada State College
Jody Prisbrey, Staff, University of Nevada, Reno
Brennan Lagasse, Faculty, University of Nevada, Reno
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Daniel Trugman, Faculty, University of Nevada, Reno
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Lois O'Neill, Faculty, University of Nevada, Reno
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Madison Eifert, Staff, University of Nevada, Reno
Annie Trinh, Staff, University of Nevada, Reno
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Alyssa O'Hair, Faculty, University of Nevada, Reno
Mary Shultz, Faculty, University of Nevada, Reno
Toby Tolan, Faculty, University of Nevada, Reno
Misty Riddle, Faculty, University of Nevada, Reno
Sariah Tillotson, Faculty, University of Nevada, Reno
Jesse Krause, Faculty, University of Nevada, Reno
Yueran Yang, Faculty, University of Nevada, Reno
Marqiez Wilson, Faculty, University of Nevada, Reno
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1857) Brent Greaney, Staff, College of Southern Nevada
1858) Adam Kirn, Faculty, University of Nevada, Reno
1859) Morgan Iommi, Staff, Nevada State College
1860) Christine Draper, Faculty, University of Nevada, Las Vegas
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
1866) Brenda Lopez, Faculty, University of Nevada, Reno
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
1882) Alexandra Aceves Gaona, Staff, College of Southern Nevada
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
1890) Peter Desautels, Faculty, University of Nevada, Las Vegas
1891) Robert Wallace, Staff, College of Southern Nevada
1892) Missy Arendash, Staff, University of Nevada, Las Vegas
1893) Valerie Holsinger, Staff, University of Nevada, Las Vegas
1894) Scott Kelley, Faculty, University of Nevada, Reno
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 Krishagiri, 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
1930) Jason Kantrowitz, Faculty, University of Nevada, Las Vegas
1931) Bridgette Wolford, Faculty, College of Southern Nevada
1932) Cristina Hernandez, Staff, University of Nevada, Las Vegas
1933) Kathryn Cocking, Faculty, Western Nevada College
1934) Robert Harding, Faculty, University of Nevada, Reno
1935) Miryang Kim, Staff, College of Southern Nevada
1936) Dave Beisecker, Faculty, University of Nevada, Las Vegas
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
1947) Elissa Berrington, Staff, University of Nevada, Las Vegas
1948) Sandy Ziegler, Faculty, University of Nevada, Las Vegas
1949) Chris Oery, Other Supporter, Not applicable
1950) Anthony Barone, Faculty, University of Nevada, Las Vegas
1951) Alyssa Mulligan, Staff, College of Southern Nevada
1952) Allyson Alexander, Faculty, University of Nevada, Las Vegas
1953) Breann Wickson, Staff, University of Nevada, Las Vegas
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
1959) Natalie Wood, Staff, Western Nevada College
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
1971) Prisilia Maldonado-Masegian, Staff, University of Nevada, Reno
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 Caogas, 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 Schwitthers, Staff, University of Nevada, Reno
2002) Thomas Herring, Faculty, Western Nevada College
2003) Gavin Koulik-Whipple, Faculty, College of Southern Nevada
2004) Rafael Oganesyan, 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 Salemme, 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
Nicholas Snead, Staff, College of Southern Nevada
Stephanie Bayreder, Faculty, University of Nevada, Las Vegas
Amber Armenta, Faculty, University of Nevada, Las Vegas
Shontai Banks, Staff, College of Southern Nevada
Benjamin Trejo Jr, Alumnus/Alumna, University of Nevada, Las Vegas
Ana Luisa Gallegos Escamilla, Faculty, University of Nevada, Reno
Carlos Caso, Faculty, University of Nevada, Las Vegas
Sarah Quigley, Faculty, University of Nevada, Las Vegas
Alexander Nill, Faculty, University of Nevada, Las Vegas
Matthew Tucker, Faculty, University of Nevada, Reno
Shelly Madalinski, Faculty, University of Nevada, Reno
Michelle Hogan, Staff, University of Nevada, Las Vegas
Joy Lamb, Staff, College of Southern Nevada
Andrew Gaden, Faculty, College of Southern Nevada
Pradip Bhowmik, Faculty, University of Nevada, Las Vegas
Tamela Gorden, Staff, University of Nevada, Reno
Karen Gallardo, Staff, University of Nevada, Reno
Kynan Dias, Faculty, University of Nevada, Las Vegas
Zoe Hardge, Staff, College of Southern Nevada
Maricruz Rand, Staff, University of Nevada, Las Vegas
Erika Marquez, Faculty, University of Nevada, Las Vegas
Caitlin Strickland, Faculty, University of Nevada, Reno
Karla Wagner, Faculty, University of Nevada, Reno
Kacey Fowler, Alumnus/Alumna, University of Nevada, Reno
Kristina Davidson, Alumnus/Alumna, University of Nevada, Reno
Virginia Gamboa, Staff, College of Southern Nevada
Sarath Kraus, Student, University of Nevada, Las Vegas
Tracie Godfrey, Faculty, University of Nevada, Las Vegas
Lewis Martin, Alumnus/Alumna, University of Nevada, Reno
Jennifer Esquivias, Faculty, College of Southern Nevada
Eugenie MontBlanc, Faculty, University of Nevada, Reno
Heather Richardson, Staff, University of Nevada, Las Vegas
John Nichols, Faculty, University of Nevada, Las Vegas
Cyndi Backstrom, Faculty, University of Nevada, Las Vegas
Cristina Barron, Staff, University of Nevada, Las Vegas
Richard Miller, Faculty, University of Nevada, Las Vegas
Rhiannon Soriano Smith, Student, University of Nevada, Las Vegas
Pam Lum, Faculty, College of Southern Nevada
Cassaundra Rodriguez, Faculty, University of Nevada, Las Vegas
Rachidi Salako, Faculty, University of Nevada, Las Vegas
Rebecca Bernal, Staff, University of Nevada, Las Vegas
Federico Urbano-Munoz, Staff, University of Nevada, Reno
Janita Ethridge, Faculty, University of Nevada, Reno
Smriti Bhattarai, Faculty, Western Nevada College
Elyssa Hayes, Student, University of Nevada, Las Vegas
Thomas Albright, Faculty, University of Nevada, Reno
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) Kelyn 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
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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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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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)