

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Tuesday, September 5, 2023 8:40:35 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: dhooper@tmcc.edu

Name: Dan Hooper

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: FY25 COLA

In Favor / Opposed / Other: In Favor

Comment:

I am writing to ask the board to consider funding the full 11% COLA for faculty in FY2025. I have been teaching mathematics at TMCC for 8 years now. Even counting every COLA, merit, and tenure raise, my salary has not kept up with inflation. I can barely afford to pay my bills and to live the life I want to live. I feel that each year, I am poorer. The 12% COLA for FY24 certainly was a step in the right direction, but even with that, I find myself struggling. Funding the full COLA next year as well is absolutely critical for me and my colleagues.

Each year, I implement more and more OER (free) resources in my classes to help my students financially. I personally have saved students hundreds of thousands of dollars in textbook costs over the years. Therefore, it is not lightly that I suggest raising student fees. However, the faculty deserve a fair salary. If raising student fees is the only way to do it, it is worth it. We are suffering and deserve it. 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>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Tuesday, September 5, 2023 9:42:46 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: laura.mcbride@csn.edu

Name: Laura McBride

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: General Public Comment

In Favor / Opposed / Other: In Favor

Comment:

I would like to express my support for NSHE faculty receiving an 11% salary increase in FY 2025 – as will all other state employees. Recent increases are large because they are addressing a long period of reduction/small increases resulting from the 2009 fiscal crisis.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Tuesday, September 5, 2023 2:20:11 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: meghan.rodela@hotmail.com

Name: Meghan Rodela

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Item 14. Starting Salaries

In Favor / Opposed / Other: In Favor

Comment:

I was recently hired at the College of Southern Nevada after working for CSN as an e-hire for the 2022 – 2023 school year. I have enjoyed my time at CSN and look forward to continuing to work here, hopefully for a long time. However, since I wasn't a permanent employee at CSN last year, I missed out on the recent 12% COLA increase. The COLAs for the past ten years have not been applied to our starting salaries. Salary is always going to be a factor in taking a job and continuing in a position. Low starting salaries make it difficult for CSN and other NSHE institutions to be competitive in hiring and in keeping talented educators. This combined with recent inflation and other cost of living increases puts financial pressures on myself and my colleagues who missed out on past COLAs. Item 14 seeks to ensure equitability in compensation and to make and keep NSHE institutions attractive places to work. I ask the regents to approve of this proposal and take steps in the future to address salary inequities. Thank you for your time.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Tuesday, September 5, 2023 2:48:09 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: matthew.munsell@csn.edu

Name: Matthew Munsell

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Item 14

In Favor / Opposed / Other: In Favor

Comment:

Greetings Board of Regents, I am writing to support Item 14 – salary increases for faculty hired within the last 10 years. I was hired at CSN in Spring of 2020 at \$49,026. This was \$21,000 less than UNLV's starting salary for an Accounting Lecturer. While I appreciate the COLA increases these last few years, I believe I missed out on several COLA increases before I started employment (around 12%), which should have been factored into my starting salary. Thank you for listening.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Wednesday, September 6, 2023 2:57:01 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: cstrang@unr.edu

Name: Cameron Strang

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Full 11% COLA in FY2025

In Favor / Opposed / Other: In Favor

Comment:

As a faculty member at UNR, I am deeply grateful for the 12% cola in FY2024: it has made faculty noticeably happier and more dedicated to advancing the mission of the university. However, I also implore the regents to continue to support NSHE faculty and, in so doing, fulfilling their mission to make NSHE institutions as strong as possible. Public universities and colleges in Nevada will only be nationally competitive so long as the salaries to attract and retain faculty keep up with the cost of living. Speaking for myself and many of my faculty friends, we love working at UNR and living in Reno. But, even with the 12% COLA from FY2024, our incomes are hardly keeping pace with the rising cost of living. So, I respectfully ask our regents to do all they can to support NSHE faculty by advocating for the full 11% COLA for FY2025. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Wednesday, September 6, 2023 8:58:40 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: RenataKeller@unr.edu

Name: Renata Keller

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: FY25 COLA

In Favor / Opposed / Other: In Favor

Comment:

I am writing, first, to thank the Board of Regents for supporting our FY24 COLA and, second, to urge the Board to also fully fund an 11% adjustment for FY25. I am an associate professor in UNR's History Department and I just finished reading tenure and promotion files for two of my colleagues. It was a reminder of what a brilliant and dedicated group of faculty we have at UNR, and how important it is to retain our faculty. The cost of living in Reno continues to rise and while the FY24 COLA certainly helps, there is still a large gap between our salaries and those of colleagues at R1 universities in similarly expensive cities. Please support the full possible adjustment for FY25.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 12:54:04 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: marcus.hooker@csn.edu

Name: Marcus Hooker

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: General Public Comment

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

Comment:

In regards to amending Title 2, Chapter 5, Section 5.5:

I was hired this year at CSN, prior to my hiring all faculty received a 12% COLA, which I did not receive. But this is not the only COLA I've missed out on. There have been many cost of living adjustments made since 2013 that are not reflected in starting salaries. This means that my salary is considerably lower than it should have been if starting salaries had continued to match cost-of-living. While I made the decision to join CSN, many others may choose to find a career elsewhere given the poor starting salaries. If Nevada wants to attract quality educators to work, they need to correct this error and offer starting salaries that keep up with cost-of-living as well as adjusting the salaries of employees who did not receive previous COLAs.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 2:56:19 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: joseph.hassert@csn.edu

Name: Joseph Hassert

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Item 14 CODE REVISION, DEVELOPMENT AND FOR POSSIBLE
ACTION REVIEW OF SALARY SCHEDULES

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

Comment:

I am shocked to learn that my salary and those of my cohort may be up to 18% deficient due to insufficient COLAs throughout my 9 years of service to College of Southern Nevada. Are there any plans to address the inequities of this situation? I am still unable to afford a home in my community as prices keep increasing out of my reach.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 5:19:45 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: ljensen@tmcc.edu

Name: Lars Jensen

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: 3

In Favor / Opposed / Other: In Favor

Comment:

I would like to advocate in favor for 11% COLA in FY2025

Faculty suffer equally with other state employees during hard times, when benefits are cut. We should share in the largess equally, as well.

Faculty salaries have stagnated over the past many years. This has been particularly evident at the community colleges after their disastrous loss of the faculty salary step system in 2013. If adjusted for inflation, faculty's effective salaries have decreased since this year. This makes it more difficult for faculty to make a living, and it is considerably more difficult for NSHE institutions to compete for faculty on the national level. We are today getting a fraction of the applicants for open faculty positions, compared to what we used to get 15 years ago. It is therefore critical that compensation for faculty remain competitive. The cost of living in Nevada's urban cores has increased dramatically in the last decade and inadequate salary adjustments mean we fall further behind.

We understand the budgetary challenges the administrators face at each institution. But the Nevada Legislature clearly established that they expect NSHE institutions to share in these costs through student fee revenue from now on. Significant changes in NSHE budget and

spending practices are unavoidable. Accepting a reduced COLA rate this year, allows administrators to just kick that can down the road instead of facing that reality now.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 6:06:21 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: erin.smith@unlv.edu

Name: Erin Smith

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: The Board should approve the 11% COLA increase for FY2025. It is necessary to keep up with rising inflation and recruit and retain faculty. Currently, wages still lag behind inflation. As a working mother with young children I understand the daily struggle of insufficient wages.

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of an 11% COLA for FY2025

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 6:11:09 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: alex.smith@unlv.edu

Name: Alex Smith

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: I want the full COLA to keep up with inflation and support retention and recruitment.

In Favor / Opposed / Other: In Favor

Comment:

In favor of full COLA increase

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 8:09:12 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: akoos@unr.edu

Name: Agnes Koos

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Public Comment

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

Comment:

I would like to advocate for the 11% COLA for FY2025. Statistics show, and I know from personal experience, that NSHE salaries are much lower than comparable salaries in other states. Salaries are decisive factor for hiring and retaining good workforce. And money that boosts the well-being of the NSHE employees quickly spreads around to sustain local businesses and benefit all Nevadans.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 8, 2023
Date: Thursday, September 7, 2023 8:14:15 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: roselyn.tomasulo@csn.edu

Name: Roselyn Tomasulo MSN RNC

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Item 14- Code revision, development and review of salary schedules

In Favor / Opposed / Other: In Favor

Comment:

Moving here from the east and midwest, I did not know what to expect in the academic arena. As nursing faculty for over 25 years with additional 15 years as a nurse, I was very dismayed at the lack of respect for education in this state. It begins with elementary education and pertinent to this matter, trends through CSN. Not only are the salaries shocking and convey a lack of respect for educators. CSN has become top heavy with recruitment and preference to administrators while faculty is undervalued and underpaid. Workload is ridiculous as they expect more and more as they allot fewer IUs (so antiquated) for more and more work . Salaries are not current with any other parts of the country with similar cost of living and show a lack of consideration for the hours we spend preparing to guide and teach future caregivers, nurses who may care for you. Meanwhile you stop salary raises thus so many of the nursing faculty who have to work elsewhere to make ends meet. As noted in the CSN Audit, "NSHE has strong reserves, cash flows, and modest debt levels." "The reserved and annual excess cash flows generated by CSN are more than enough to support increases in faculty compensation beyond the state-mandated levels. The number of management/administrative employees has increased at CSN, and these increases are greater than the increases of faculty. In recent years, as there has been an enrollment decline due to the pandemic, the decline in faculty has been much larger than the decline in administrators."

The cost of living here are risen greatly in the 7 years I've lived here. It is no longer an

inexpensive place to live. More importantly, the lack of respect for what teachers, faculty, professors do as educators shows that the state of Nevada undervalues education at any level. I was so surprised at the lack of support, leadership and respect for the faculty in the nursing department when I began at CSN and now sadly see that is part of the toxic CSN culture.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Quarterly Board Meeting, September 7, 2023
Date: Friday, September 8, 2023 12:47:55 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 7, 2023

Email: acsank@unr.edu

Name: Adam Csank

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 7, 2023

Agenda Item: General Public Comment

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

Comment:

I would like to provide comment on the impacts of the COLA increases (12% in FY24 & proposed 11% in FY25) on staffing at NSHE. Because the underlying issues with state support for COLA have not been addressed most NSHE institutions have opted to fund the COLA by holding positions vacant. This means that although faculty have received much needed pay increases this has not come without cost. By leaving these positions vacant faculty and staff now also have increased workloads to go with their increased pay. This increased workload even with much needed increased compensation is not going to address the issues. I know many faculty, myself included, who have considered looking for work elsewhere because we see that the work-life balance proposition of continuing to work for NSHE is unsustainable. I appreciate that the Board of Regents and University is in a difficult situation here. The need for increased salaries is very real, but if it comes at the cost of our ability to replace lost positions or increased costs to students this is a problem to which the only solution is increased state funding. Therefore I have two reasons for posting public comment, the first is to respectfully ask the regents to continue and redouble their efforts to resolve the spreadsheet error that resulted in the costs of the COLA being so detrimental. I would also like to ask that the regents continue to work towards finding a pathway to increase state funding so that costs don't have to be passed on to students, through increased tuition, and staff, through increased workload. Finally, I would like to know if the Board of Regents has considered launching a

PR campaign to make it clear to the citizens of Nevada what value the institutions of NSHE brings to the state. Because without that campaign I can't see a pathway towards increasing state support for NSHE institutions ever becoming a reality.

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>)

The current "Academic Salary Schedule - Community Colleges" (a.k.a. the "Bands") can be found in the NSHE P&G Manual, Chapter 3, Section 1 (p. 8). Since we switched to that band schedule in FY14, the Board has graciously approved COLAs for NSHE employees of 1% in FY16, 2% in FY17, 3% in each of FY18-FY19-FY20-FY21, another 1% in FY23, and the recent 12% for FY24. Recognizing that those amounts are compounded, the COLA deficiency on those bands has grown to 31.1625%. (NOTE: The Briefing Paper for Agenda Item 14 incorrectly indicates the problem began in 2018. **These bands have NOT changed since 2013.**)

The table below on the left is the current bands. The one on the right is what they should be, adjusted for the 31.1625% in missing COLAs since FY16.

Current CC Salary Bands					
Grade	Min	Q1	Median	Q3	Max
5	\$56,030	\$68,267	\$82,162	\$98,871	\$120,464
4	\$52,294	\$63,716	\$76,685	\$92,279	\$112,433
3	\$46,691	\$56,889	\$68,468	\$82,392	\$100,387
2	\$41,088	\$50,062	\$60,252	\$72,505	\$88,340
1	\$37,353	\$45,511	\$54,775	\$65,914	\$80,310

CC Salary Bands Adjusted by 31.1625%					
Grade	Min	Q1	Median	Q3	Max
5	\$73,490	\$89,540	\$107,765	\$129,636	\$158,003
4	\$68,590	\$83,571	\$100,581	\$120,993	\$147,469
3	\$61,241	\$74,617	\$89,804	\$108,030	\$131,669
2	\$53,892	\$65,663	\$79,028	\$95,066	\$115,869
1	\$48,993	\$59,693	\$71,844	\$86,424	\$105,335

HOW WILL THIS IMPACT FUTURE HIRES AT CSN?

CSN Initial Placement Schedule: Since the P&G Manual and the Code dictate the starting salaries at the community colleges must fall between the "Min" and "Median" values from those bands, CSN has elected to use a step system for initial placement, with each Year of Experience (YOE) resulting in a 2.5% increase over the previous step. The value at YOE 0 for each column on the Initial Placement Table corresponds to the Min value on corresponding Band, and the Code allows for a maximum of 10 YOE (15 YOE for Nursing Faculty).

For example, withstanding one small correction in 2022, an individual hired with a master's degree and six years of experience has been offered **\$54,147** every year since 2013.

If the COLAs from FY16-FY24 had been applied to those bands, an individual hired this semester would have received an offer that was 31.1625% higher than that 2013 offer. $\$54,147(1.311625) = \mathbf{\$71,021}$.

Initial Placement for Academic Faculty					
YOE	< BS	BS	MS	MS + 30	PHD
0	\$ 37,353	\$ 41,088	\$ 46,691	\$ 52,294	\$ 56,030
1	\$ 38,287	\$ 42,115	\$ 47,858	\$ 53,601	\$ 57,431
2	\$ 39,244	\$ 43,168	\$ 49,055	\$ 54,941	\$ 58,867
3	\$ 40,225	\$ 44,247	\$ 50,281	\$ 56,315	\$ 60,338
4	\$ 41,231	\$ 45,353	\$ 51,538	\$ 57,723	\$ 61,847
5	\$ 42,261	\$ 46,487	\$ 52,827	\$ 59,166	\$ 63,393
6	\$ 43,318	\$ 47,649	\$ 54,147	\$ 60,645	\$ 64,978
7	\$ 44,401	\$ 48,841	\$ 55,501	\$ 62,161	\$ 66,602
8	\$ 45,511	\$ 50,062	\$ 56,888	\$ 63,715	\$ 68,267
9	\$ 46,649	\$ 51,313	\$ 58,311	\$ 65,308	\$ 69,974
10	\$ 47,815	\$ 52,596	\$ 59,768	\$ 66,941	\$ 71,723

WHAT WILL BE THE IMMEDIATE IMPACT?

The Briefing Paper for Item 14 also recommends, "adjusting the salaries of individuals whose salaries fall below the adjusted minimum for their positions."

Someone hired in 2018 would have benefited from the COLAs from FY20-FY24, and, since that last COLA was 12%, they would NOT fall below the adjusted minimum for their position. In fact, this may only raise a few salaries to the "Min" on their grades. For example, our individual hired last year on Grade 3 with 6 YOE would have received the 12% COLA, which would have raised their salary to **\$60,645** for this year. If the Grade 3 Band Min is adjusted to **\$61,241**, this would only give that individual an increase of about **\$600**. In fact, anyone who accepted an offer at YOE 7 or higher would not fall below the newly adjusted minimum, at all. If you ONLY adjusted the salaries for those who fall below the adjusted minimums, the immediate impact would be minimal, primarily applying to individuals hired this year (who did not get the 12% COLA).

This is not the same as moving every affected individual to a level corresponding to their appropriate placement, based on the missing COLAs. Even worse, future employees with the same credentials and YOE would be offered a much higher salary. Thus, raising individuals to ONLY the new Min values on their bands would create a significant amount of compression. That, however, could be alleviated with a subsequent salary decompression study, which should be done as soon as possible.

The QR code on the right will take you to my 30-year collection of salary data at CSN. For questions and/or additional information, please feel free to contact me at 702-523-2100. You can also reach me at jim.matovina@csn.edu.



Respectfully,
Jim Matovina, CSN Math Professor