

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Saturday, October 14, 2023 9:08:02 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: jim.matovina@csn.edu

Name: Jim Matovina

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: October 20, 2023 Meeting, Item #3: Potential COLA for Y25

In Favor / Opposed / Other: In Favor

Comment:

I request the Board do everything possible to award an 11% COLA to NSHE employees for FY25.

I understand Presidents Whitfield and Sandoval are advocating for smaller COLA increases for FY25 due to the significant expenses to their respective institutions. I certainly understand their stances, but I desperately want the Board to realize the enormous discrepancy in the salaries at UNLV and UNR as opposed to those at the community colleges-especially CSN. Due to neglecting to apply COLA increases to CSN's Initial Placement Salary Table since 2013, faculty hired in recent years are woefully underpaid. Coupled with the unexplainably different part-time instructor pay rates between the institutions, this makes it immensely more difficult to recruit and retain faculty at CSN, which, in turn, makes it increasingly more difficult to offer students the highest quality of instruction for which they are paying. If possible, the proper course of action would be to award the full 11% COLA to the community college faculty and give the universities the lower COLA their presidents desire.

NSHE is much more than UNLV and UNR. Please treat the remaining institutions with the respect and equality they deserve.

Thank you.

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Monday, October 16, 2023 9:06:45 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: aaron.harris@csn.edu

Name: Aaron Harris

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: General Public Comment (11%)

In Favor / Opposed / Other: In Favor

Comment:

I have happily worked as a mathematics educator here in the state of Nevada for nearly 20 years. 12 of those were as a high school teacher and now I work as a professor at the College of Southern Nevada. I work very hard at what I do and it makes it incredibly difficult to try to support a family. I am tenured with a Ph.D. and two masters degrees in both mathematics and education. I teach with open educational resources, my classes almost always have wait lists, and I go above and beyond for my students and college. I have spent over \$150,000 on my education and yet I make \$75,234 annually. I am embarrassed to have worked this hard and yet I still have to work another job in my mid-40's to provide a home and healthcare.

Our department has already lost more than six of our best faculty in the last three years (the last one got more than \$20,000 raise to go to Virginia). We are all aware of the 11% state workers are receiving, I ask that you invest in your front-line workers. Please consider the significant differences in salaries between the universities and community colleges. Even though forgoing the full 11% COLA may be acceptable at the universities, that full pay increase would carry a tremendous amount of weight for us at CSN. It seems that CSN is always treated as an afterthought in NSHE.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Monday, October 16, 2023 4:42:52 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: maria.pickle@csn.edu

Name: Dr. Suzie (Maria) Pickle

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: #3

In Favor / Opposed / Other: In Opposition

Comment:

Please consider the significantly different pay rates between universities and colleges. We at CSN make considerably less than our counterparts at the universities. The full COLA raise would help us overcome the double digit inflation we are facing.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Tuesday, October 17, 2023 1:26:43 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: alex.smith@unlv.edu

Name: Alex Smith

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: FY '25 COLA salary increase proposals agenda item #3

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

Comment:

NSHE faculty and professionals deserve the same salary increase as all other state employees. The 12% COLA increase this year plus 11% next year will only bring our salaries back to approximately 86% of the purchasing power of salaries in 2009 (before the Great Recession furloughs and budget cuts). The 11% increase will help UNLV to hire and retain new faculty and recently hired faculty.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Tuesday, October 17, 2023 10:30:31 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: karengarry@hotmail.com

Name: Karen G Harry

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Item #3

In Favor / Opposed / Other: In Favor

Comment:

Since the Great Recession, NSHE salaries have regularly not kept up with inflation– so much so, that that even this 11% bump would only bring our salaries back to about 86% of what our purchasing power was in 2009. Please support allowing NSHE employees to have the same salary increase as all other state employees, to at least help stop the downward slide of our salaries.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Tuesday, October 17, 2023 12:17:40 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: em.smith.8181@gmail.com

Name: Erin Smith

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Agenda item #3 – COLA salary increase for NSHE employees

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of the Board approving the full 11% COLA increase for FY 2025. Although, the COLA this past FY was a wonderful addition to my salary, it is insufficient by itself to keep faculty salaries in line with other universities. Further, with the rising cost of inflation combined with student loan payments restarting, it is difficult to support my family on my salary. I hope the Board will seriously consider fully funding the COLA to ensure NSHE employees are paid what they deserve.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 11:00:42 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: jfbyrnes01@gmail.com

Name: Jennifer F Byrnes

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Agenda item #3 – the COLA salary increase discussion

In Favor / Opposed / Other: In Favor

Comment:

I am writing in support of the Board approving the full 11% COLA salary increase for next year (FY25). I am an Assistant Professor, and started at UNLV in 2019. All NSHE faculty and professionals deserve the same salary increase as all other state employees, and this raise in addition to our 12% COLA from FY24 will only bring UNLV/NSHE faculty salaries back to approximately 86% of the purchasing power of salaries in 2009 (before the Great Recession furloughs and budget cuts). By not increasing salaries 11% next year, along with all other state employees, will only set the stage for a repeated cycle of shrinking salaries in future years that will lead again to a compensation crisis. The 11% increase will help UNLV to hire and retain new faculty and recently hired faculty, such as myself. I have a family to support with my income, in which my husband is a full time student and we have a two year old daughter. I currently take on additional work in the summer and any other paid opportunities during the academic year to try to make up for the difference in what we need to live. This raise would allow me to not overwork myself, and actually be able to spend time with my young daughter instead of taking on more than full time work.

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

--

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 12:18:39 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: colleen.harrington@csn.edu

Name: Colleen Harrington

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Agenda Item 3 UPDATE ON THE COMMITTEE TO RECOMMEND
BOARD ACTION ON FY 2025 SALARY INCREASES

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents,

I am writing to encourage you to fully approve the COLAs “not to exceed” 11% for FY25. To single out a group of professionals who are central to the mission of NSHE, completed their own education in order to obtain a faculty position that requires education, as undeserving of equitable compensation is unconscionable. For too long full-time faculty have been neglected in COLAs and raises. The Board is aware of this with the recent revelation that salary schedules were altered on the recommendation of a consultant who ignored some faculty salaries. Perhaps that schedule should revert to the previous schedule until a competent consultant can make recommendations on all salary schedules.

The Legislature funded two thirds of the cost. If NSHE cannot afford to fund the other third, where are the NSHE funds going? In our institution we have seen an increase in administrative positions and compensation. If funding exists for that and special initiatives, then why not for faculty COLAs?

We still will not be on par with other employees in our industry. Funding has prevailed for other NSHE employees, but faculty are continually treated with disregard. For a system of higher education to consider anything less than the 11% continues to demonstrate to our community that education is not valued.

In today's era and in particular in the state of Nevada where so few pursue their education, would you deem it valuable to pursue it if you knew you would be in a position with little to no advancement opportunities, inequitable COLAs, and salaries behind our colleagues? Would you apply for a position in a system of higher education where the question of equitable COLAs is even a question?

Please show our communities that education and the employees who are on the front lines are valued and deserving of equitable treatment.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 12:35:29 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: william.proctor@csn.edu

Name: William E Proctor

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: COLA Increase

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of the COLA increase at 11% to keep up with the current rate of inflation. As a parent of 5 children attending our universities here in Nevada, I still cannot afford to pay their college costs. The NSHE Grant-In-Aid only covers a percentage of their tuition. Beyond that, there are also Dorm Fees, Food Service Fees, along with the cost of textbooks and supplies. I hope that with the COLA increase, I will be better able to afford the costs of their education.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 12:52:23 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: naser.heravi@csn.edu

Name: Naser Heravi

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: 11% COLA

In Favor / Opposed / Other: In Favor

Comment:

I support the 11% COLA because without it we cannot attract and retain quality faculty and our wages would effectively be cut by not keeping pace with the high inflation.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 1:07:24 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: robert.peterson@csn.edu

Name: Robert Peterson

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: 11% COLA increase.. I support the 11% COLA because without it you would be effectively cutting my wages by not keeping pace with inflation.

In Favor / Opposed / Other: In Favor

Comment:

· I support the 11% COLA because without it you would be effectively cutting my wages by not keeping pace with inflation.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 1:09:20 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: courtney.danforth@csn.edu

Name: Courtney Danforth

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

I support the 11% COLA for faculty whose expertise is the core provision of a higher education institution but whose salary schedule has been stagnant for ten years and whose salaries are now 31% below the pace of inflation.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 3:00:33 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: mark.taormino@csn.edu

Name: Mark Taormino

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Equity for CSN Faculty

In Favor / Opposed / Other: In Favor

Comment:

I strongly support eliminating a lower paying CSN payscale. All professors in the state of NV should be on the identical payscale. This is an issue of equity and fairness. I also support: .
Additionally,

I support the 11% COLA because without it you would be effectively cutting my wages by not keeping pace with inflation.

· I support the 11% COLA because all Nevada state employees, including classified staff, will be receiving it so it would be inequitable to only exclude faculty.

· I support the 11% COLA because without it we cannot attract and retain quality faculty.

· I support the 11% COLA and want to acknowledge that NSHE received 2/3rds of its cost from the Nevada Legislature, which expects NSHE to come up with the difference to be fair to faculty.

· I support the 11% COLA and would like to pay for it by not giving it to anyone with a base salary over \$120,000, as was the case for the retention bonus received during spring 2023.

· I support the 11% COLA and would like to pay for it by freezing administrative position

hiring.

· I support the 11% COLA and would like to pay for it by taking away NSHE's seemingly unlimited slush fund to hire lawyers, expenses we never have the chance to debate in a public forum like this.

· I support the 11% COLA and wonder why there was no special Board of Regents meeting when administrators received large raises in July 2022 while faculty received almost nothing.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 4:22:42 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: JULIAN.BARROSOMERINO@CSN.EDU

Name: JULIAN BARROSO MERINO

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Comment to Point 3 of the Agenda

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

Comment:

I arrived to this country in 2011 to work at CSN. I am 53 years old faculty and no matter how much I work I have been unable to buy a house for my family ever since I arrived due this practice of avoiding to pay or even discuss our COLA. Our departments are unable to retain or hire new faculties, although we need them, due to the salaries offered by this institution. I think it is a same that we are still hiring administration workers, or increasing salaries for higher administration positions while the body of faculties are living with this. The time to be fair was due years ago!

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 4:43:35 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: melissa.giovanni@csn.edu

Name: Melissa Giovanni

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: General Public Comment

In Favor / Opposed / Other: In Favor

Comment:

- I support the 11% COLA because without it you would be effectively cutting my wages by not keeping pace with inflation.
- I support the 11% COLA because all Nevada state employees, including classified staff, will be receiving it so it would be inequitable to only exclude faculty.
- I support the 11% COLA because without it we cannot attract and retain quality faculty.
- I support the 11% COLA and want to acknowledge that NSHE received 2/3rds of its cost from the Nevada Legislature, which expects NSHE to come up with the difference to be fair to faculty.
- I support the 11% COLA and would like to pay for it by not giving it to anyone with a base salary over \$120,000, as was the case for the retention bonus received during spring 2023.
- I support the 11% COLA and would like to pay for it by freezing administrative position hiring.
- I support the 11% COLA and would like to pay for it by taking away NSHE's seemingly unlimited slush fund to hire lawyers, expenses we never have the chance to debate in a public forum like this.
- I support the 11% COLA and wonder why there was no special Board of Regents meeting when administrators received large raises in July 2022 while faculty received almost nothing.

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Wednesday, October 18, 2023 5:19:27 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: nicholas.barron@unlv.edu

Name: Nicholas Barron

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Item 3: Salary Increase Discussion

In Favor / Opposed / Other: In Favor

Comment:

Dear NSHE Board or Regents,

My name is Nicholas Barron, and I am a faculty-in-residence at the University of Nevada, Las Vegas. I would like to register my support for a full 11% COLA salary increase for 2025. Considering that other state employees will receive this salary increase, it seems only fair that higher education faculty receive the same treatment. While the recommended COLA on top of the most recent 12% increase might seem high, I hope that you will keep in mind that the additional 11% increase will only bring faculty salaries up to 86% of the purchasing power they enjoyed in 2009. The full 11% will help UNLV hire and retain faculty thereby ensuring that the university remains a sight of leading research (with our R1 status) and education. Ultimately, an investment in faculty is an investment in our students and their futures.

Sincerely,
Dr. Nicholas Barron

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Thursday, October 19, 2023 12:08:02 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: mjohnsonolin@tmcc.edu

Name: Martha Johnson-Olin

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Agenda Item-Funding the 11% COLA

In Favor / Opposed / Other: In Favor

Comment:

NSHE needs to award all faculty the full 11% suggested by the governor. Our salaries continue to be far too low and are not keeping up with the rising costs of living. We are losing talented people to other states that respect faculty efforts. Please remember that faculty need to be able to buy homes, and we cannot keep surviving 20% rent increases on what you pay us.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Thursday, October 19, 2023 11:28:14 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: staci.walters@csn.edu

Name: Staci Walters

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Agenda Item 3, FY25 Salary Increases

In Favor / Opposed / Other: In Favor

Comment:

Hello, my name is Staci Walters. I am a tenured faculty member at CSN. and I am here to speak on Agenda Item #3 regarding FY25 Salary Increases. The exposure to CSN for an 11% COLA increase for all classified and professional employees is projected at \$3.7 million dollars after the Legislature's 2:1 match (referring to the 68% of funds coming from the most recent Legislative cycle). CSN faculty have fallen WAY behind in salary. They were excluded from NSHE's recent Equity Study, and the 10 year starting salary chart has shown 0% increase for all levels of hiring. We continually lose faculty because of low starting pay, MINIMAL salary raises, COLA's that DO NOT increase with inflation rates, and an extremely LOW initial salary schedule. DID YOU KNOW: CSN's starting salary for bachelor-degree holder is more than \$10,000 BELOW CCSD's starting salary. Faculty begin at \$41,088 and have no built-in increases. This is devastating our retention of faculty and morale. CSN CLAIMS that they have no funds. However, CSN Management positions increased from last year, with 173 positions, to this year with 200 positions. With Equity raises, COLA increases, and 27 new positions THIS YEAR ALONE, management salaries have increased over \$5.5million (THIS YEAR) to support these 200 total positions. MEANWHILE, CSN claims (according to NSHE documentation submitted by CSN) that budget deficits are due to -Moving capacity positions, LARGELY MANGEMENT, to HEERF funding. This funding WAS reserved to make up budget deficits, not cover new management positions. -Deficits are also due to an OVERLY costly IT contract with Synoptek, which was supposed to be reviewed. Moving this in-house would save millions of dollars. To pay for this,

faculty are facing LOW or NO SALARY INCREASES, hiring freezes, and SEVERE cuts to departmental budgets. CSN is cutting instruction and student-support funds to FUND MANAGEMENT positions and cover contracts. WE NEED your support to direct HEERF funds to faculty and s

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Thursday, October 19, 2023 4:55:22 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: william.saxon@csn.edu

Name: bill saxon

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: cola

In Favor / Opposed / Other: In Favor

Comment:

I see no legitimate reason that we should not be given the full 11% . are we not as important as the administration staff? are we not as important as the rest of the state workers that have already been given the full amount?

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Thursday, October 19, 2023 7:46:17 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: businessdocnlv@gmail.com

Name: Dr. Maria Schellhase

Representing someone other than yourself?: N/A

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Item #3

In Favor / Opposed / Other: In Favor

Comment:

For the record, my name is Dr. Maria Schellhase. I am a Professor/Department Chair at CSN within the Business Administration Department. From my perspective, the Board of Regents should not be forced to reach consensus about awarding community college academic faculty an additional 11% COLA increase. Even with the 12% COLA increase, THANK YOU BOARD OF REGENTS, the recruiting and retaining of CC academic faculty is a challenging task. The community college faculty salary schedule needs updating. The community college faculty salary schedule has not been adjusted in 10 years and the COLAs received over the past 10 years have not been added to the schedule. The community college faculty starting pay is behind by approximately 31% (NSHE approved COLAs). From my perspective faculty are easily replaced and are not valued. Why are there different rules and treatment for various groups within the college? For example, why did administrators receive a substantial salary increase (approximately 30% increase) without a special Board of Regent's meeting all the while telling CC academic faculty there is no money in the budget to FINALLY make faculty whole? Unfortunately, many CSN faculty are living paycheck to paycheck at a time when inflation has risen exponentially resulting in approximately 33% of CSN academic faculty engaging in outside employment to make ends meet. I support the 11% COLA increase for CC academic faculty. Awarding the 11% increase will demonstrate your commitment to recruiting and retaining faculty who are educating students day in and day out. Pay for the increase by

decreasing the number of administrators, which has increased at CSN by 30 positions in 2023. Department budgets have been substantially cut and departments are operating on a shoestring. Is it ethical to award an additional 11% increase to administrators at the expense of instructional needs? Thank you for considering my point of view and for your service.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Thursday, October 19, 2023 8:42:06 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: glynda.white@csn.edu

Name: Glynda White

Representing someone other than yourself?: CSN/NFA

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Public Comment/Support for Implementation of COLAs/Agenda Item 3 FY 2025

In Favor / Opposed / Other: In Favor

Comment:

I support the 11% COLA because without it you are cutting my wages and not keeping up with inflation. NSHE received 2/3rds of its cost from the Nevada Legislature, and we anticipate NSHE will provide and make up the difference. I support the 11% COLA/FY 2025 because faculty cannot continue to live from pay check to pay check. Where is the equity and fairness in this scenario? Administrators are being paid huge salaries and faculty, who work to teach, train, prepare students for their futures get pittance. Is Higher Education of no significance in Nevada in the 21st Century? The 11% COLA can easily be paid for and, I clearly, would like to pay for it by freezing administration hiring! It appears that NSHE has an unlimited funding when it comes to hiring lawyers and consultants.

It is imperative and I ask you to give serious consideration to the inequity and under payment of faculty. It is clearly a serious issue. Insufficient salaries cause us to fail to recruit and retain good qualified faculty. This is not fair to faculty students and the community.

Thank you for your time and consideration.

Dr. Glynda White
CSN Professor

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Thursday, October 19, 2023 10:57:47 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: marianne.sebok@csn.edu

Name: Marianne Sebok

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Board Action on FY 2025 Salary Increases

In Favor / Opposed / Other: In Favor

Comment:

Dear Board of Regents,

As a CSN faculty member for more than 20 years, I am writing in support of the proposed 11% COLA for FY 2025. For far too long, faculty have not been adequately compensated at CSN due to the lack of robust salary studies, updates to the salary schedule, and infrequent or non-existent COLAs. The same cannot be said for CSN administration, however, as they have consistently received annual COLAs and salary increases that faculty have not been awarded. This is simply unacceptable and has created a vast level of economic disparity.

Faculty continue to add value to the mission of CSN through our support, commitment, and outreach to students. After enduring many years of stagnant wages, faculty would essentially receive a pay cut due to inflationary pressures, if the 11% COLA is not awarded.

I remain hopeful you will consider these facts and render a decision that is most favorable to faculty.

Respectfully Submitted,
ML Sebok, PhD, PMP

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

--

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Friday, October 20, 2023 8:38:08 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: luis.ortega@csn.edu

Name: Luis Ortega

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: 11% COLA for 2024

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

Comment:

Dear Regents

My name is Luis Ortega, and I am a faculty member at CSN. I want to thank you for all the work you do on behalf of higher education.

I am advocating for adjusting the community college faculty salary schedule, which hasn't been increased in 10 years. Currently, it is 31% behind where it would be if only the COLAs from the last 10 years were added. In other words, it is 31% behind keeping pace with inflation. Just for some context, the low end of initial placement is 25% below the minimum for CCSD teachers.

It is difficult to retain and contract new faculty without making adjustments for inflation. I am asking the Regents to support the 11% COLA because all Nevada state employees, including classified staff, will be receiving it so it would be inequitable to only exclude faculty.

Thank you for all the great work you do for NSHE students and faculty.

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

--

This e-mail was sent from a contact form on Nevada System of Higher Education

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Special Meeting, October 20, 2023
Date: Friday, October 20, 2023 8:38:55 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Special Meeting, October 20, 2023

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: October 20, 2023

Agenda Item: Public Comment

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

Comment:

Our faculty deserve their full COLAs, having suffered through years of salary stagnation along with other state employees. The 12%+11% COLAs are a historic opportunity to turn the corner on the long-term underfunding of faculty salaries and be competitive for recruitment and retention. There will be little chance of making the COLAs up in future budget years, making a reduction from 11% it a permanent cut.

I hear concerns about future budget years if the 11% COLA is approved by the regents. The opposite is a more likely scenario. If NSHE does not fully fund the COLAs for faculty, legislators will perceive that NSHE doesn't really prioritize COLAs and will feel free to cut back further in the future.

It's distressing to hear messaging that the COLAs will cause hiring freezes or elimination of positions. I object to the scapegoating of faculty COLAs for budget issues that have other contributing causes.

As is often stated, to understand an organization's priorities you need to look at where they put their money. We saw 14.8% average salary increases for NSHE Executives and 8.7% for top-level administrators in a year during the pandemic budget cuts, vs 3.9% for academic faculty. In FY22 and FY23, the institutions gave out ad hoc raises totaling \$9.6M, the majority to administrators. It's time for rank-and-file faculty to be made whole.

Faculty can be flexible as to when the 11% COLAs start and there could be a reduction for

highly-paid employees, as a part of shared sacrifice, but it is absolutely essential that the full 11% adjustments happen before the end of FY2025 and are included in future base salaries. Faculty should not be treated as second-class employees.
Thank you.

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

--

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