

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 10:02:23 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: courtney.danforth@csn.edu

Name: Courtney Danforth

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: faculty COLA

In Favor / Opposed / Other: In Favor

Comment:

I write in favor of a full 11% COLA for NSHE faculty. Faculty represent the core mission of higher education and, as such, should be compensated fairly and in line with other state employees at a minimum. There is nothing about faculty status that would make us immune to the rising costs of living in Nevada that all other employees confront.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 10:19:59 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: melissagiovanni@gmail.com

Name: Melissa Giovanni

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. Committee to Recommend Board Action on FY2025 Salary Increases

In Favor / Opposed / Other: In Favor

Comment:

I am writing to urge you to vote for the 11% COLA increase for all NSHE faculty. We are *fighting* to hire good faculty and are constantly losing candidates due to our low salaries. We have been so far behind for so long – this will finally start to make us more competitive.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 10:21:48 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: caf2134@gmail.com

Name: Corey Fernandez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18- 11% Cost of Living Adjustment

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents,

I am writing today regarding the cost-of-living adjustment (COLA) that will be discussed at the upcoming Board of Regents meeting on December 1st. I am an Assistant Professor at Nevada State University, and I urge you to vote for a full 11% COLA for NSHE faculty despite the proposed delay. An 11% adjustment is necessary to address high inflation and the lack of adjustments over the past decade. NSHE faculty members are dedicated to improving the lives of students in Nevada and we deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025.

This past semester, I have served on hiring committees and have seen firsthand the ways in which low, non-competitive salaries impact the number of applications we receive for tenure-track positions. Further, we are losing strong candidates to other institutions, which has negative repercussions for our program, the University, and ultimately our students. Your actions here will send a message to NSHE faculty, administrators, and staff about how educators are valued in this state.

Thank you for your time,

Corey Fernandez, PhD

Assistant Professor of Psychology
Nevada State University

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 10:39:05 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: miguelamartinez90@gmail.com

Name: Miguel Martinez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 22

In Favor / Opposed / Other: In Favor

Comment:

Low, non-competitive salaries negatively impact the retention of faculty and staff at NSHE and in particular at Truckee Meadows Community College. In the long run, this directly affects student retention and ongoing educational programs for students. This is detrimental to many students of color because of the student body at many of our community colleges in NV. I urge that you consider passing this COLA adjustment for faculty and staff as this be a positive things faculty do for students. The adjustment addresses high inflation and the lack of adjustments over the past decade. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. Faculty understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks as long as it means the full 11% is ultimately added to base salaries. Even after the 5% increase, average student fees at NSHE will be among the very lowest for public higher education in the 50 states. With about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it is impossible to maintain services to students if those revenues do not keep up with inflation. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. Executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind. Thank you for your consideration and I urge you to pass this measure.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 11:07:15 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: drondel@unr.edu

Name: David Rondel

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA Increases for all Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am writing to express my strong support of an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. This is the plan supported by the NFA.

It's been my honour to serve the people of Nevada as a professor in the department of philosophy at UNR for the last decade. I understand the need for shared sacrifice during difficult economic times. But it's my firm belief that faculty members (and other professional employees) deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. These are cost of living increases, after all, and there is simply no fair rationale to provide to some loyal state of Nevada employees and deny others. Lest we also not forget that executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind. Professional employees work hard to serve the people of our state. We deserve to be treated with the same respect and consideration as all other state of Nevada employees.

I urge you to do what is right and fair, and support an 11% COLA for all professional employees.

Very Sincerely,

David Rondel, Associate Professor
Department of Philosophy

University of Nevada, Reno

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 12:44:49 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: sunil.manzoor@unlv.edu

Name: Sunil Manzoor

Representing someone other than yourself?: NA

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for all professional employees for FY2025

In Favor / Opposed / Other: In Favor

Comment:

Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 12:54:10 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: Vicky.Albert@unlv.edu

Name: Vicky Albert

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA increase for faculty in 2024-2025

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents:

Please seriously consider giving the faculty at UNLV and other higher education institutions in NV a COLA increase of 11% starting October 2023. This increase will allow us to recruit quality faculty and retain existing faculty which has been difficult to do in recent years. Many departments and schools have witnessed a major faculty exit due to non-competitive salaries. Other universities have kept up salaries with cost of living which helped their colleges in the recruitment and retention processes.

We highly appreciate 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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 3:56:42 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: samuel.decker@unlv.edu

Name: Samuel Decker

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA increase.

In Favor / Opposed / Other: In Favor

Comment:

Please go with Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 the College of Southern Nevada Foundation, December 1, 2023
Date: Monday, November 20, 2023 4:05:30 PM

Public comment submitted through NSHE Online form

Public Comment for the College of Southern Nevada Foundation, December 1, 2023

Email: angela.brown@csn.edu

Name: Angela Brown

Representing someone other than yourself?:

Meeting: College of Southern Nevada Foundation, December 1, 2023

Agenda Item: Eleven Percent Cola Increase

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

Comment:

A pay increase will be nice, but at the same time students can not hardly afford the high cost of tuition. We are both struggling to make ends meet. Tuition should be kept at a margin that is affordable. CSN has the lowest tuition in the state which makes our school more competitive. Expenses are high. Groceries for one month is \$400 which is double before Covid. To adjust to the cost of living one has to make sacrifices with all the other monthly bills.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 5:27:17 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: william.saxon@csn.edu

Name: william saxon

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: board of regents meeting // cola adjustment for 2025

In Favor / Opposed / Other: In Favor

Comment:

i am asking for the full 11 % cola to be granted at the next meeting . i understand the need for a slight delay .

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 5:40:22 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: amanda.elliott@unlv.edu

Name: Amanda Elliott

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for NSHE Employees

In Favor / Opposed / Other: In Favor

Comment:

I am writing to you as a member of the Nevada higher education community to express my strong support for an 11% cost-of-living adjustment (COLA) for all professional employees for FY2025, albeit with a delayed implementation date of October 1, 2024.

I understand the concerns regarding the increase in student fees and the suspension of the Annual Professional Performance Pay Awards. However, these are sacrifices that the faculty is willing to make to ensure the long-term sustainability of quality education in Nevada. The proposed 5% increase in student fees, while not ideal, is a necessary measure to maintain services to students, especially considering that NSHE's average student fees remain among the lowest for public higher education in the United States.

The decision to support the 11% increase is not just a financial one; it is a decision that reflects our commitment to the future of education in Nevada. It is about ensuring that we can continue to attract and retain high-quality faculty, which in turn directly impacts the quality of education and the student learning experience. The faculty's willingness to accept a delayed implementation of the COLA is a testament to our commitment to the greater good of our educational system and our students.

Thank you.

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 20, 2023 9:14:03 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: ljensen@tmcc.edu

Name: Lars Jensen

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: On COLA for NSHE Faculty

In Favor / Opposed / Other: In Favor

Comment:

Please allow me to advocate in favor of COLA Option A, 11% COLA for all professional employees for 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. We have seen this become particularly evident at the community colleges after faculty lost the salary step system in 2013. The new salary scale has not worked for community college faculty. If adjusted for inflation, faculty's effective salaries have decreased over the years. This makes it difficult for faculty to make a living, and it is considerably more difficult for NSHE institutions to compete for faculty on the national level. Today, we get 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 faculty has fallen 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.

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 9:27:47 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: ctylersa@gmail.com

Name: Carrie Tyler

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Support a full 11% COLA

In Favor / Opposed / Other: In Favor

Comment:

Please award an 11% COLA for all professional employees for FY2025. Faculty understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks, as long as it means the full 11% is ultimately added to our base salary. Non-competitive salaries prevent the recruitment and retention of talent in higher-education, leading to understaffing, higher workloads for those that remain, and less effective teaching. Student involvement in research is essential to training and preparing the STEM workforce. If we cannot maintain effective and talented research faculty, we cannot prepare that workforce or serve our students. Faculty are significantly underpaid and every year, due to inflation, we are effectively taking a pay cut. Faculty deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. Executives at NSHE have been hired at higher compensation levels, while salaries for faculty have been left behind.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 9:20:08 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: saira.rab@unlv.edu

Name: Saira Rab

Representing someone other than yourself?: UNLV

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. Delaying the COLA implementation is a concession we are willing to make to avoid instructor layoffs, as is projected to be required at some institutions if the full 11% COLA were implemented with no delay or reduction and no other mitigations. I am sad that my take home pay is less than what hospitality makes, and I have a PhD. I feel as if I wasted years of my life to become a professor with a salary of 56k a year. It is shockingly low for one in education and I see why Nevada is on the bottom in terms of education in the nation. Add to that the taxes and cost of living increases, I can not afford any place to live and fear that I may become a homeless educator if I stay. People with high level degrees were promised higher pay, but why is that not happening here in Nevada?

In Favor / Opposed / Other: In Favor

Comment:

Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. With about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it is impossible to maintain services to students if those revenues do not keep up with inflation. No wonder there is a teacher shortage in Nevada...

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 11:40:20 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: dhooper@tmcc.edu

Name: Dan Hooper

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR POSSIBLE ACTION FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

My name is Dan Hooper. I have been a faculty member at TMCC since 2016. Please support option A (11% cola). Faculty such as myself cannot afford to start a family or to have a life worth living anymore. Rents in Reno have ballooned to unimaginable levels. This COLA can only bring us back to where we were in 2015, which was already behind. Why should your tenured faculty be forced to live in unsafe and run-down neighborhoods? We deserve a better life. It will contribute to our mental health and allow us to focus more on our jobs. It will make us happier. It will make the institution stronger. We need this.

I know raising student fees is always a tough decision, and I understand the need to keep fees low. As a first-generation college student, I know how student fees can be something to worry about.

Each semester, I save my students tens of thousands of dollars by implementing OER in my classes. This alone will more than offset the 5% for my students and for others. The increase of student fees is worth it because faculty cannot continue to thrive in an environment where we feel underpaid and undervalued.

I also have to say that I oppose suspending merit pay. All of us are working very hard to support our students, and I believe we should be compensated in a way that reflects that. Even if the full COLA is approved, we will still only be playing catch up. We cannot continue to be left behind forever. At some point we will need a more robust system to raise compensation of faculty. Saving a mere 1% for merit pay will undermine our sense that the institution values

our work for a trivial amount of savings to the institution. Please do not suspend our merit pay. Frankly, it needs to be increased. 1% is not enough.

I know these are difficult decisions. I have an enormous amount of respect and thanks for the work you do. Please take this opportunity to make a bold statement in support of your faculty. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 12:24:12 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: em.smith.8181@gmail.com

Name: Erin Smith

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

I am writing to urge the Board to approve the full 11% COLA increase for faculty, even if this means delaying the increase until October 2025.

In my department, we have faced negative impacts from lowered salaries as it makes it hard to find and retain top tier faculty. This has ramifications on students' experiences, particularly doctoral students who need experiences with productive scholars.

As a parent, I have faced challenges with rising inflation. I advocate for the full 11% COLA even though it will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. I also urge the Board to consider how to correct the disparity between NSHE executives who have been hired at high compensation levels, with more frequent raises, while salaries for rank-and-file faculty have been left behind.

Lastly, faculty members deserve to be treated the same as other state employees, whose salaries are being increased with an 11% COLA automatically in FY2025.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 2:12:33 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mariana.sarmientohern@gmail.com

Name: Mariana Sarmiento

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA Adjustment

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

Comment:

It is absolutely critical that the full 11% COLA adjustment is approved. This adjustment is necessary to ensure that our administrative and academic faculty are compensated fairly for all of their work, and that we can retain our employees at our institutions throughout Nevada. As someone who would be impacted positive by this full 11% adjustment, I know that is there no better time than now, for us to make our voices heard. This adjustment is critical because it addresses high inflation and the lack of adjustments over the past decade. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. This is the the baseline of what we can do for our administrative and academic faculty, to make sure they can make a living in this current economic situation, and its a critical step. I would also like to support the proposed delay of adding COLA to paychecks as long as it means the full 11% is ultimately added to base salaries. Nevada and our institutions are strong when employees aren't worried about living paycheck to paycheck and about how they'll make ends meet. Many of our employees and colleagues are resorting to working multiple jobs on top of the demands of their NSHE job. This is unacceptable and inequitable. Our system needs to lead by example and show the rest of the state that our professors and staff are critical to the success of our students and our institutions as a whole.

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

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From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 4:37:27 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jpierce@tmcc.edu

Name: Jennifer Pierce

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees

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

Comment:

I am making public comment as an administrative faculty at TMCC to urge the BOR to approve Option A in the FY 2025 COLA for professional employees. While I would like to see the full 11% approved on time starting July 1, I am willing to wait for a delay if it means getting the full 11% COLA. It is unfair for other state employees to receive the full COLA promised and not award the same to NSHE professional staff and faculty. We all live in the same state, facing the same economic issues, and deserve the COLA. Failing to give the full percentage established will create division within institutions as some employees will receive the full COLA and some will not. This is not the time to create division and regardless of position, we all deserve the cost of living adjustment to continue our good work for the state of Nevada.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 21, 2023 9:19:32 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: rputnam@tmcc.edu

Name: Roger Putnam

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY25 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Cost of living in the Reno area is equivalent to some of the higher-income communities in some peers states such as California. As an academic professional, if I were to move to California, I would immediately receive a pay increase of tens of thousands of dollars, with regular step increases for time served. While the COLA increase last year helped, it did not come close to closing the gap. Myself and other highly-qualified faculty I know are seeking employment elsewhere because we can no longer afford to live in this community at the salaries currently offered. If the Board of Regents wants to retain the faculty NSHE has worked so hard to recruit, than it needs to pay its faculty more.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 22, 2023 7:51:07 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: sarasmockjordan@gmail.com

Name: Sara Jordan

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

In Favor / Opposed / Other: In Favor

Comment:

PLEASE SUPPORT Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 22, 2023 9:41:05 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: ekhobson@gmail.com

Name: Emily Hobson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 COLA for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I urge the BOR to implement full COLA for all professional employees with delayed implementation (option A). Full COLA is imperative to attract and retain high quality faculty who are actively seeking employment elsewhere due to the long-suppressed salaries in the NSHE system. Many faculty have already departed and our programs and students are suffering from the absence of sufficient faculty. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. Executives at NSHE have since 2015 increasingly been hired at high compensation levels (particularly egregiously at UNR), while salaries for rank-and-file faculty have been left behind. Implementation of full COLA should be tied to an increase in student fees and even after the proposed 5% fee increase, average student fees at NSHE will be among the very lowest for public higher education in the 50 states. With about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it is impossible to maintain services to students if those revenues do not keep up with inflation.

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>)



University of Nevada
School of Medicine

STUDENT HEALTH CENTER

November 21, 2023

Chancellor Charlton and Members of the Board,

I am writing an unsolicited letter in support of Amber Donnelly for the position of President of Great Basin College. I worked closely with Dr. Donnelly on the NSHE COVID Task Force and she continually demonstrated her leadership, her work ethic, and her professionalism. Dr. Donnelly currently serves as the Dean of Health Science and Human Services at Great Basin and has significant responsibilities for both the community as well as the college. Dr. Donnelly has great problem-solving abilities and is solution minded. She is diplomatic in her approach and inclusive and respectful to everyone.

Dr. Donnelly is humble about her accomplishments, however, she is the "Energizer Bunny". She is action oriented, and forward thinking. She has led five different programs through successful accreditation. She continues to lead the nursing program as well as the radiology, paramedic, and human services departments. She manages budgets and grant funding, as well as curriculum planning and evaluation. She does all of this with a sense of calm, purpose, and vision. Dr. Donnelly knows her community well and she and her husband have raised their family in Elko. She is passionate about education and her college.

Dr. Donnelly has been recognized for her leadership by the State Board of Nursing as a "Nursing Leader under 40." Dr. Donnelly is the type of leader we need for the future of Great Basin College. Her commitment, dedication, and expertise make her an ideal candidate. I highly recommend her for consideration.

Cheryl Hug-English M.D., MPH
Director Student Health Center
University of Nevada, Reno
775 784-6598
chugenglish@unr.edu

Student Health Center
University of Nevada, Reno/196
Reno, Nevada 89557-0196
(775) 784-6598 office
(775) 784-1298 fax
www.unr.edu/shc

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 22, 2023 12:50:10 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jungnam.kim@unlv.edu

Name: Jungnam Kim

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA for FY 2025

In Favor / Opposed / Other: In Favor

Comment:

Dear regents, I urge regents to approve 11% COLA for FY 2025. As I have been served on the search committee, I have been frustrated how non-competitive salaries discourage hiring high-qualified faculty in my program. In order to have a high quality program for Nevada economic development, I believe it is important to have 11% COLA which will only bring inflation-adjusted take-home pay.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 22, 2023 12:56:16 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: bradley.donohue@unlv.edu

Name: Brad Donohue

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Please support 11% COLA.

In Favor / Opposed / Other: In Favor

Comment:

Please support at least an 11% increase in faculty pay to assist in offsetting inflation.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 23, 2023 11:19:48 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: lisa.nicholas@unlv.edu

Name: Lisa Nicholas

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA- written public comment.

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 6:27:14 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: johnmtierney55@gmail.com

Name: John M Tierney

Representing someone other than yourself?: N/A

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 11, UPCOMING VACANCY IN THE OFFICE OF PRESIDENT/INTERIM APPOINTMENT, GBC

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

Comment:

Dear Regents,

My name is John Tierney. I am the Chair of the Institutional Advisory Council at Great Basin College. I have spent my entire life in or about professional educators. First as the son of a teacher and librarian and later spending 34 years as a teacher in Northern California and Elko Nevada.

I have had the pleasure of working with some outstanding administrators. These folks can see past a city block and look to see what is on the horizon. To that end, they work closely with students, staff, and the community to establish a team dedicated to creating and sustaining educational excellence. Dr Amber Donelli is such a person. Dr. Donelli has been a part of the executive team that President Helens and VP Rivera have created to move Great Basin College forward and have done so with great success. I know Dr Donelli will continue this great and positive work. That is why I fully support her selection as interim president of GBC. She is the gold standard in the Silver State.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 9:49:24 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: george.kleeb@gbcnv.edu

Name: George Kleeb

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Dr. Amber Donnelly for the role of Interim President at GBC

In Favor / Opposed / Other: In Favor

Comment:

Board of Regents

Public Comment for the Meeting on November 30 and December 1, 2023

From:

George Kleeb, Professor of Management and Marketing at Great Basin College

Former Faculty Senate Chair (2019-2020)

Address for the record: 1534 Clover Hills Drive, Elko, NV 89801

I wholeheartedly endorse Dr. Amber Donnelly for the role of Interim President at GBC. Dr. Donnelly, a GBC alumna raised on an Elko ranch, who has been instrumental in the success of our Allied Health Care Programs. I am confident in her ability to build on our college's success as Interim President.

Dr. Donnelly's roots in Elko run deep, having been born and raised here, contributing to a complete understanding of our community.

Her commitment to the State of Nevada is evident as she, along with her husband, have raised their family in Elko, establishing strong ties within the local community.

Danny, her husband, holds a prominent position as a Nevada Gold Mines Underground Manager, a substantial GBC contributor.

Dr. Donnelly is recognized not only in rural Nevada but statewide for her efforts in promoting and creating healthy communities.

Having been in numerous meetings with Dr. Donnelly, I've observed her ability to listen to diverse perspectives even when we found ourselves on opposing sides. Her inclusive approach makes her an exceptional choice for Interim President.

Sincerely,

George Kleeb

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 10:12:28 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: lissemarie@unr.edu

Name: Lissette Hernandez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Opposition

Comment:

By passing this it adds to the financial burden of students as they are also impacted by the increasing cost-of-living. The board should note that there are people of various ages and background in education and not all are able to get scholarships and/or aid, and by increase prices of tuition it may discourage people from pursuing a degree and makes education more inaccessible. Being that student workers are cut out from getting increases to their pay is more insult to injury considering that multiple departments of colleges and universities would not move even slower if they were not there just adds insult to injury. You want to charge us more to go to your schools but you won't pay us a livable wage or let us work more hours? Professors do deserve a salary increase as they work so hard, but why can't the money come from somewhere else? Why must it come out of the students pockets, a group that is already must pay an arm and a leg just to go to these institutions.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 10:43:20 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: samuel.molochegarcia@unlv.edu

Name: Samuel, Moloche-Garcia

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

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

Comment:

We are in favor of the option A, but we are requesting to make a change on the implementation date as July 1, 2024. There are numerous reasons to ask for this change, but in general we would like to be treated the same as other state employees. Professional employees and faculties salaries have been affected by lack of adjustments in the last decade and high inflation rates make them non-competitive from time ago, we should make the efforts to adjust salaries by 11% since July 1, 2024; so we can provide consisting quality service to our students and clients.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:00:55 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: nicholas.barr@unlv.edu

Name: Nicholas Barr

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

In Favor / Opposed / Other: In Favor

Comment:

I urge the Board to approve option A: awarding an 11% COLA raise to professional employees for FY2025. Evidence shows that UNLV has lost high quality academic faculty due low salaries relative to peer institutions. For several UNLV schools and programs hemorrhaging quality faculty, low salaries jeopardize our institutional mission. Even with the 11% COLA raise, inflation adjusted take home pay for faculty will only return to 2015 levels. Furthermore, after the 5% increase to tuition costs proposed to help fund the COLA increase, average NSHE student fees will remain among the very lowest in public higher education in the US. Finally, executives at NSHE have been hired at high levels of compensation, while other state employees also receive an automatic 11% raise in FY2025. To deny the same basic compensation to academic and professional faculty will irreparably damage faculty morale and result in more faculty departures from NSHE institutions. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 10:44:21 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: rochellehauburger@outlook.com

Name: Rochelle Hauburger

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am writing to express my strong support for implementing the maximum 11% Cost of Living Adjustment (COLA) increase for all professional employees. As a dedicated Administrative Faculty member, I believe that a robust COLA is not only fair but crucial for the well-being and morale of the workforce.

A maximum COLA increase reflects a commitment to valuing the contributions of each team member and ensures that their dedication is recognized and reciprocated.

Beyond individual benefits, a significant COLA increase contributes to a healthier, more motivated, and more satisfied workforce. This, in turn, enhances productivity, employee retention, and overall organizational success. By investing in our employees, we invest in the future success and prosperity of the entire organization.

I appreciate the thoughtful consideration that goes into decisions regarding compensation and I look forward to witnessing the positive impact this decision will have across 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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:21:26 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: lorar@unr.edu

Name: Lora A Robinson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA for FY2025

In Favor / Opposed / Other: In Favor

Comment:

I urge you to vote in favor of the 11% COLA with a delayed implementation. This approach balances our budget concerns with the recognition of UNR's faculty, who consistently perform beyond their roles, significantly contributing to the university's international reputation. A delayed COLA acknowledges these contributions while aligning with our financial constraints. It demonstrates a commitment to both fiscal responsibility and the well-being of our faculty, essential for UNR's continued success.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:28:00 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mberryhill@unr.edu

Name: Marian Berryhill

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Faculty COLA

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents,

The 11% COLA is essential to prevent further morale collapse. As it is, it would only restore purchasing power from 2015! Our salaries are really far behind. I recently sat on an NIH grant panel and saw just how different our salaries are compared to people in my field at a broad range of institutions (public and private). If we stand a chance to keep strong faculty, and provide good service to our state and students, we need to keep COLA maximally funded. Now, paying for it is difficult, we know. A request for suggestions on that end would likely produce recommendations to reduce administration, to means test raises for high earners, and tools to encourage retirement.

The faculty of NSHE should not be singled out as the exception to a state policy.

Thank you,

Marian Berryhill

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:32:39 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: dingshengl@unr.edu

Name: Dingsheng Li

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

As an Associate Professor at UNR I am strongly in favor of Option A for this agenda item. I have been employed by UNR since 2017 and when I was hired, the base salary was competitive to other similar academic positions I was offered. However, over the years and especially since the COVID-19 pandemic hit and the 3% COLA was paused, the pay gap between peers and colleagues at UNR has been growing. I personally know a few colleagues left UNR largely due to their underpayment and I also looked for opportunities elsewhere in 2022. The 12% COLA this year is a good first step but is only playing catch up for over years of no COLA/merit based raise. The proposed 11% COLA for next FY is necessary to retain talents at UNR to support its function in providing education to the people of Nevada and fostering innovation on a larger scope. In addition, as colleagues of other state employees are receiving the full 11% COLA, it is only fair for professionals within NSHE to be treated the same.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:33:46 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: xdelossantos@unr.edu

Name: Elizabeth de los Santos

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Regarding the FY2025 COLA increases for academic faculty

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of Option A, the 11% COLA increase for all professional employees for FY2025. Some faculty are the primary breadwinners for their families, and this COLA increase not only recognizes their dedication to public higher education in Nevada but also ensures that they will be able to support their families as inflation and high housing costs in the Reno-Tahoe region makes it increasingly more difficult to meet even basic living needs such as food and transportation.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:43:27 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mistyriddle@unr.edu

Name: Misty Riddle

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA adjustment FY2025

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

Comment:

I am writing to express my strong support for an 11% Cost of Living Adjustment (COLA) for the faculty at the University of Nevada, Reno (UNR). As an assistant professor at UNR, I find it crucial to address the critical issue of low, non-competitive salaries that are detrimentally affecting our programs and, consequently, the overall student learning experience.

Faculty members play an integral role in shaping a positive academic environment and providing invaluable support to our students. However, the current financial constraints resulting from inadequate salary structures jeopardize the quality of education we strive to provide. Personally, living paycheck to paycheck is mentally taxing and impacts my ability to be an effective instructor, mentor, and researcher.

The proposed COLA adjustment is a necessary response to the challenges posed by high inflation and the lack of adjustments over the past decade. It is essential to recognize that the full 11% COLA will merely restore inflation-adjusted take-home pay for faculty back to FY2015 levels. Faculty members, as crucial contributors to the educational ecosystem, deserve equitable treatment, akin to other state employees who are receiving an 11% salary increase in FY2025.

Moreover, it is disheartening to observe a dissonance between the compensation levels of NSHE executives and the stagnant salaries of rank-and-file faculty. Achieving a fair balance is essential to fostering a supportive and inclusive academic community.

I urge you to vote for the 11% COLA for UNR faculty (Option A). This adjustment is not just an investment in the well-being of faculty members but a commitment to maintaining the high standards of education that the University of Nevada, Reno, is known for.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:50:28 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: nnemsgern@unr.edu

Name: Nick Nemsgern

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA – NSHE

In Favor / Opposed / Other: In Favor

Comment:

Please vote for Option A – full 11% COLA for FY25.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 11:57:06 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: robert.peterson@csn.edu

Name: Robert Peterson

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 salary increases, option A

In Favor / Opposed / Other: In Favor

Comment:

Requesting approval of option A for salary increases for pro NSHE staff. 11% increase for COLA to be implemented October 2024

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 12:02:42 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: amonroy@unr.edu

Name: Angelo Monroy

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

My name is Angelo Monroy and I am the Program Coordinator for the University of Nevada, Reno's School of the Arts. I would like to voice my support for Option A which would result in an 11% COLA for NSHE faculty.

Option A addresses both high inflation and the lack of adjustments over the past decade, and the full 11% COLA will bring inflation-adjusted take-home pay for faculty back to FY2015 levels. While executives at NSHE have been hired at high compensation levels, salaries for rank-and-file faculty have been left behind. NSHE faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. I, among other faculty, understand the need for shared sacrifice and support the proposed delay of Option A, as long as it means the full 11% is ultimately added to base 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 Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 12:04:01 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: nyleen@unr.edu

Name: Nyleen Adams

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item 18 – FY 2025 COST-OF-LIVING ADJUSTMENTS FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I support option "A" for an 11 % COLA for all professional employees for FY2025 but with a delayed implementation date of October 1, 2024.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 12:12:13 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: bwiele@unr.edu

Name: Britany Wiele

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY25 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am writing to urge the Board of Regents to vote in favor of Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. This adjustment addresses high inflation and the lack of adjustments over the past decade. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY 2025. Executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 12:34:59 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: findmisha@gmail.com

Name: Misha Allen

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18A

In Favor / Opposed / Other: In Favor

Comment:

Our institution has a recruitment and retention problem. Of the four faculty hired for separate positions in the last three years, within our department, only one remained past their first year. Additionally, we have lost other long standing faculty to better funded University systems, in other states. Turn over is expensive and bad for the bottom-line. And our institution's inability to retain faculty is embarrassing. It impacts our programs and ability to meet our state's educational needs. Faculty have willingly made sacrifices over the years, with the lack of adjustments over the past decade, with the belief that you would one day make things right and restore COLAs. Today is the day that you can do just that. We are advocating for a full 11% COLA to restore inflation-adjusted take home pay back to FY2015 levels. Today we ask you to demonstrate value for the educators that are fulfilling the actual purpose and promise of the institution. I actually create and deliver educational programming across my county and state. If I were to leave my position, this area would face hardship in the years it would take to recruit a replacement. You can't afford to lose me. And yet, choosing to stay comes with a personal and professional sacrifice. Restoring pay to faculty, who have sacrificed for over a decade, demonstrates your integrity, values and appreciation for their loyalty through the tough times. It will also increase recruitment and retention rates. Thank you for supporting the educators that fulfill the mission and purpose of our institution, by voting for (18.a) the full 11% COLA with a delayed October 2024 increase.

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 University of Nevada, Reno Foundation, December 1, 2023
Date: Monday, November 27, 2023 12:40:34 PM

Public comment submitted through NSHE Online form

Public Comment for the University of Nevada, Reno Foundation, December 1, 2023

Email: jeffperry@unr.edu

Name: Jeff Perry

Representing someone other than yourself?:

Meeting: University of Nevada, Reno Foundation, December 1, 2023

Agenda Item: 11% COLA raise for FY2025

In Favor / Opposed / Other: In Favor

Comment:

Our University has recently been made aware that there are 2 options for COLA adjustments next year. One option would be an 11% COLA adjustment with a delayed start of 11/1/2024 or a 9.5% COLA adjustment that would go into effect 7/1/2024. I would like to voice my support for option 1, 11% COLA with a delayed start. With the cost of inflation in the Reno, NV area the University is current pay structure is going to fall short if this COLA raise is not given. Regular items are becoming unaffordable and we really need this to retain quality staff. I think all staff here knows they can go into the private sector and make more money but we want to stay here and service our community and help to educate our area's youth. If the University's pay scale doesn't keep up with what is needed to survive day-to-day quality staff will be lost to other companies that are providing higher wages. I don't think anyone in the community wants to loose even one quality staff member here at the university. I ask that you please consider the 11% COLA adjustment to retain talent at this great University and allow all faculty to have the fulfilling financial well-being they deserve.

Thank you,
Jeff Perry

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 1:14:06 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: david.feilseifer@gmail.com

Name: David Feil-Seifer

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Salary Increases

In Favor / Opposed / Other: In Favor

Comment:

Please vote for the full 11% COLA with a tuition increase option. Salaries have stagnated for the past decade, and these COLAs set that right. The increase in tuition is reflective of the legislature's neglect in the funding formula for accounting for salary increases.

Since COVID, faculty have taken on additional tasks, and with recent cuts, open faculty positions have gone unfilled. This has been very detrimental to faculty retention. We have done more with less, it is time to compensate faculty more for the extra work.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 1:22:24 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: salphonsa@unr.edu

Name: Sushma Alphonsa

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Award 11% COLA for NSHE faculty for FY2025

In Favor / Opposed / Other: In Favor

Comment:

I vote for a full 11% COLA for NSHE faculty for FY2025.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 1:23:55 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: akoos@unr.edu

Name: Agnes K Koos

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Public Comment

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

Comment:

Please vote for the full 11% COLA for faculty in FY2025.

This is not a raise, it just helps keep the value of our salaries, which (inflation-adjusted) are below the FY2015 levels. And NSHE salaries have always been scarcely competitive relative to other states' salaries for higher education workers.

In addition, all state employees get this COLA automatically, so why would faculty be discriminated against?

Thank you!

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 1:26:43 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: matthew.jordan@unlv.edu

Name: matthew

Representing someone other than yourself?: jordan

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

Examples of how low, non-competitive salaries negatively impact your program and the student learning experience.

- Examples of the positive things faculty do for students.
- The COLA adjustment addresses high inflation combined with the very few (and low) salary increases over the past decade and a half. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. (And please remember that a COLA is not a raise, it's an increase that just maintains or restores purchasing power.)
- Faculty understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks as long as it means the full 11% is ultimately added to base salaries.
- Even after the proposed 5% increase (if it passes), average student fees at NSHE will be among the very lowest for public Higher Education in the 50 states.
- With about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it will be impossible to maintain services to students if Higher Education revenues do not keep up with inflation.
- Faculty members deserve to be treated the same as other state employees, whose salaries are being increased with an 11% COLA automatically in FY2025.

· Executives at NSHE have been hired at high compensation levels, with more frequent raises, while salaries for rank-and-file faculty have been left behind. This is not fair to faculty. The 11% COLA increase is a good start to address this disparity.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 1:26:45 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: aburgess83@gmail.com

Name: Dr. Adam Burgess

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY25 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I ask you to vote in favor of the full 11% COLA for FY2025. Low, non-competitive salaries negatively impact our college programs and student learning experiences. Faculty and staff who are fairly compensated are much better equipped to provide positive experiences for our students and competitive salaries bring talent to our state and keep it here, where our students need it and benefit from it. The 11% adjustment addresses high inflation and the lack of adjustments over these last ten years. The full 11% COLA will bring inflation-adjusted take-home pay closer to where it should be (though still leaving us behind by about a decade). As a faculty member, I understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks as long as it means the full 11% is ultimately added to our base salaries. Although this will require a 5% increase to student fees, our student fees at NSHE will remain among the lowest for public higher education in the nation, something we all can be proud of, but with about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it's impossible to maintain services to students if those revenues do not keep up with inflation. Ultimately, faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically for FY2025. Thank you for taking the time to consider how best to implement the much-needed and much-deserved 11% COLA for NSHE faculty, and for your vote in support of the full increase.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 1:56:13 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: scarpaa0220@gmail.com

Name: Anna Lincoln

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA for FY2025

In Favor / Opposed / Other: In Favor

Comment:

I call for a vote in favor of the full 11% COLA for both NSHE academic AND administrative faculty. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 2:00:15 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: Melody.McAllister@CSN.EDU

Name: Melody McAllister

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: I am in favor of the 11% increase.

In Favor / Opposed / Other: In Favor

Comment:

It will have a cost saving on retention and elimination of position by 46% and 15 positions for CSN.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 3:08:18 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mktgls38@gmail.com

Name: Mike Teglas

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Vote on COLA, Option A, for NSHE Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Dear Regent

On December 1, you will be asked to vote on two options developed by the Committee to Recommend Board Action on FY2025 Salary Increases. I urge you to decide on Option A which will provide an 11% COLA for all NSHE professional employees for FY2025 and will maximize increases to base pay over the length of their faculty careers with NSHE.

As NSHE employees, academic faculty are asking for the same cost of living adjustment provided to Classified Staff and State Employees in other fields across Nevada. The adjustment helps to address the high inflation and high cost of living in the Reno area and makes up for the complete lack of salary adjustments for academic faculty over the past decade. The full 11% COLA will only bring inflation adjusted take-home pay for faculty back to FY2015 levels. Faculty understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks if it means the full 11% is ultimately added to base salaries. Academic faculty play a vital role in educating the next generation of Nevadans and are the only NSHE employees that earn much needed financial revenue for their universities through grant support and indirect costs. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025.

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

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From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 3:22:15 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: sdesart@unr.edu

Name: Schaller DeSart

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY25 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of awarding an 11% COLA for all professional employees for FY2025 because this makes NSHE staff salaries competitive with other state employees who are receiving COLA and accounts for the high inflation and lack of adjustments made in recent years. Passing an 11% COLA also incentivizes employees to stay in NSHE and contribute their skills, knowledge, and excellence to NSHE institutions versus other systems across the country – further contributing to various NSHE institutions' strategic goal of strengthening and investing in the future. That future and strength must include retaining employees.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 4:09:49 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: dsierra@unr.edu

Name: Danny Sierra

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA raises for NSHE professionals (FY2025)

In Favor / Opposed / Other: In Favor

Comment:

I am writing in strong support of full 11% COLA for all professional employees for FY25, with a delayed implementation date of Oct. 1, 2024. It is rare that we have the opportunity to give long overdue pay adjustments directly to faculty, who do so much for our higher education system. The push for competitive salaries within NSHE was started last year, and it must continue in the next FY to keep Nevada's institutions competitive. In my unit, we have lost several talented faculty in the last three years to higher-paying positions in other western state (not just CA). It is not easy, but the COLA is critical to both morale and addressing ultra-high inflation that has been devastating for many 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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 4:44:11 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: cydneygiroux@gmail.com

Name: Cydney Giroux

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for NSHE faculty

In Favor / Opposed / Other: In Favor

Comment:

I urge the regents to approve Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. As an academic advisor, we are on the front lines in supporting our students so they can meet their educational and career goals. Advisors are an integral part of recruitment efforts and retention at the university. Yet, are some of the lowest paid administrative faculty on campus, despite many having advanced degrees and many years of professional experience.

We have all made sacrifices during past budget crises and it seems unfair and inconsistent for faculty not to receive the full amount approved for all other state workers. Until very recently, administrative faculty weren't eligible for merit increases (dating back to the Great Recession) and COLAs have been inconsistent and not granted at a rate that matches the increases in the cost of living in Reno.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 8:41:08 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: carla.wright@csn.edu

Name: Carla Wright

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18(A): FY2025 Cost of Living Adjustment for Professional Employees, with Delayed Implementation

In Favor / Opposed / Other: In Favor

Comment:

Dear Board of Regents:

I am a CSN faculty member and the mother of a full time UNR student. I also have two other children who aspire to attend NSHE institutions within the next 5 years. I am writing to express my support for agenda item 18(A) which would afford an 11% cost of living adjustment for all NSHE professional employees for FY25, with a delayed implementation date of October 1, 2024.

I have carefully considered the pros and cons of Options A and B for both professional employees and our students. I believe that Option A is the most equitable because Option A forces a shared sacrifice by both the faculty of our institutions and the students that we serve. Furthermore, Option A maximizes the positive impact on the salaries of NSHE professional employees long after our students have graduated and accepted gainful employment in their own chosen careers.

Please vote in favor of agenda item 18(A.)

Thank you.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Monday, November 27, 2023 8:49:02 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: cameron.basquiat@csn.edu

Name: Cameron S Basquiat

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: #12 UPCOMING VACANCY IN THE OFFICE FOR POSSIBLE ACTION
OF PRESIDENT, CSN

In Favor / Opposed / Other: In Favor

Comment:

My name is Cameron Basquiat and I have been Professor at the CSN since 1998. I am leaving this comment in support of the appointment of Dr. James McCoy to the position of Interim President of the College of Southern Nevada (CSN). Having served on the hiring committee that brought Dr. McCoy to CSN, worked alongside him as colleagues in the Department of Communication, and under him in his capacity as Dept. Chair, Associate Vice-President of Academic Affairs, and now Vice-President of Academic Affairs I have an extensive history of witnessing his work in a wide range of contexts. In the two-plus decades I've known Dr. McCoy I have found him to demonstrate integrity, passion, professionalism, and empathy at each stop along the way of his career. Furthermore, he has a rich history of diving in with dedication, teamwork, and leadership in the service of CSN and NSHE. I think Dr. James McCoy is an excellent choice to serve as interim President of CSN and I welcome his appointment.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 9:30:08 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: barrettw@unr.edu

Name: Barrett Welch

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees – 11%

In Favor / Opposed / Other: In Favor

Comment:

I am writing in support of the proposed 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. This raise in COLA is fair, timely, and required to maintain a high level of excellence at UNR and NSHE at-large. Without this deserved COLA increase, it will be difficult to retain and recruit excellent faculty. I understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks as long as it means the full 11% is ultimately added to base salaries.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 10:57:18 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mgarber@unr.edu

Name: Marc Garber

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR POSSIBLE ACTION FOR PROFESSIONAL EMPLOYEES, OPTION "A"

In Favor / Opposed / Other: In Favor

Comment:

I urge you to pass OPTION A approving FY 2025, the full 11% COLA COST-OF-LIVING ADJUSTMENTS FOR NSHE PROFESSIONAL EMPLOYEES.

As a UNR faculty administrative professional, I feel strongly that faculty members deserve to be treated the same as other state employees, whose salaries are rightly being raised 11% automatically in FY2025.

Executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind.

Please support fairness and parity. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the University of Nevada, Reno Foundation, December 1, 2023
Date: Tuesday, November 28, 2023 11:56:05 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the University of Nevada, Reno Foundation, December 1, 2023

Email: s.l.chvilicek@gmail.com

Name: Sarah Chvilicek

Representing someone other than yourself?:

Meeting: University of Nevada, Reno Foundation, December 1, 2023

Agenda Item: Foundation Meeting Agenda item 18

In Favor / Opposed / Other: In Favor

Comment:

I urge the Regents to approve Option A of 11% COLA for FY2025. This COLA adjustment addresses high inflation and the lack of adjustments over the past decade. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. I support the proposed delay of adding COLA to faculty paychecks as long as it means the full 11% is ultimately added to base salaries. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. Faculty are state employees, too.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 12:47:38 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jamesw@unr.edu

Name: James Winn

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA increase

In Favor / Opposed / Other: In Favor

Comment:

My name is James Winn and I am a Professor of Piano & Composition (Director of Keyboard Studies) in the School of Music at the University of Nevada, Reno. I would like to voice my support for Option A which would result in an 11% COLA for NSHE faculty.

Option A addresses both high inflation and the lack of adjustments over the past decade. Not only will the full 11% COLA bring inflation-adjusted take-home pay for faculty back to FY2015 levels, but it will also promote faculty retention, enhance the student experience, and prevent course section closures. NSHE faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. I, among other faculty, understand the need for shared sacrifice and support the proposed delay of Option A, as long as it means the full 11% is ultimately added to base salaries.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 12:47:55 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: LMSGiroux@gmail.com

Name: Lucas Giroux

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: General Public Comment

In Favor / Opposed / Other: In Favor

Comment:

Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 12:50:16 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: arenl@unr.edu

Name: Aren Long

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Cost of Living Adjustment for University staff

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

Comment:

My name is Aren Long and I am a Lecturer of Collaborative Piano at the University of Nevada, Reno. I would like to voice my support for Option A which would result in an 11% COLA for NSHE faculty.

Option A addresses both high inflation and the lack of adjustments over the past decade. Not only will the full 11% COLA bring pay for faculty back to FY2015 levels, but it will also promote faculty retention, enhance the student experience, and prevent course section closures. NSHE faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. I support the proposed delay of Option A, as long as it means the full 11% is ultimately added to base 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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 12:51:06 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: scoyl@unr.edu

Name: Sarah Coyl

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR FOR PROFESSIONAL EMPLOYEES

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

Comment:

My name is Sarah Coyl and I am a violin instructor at the University of Nevada, Reno. I would like to voice my support for Option A which would result in an 11% COLA for NSHE faculty.

Option A addresses both high inflation and the lack of adjustments over the past decade. Not only will the full 11% COLA bring inflation-adjusted take-home pay for faculty back to FY2015 levels, but it will also promote faculty retention, enhance the student experience, and prevent course section closures. NSHE faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. I, among other faculty, understand the need for shared sacrifice and support the proposed delay of Option A, as long as it means the full 11% is ultimately added to base salaries.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 12:52:25 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: schilljosh@gmail.com

Name: Joshua Schill

Representing someone other than yourself?: Cydney Giroux

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA decision

In Favor / Opposed / Other: In Favor

Comment:

You can say you're in favor of the following

Option A: Award 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 12:56:46 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: edgiroux@gmail.com

Name: Edward Giroux

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for professional employees

In Favor / Opposed / Other: In Favor

Comment:

You can say you're in favor of the following (can cut and paste):

Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 1:10:08 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: ayanez@unr.edu

Name: Andrew Yanez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA for FY2025

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

Comment:

I would like to urge the board to vote towards the 11% COLA (Option A- for all professional employees for FY2025). Having such a low salary hinders your institutions in the long run for not only your costs, but for the future education opportunities students will receive from a NSHE institution. We must not leave behind anybody's salary and or pay in the NSHE establishment, no matter how behind it has been in the past.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 1:18:00 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: aftonf@gmail.com

Name: Afton Faillers

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

In Favor / Opposed / Other: In Favor

Comment:

In Favor of Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 University of Nevada, Reno Foundation, December 1, 2023
Date: Tuesday, November 28, 2023 1:19:05 PM

Public comment submitted through NSHE Online form

Public Comment for the University of Nevada, Reno Foundation, December 1, 2023

Email: pclarno@unr.edu

Name: Paige Clarno

Representing someone other than yourself?:

Meeting: University of Nevada, Reno Foundation, December 1, 2023

Agenda Item: Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024

In Favor / Opposed / Other: In Favor

Comment:

My name is Paige Clarno and I am the SOTA Box Office Manager at the University of Nevada, Reno. I would like to voice my support for Option A which would result in an 11% COLA for NSHE faculty.

Option A addresses both high inflation and the lack of adjustments over the past decade. Not only will the full 11% COLA bring inflation-adjusted take-home pay for faculty back to FY2015 levels, but it will also promote faculty retention, enhance the student experience, and prevent course section closures. NSHE faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. I, among other faculty, understand the need for shared sacrifice and support the proposed delay of Option A, as long as it means the full 11% is ultimately added to base salaries.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 1:42:29 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: elora2.merry1@gmail.com

Name: Elora Paik

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item 18 – Cost of Living choices both excluding Merit

In Favor / Opposed / Other: In Opposition

Comment:

Board or Regents, For the record my name is Elora Paik.

Let me share, first, that I understand the seriousness of this revenue and expense challenge created by the governor passing “up to 12% COLA” while NSHE is actually funded an insufficient amount to cover these very, very large costs. I respect your serious discussion and decision.

However, my public comment concerns the Merit suggestion of this agenda item.

As an employee of 17 years, I have likely taken our performance evaluation process overly serious. I create explicit goals each year. I achieve these goals, as well as many other unwritten and unanticipated large technology projects and have received almost all superior ratings; when I did not, it was because my manager didn’t complete the evaluation.

Merit, theoretically, is tied to performance but I am kidding no one other than myself. I don’t even remember how many of my 17 years lacked merit eligibility being available.

But deciding, at the end of a merit eligibility year (as approved by the legislature and signed by the governor), that we will not be getting it is just not right. This particular part of the decision will likely create real diminishing returns on actual performance of your most

'meritorious' workers.

When someone is told, after the year is complete, that however hard they have been working toward a very small merit didn't mean anything I am guessing the next year's performance will be equally assessed.

Thank you for serving Nevada's students.
Elora Merry Paik, UNLV BSBA MIS '90
Principal Systems Analyst, Controller's Office

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 1:52:18 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: hjeon@unr.edu

Name: Hyo Jin (Jean) Jeon

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA the fiscal year of 2024/25

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

Comment:

Hello, my name is Hyo Jin Jeon, and I am a faculty member at the University of Nevada, Reno. As a concerned citizen and an internal stakeholder of NSHE, I would like to share my concerns about the upcoming COLA for the fiscal year of 2025.

I am thankful that the legislature was concerned about retaining state employees and decided to implement 12% and 11% COLAs for the fiscal years 2024 and 2025, respectively. However, the 12% COLA in 2024 led to a 5% budget reduction in each unit at UNR due to unmet student enrollment and the 12% COLA. While the intention of the COLA was to promote retention and attract capable workforces to state agencies, it has had counter effects at UNR. These include the elimination of workforces and an increase in inequality among high-income earners in leadership roles and lower-income earners, some of whom earn less than recent graduates they have taught. This lack of consideration has resulted in a bullwhip effect at each NSHE institution involving internal stakeholders and students.

While increasing student fees may not be a popular option for decision-makers, compromised decisions need to be made to find a balanced solution. This compromise should enable students to graduate on time, access a variety of classes to meet degree requirements, have adequate advisor support, and ensure reasonable cost-of-living adjustments for employees to sustain their living in Reno, where living costs have dramatically increased over the last ten years. Please support a student fee increase to fund COLA so that a reasonable budget reduction can be applied to remain market competitive. Thank you for your time.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 2:05:19 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: patricia.marshall@csn.edu

Name: Patricia Marshall

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: UPCOMING VACANCY IN THE OFFICE FOR POSSIBLE ACTION OF PRESIDENT, CSN

In Favor / Opposed / Other: In Opposition

Comment:

It was very apparent that the majority of CSN employees that spoke up at the Academic & Administrative Faculty Meeting with the Chancellor & Board of Regents Chair on 11/16/23 voiced that they were in favor of an "acting" person to fill the upcoming Presidency role at CSN and not an "interim" due to the fact that one "acting" could not apply for the permanent position. Many of those that spoke up felt that no current CSN employee would be effective in the role and some even had concerns of personnel issues. Were these concerns really taken into consideration to appoint an "interim" President vs. an "acting" President? To recommend an "interim" President makes it appear as if the voices of the employees were not taken seriously and that no real change is necessary here at CSN.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 2:27:35 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jennifer.mitchell@csn.edu

Name: Jennifer Mitchell

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: I recommend Dr. James McCoy for Interim President of College of Southern Nevada.

In Favor / Opposed / Other: In Favor

Comment:

Dr. James McCoy is ethical, kind, personable, smart, able, and amazing at running College of Southern Nevada already. He is the right one to lead the future of this College. He has worked for years at CSN as a professor, Chair of the Com Department, in administration and as a VP at the right-hand of the current president. He championed "No Greater Odds" around the country showing the value of community colleges. He is a great listener and cares deeply about the students and professors. I teach at CSN because of McCoy. He brought me on to recreate the journalism program and he has supported my work for the past 13 years. I recommend him whole-heartedly for this role now and in the future as our President. The staff chooses McCoy and we wish the Regents will too.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 3:20:56 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: esills@unr.edu

Name: Ellery Sills

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I would like to express my written support for Option A, awarding the full 11% COLA increase on October 1, 2024 for professional employees.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 3:22:46 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: richieb@unr.edu

Name: Richard Bednarski

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA Increase (Option A)

In Favor / Opposed / Other: In Favor

Comment:

I am writing you today to urge you to support a full 11% COLA increase (Option A). As a faculty administrator at the Reynolds School of Journalism and Ph.D. student in Geography, I am compelled as both faculty and a student for this increase. I continuously support and educate students outside of the formal classroom. This has been an aspect of my role that I have grown to love and appreciate. This work often expands my weekly duties, but the value to students is immense and one reason I am seeking a Ph.D. to work towards a faculty professor position.

The adjustment addresses high inflation and the lack of adjustments over the past decade. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. Executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind.

At first, I was hesitant to support the full 11% COLA increase, due to the impact on students. But when I learned that UNR's administration has largely laid the blame for current budget woes on the COLAs, since they have increasingly funneled money away from supporting instruction and student services into new projects, I was convinced that faculty deserve this COLA increase.

A few examples:

The University began gifting an additional \$10 million a year to Athletics and began spending roughly \$3.5-4 million/year on iPads for all incoming students.

The University began increasing the number of executives and giving them raises well beyond the typical faculty COLAs and merit raises, inc. a 34%/\$66,000 salary increase for the Vice President of Government Relations over the past year upgrading the General Counsel to a Vice President for Legal Affairs, and the creation of two new Senior Vice Provost positions. The University began diverting millions of student registration fee dollars away from the state operating budget

Well over \$20 million of the current budget woes at UNR can be attributed management.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 3:33:28 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mmaccaux@unr.edu

Name: Monica Maccaux

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA raise

In Favor / Opposed / Other: In Favor

Comment:

Please support & pass the 11% COLA raise! Faculty need to be paid for the hard work they do and NSHE needs to be competitive in the field. Otherwise people will leave, for higher salaries elsewhere.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 3:36:07 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: bsummerhill@tmcc.edu

Name: Bradley Summerhill

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Please support 11% COLA

In Favor / Opposed / Other: In Favor

Comment:

Please help faculty salaries remain competitive with an 11% cost of living adjustment. Thank you for your consideration.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 3:56:17 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mvmiller@unr.edu

Name: Mary Miller

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am writing to express my strong support for implementing the maximum 11% Cost of Living Adjustment (COLA) increase for all professional employees. We are losing our faculty who find positions at higher rates of pay at other University. Since UNR has frozen almost all new hires for some time, many departments are already working with a reduced faculty. This strains the remaining employees and is terrible for morale. It is demoralizing to know that many in upper administration have received significant pay raises. Some of them got an increase more than triple my entire salary.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 4:15:47 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: acalvillomason@unr.edu

Name: Ania V Calvillo-Mason

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Award an 11% COLA for all professional employees for FY2025

In Favor / Opposed / Other: In Favor

Comment:

I am writing to attest my support for the Board of Regents to vote IN FAVOR of Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. Having been an employee with the University of Nevada, Reno for nearly 7 years, I have witnessed and experienced first-hand the negative toll inflation has taken on the professional staff community. This adjustment addresses high inflation and the lack of adjustments over the past decade. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. As a young professional with a Bachelor of Science degree – and a near-complete Master's of Business Administration – I can assert that despite my higher education and my years as a University employee, inflation and the lack of adjustments have forced me to lead a paycheck-to-paycheck lifestyle. Although I love my job and being part of NSHE, this experience has caused me often consider seeking employment in the private sector to facilitate the achievement of my personal goals. I am reaching a point in my life where I am ready to start a family, but am unable to do so due to financial limitations caused largely by the lack of adjustments. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. With about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it is impossible to maintain services to students if those revenues do not keep up with inflation. Even after the 5% increase, average student fees at NSHE will be among the very lowest for public higher education in the 50 states. Executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind. Faculty understand the need for shared sacrifice and support the proposed delayed COLA provided it means the full 11% is ultimately added.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 1:03:53 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: Mlincoln@nevada.unr.edu

Name: Matthew Lincoln

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA for NSHE Administrative and Academic Faculty

In Favor / Opposed / Other: In Favor

Comment:

I call for the regents to approve the full 11% COLA for NSHE administrative and academic faculty. Faculty members deserve to be treated the same As other state employees whose salaries are being raised 11% automatically in FY2025

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Tuesday, November 28, 2023 1:19:13 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: natachafaillers@hotmail.com

Name: Natacha Faillers

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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>)

CSN President recommendation

Sims, Douglas <Douglas.Sims@CSN.EDU>

Tue 11/28/2023 7:45 PM

To: Patricia Charlton <pcharlton@nshe.nevada.edu>; Sims, Douglas <Douglas.Sims@CSN.EDU>

Cc: Keri Nikolajewski <knikolajewski@nshe.nevada.edu>

Chancellor Charlton:

I want to provide my public comments in the form of a letter to you and the Board of Regents for my support of Dr. James McCoy for the post of Interim President, College of Southern Nevada.

I support Dr. McCoy for this position; he is a great selection for the post and can bring stability to the CSN family and students alike. CSN needs a President like Dr. McCoy due to significant disruption in leadership over the past two years. He is a great communicator, well organized, an incredible collaborator, and a team leader. I support his selection without reservation or hesitation to put CSN back on track for greatness and student success.

Please do not hesitate to contact me at your convenience if you require additional information.

Respectfully,

Doug Sims

Douglas B Sims, PhD
Dean, School of Science, Engineering, and Mathematics
Cc Professor

College of Southern Nevada
Henderson Campus
700 College Drive, HNC217
Henderson, NV 89002
T: 702-651-3627 / douglas.sims@csn.edu

“If you think you’re a leader, look behind you and if no one is following you, you’re not a leader, you’re just someone out for a long walk.”

~John C Maxwell

“If you are a non-producer in a leadership position you will produce more non-producers.”

~John C Maxwell

Administrative Assistant to the Dean
Ms. Marilyn Parker
Tel: 702-651-5040
E: marilyn.parker@csn.edu

*****Confidentiality Notice*****

This e-mail may contain information privileged or otherwise protected from disclosure. If you are not the intended recipient of this e-mail, do not duplicate or redistribute it by any means. Please delete it and any attachments and notify the sender that you have received it in error. Unintended recipients are prohibited from taking action on the basis of information in the e-mail.

Please consider the environment before printing.

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 8:35:42 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: kyrenbo@gmail.com

Name: Kyren Bogolub

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a Reno resident and voter in the Board of Regents District 10. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost of living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:04:31 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: britnia@unr.edu

Name: Britni Adams

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA for academic faculty

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of giving all faculty 11% COLA. All residents of Nevada are experiencing a rise in the cost of living. If high-quality faculty are wanted for UNR, then they need to pay their bills to live in the city they work. Whatever distinction the state is making for those who get a full 11% COLA and those who do not is unrealistic. Job title does not insulate academic faculty from the rising costs to live in Reno, such as interest rates, housing costs, and childcare. It is also not the burden of employees to bear the consequences of overspending or spending in general by the university. Employees are people, and the university can choose to prioritize buildings and whatever else, but it is not employees who must suffer the consequences when their salaries are comparatively low already. The only reasonable and fair thing to do is give all faculty the 11% COLA raise immediately, or delay if it must (though this is still problematically unfair).

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:17:22 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: brandonbell@unr.edu

Name: Brandon Bell

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL
EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a Carson city resident and voter. Board of Regents District SD16. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost of living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

Thank you

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:26:55 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: judy.santo@csn.edu

Name: Judy Santo

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Approval for 11% COLA for FY2025

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of Option A: Award an 11% COLA for all professional employees for FY2025, implementation 10/01/2024 and forgo the Annual Professional merit.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:30:25 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: huston.green@unlv.edu

Name: Huston Green

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA increase

In Favor / Opposed / Other: In Favor

Comment:

I am writing to earnestly request a full 11% Cost of Living Adjustment (COLA) increase for faculty members, a crucial step to address several pressing concerns and disparities. First and foremost, the ongoing issue of low, non-competitive salaries has been detrimentally impacting our program and the student learning experience. Talented faculty and potential educators are deterred by these financial constraints, affecting the quality of education we can offer.

Despite these challenges, our faculty have consistently demonstrated their commitment to student success. Their dedication, innovation, and support have been pivotal in enhancing the student experience and academic outcomes. However, the lack of financial recognition and support undermines their efforts and morale.

The proposed 11% COLA is not merely a raise but a necessary adjustment in response to the high inflation rates and minimal salary increments over the past decade and a half. This adjustment is critical to bring the inflation-adjusted take-home pay of our faculty back to the levels of Fiscal Year 2015, thereby merely restoring their purchasing power rather than enhancing it.

Our faculty understand and are prepared for shared sacrifice, as evidenced by their support for the proposed delay in the implementation of the COLA increase. However, this patience is premised on the assurance that the full 11% will be eventually added to their base salaries.

Moreover, even with the anticipated 5% increase, the average student fees at NSHE will

remain among the lowest for public higher education in the United States. Approximately 35% of the state operating budgets are supported by student revenue. Without aligning higher education revenues with inflation rates, maintaining quality student services will be unfeasible.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:32:14 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: lisa.bossert@unlv.edu

Name: Lisa Bossert

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL
EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of an 11% COLA award for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. This will help to address the lack of adjustments over the past decade and high inflation. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. Please consider this option as I believe it is the best option for professional employees and retaining quality hires.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:33:58 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: arosenbergmain@unr.edu

Name: Andrew Rosenberg-Main

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL
EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a Reno resident and voter. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost of living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:02:12 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: catherinep@unr.edu

Name: Catherine Pollard

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA Vote

In Favor / Opposed / Other: In Favor

Comment:

My name is Catherine Pollard, and I am the Music Education Coordinator at UNR. I would like to voice my support for Option A, which would result in an 11% COLA for NSHE faculty. Option A addresses both high inflation and the lack of adjustments over the past decade. Not only will the full 11% COLA bring inflation-adjusted take-home pay for faculty back to FY2015 levels, but it will also promote faculty retention, enhance the student experience, and prevent course section closures. Faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. I, among other faculty, understand the need for shared sacrifice and support the proposed delay of Option A, as long as it means the full 11% is ultimately added to base salaries.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:05:41 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: shirley.johnston@csn.edu

Name: Shirley Johnston

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Upcoming Vacancy in the Office of President, CSN

In Favor / Opposed / Other: In Opposition

Comment:

I'm writing to you about the item on your Thursday afternoon agenda regarding the recommendation of Dr. James McCoy as Interim President of CSN— I'm teaching at that time, so am unable to attend the meeting in person. I respectfully disagree with the appointment, partially because I believe that the Board should be considering an Acting, not Interim, president for the college and partially because I don't believe that Dr. McCoy is a good choice for either an Interim or Acting President.

Many of the faculty have expressed the desire for someone outside of CSN's current administration to be appointed as an acting president to look at the lack of consistent enforcement of policies and rules by current administrator— coming in with a new broom is a comment I've heard expressed. I agree with this sentiment, I've taught at CSN since 2003 (full-time since 2008) and have to say that I've never seen employee morale as low as it currently is at the college, and much of it stems from inconsistent decisions made by administration about enforcing policies.

As for the decision to appoint Dr. McCoy, I have two major concerns: his lack of support for shared governance and the protests about his appointment that come from Black faculty members at our school. There has been a consistent demand from faculty for administrators who respect and cultivate shared governance, so I believe that supporting that tenet should be a requirement in a candidate for the college presidency. Secondly, the accusations made by Black faculty at CSN, who I respect, about racism is an absolute red flag. As a historian I'm well aware of Las Vegas' racist past and I think we should be mindful of our location and our

desire as an educational institution to foster positive relationships among our very diverse population.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:18:54 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: eric.nystrom@gmail.com

Name: Eric Nystrom

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18 – Cost of Living for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am strongly in favor of Option A, including both the 11% COLA and the 5% student fee increase. While regents are understandably wary about raising the cost of tuition, our student fees are some of the lowest in the nation for a research university experience. It is critical to retain good faculty to fulfill our research and land grant missions. Falling further behind our peers only erodes our ability to deliver what is needed by the people of Nevada. Please approve Option A. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:23:25 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: aobrien@unr.edu

Name: Amy O'Brien

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Please support the full 11% COLA (Option A). Our faculty does so much for student well-being. As a member of Counseling Services I see my colleagues work tirelessly as they care for the emotional and social wellness of students from every walk of life. The cost of living adjustment will address high inflation and lack of adjustments over the last decade, which will support my colleagues in maintaining their own well-being, that ultimately benefits our students.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:27:10 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jwebber@unr.edu

Name: James Webber

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Cost of Living Adjustment for NSHE faculty

In Favor / Opposed / Other: In Favor

Comment:

Thank you for the 12 percent COLA approved this summer. I'm writing in support of the additional 11 percent COLA being considered. For the last 11 years, I've taught students from the first year to the doctoral level. When these students leave my classes, they are prepared to write in their majors and programs, in workplaces and professional settings, in graduate school, and as faculty. Many of my undergraduates express an interest in attending graduate school and becoming researchers, teachers, and administrators in public universities like UNR. When these students ask me about going into an academic field, they want to know whether they can make a living if they must spend 6-8 years out of the income stream, move across the country, and fund some of their own professional travel. When I explain where my salary began 11 years ago and where it is now after tenure and promotion, students have been surprised to learn how little our salaries change over time. After having these conversations, very few undergraduates see potential in academic careers. My concern here, then, is not only my own, but that of students. The message our state sends to its most promising young scholars has been clear: the cost of living is on you.

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

Jim Webber
Associate Professor of English

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:08:16 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: honjasw@unr.edu

Name: William S Honjas

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL
EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a Reno resident and voter in the Board of Regents District 10. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost of living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:28:34 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: brookewagner@unr.edu

Name: Brooke Wagner

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 18: Option A: COLA for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

In favor of Agenda item 18: Option A: the full 11% for professional employees beginning in October 1, 2024.

The university has long been under industry standard for pay across the board, and it is time to increase the pay to meet industry standard as well as the ever increasing skyrocketing costs of living in our area. The standard salary for a UNR administrative faculty who is under 10 years with the university is not enough to make the mortgage on a standard home in Reno under current percentage rates and real estate costs. Our staff deserve and need more than this, and deserve a cost of living adjustment. Our departments and projects hemorrhage individuals who can no longer sustain this way of life due to rising pressure and costs all around us. The faculty who work tirelessly for the students and individuals of our state, deserve the approved COLA as voted on by the Legislature for the FY24 fiscal year. The project I currently work for interacts and supports school districts and students across our entire state. Our reach is immense, and the work we do is critical in this time of mental health crisis and need. I give so much time to this work, and I love what I do, but it is a cost to my family to sustain this work. Personally with the time I give, and fiscally with the inability to barely maintain a household under current conditions. It is past time for the employees at this great institution to have the same level of pay and respect as the executives hired at disproportionate compensation levels. Respect and proportionate pay for ALL employees, not just executives and coaches of the great sporting teams located here. Continuity of staff and learning will benefit all: the university, the staff, and the students. The time is now to make a change that allows for more equity in compensation for all employees at this institution.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:29:52 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: akuhlman@unr.edu

Name: Aspen Kuhlman

Representing someone other than yourself?: Joan Atkins, Mikeal Carver, Joshua Hogan, Cory Jennings

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 3

In Favor / Opposed / Other: In Favor

Comment:

Hello, my name is Aspen Kuhlman, and I am an Administrative Faculty member at the University of Nevada, Reno. I'd like to express my concern for not fully funding the 11% Cost of Living Adjustment (COLA) for FY25.

Of the 43 individuals I reached out to in the Facilities Services department, at the University of Nevada, Reno, 11 responded, including myself, and agree that they would like to see an 11% COLA. In addition to choosing the 11% COLA, with a delay if necessary, the following was communicated in their responses:

- It is disappointing that the merit is targeted for elimination in FY25 as this is effectively a 1% COLA reduction.
- It would be preferable to keep merit in FY25 and delay the COLA implementation another month or so to offset the cost, if possible.
- After transitioning from Classified to Administrative Faculty, the lack of a merit increase for several years, not being properly communicated beforehand, was a hardship so it is sad to see COLA wipes out merit so soon after it was reinstated.
- After crunching the numbers, it takes 22 months for the 11% COLA, if there is a 3-month delay, to break even with the on-time 9.5% COLA.
- The 11% COLA would put employees at a higher footing for future COLAs and merits.
- There is more to gain in the long run for long-term employees with the 11% COLA.
- The 11% COLA seems like a better option for employee and retention.

As COLA is not a raise but rather an adjustment that addresses high inflation and the lack of adjustments over the past decade, funding the 11% COLA is not only necessary for living in our region but for attracting individuals to our region. The 11 individuals represented here do understand the need for a shared sacrifice, and support the delay of adding COLA to our paychecks, as long as it means the full 11% is ultimately added to base salaries. Faculty members deserve to be treated the same as other state employees, whose salaries are benefitting from the 11% COLA, on-time, in FY25.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:38:30 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jprisbrey@unr.edu

Name: Jody Prisbrey

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLAs and UNR budget issues

In Favor / Opposed / Other: In Favor

Comment:

I'm asking you to please vote for a full 11% COLA increase in 2024-2025 to help our staff afford to work at our university.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:47:20 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: austinp@unr.edu

Name: Austin Pratt

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Hello, my name is Austin Pratt, Manager of University Galleries at UNR. I write to urge support for the "Option A" of an 11% salary increase for professional employees for the FY2025. It is an important decision to keep cost-of-living rates relevant and competitive. Thank you for your time and efforts.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:53:11 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: xzhu@unr.edu

Name: Xiaoshan Zhu

Representing someone other than yourself?: Myself

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for state employees

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

Comment:

Please consider approving an 11% cost-of-living adjustment (COLA) for all professional employees for FY2025.

When I was in various grant review panels, by looking into their salaries/budgets in the proposals, I found that my salary is much lower than my peers' in the same ranking.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 12:10:27 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: dmcook.ski@gmail.com

Name: Daniel Cook

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 18

In Favor / Opposed / Other: In Favor

Comment:

I am faculty at UNR and I urge the Regents to vote for Option A, the 11% adjustment. I was recruited from another state in 2006 when our salaries were nationally competitive, and since then I have raised a family here, and relocated my retired parents here. I agree with the Regents and the Legislature that the state should invest in the students, staff, and faculty of higher education institutions. The recent legislature recognized the erosion of salaries at NSHE, even while NSHE is surely a major contributor to Nevada's economic development. With the state economy in recovery, the cost-of-living adjustments are a necessary course correction that will help recruit and retain excellent people to serve the state. NSHE has unfortunately lost good people to other states in the last ten years, and we face various chronic revenue challenges. The 11% COLA for FY 24-25 will bring us closer to 2015 levels. Other parts of the comprehensive salary-and-benefits packages were not addressed last session, so the COLA will help restore total compensation. In the long view, our compensation structure needs to be competitive in the region and nation, with the goal that we reach our full potential to improve Nevada.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 12:11:27 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: cweidinger@tmcc.edu

Name: Corina Weidinger

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: General Public Comment

In Favor / Opposed / Other: In Favor

Comment:

As a faculty member at TMCC, I am writing to respectfully ask that you support the full 11% COLA (option A) for NSHE employees. Low, non-competitive salaries negatively impact our program and the student learning experience. We have had over the last few years many faculty members leave TMCC and Nevada as a result. Faculty at TMCC are dedicated to students' well-being and academic success. The 11% adjustment addresses high inflation and the lack of adjustments over the past decade. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. Faculty understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks as long as it means the full 11% is ultimately added to base salaries. Even after the 5% increase, average student fees at NSHE will be among the very lowest for public higher education in the 50 states. Finally, faculty members deserve to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025. Thank you so much for all you do.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 6:46:06 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: ejennings@med.unr.edu

Name: Enid Jennings

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

I'm writing to encourage the Board of Regents to adopt the full 11% COLA. I am teaching faculty at the University of Nevada, Reno. I have taught thousands of students in my tenure. I hope that in their chosen careers they are paid fairly for the work they do. It is unfortunate, that we have not. In my prime years of productivity and earning I continue to take home less pay and the same goes for all faculty except a few highly paid individuals and administrators. We make far less than universities of similar status. It is time to invest in your most precious resource, your humans.

Thank you for your consideration,
Enid Jennings, School of Public Health

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:05:25 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: adam.young@wpcnvadmin.com

Name: Adam Young

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 11

In Favor / Opposed / Other: In Favor

Comment:

My name is Adam Young and I am superintendent of the White Pine County School District. I am writing in favor of appointing Dr. Amber Donnelly as interim president of Great Basin College.

The WPCSD has had a very important and robust relationship with GBC for many years. The graduating class of 2023 saw nearly 20% of district seniors graduate with an associate's degree and more than 80% with some sort of dual credit.

Dr. Donnelly has visited Ely on multiple occasions during her tenure at GBC. She was instrumental in bring the community a bachelor's of nursing program in recent years, filling a drastic need in the community. I found her to be a leader who listens to all perspectives, carefully considers the best course of action, and then takes decisive action. Most importantly, as already stated, I found her to be very responsive to GBC's offerings in White Pine.

I encourage you to approve Dr. Donnelly's appointment as interim president.

Sincerely,

Adam Young
Superintendent

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:45:57 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: gabe@seismo.unr.edu

Name: Gabriel Plank

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL
EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a Reno resident and voter in the Board of Regents District 11. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost of living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 12:43:03 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: shellie.keller@csn.edu

Name: Shellie Keller

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: UPCOMING VACANCY IN THE OFFICE OF PRESIDENT, CSN

In Favor / Opposed / Other: In Favor

Comment:

this is a statement in favor of Dr. James McCoy being appointed as interim President at CSN. I attended the recent meeting at CSN regarding the CSN presidential search and stated my preference for an acting president and national search. With that stated, I am in favor of Dr. James McCoy being appointed as interim President at CSN. I have worked with Dr. McCoy for a long while. He's been my direct supervisor as a part-time instructor when he was lead faculty in Communication and as Director, Centers for Academic Success when he was AVP, Academic Success. I've worked on many projects with Dr. McCoy and highly regard him as a top notch individual and leader. He is a competent and ethical leader. He's works to achieve our mission with an inspirational purpose. If we are to have an interim President, Dr. James McCoy is the number one choice from my perspective.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 12:52:50 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: eric.moreau@csn.edu

Name: Eric Moreau

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item 12

In Favor / Opposed / Other: In Favor

Comment:

Dr. James McCoy should be appointed Interim President of the College of Southern Nevada and be considered for the permanent position in any search process. My support comes after more than 20 years working with Dr. McCoy as a colleague, a member of the Department of Communication and in his work in administration with CSN and NSHE. His dedication and understanding of our system is critical to ensure a smooth transition to the next administration.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 1:01:53 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: adam.csank@gmail.com

Name: Adam Csank

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS

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

Comment:

First of all, I would like to thank the regents for supporting the 12% COLA for FY24, that went a long way to addressing the salary compression that has happened relative to other institutions. Although that may seem substantial that increase, with the rising costs of everything that COLA has not brought us to parity with our peer institutions and has certainly not kept up with inflation.

I would like to that say that although I am fully in support of Option A (the delayed implementation of the 11% COLA). I have very real concerns about the implications of this given that, at least at UNR, the costs of implementing both COLAs have come at the expense of staffing. The continuing losses of Faculty and Staff without any replacement of positions means that although we are getting paid more Faculty and staff are also picking up extra work to make up for lost positions. Is it really a pay increase when you are doing more work to earn that extra pay? The Universities have worked hard to attain R1 status, yet only 40% of the average faculty job is research. With lost colleagues faculty are having to teach more and take on extra service responsibilities while at the same time staffing for assistance with service and research has been lost. Student's today are also demanding much more from their faculty in classroom instruction. This is not a bad thing but it does require extra work. Faculty are burned out and overworked and although extra pay will help it won't if it comes at the expense of colleagues and faculty and staff will continue to leave to seek better work-life balance.

This problem will only get worse. Faculty are not interchangeable. If we loose faculty in an area of instruction critical to workforce development that expertise is not only lost but our enrollments WILL decline and the situation will only get worse. It is a zero sum game.

I therefore respectfully request that the BOR find a way to not have the COLA come at the cost of staffing.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 1:55:14 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: kelleyminer@unr.edu

Name: Kelley Miner

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for state employees

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of the COLA increase as I am a state employee that is barely making it. As I write this I have 35 cents in my bank account to make it until the end of the month. I can barely pay my bills on my coordinator salary which is an admin faculty position at UNR. I implore you to pass this so we can make a living wage, as I am afraid more people will be leaving the University for more profitable positions if there is no increase in wages. I thank you all 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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 1:55:32 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: codyhunter@unr.edu

Name: Cody Hunter

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR
PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

As a faculty member at UNR, I wholeheartedly support Option A and recognize the necessity of and support the decision to delay adding the COLA to our paychecks, as long as it increases base salaries by the full 11%, which brings us back to FY2015 levels. This COLA is essential to retaining the high caliber faculty that we currently have and to recruit and retain other talented faculty members. This will help our university provide students with the variety of high-quality courses they deserve and which they need to succeed in the future.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:07:45 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: colleen.harrington@csn.edu

Name: Colleen Harrington

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 Agenda Item 18 COST-OF-LIVING ADJUSTMENTS FOR
POSSIBLE ACTION FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I request the Regents support the full 11% COLA effective July 1, 2024. To deprive professional employees of the full 11% sends the message that professional employees are the only ones who need to sacrifice. Community College faculty salaries were ignored in the last salary schedule update and some were overlooked in equity studies for which no one has addressed in two years. If the system cannot afford to compensate all employees equitably, especially the faculty, then perhaps it is time to take a closer look at the budgets that prevent this.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:14:09 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: colleen.harrington@csn.edu

Name: Colleen Harrington

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 22. ANNUAL SALARY SCHEDULE UPDATE

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

Comment:

I urge the Regents to consider that a 10% NSHE salary schedule update does not address the community college salary schedule that has not been updated in 10 years. By awarding 10% across the board the community college faculty are left out of equitable compensation. In addition, to fund this, yet deny faculty the full 11% effective July 1, sends a message that once again faculty are not valued.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:28:02 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: marcus.hooker@csn.edu

Name: Marcus Hooker

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 12

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

Comment:

I would like the Board of Regents to vote for the full 11% COLA beginning. I am a new hire and did not receive last year's COLA. In order to bring my salary up to the level of my colleagues and in order for Nevada to be a competitive place to work, the Regents should approve the full 11%

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:31:25 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: drjodiebarker@gmail.com

Name: Jodie Barker

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for NSHE professionals – FY2025

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents,
I hope that you will support us – dedicated NSHE professionals – and vote in favor of COLA salary increases.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:39:42 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jamiepalmerasemota@gmail.com

Name: Jamie Palmer

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Vote Yes on Full 11% COLA for faculty

In Favor / Opposed / Other: In Favor

Comment:

As we continue to work to improve education across our state, we simply cannot afford to lose more of our talented faculty and staff due to wage stagnation. This wage stagnation is an exception to both the raises the state has applied to other state employees as well as the high salaries for executives within NSHE. Therefore, NSHE faculty members are simply asking to be treated the same as other state employees, whose salaries are being raised 11% automatically in FY2025 as part of the cost of living adjustment. In fact, the full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels.

Non-competitive salaries lead to faculty and staff burnout, low retention and retainment, and as we have seen over the last few years, the great resignation. Help and support us, NSHE faculty, to keep moving education in Nevada forward by voting yes to the full 11% COLA. And by moving forward, I mean continuing to do innovative teaching and research that not only prepares students to be competitive and prepared for the globally competitive workforce, but also helps to address the critical needs of our great state. Nevada State faculty prepare the next generation of teachers, nurses, business professionals/entrepreneurs, and community leaders. Investing in us is an investment in the future of our state.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:47:31 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: bob.manis@csn.edu

Name: Robert Manis

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda item 18, Option A

In Favor / Opposed / Other: In Favor

Comment:

I strongly urge adoption of Option A the delayed full 11% COLA raise for professional employees. The reasons are many: competitiveness In hiring, retention of junior faculty, morale etc. Additionally, many faculty have had to delay retirement due to long standing absence of raises – which means that part of the cost will be offset as older faculty will be more swiftly able to afford to retire.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 3:01:52 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: salquist@TMCC.EDU

Name: William Alquist

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18 Option A

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

Comment:

Yes for Option A for COLA payment

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 3:28:55 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: davisbm76@gmail.com

Name: Ben Davis

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 24/25 NSHE COLA

In Favor / Opposed / Other: In Favor

Comment:

Thank you Regents for approving the unprecedented FY 23/24 COLA for NSHE Faculty. It has made a difference in all of our lives. The current status of the US economy, including housing and rental markets, food, and gasoline in regards to inflation has forced many of the NSHE faculty into a "just getting by" mode of life. Personally, the 23/24 COLA allowed me and my family to just get by, but better off than before having to use credit for critical purchases like food and gas by the end of the month. Please consider approving the 24/25 COLA for NSHE faculty. It is needed to maintain a high level of student success and faculty retention. Thank you.

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

--

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 3:58:48 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: kdugan@tmcc.edu

Name: Kevin Dugan

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY2025 Cost of Living Adjustments for Professional Employees, Option A

In Favor / Opposed / Other: In Favor

Comment:

Dear Members of the Board of Regents:

Thank you for your openness to hearing public comment.

This statement is to strongly support "option A" in the agenda item referenced above. As the Board knows, NSHE faculty have long gone without COLA adjustments and have fallen behind not only being competitive in the job market with other state university systems, but also in retaining especially younger faculty hired during these years of COLA freezes. This problem is compounded when considering the increased cost of living and real estate in the Nevada along with higher inflation rates as of late, further adding to the decreased economic power for NSHE faculty. To maintain a high quality system of higher education, it is imperative that NSHE is not only attractive to new faculty hires, but also that we retain high quality faculty after they join us.

I have been a faculty member at TMCC for over 30 years and have seen many junior faculty either question whether they will remain due to lowered economic power, or in many instances, did in fact leave NSHE pursuing other opportunities. Last year's 12% COLA was a welcome change that influenced the feeling faculty have in their standing greatly, and maintaining that momentum with an additional increase this upcoming fiscal year of 11% starting in October 2024 will go far towards these goals as well.

Although on the surface it may seem my comments have a self-serving function as I am

currently employed in NSHE, my concern is mainly about colleagues who have arrived in more recent years and have been financially stalled and discouraged. I'll be retiring in not too long and these COLAs will benefit the more recently added professionals and faculty over senior members.

Thank you again for considering these comments.
Best Regards, Kevin J. Dugan, Ph.D.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:41:12 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: rbrandani@nevada.unr.edu

Name: Ryan Brandani

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL
EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I am a Reno resident and voter in the Board of Regents District 9. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost-of-living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 2:59:33 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: lindagannon@cox.net

Name: John and Linda Gannon

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item #18 – Option A

In Favor / Opposed / Other: In Favor

Comment:

Our Henderson household has two faculty members with a combined 40 years of service to CSN. Like many of our colleagues, we came to Nevada from another state in part because there was an established salary scale with steps and incentives for longevity and for continuing our education. Over the years, we have seen the salary and benefits package devalued; this has affected both retirement plans for faculty as well as the ability to attract and retain many high-quality candidates. We support Option A to keep our pay in line with other state employees and NSHE administrators. These past few years have been extremely challenging for faculty: While we love teaching and our students, many of us feel like we are working harder for less, particularly at the community college where the needs are great and the stakes are high. Please show us that you value the work we do by awarding us a fair compensation package. Thank you for your time and 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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 3:38:24 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: vanessa.mari@nevadastate.edu

Name: Vanessa Zoe Mari

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

I have been at Nevada State University for 6 years and during those years I have witnessed how prices have increased in the valley to the point where I have had to take on multiple jobs. When I first moved here, I rented a three bedroom house for \$1250, now, that won't get you a studio apartment. As the cost to live here continues to rise, we need out salaries to match it. Giving a 11% COLA shows that you support education. It shows the faculty and staff that they are valued and it incentivizes us to continue our journey

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 3:50:17 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: leila.pazargadi@nevadastate.edu

Name: Leila Pazargadi

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 11% COLA vote

In Favor / Opposed / Other: In Favor

Comment:

I urge the BOR to vote in favor of granting the full 11% COLA to all affected NSHE employees. Between rapidly-rising costs and the lack of COLA adjustments these past few years, many faculty members are living paycheck to paycheck. I'm an English faculty member with a lower salary, who has been teaching at Nevada State since 2012. In that time, I've had very few COLA adjustments to keep up with the high costs of living in Southern Nevada. COLAs aren't raises and they aren't merit bonuses – rather, they are critical adjustments that are intrinsic to keeping roofs over our heads and food on the table.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 3:52:09 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: maira.francohernandez@nevadastate.edu

Name: Maira Franco Hernandez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY25 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I am in full support of the full 11% COLA for all professional employees in NSHE starting on July 1st, 2024. Low, non-competitive salaries have negatively impacted NSHE as a whole but especially Nevada State University which in particular has low retention rates for professional employees. Constant changes in staffing due to non-competitive pay makes work more challenging, time consuming, and frustrating for other professional staff within a department and can lead to negative student learning experiences because of academic faculty staff changes or administrative faculty staff changes in student facing departments. Again, this 11% COLA increase would only be adjusting for the high inflation and lack of adjustments for the past few years, but it would give us employees back some buying power and the ability to fully focus on our positions instead of needing to find second jobs or better paying jobs to make up for the new, high cost of living. I urge you to please listen to your employees and our needs.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 4:18:18 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mjohnsonolin@tmcc.edu

Name: Martha Johnson-Olin

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item 18: 11% Colas for Faculty

In Favor / Opposed / Other: In Favor

Comment:

Faculty must receive the full COLA offered by the state. Since 2019, rents in Reno have risen nearly 10-20% every year. Homeowners insurance has risen 10-30% every year. Our salaries are not keeping up with inflation, and with the cost of everything go up since the pandemic, faculty must receive these adjustments.

NSHE institutions cannot attract strong faculty given the low salaries, and existing faculty are researching jobs in industry as a back up plan for when Reno and Vegas become too expensive.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 4:42:37 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: tsimpleannette@gmail.com

Name: Annette Lord

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item 12

In Favor / Opposed / Other: In Favor

Comment:

I am writing in support of Dr. James McCoy's appointment to Interim President for the College of Southern Nevada. He has years of experience, is knowledgeable of processes, is well-spoken and very well-liked by almost all of the CSN community. It is unfortunate that many years ago he said something distasteful and offensive. Who among us has never said anything wrong? Or tried to be funny and failed? Who HASN'T said things we regret? If everyone here is honest with themselves, we know that we are all flawed and deserve grace. Maya Angelou said this: "Do the best you can until you know better. Then, when you know better, do better." I think Dr. McCoy has done a great job doing better, and I look forward to his taking the reins when President Zaragoza retires.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 4:43:27 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: rmarston@tmcc.edu

Name: Ron Marston

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda item #18: FY2025 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Please approve either COLA option, for the sake of NSHE students. The 5% student fee increase will ensure the highest quality of instruction through attracting and retaining the best faculty. A 5% fee increase is a small cost to the students compared to the benefits they will ultimately receive in the classroom.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 4:47:38 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: talleyk@unr.edu

Name: Talley Kayser

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR POSSIBLE ACTION FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

I write to urge the Board to approve the full 11% COLA increase for faculty.

As a newly hired Assistant Teaching Professor at UNR, I am dismayed by the financial stressors I have faced this semester due to the high cost of living in the Reno area . . . and dismayed to learn that my hardworking, high-talent colleagues have been laboring under these same stressors for a decade. The fact that a full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels is a clear indicator that this adjustment is long overdue.

Regarding the appeal to shared sacrifice, I urge the board to consider whether rank-and-file NSHE faculty have been sacrificing, disproportionately to other personnel and projects, for several years. For example, the Nevada Faculty Alliance has reported that, during the severe budget cuts of FY2022 and FY2023, UNR created upper administrator positions with new titles and meted out ad hoc administrative raises, to the tune of \$2M per year. The NFA also reports that from November 2021 to November 2022, 71 executive and administrative staff received raises over 10% with no change in title (compared to a 1% COLA). And even when increased funding per the State Operating Budget becomes available, living wages for NSHE employees appear to be low-priority: NFA notes that, rather than supporting personnel, the increases in UNR student registration fees in FY2024 (2.5%) and FY2025 (1.9%) were largely diverted into capital improvements (new buildings).

I specifically sought out a position at UNR because I love this state and its people. It is disheartening to recognize, after only a few months as a Nevada resident, that I cannot envision financial stability in this role. An 11% COLA will make a material difference to thousands of Nevada educators, including some who have labored through adversity for years. Offer us the same basic support as all other state employees—and through us, support Nevada students and Nevada's future.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 4:54:47 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: pam.call@nevadastate.edu

Name: Pamela Call

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA

In Favor / Opposed / Other: In Favor

Comment:

Dear Members of the Board of Regents,

I am writing to express my support for the proposed 11% Cost of Living Adjustment (COLA) increase for employees within the Nevada State Higher Education (NSHE) system. With 12 years of experience as a Distinguished Lecturer in the School of Nursing at Nevada State University and years of experience as a professional registered nurse, I am acutely aware of the evolving landscape of nursing compensation and its impact on our department. In recent years, salaries for nurses have seen substantial increases. This has resulted in some attrition within our school of nursing due to enticing job offers in other sectors. This phenomenon has also challenged our ability to attract experienced nursing faculty members.

I sincerely appreciate your thoughtful consideration of this request and strongly urge you to cast your vote in favor of the 11% COLA increase. This decision is not only just but also essential to ensuring that NSHE can continue to attract and retain exceptional talent and maintain the high standards of education that our students deserve.

Pamela Call

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 5:19:11 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: lvsawyer@hotmail.com

Name: John R Sawyer

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item #18 · Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

In Favor / Opposed / Other: In Favor

Comment:

CSN faculty are the front line in helping a large percentage of young Nevadans break through the Covid lockdown malaise which hampers our population from facing and succeeding in reaching their full potential as accountable and contributing adults in Nevada. Please restore my salary buying power to fiscal 2015 levels by voting for "Agenda Item #18 — · Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024." To attract, recruit, and retain the better faculty job candidates, entrepreneurs, businesses and organizations, you must commit to funding education so to increase Nevadans' skills, knowledge & employability: YES—#18 Option A. Thanks!

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 6:41:23 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: rabrahamian@unr.edu

Name: Ryan Abrahamian

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

My name is Ryan Abrahamian, and I am an Academic Advisor for the College of Engineering, at the University of Nevada, Reno. I am writing in support of Option A for the full 11% COLA for NSHE faculty.

Over the course of the past year, our advising team of 8 has gone down to 6, as 2 of my coworkers resigned from their positions. In both situations, they left to pursue other opportunities where they were offered a more competitive salary. We have struggled in recent years to retain full time professional staff members, with salaries being a major factor into these decisions. Our staff works incredibly hard to provide high quality, individualized, personalized, and detailed work to keep our students on an efficient timeline to graduation.

As a current Administrative Faculty member that has worked for the institution in various positions for over the past 12 years, this COLA addresses both high inflation and the lack of adjustments over the past decade. On a personal note, with my rent due to increase early next year, this COLA will help ensure that I am able to continue living and working in the Reno/Sparks area.

As an alumni of the University of Nevada, Reno, I care deeply for UNR and the work that myself and my colleagues perform daily for our students. Providing this 11% COLA will keep us aligned with my colleagues in other state agencies where they are guaranteed their 11% COLA's in FY25. Because of this, I fully support Option A.

Thank you in advance for considering my public comment on this very important issue.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 6:47:44 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: m.m.halstead@unr.edu

Name: Mariam Halstead, LCSW

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for FY2025

In Favor / Opposed / Other: In Favor

Comment:

Hello,

I am a UNR employee who is passionate about serving our students in my capacity as a therapist, and proud Alumni of UNR.

I wanted to reach out to voice my opinion and urge the Board of Regents to approve option A, an 11% COLA for FY2025 when that comes to a vote this week. This would mean so much to the well-being and moral of state employees, allowing us to in turn best serve our students and the University at large. Our students have evolving and complex needs that require on-going dedication, effort, and innovation. Thank you for helping us ensure we can continue to do this important work!

Best,

Mariam Halstead, LCSW
UNR

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 7:16:55 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: tenera.sanders@csn.edu

Name: Tenera Sanders

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Approving an 11% COLA for FY2025

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of Option A, awarding an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 8:44:53 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: roselyn.tomasulo@csn.edu

Name: Roselyn Tomasulo

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda item #18

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

Comment:

There seems to be a lack of respect for education in this state. Pertinent to the issue of faculty salaries in this matter, they are insultingly low and do not reflect the amount and quality of education we provide. The salary at CSN for nursing faculty is embarrassing. I try to recommend nurses to apply and they are shocked by the salary. UNLV, and Nevada State have less workloads and receive higher salaries. The inequality in the NYSHE institutions named is ridiculous and has been supported by the administrators. CSN enrolls over 100 students, highest enrollment of the college and is the backbone. We do not receive the respectful compensation and it is reflected by CSN inability to attract new faculty, we are over our workload each semester. In addition, smaller programs, i.e. ultrasound tech receive more IUs for courses and coordination with less than 10 students and nursing who have 100 in a class and we receive fewer IUs, and have to fight for coordinator IUs for over 100 students with lecture, lab and clinical. The lack of fairness and respect is obvious. We are obliged to maintain 15 IUs while Nevada State and UNLV are required to have 10-12. How is that equal and who allows this inequality to continue year after year. Rhetoric, it is the administrators, vice president and dean, our supposed leaders who should advocate for us. They allow this to go on. As someone who has worked in other states, it is transparent that you do not value the CSN nursing program and what we do to prepare future nurses in this community. Administration sees our dedication and caring and utilizes those admirable characteristics to keep our work load high and salaries low. I am a 20 year seasoned professor, with a masters degree and certification, and my initial salary is 60,000. The same salary I received in Kentucky 20 years ago where the cost of living is lower. Fighting for COLA and respectable salary is ridiculous. We should have administrators in place who respect what we do.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 8:45:14 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: marianne.sebok@csn.edu

Name: Marianne Sebok, PhD, PMP

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Board Action on FY 2025 Salary Increases

In Favor / Opposed / Other: In Favor

Comment:

Dear Board of Regents,
I am submitting this written comment in support of the Option A 11% COLA award for all professional employees to begin on October 1, 2024. The 11% COLA is necessary due to the lack of salary adjustments during the past decade. Furthermore, inflationary pressures have had a dramatic negative effect on faculty salaries while administrators have consistently acquired COLAS over the years, along with their recent base salary adjustments. The disparity between faculty and administrators has never been wider. Faculty are on the front lines and continue to support our students; we deserve the 11% COLA after years of stagnant wages. Your consideration is much appreciated,
ML Sebok, PhD, PMP

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:16:05 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jmcmahon@tmcc.edu

Name: Julie McMahon

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18- 11% Cost of Living Adjustment

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents,

I am writing today regarding the cost-of-living adjustment (COLA) that will be discussed at the upcoming Board of Regents meeting on December 1st. I am an instructor for the TMCC Veterinary Nursing Program and would like to encourage you to support option #1 for the 11% COLA increase for NSHE Faculty. I am a tenure track faculty member and although I enjoy my work with students, I have taken a 23% cut in pay to be a part of the TMCC community. I struggle in the decision to stay with TMCC as there are opportunities in my career that compensate beyond what I have been offered. I hope that the BOR considers the value that each of us bring to your student. It goes beyond the classroom for your program, we form relationships and community for our students which increased student enrolment, retention and community support.

Please go with Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. I believe that 5% increase in student fees is necessary as instructors and professors within NSHE need to see that they are valued by our community and the BOR.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:25:47 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: saralindak@unr.edu

Name: Saralinda Kiser

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item 18 FY 2025 COST-OF-LIVING ADJUSTMENTS FOR POSSIBLE ACTION FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

Thank you for your service to education and your commitment to support the COLA adjustment for FY2024. Today, I ask for your continued support for NSHE professional employees in completing the historic COLA proposed by the Governor. Please vote to accept option A to award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

I understand the difficulties you face in balancing the varied needs of the institutions. Like most of my colleagues, it makes me sad that we must raise student fees. However, I also recognize the need for us to remain competitive to retain the best teachers and continue to offer excellent student services.

I am a longtime Senior Lecturer at UNR. My income is just at the state average. In my department of 10, 6 of us make less than 74K per year, and 3 of us less than 60K per year. Most of the professionals who serve the majority of Nevada's students earn less than 78K, including associate professors, librarians, program directors, instructional designers, senior lecturers, lecturers, data analysts, research professors, software developers, communication officers, laboratory directors, teaching associate professors, recruitment specialists, web developers, student housing faculty, psychologists, controllers, development and fundraising specialists, senior engineers, veteran's services directors, safety personnel, even head coaches. Professional NSHE employees comprise a diverse class of workers with a wide salary range. We face the same financial stressors as other state employees and wish to be treated the same. Most of the personnel listed above have 12-month responsibilities to contribute to the health of our institutions, our state, our country, and the planet. Please fund the FY25 11% COLAs to

return our purchasing power to 2015 levels and help us to continue to serve the people of Nevada with the best we have to offer.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:30:16 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: mark.taormino@csn.edu

Name: Dr. Mark Taormino

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item #12

In Favor / Opposed / Other: In Favor

Comment:

Please appoint Dr. James McCoy as the Interim President of CSN. James has proven over the years to be a strong leader and is well respected among the CSN faculty. He is someone many look up to for guidance and support and is always very supportive when approached. His academic and organizational expertise are well suited to him guiding the institution. James will be a President that is approachable, listens well, and communicates effectively to staff at all levels. This is a great opportunity for CSN to fill this role with an exemplary and well qualified person. I urge the board of regents to move forward and appoint Dr. James McCoy as the Interim President. Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:43:14 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: seusden@unr.edu

Name: Spencer Eusden

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Cost of Living Adjustment

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

Comment:

Please fully fund the proposed Option A 11% COLA for NSHE employees. As an administrative faculty, I love the work I do at UNR serving Nevadans. However, as the costs of living in the greater Reno area have soared in recent years, my partner and I have struggled to find a pathway where we could purchase our first home and start a family without changing careers or moving elsewhere. By funding the full 11% COLA, the Board of Regents can show their support for the impactful work my NSHE colleagues do across Nevada.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:44:54 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: hammettreno@gmail.com

Name: Julia Hammett

Representing someone other than yourself?: Myself

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 18 regarding COLAs

In Favor / Opposed / Other: In Favor

Comment:

I have been a teaching faculty member at TMCC for 27 years ago. I ask you to select Option A for our COLA increase.

Since right before the Great Recession our salaries have been stifled. Until then we got a very modest COLA bump every single year. Then our salaries flatlined and we lost our tiny annual COLAs. A few years thereafter we also had to suffer a furlough. In other words, my take home pay is significantly less now, in relation to the cost of living, than it was when I was hired. We essentially make less every year because of this loss of an annual cost of living increase. We finally did get one makeup COLA but it's not near enough to recoup what we've lost over the years for simply being loyal, hard-working employees of NSHE.

At the same time, because salaries have flatlined, beginning salaries have not changed over the years either. Many faculty who began teaching in recent years are having an extremely difficult time even staying in Nevada.

Now we are teaching students who have new challenges due to the pandemic. Many are way behind their peers of a several years ago in terms of their college prep skills, and in many cases, their emotional maturity. We faculty are doing our best to take these new challenges in stride, helping students catch up to grade level, so they are ready to transfer to 4-year schools or obtain jobs. For example, I have more students sharing their personal problems, and I'm

spending more time helping them to write a basic research paper in my 200-level courses. We're all doing our best to help them succeed.

I strongly urge you to select Option A because it provides a more substantial COLA to all faculty. I appreciate concerns about increasing student fees, however, of all the reasons I have heard over the years for raising student fees, this one most directly supports all our students.

Thank you for your time and consideration. Respectfully, Julia E. Hammett, Ph.D.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 9:50:16 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: john.aliano@csn.edu

Name: John Aliano

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item #18. Option #A, 11% Cola.

In Favor / Opposed / Other: In Favor

Comment:

I encourage all the Regents to support the 11% Cola increase to help retain faculty (statistics show the greatest loss is the 6 to 15 year employees), address the rising cost of living, health care, insurance and more. In addition, the challenges faced by college students with learning disabilities (the number of which has increased considerably from prior years) who need instructors who are better trained to help them achieve student success. Your support is critical and will enable faculty to meet the challenges of these times.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:02:34 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: gerald.turner@csn.edu

Name: Gerald Turner

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item #18.

In Favor / Opposed / Other: In Favor

Comment:

Being at a faculty member at CSN is rewarding, but looking at the salaries across the United States we have to be competitive and I am hoping the Respective Board of Regents votes in our favor.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:36:20 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: walter.aminger@nsc.edu

Name: Walter Aminger

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA vote at Board of Regents – Decision

In Favor / Opposed / Other: In Favor

Comment:

As a faculty member, I fully advocate for the full 11% cost-of-living adjustment of faculty salaries. Low, non-competitive salaries negatively impact our program and the student learning experience.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:44:17 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: colinsturrock@gmail.com

Name: Colin Sturrock

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 cost of living adjustment for professional employees

In Favor / Opposed / Other: In Favor

Comment:

I am a Reno resident and voter in the Board of Regents District 10. I am strongly in favor of the vote to increase salaries, in particular, I support Option A: Award an 11% COLA for all professional employees. Real salaries for NSHE Faculty have been falling in recent decades and this cost of living adjustment will still leave faculty at 90% of the Real Dollar earnings from 2009. It's imperative to implement this COLA to ensure that we can support and retain the most valuable asset of NSHE – the staff.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:50:41 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: aolszewski@med.unr.edu

Name: Abbie Olszewski

Representing someone other than yourself?: University of Nevada, Reno

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

My name is Abbie Olszewski, PhD, CCC-SLP. I am an Associate Professor in the Department of Speech Pathology and Audiology at University of Nevada, Reno. I am writing to urge you to approve the 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

Faculty are at the core of recruiting students and providing them with an excellent education at UNR.

For the past decade, I have committed to training undergraduate and graduate students to provide diagnostic and therapeutic services for children with communication disorders. Students have participated in research as a research assistant through my Building Language and Literacy Skills in Growing Youth (BLLING) Lab, gained leadership skills as a teaching assistant, and expanded their clinical skills through my Language and Literacy Development Center while serving our local community. I have also engaged our students with community partners in my service-learning course.

UNR's low, non-competitive salaries have negatively impacted our program and the student learning experience. Because faculty in our department have left due to high inflation and the lack of adjustments over the past decade, we have fewer faculty who can meet the educational needs of our students. For example, we cannot provide clinical education for our graduate students because we do not have enough faculty. This leaves remaining faculty who are

compensating to meet student's educational needs and are feeling burned out, undervalued, and looking for other employment opportunities. Although a COLA is a small token of appreciation for the work we do, it just maintains our salaries. Faculty members deserve to be treated the same as other state employees, whose salaries are increasing 11% automatically in FY2025.

I hope that you can see the value faculty have for the students, university, and the community as demonstrated by your vote to approve the 11% COLA.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:58:37 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: karen.ahern@csn.edu

Name: Karen

Representing someone other than yourself?: Ahern

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item #12

In Favor / Opposed / Other: In Favor

Comment:

I would like to express my support for Dr. James McCoy to fill the position of CSN Interim President. He has demonstrated the ability and temperament to take on the job. Dr. McCoy is an empathetic and involved leader. I have always found him to be approachable to faculty and will listen to their concerns. He takes an active interest in the success of our programs and has taken steps to support faculty in moving the college forward in its mission to provide the educational opportunities our students need to succeed.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 11:09:01 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: danmorse@gmail.com

Name: Daniel Morse

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS

In Favor / Opposed / Other: In Favor

Comment:

I urge the Regents to select option A, granting NSHE professional employees the full 11% COLA, with a delayed start of October 1, 2024. The cost of living in the state of Nevada is no different for NSHE professional employees than it is for anyone else. To treat professional employees differently would be to send a strong message that educators and the students they serve are not valued in Nevada.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 8:14:44 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: zend.lakdavala@csn.edu

Name: Zend Lakdavala

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Board item 12. Appointment of CSN interim President

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

Comment:

My name is Zend Lakdavala, Writing Specialist. I have known Dr James McCoy since 2007. He is an honorable man, one who is perfectly suited for the job of President (let alone interim). Before he took over my department, the previous department head had retained me as an emergency hire for three years. Upon hearing of this, James McCoy immediately saw to it that I and a colleague of mine in the exact same circumstances were made permanent employees. What's more, he quickly brought order and sanity to what was a decidedly dysfunctional department, and he shaped it into the tour de force it is today—Centers for Academic Success (CAS), under the wise and even-handed leadership of Dr Shellie Keller (the veritable Florence Nightingale of tutors, CSN). I have had the pleasure and distinction of interacting with Dr James McCoy, one-on-one and in meetings, and I have seen and heard him make presentations and speeches in various fora over the years, from 2007 to date. And I have never ceased to be amazed by his erudition, oratory, command of the subject matter, charisma and electrifying stage presence, his palpable passion, but most of all, by his authenticity. And through it all, that, combined with his all-too-apparent love for CSN—deep and abiding as it clearly is—make Dr James McCoy a shoe-in for not only the interim-president position but more so the future position of CSN President as well. I wish him the best of luck and total support.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 8:38:04 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: angel.clemens@csn.edu

Name: Angel Clemens

Representing someone other than yourself?: <https://nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/Agendas/2023/12-dec-mtgs/supp-mat/BOR12sm.pdf>

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Interim CSN President

In Favor / Opposed / Other: In Favor

Comment:

I highly recommend the Board to appoint Dr James McCoy to serve as the Interim President of the College of Southern Nevada and as the Future President of the College of Southern Nevada. I have known Dr McCoy since he was a part time instructor and he has made an amazing impact on the students since then, moved on up to a full time instructor, to the Chair of the Communication Department to where he is now. Implemented various programs such as the Achieving the Dream and other Student Success programs working together with dedicated departments to make a successful impact on student retention and success rates. Dr McCoy has an amazing way of communicating with students, faculty and staff in a way that make them feel there is a positive difference. I strongly believe he would be an impactful leader for the College of Southern Nevada. On another note, I would disregard the letter from Arnold Bell who disagreed with anything we say about Dr McCoy , who has continuously bombard him with the past that he may have misinterpret it the wrong way. It is a defamation of character and harassment on Arnold Bells part and should be a Title X issue, who is continuously making unprofessional acts such as sending letters to downgrade him who is making a positive difference for students, faculty and staff.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 8:52:14 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: chrissmith@unr.edu

Name: Chris Smith

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA increase for staff

In Favor / Opposed / Other: In Favor

Comment:

I am a lecturer at UNR@Lake Tahoe, asking to vote on the full 11% COLA raise. My base salary coming in is around \$50000 per year; meanwhile my rent is around \$1500 per month, and food around \$500, which takes nearly half of my current salary. Inflation has risen substantially in the last few years, and it seems like my salary has not kept up. Last years COLA increase helped, but I am still struggling to make ends meet. My understanding is there has been little COLA in the last 10 years, and this current increase brings it back to 2015 levels, which seems like the full 11% is the least that can be done for faculty. I know it is causing budget hard fall amongst UNR especially, but given that our Admin has prioritized million dollar buildings, sports teams, and their own salary raises, it seems like investing in the faculty who actually perform the mission of the institution is one of the most worthwhile things to invest in.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 9:58:30 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: miguelamartinez90@gmail.com

Name: Miguel Martinez

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18

In Favor / Opposed / Other: In Favor

Comment:

I write today to urge you to consider passing agenda item 18. The 11% adjustments for 2024-25 are truly historic and it's unlikely that the state will approve another adjustment of this magnitude for years, if not decades. The state has been fortunate that this last legislative session we witnessed historic investments in education. I urge you to capitalize on this funds by investing in the system's greatest asset – faculty and staff. The offset benefits to student's increased fees is worth the cost. As with any transitions in an institution, changes in faculty and staff come at a cost to the future of our state. Thank you for considering this agenda item and I look forward to watching the discussion and potential approval of a COLA increase.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Wednesday, November 29, 2023 10:50:41 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: aolszewski@med.unr.edu

Name: Abbie Olszewski

Representing someone other than yourself?: University of Nevada, Reno

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18. FY 2025 COST-OF-LIVING ADJUSTMENTS FOR PROFESSIONAL EMPLOYEES

In Favor / Opposed / Other: In Favor

Comment:

My name is Abbie Olszewski, PhD, CCC-SLP. I am an Associate Professor in the Department of Speech Pathology and Audiology at University of Nevada, Reno. I am writing to urge you to approve the 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

Faculty are at the core of recruiting students and providing them with an excellent education at UNR.

For the past decade, I have committed to training undergraduate and graduate students to provide diagnostic and therapeutic services for children with communication disorders. Students have participated in research as a research assistant through my Building Language and Literacy Skills in Growing Youth (BLLING) Lab, gained leadership skills as a teaching assistant, and expanded their clinical skills through my Language and Literacy Development Center while serving our local community. I have also engaged our students with community partners in my service-learning course.

UNR's low, non-competitive salaries have negatively impacted our program and the student learning experience. Because faculty in our department have left due to high inflation and the lack of adjustments over the past decade, we have fewer faculty who can meet the educational needs of our students. For example, we cannot provide clinical education for our graduate students because we do not have enough faculty. This leaves remaining faculty who are

compensating to meet student's educational needs and are feeling burned out, undervalued, and looking for other employment opportunities. Although a COLA is a small token of appreciation for the work we do, it just maintains our salaries. Faculty members deserve to be treated the same as other state employees, whose salaries are increasing 11% automatically in FY2025.

I hope that you can see the value faculty have for the students, university, and the community as demonstrated by your vote to approve the 11% COLA.

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 Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 10:56:29 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: cristina.caputo@nevadastate.edu

Name: Cristina Caputo

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Public Comment: FY25 Cost of Living Adjustments for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

As full-time administrative faculty, I am in favor of Option A as a means to fund the FY 25 cost of living adjustment for full time employees. This adjustment is essential to allowing NSHE employees to mitigate high rates of inflation from the last decade. The delayed but full 11 % adjustment supports employees who make it possible for students to thrive, persist, and graduate with degrees that impact the greater Nevada workforce. The full 11% will only restore our pay back to FY 2015 levels. Failure to do even this much, will result in more educators resigning from our state education system, which Nevada cannot afford. If we continue to offer such low and non-competitive salaries, the quality of key academic programs and student success services will undoubtedly suffer. Our classified state co-workers are ensured full cost of living adjustments for next year. If we fail to equitably adjust NSHE employees to the fullest amount, then greater compression will result between classified and faculty positions. Even after the 5% student fee increase, NSHE will still be among the very lowest in average student fees for public higher education across the 50 states. With about 35% of the state operating budgets supported by revenue from students, the reality is that it is impossible to maintain services to students if revenue does not keep up with inflation. Lastly, Executives at NSHE have been hired at high compensation levels, while salaries for rank-and-file faculty have been left behind, which is unethical. The student success outcomes of all NSHE institutions rely on the retention of dedicated, knowledgeable, and experienced educators who need your support in ensuring that our wages are adjusted to close as much of

the gap as possible that has resulted from the significant increase in cost of living over the past 10 years. Please vote for option A!

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 11:36:50 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: angela.holland@csn.edu

Name: Angela M Holland

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: UPCOMING VACANCY IN THE OFFICE FOR POSSIBLE ACTION OF PRESIDENT, CSN

In Favor / Opposed / Other: In Opposition

Comment:

Honorable NSHE Regents:

I am writing to express my reservations about the recommendation of Dr. James McCoy as the Interim President for CSN; I respectfully disagree with this appointment.

Firstly, I would like to advocate for an Acting President, rather than an Interim, which is also the position of many other faculty members. Bringing in someone with an outside perspective, on an acting basis, is an opportunity to address current issues at the college; a fresh approach; and, a chance to improve employee morale at the college.

Secondly, I would like to address my concerns with Dr. McCoy's suitability to serve in the role as Interim, or Acting President. Two issues stand out in this regard: his lack of support for shared governance, and the vocal protestations of many Black and Brown faculty members.

It is of utmost importance for administrators to nurture and uphold shared governance, in both spirit and practice. This has a great deal to do with not only the workings of a great institution, but most certainly the morale. Dr. McCoy lacks in this regard, and this likely won't change at the highest position of power. Which leads straight into the issues and concerns of race and bias that have been raised by several faculty members that cannot be overlooked. This is untenable, and will continue to bring down morale at the institution, as these are issues of listening, issues of respect, issues of shared space, and issues of making it work for everyone,

that have not been taken to heart.

To conclude, it is my belief that continuing down the same path we've been on isn't the way. We should take this moment to at least consider another approach. I urge you to reconsider the appointment of Dr. McCoy, and to explore alternative candidates who align more closely with the diversity of our institution, our principles of shared governance, and the consideration of the many voices of dissent from the faculty who work to serve the students of CSN.

Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 11:57:09 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: carolinemcintosh@live.com

Name: Caroline McIntosh

Representing someone other than yourself?: n/a

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Item #11 Upcoming Vacancy in the Office of President/Interim Appointment, GBC

In Favor / Opposed / Other: In Favor

Comment:

I fully support the appointment of Dr. Amber Donnelly as the Interim President of Great Basin College. Dr. Donnelly is an exceptional human being and leader in initiating training opportunities throughout the Great Basin College service area to meet the local needs. Dr. Donnelly has demonstrated innovative approaches to student learning and community needs. I encourage you to approve Dr. Donnelly's appointment as interim president of Great Basin College.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 11:59:16 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: Dana.Jones@csn.edu

Name: Dana L Jones

Representing someone other than yourself?: NA

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: General Item 12

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

Comment:

I oppose the nomination of Dr. James McCoy as interim President. My reasons are based on my lived experiences. In dealings with him, he has demonstrated an above average communication skills, and has a great personality. However, in most cases there has been nothing behind his words. He seems to easily be overwhelmed, avoids difficult conversations, and confused by simple concepts. He is not time efficient and continually over delegate issues which require his direct attention. I have been told by colleagues at sister institutions he does not represent CSN well.

In addition, I question how he obtained his current position. Every time we have hired someone in the Accounting Department, if the applicant did not meet the minimum requirements, they would be eliminated from the applicant pool. Dr. McCoy did not meet the minimum requirements and should not have been considered for his current position. Simultaneously at this HSI, qualified black and brown applicates were overlooked. This gives the perception that something nefarious was at play, which if true would be very disturbing. He has no experience as an institutional President. To receive on the job training at an institution the size of CSN would be bad for the faculty, administration, students and College as a whole. In contrast, Dr. Doug Sims is academically qualified, has the gravitas, temperament and track record to lead CSN into its next season.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 12:06:16 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: arnold.bell@csn.edu

Name: Arnold Bell

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 12

In Favor / Opposed / Other: In Opposition

Comment:

On October 14th 2005, Dr. James McCoy stated at a Department of Communication meeting, “Let’s paint their faces black, put them in the back of the bus and place swastikas on their arms.” To date, I have never received an official apology. As a black professional, I am gravely concerned about Dr. McCoy representing a Minority (MSI) and Hispanic-serving (HIS) institution like: The College of Southern Nevada. We can ill-afford to have a racially insensitive candidate leading one of Nevada’s most ethnically diverse post-secondary institutions. Realistically, CSN is in need of a more culturally enriched authentic leader. As stated in the (2018) National Search for the President of The College of Southern Nevada: It is important that The Board of Regents and Chancellor seek an individual with unquestionable integrity, with a commitment to diversity and inclusion, that advances the College’s commitment to a diverse faculty, staff, and student population. Dr. McCoy is not a champion of diversity.

In addition, Dr. McCoy severely lacks experience in leading an executive administrative team that can conduct a forensic audit in assessing our accreditation, shared governance, multi-campus model, financial deficit, the (2020) Sawgrass Diversity Report, questionable student enrollment and overall retention rate. In reviewing the (2018) National Search for the President of The College of Southern Nevada overall qualifications, Dr. McCoy would not meet the minimal qualifications for this position. As one of the largest colleges in the country, we can ill-afford to have an inexperienced candidate, learning on the job, at the expense of our student population. If this board fully respects its own institutional policies, when it pertains to diversity, equity, inclusion when seeking the utmost qualified presidential candidates, it is imperative that you reflect upon the words of Dr. Martin Luther King, Jr. when he stated, “The

time is always right to do what is right."

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 12:42:19 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: gunn1.elizabeth@gmail.com

Name: Elizabeth Gunn

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 18

In Favor / Opposed / Other: In Favor

Comment:

Greetings Chair and Regents:

I write in support of an 11% COLA for all professional employees for FY 2025, but with a delayed implementation date of October 1, 2024. NSHE's professional staff including the system's invaluable faculty are meritorious of this increase along with other state employees. This logical and timely cost of living adjustment, acknowledging inflation, will bring salaries into a more competitive range thereby contributing to stronger employee retention in the System yielding more stability for our state, for our institutions, and our students.

Thank you,
Elizabeth Gunn, PhD

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 1:12:24 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: smalik@unr.edu

Name: Sabina Malik

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024.

In Favor / Opposed / Other: In Favor

Comment:

Nevada is subject to brain drain, the concept that our residents will be highly educated in our institutions and then leave to find much higher paying opportunities outside of Nevada. We need to value our residents and support high quality work within our state. I want to uplift Nevada programming with my PhD from UNLV, not go and support California in becoming stronger while we are left behind in Nevada. I support awarding an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024. This is vital to keep highly qualified and productive employees in Nevada to build our own systems up and help our students grow. In witnessing how money has been given to new buildings, executive salaries, and Athletics, you have the power to fund retention of professional employees. We urge you to support your employees in building Nevada's future.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 2:33:49 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jyoti.senthil@csn.edu

Name: Jyoti Senthil

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: UPCOMING VACANCY IN THE OFFICE OF PRESIDENT, CSN

In Favor / Opposed / Other: In Favor

Comment:

This statement is in favor of Dr James McCoy being appointed as the Interim President at the College of Southern Nevada. I am working with Dr James McCoy on various Initiatives for the College, and according to me, he is an ethical, empathetic leader. Being from a diverse environment, I have been encouraged for my work, respected, and provided opportunities to be an emerging leader. His immense knowledge and expertise in Higher Education, engagement with other leaders, strategic direction, and guidance can contribute to the growth and development of a positive culture at the College of Southern Nevada. He is the leader who can bring a positive change to CSN, and I, therefore, favor Dr. James McCoy's being appointed Interim President at CSN.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 2:34:25 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: jaltherrflores@unr.edu

Name: Jenna Altherr Flores

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: COLA for state employees (Agenda item 18)

In Favor / Opposed / Other: In Favor

Comment:

Dear Regents,

Thank you for the 12% COLA approved this past summer.

That said, I urge you to vote for the additional 11% COLA for all NSHE employees for FY2025 (with a delayed implementation date of October 1, 2024). The NFA supports this plan.

This 11% adjustment is necessary to tackle high inflation, the lack of salary adjustments for many years now, and to attract and retain high-quality faculty in Nevada. This adjustment will benefit not only the faculty, but in turn will positively affect the education of students in Nevada. Additionally, in terms of fairness, it is not fair that some state employees receive the full COLA while others do not. It is a measure of the faculty's commitment to the education of our students to accept the delayed (unfair) implementation.

I encourage you to show that you value education in your state by funding the full 11% COLA.

Sincerely,
Jenna A. Altherr Flores, Ph.D.
UNR English Department

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 4:13:38 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: natalie.renkes@unlv.edu

Name: Natalie Renkes

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: FY 2025 COST-OF-LIVING ADJUSTMENTS FOR ALL PROFESSIONAL EMPLOYEES, Option A

In Favor / Opposed / Other: In Favor

Comment:

I urge the board of Regents to fully fund 11% COLA for all NSHE employees by voting in favor for Option A. We have all made sacrifices when called upon by the state during prior budget woes. We have endured furloughs and workload increases, and yet have not seen a significant enough increase to our salaries to keep up with inflation. The full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels. Faculty understand the need for shared sacrifice, and support the proposed delay of adding COLA to our paychecks, as long as it means the full 11% is ultimately added to base salaries. While no one wants to increase student fees to help account for the 11% COLA, a 5% increase in fees would help fund COLA for NSHE faculty. Even after a 5% increase in student fees, the average student fees at NSHE will be some of the lowest in the United States for public higher education. With ~35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it is impossible to maintain services to students if those revenues do not keep up with inflation. NSHE employees deserve the same salary restorations and raises as other state employees.

I myself work for UNLV in partnership with the USDA Forest Service and am Project Manager for five Forest Service projects. UNLV wages do not compare to those at the federal or private level. Our organization is losing talented workers leaving to get fair wages that they deserve. UNLV and the state of Nevada are losing talented individuals (some of the best in the field) to other organizations. Please find a way to fully fund 11% COLA for all NSHE employees so UNLV can continue to compete with inflation and private organizations.

Thank you.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 4:24:21 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: shaunfranklinsewell@gmail.com

Name: Shaun Franklin-Sewell

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 18

In Favor / Opposed / Other: In Favor

Comment:

Please vote for option B.

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Delaying the COLA implementation is a concession I am quite willing to make so as to avoid instructor and/or other layoffs, as is projected to be required at some institutions if the full 11% COLA were to be implemented with no delay or reduction and no other mitigations (i.e., without the 5% student fee increase).

For years, administrative and academic faculty had no merit increases (while classified staff did); further, our cost of living adjustments barely kept up with inflation. In fact, the full 11% COLA will only bring inflation-adjusted take-home pay for faculty back to FY2015 levels.

We understand the need for shared sacrifice and support the proposed delay of adding COLA to our paychecks as long as it means the full 11% is ultimately added to base salaries.

Even after the proposed 5% increase (if it passes), average student fees at NSHE will be among the very lowest for public Higher Education in the 50 states.

With about 35% of the state operating budgets supported by revenue from students, the unfortunate reality is that it will be impossible to maintain services to students if higher

education revenues do not keep up with inflation.

Faculty members deserve to be treated the same as other state employees, whose salaries are being increased with an 11% COLA automatically in FY2025 and whose salaries have often been increased while faculty have not.

Executives at NSHE have been hired at high compensation levels, with more frequent raises, while salaries for rank-and-file faculty have been left behind. This is not fair to faculty. The 11% COLA increase is a good start to address this disparity.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 4:53:47 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: stacy@nyecc.org

Name: Stacy Smith

Representing someone other than yourself?: NyE Communities Coalition

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: General Public

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

Comment:

I support Dr. Amber Donelli for Interim President of Great Basin College. As a member of the executive team, she has worked with President Helens and VP Rivera to move GBC forward, support our rural community's workforce challenges, and support the needs of our community's students. In her role at GBC she has a clear understanding of the education needs throughout the GBC territory. The work we do here at NyE Communities Coalition depends on a strong functioning college to support the development of our workforce and our participants needs. Dr. Donelli has the ability to successfully make this transition.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Thursday, November 30, 2023 6:38:01 PM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: Mike.whitehead@csn.edu

Name: Michael Whitehead

Representing someone other than yourself?: N/A

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Cola salary raises

In Favor / Opposed / Other: In Favor

Comment:

Hello, I'm writing in regarding the option up for vote for cola increases for next fiscal year. I'm writing to the state in favor for option one "Option A: Award an 11% COLA for all professional employees for FY2025, but with a delayed implementation date of October 1, 2024." I believe there are two factors in play here. One maintaining a livable wage in the state of Nevada. Some of the most important instructors at our schools are underpaid compared to industry. If we want to continue to serve our community and produce students who can help move many of these communities forward, we need to have quality instructors to be able to do that. To being able to attract quality candidates for open positions. I unfortunately have had the privilege of watching two very important CTE schools within NSHE lose out on opportunities for quality instructors because of salary restrictions. I will close with a statistic I heard on the news the other day regarding the Las Vegas area housing. In order to qualify for a home mortgage in the valley for a median price home, Your annual income had to be 113k. With this type of inflation, we need our salaries to help us survive.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Friday, December 1, 2023 6:50:49 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: 22, option A

In Favor / Opposed / Other: In Favor

Comment:

Others have made good arguments for option A in public comment. I will address budget issues.

1) We would all prefer not to increase fees. But if 35% of the revenue of an enterprise does not keep up with inflation, it's impossible to maintain services at the same high-quality levels. Pointing fingers at the Legislature will not retain faculty or keep course sections open. The formula funding committee is the place to enact change.

2) Every institution needs the 5% fee along with the delayed COLA to avoid larger budget cuts including position eliminations. Two institutions will still have significant cuts, but largely because of issues unrelated to the COLAs including declining enrollment and diversion of funds to other priorities. Making the decision now will give them seven months to make necessary adjustments.

3) The suspension of the 1% performance pay is not ideal. Regular merit raises are important for long-term career advancement. But merit is internally funded, at zero percent by the legislature vs 64% for COLAs, so the trade-off (for this year only) makes sense.

4) If the full 11% COLA is put in place during FY2025, it should be incorporated into future state base budgets. We have asked and heard nothing to the contrary. A lower COLA definitely can't be recouped later.

5) A future state budget crisis could cause the state to again pursue furloughs or pay cuts. But we will be in a better starting place if the 11% is awarded now.

Finally, option A is preferable because it saves more money in FY2025 but keeps the 11% in

the base budget for future state funding. There won't be another chance to do this.
Thank you for making the hard but right decision.

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

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Friday, December 1, 2023 9:10:56 AM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: aujafinley@gmail.com

Name: Auja Finley

Representing someone other than yourself?:

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: General Public Comment

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

Comment:

My public comment is in regards to revising of the title ix protocol. The current Human Resources procedures that are in compliance with NSHE statues is corrupted. Nevada State University and College Of Southern Nevada are the only institutions I have personal experience with regarding Title IX. I have watched the NSHE board of regents reward professors and administration that are known for using racially motivated examples in lectures. As a student in the NSHE system I shouldn't have to worry about blatant racism from a professors distaste with the texture of my hair. I should not have to tolerate racially motivated comments based on the color of my skin. I should not have to worry about sexual assault and sex trafficking recruitment happening on your campuses. The NSHE System has allowed our classrooms to become a breeding ground for pimp culture. The board has done little to nothing to make it safe for women in the classroom. We face threats of sexual violence from students and administration within the NSHE System. The NSHE system has shown me that being a black woman in college and being protected is a privilege not a human right. I deserve to obtain my degrees free of sexual violence and discrimination of any kind. Title IX needs to be revised and the safety of female students needs to become top priority.

Thank You

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

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Friday, December 1, 2023 1:39:56 PM

 External Email:

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: gagardella@gmail.com

Name: Greg Gardella

Representing someone other than yourself?: Only myself

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: CoLA

In Favor / Opposed / Other: In Favor

Comment:

I am an administrative faculty member, in my 26th year at the University of Nevada, Reno. At its heart, this semi-funded, semi-mandated problem is a symptom of the long-standing animosity and ill respect held between NSHE and other parts of our state government. It is a matter of control. Typically over time, our governors and legislators have been less willing to really work with the Regents and chancellors, seeing NSHE as poorly managed and as an impediment to control and reform. So, the state funds where and what it must and where the optics are good, but then dig at NSHE funding where they can exact control and undermine the power of the NSHE system.

In this case, we are serving as the sharp end of the legislature's stick that it is poking NSHE with.

For NSHE's part, the Boards and chancellors, for decades, have been sporadically chaotic and scandalous, while being consistently ineffective at instilling confidence in our state leaders and inept in protecting the interests of its faculty employees. Our faculty members should not be used further as pawns in this broken relationship. We are your employees and your responsibilities with equity and fairness are clear.

At the point in time when NSHE lands on more stable ground with our state leaders, then your burden of our advocacy will lighten, until then it is incumbent upon you to protect our interest

now by enacting the 11% Cost of Living Adjustment.

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 the Board of Regents Quarterly Meeting, November 30 - December 1, 2023
Date: Friday, December 1, 2023 11:31:46 AM

Public comment submitted through NSHE Online form

Public Comment for the Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Email: ebullis@tmcc.edu

Name: Eric Bullis

Representing someone other than yourself?: TMCC Faculty Senate Chair

Meeting: Board of Regents Quarterly Meeting, November 30 – December 1, 2023

Agenda Item: Agenda Item 18

In Favor / Opposed / Other: In Favor

Comment:

Please support option A (the 11% cost of living increase). 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>)