

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Tuesday, February 20, 2024 10:06:38 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** lvsawyer@hotmail.com

**Name:** John R Sawyer

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** 14. UNIVERSITY POLICE SERVICES CRITICAL FOR POSSIBLE  
ACTION LABOR SHORTAGE DESIGNATION

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

**Comment:**

Visibility of UPD and private security officers on CSN campuses is a first-rank priority to foster staff and students' sense of safety—the basis of engagement essential to their work and their learning.

**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, February 29-March 1, 2024  
**Date:** Tuesday, February 20, 2024 2:29:23 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** lindagannon@cox.net

**Name:** John and Linda Gannon

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** Agenda Item #14

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

**Comment:**

As faculty members at CSN Henderson, we support the UPD Labor Designation Shortage along with any other measures which will increase our campus' security presence and the safety of our staff and students.

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

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



NEVADA FACULTY ALLIANCE

840 S. Rancho Dr., Suite 4-571

Las Vegas, Nevada 89106

Date: February 27, 2024

To: Board of Regents

From: Kent Ervin, Director of Governmental Relations, Nevada Faculty Alliance

Subject: Agenda Item 20, Annual Athletics Reports, Board of Regents Meeting on March 1, 2024

*In their Annual Athletics Reports, both [UNLV](#) and [UNR](#) are projecting multi-million dollar annual deficits for Intercollegiate Athletics through fiscal year 2028, which would lead to cumulative deficits of \$27 million at UNLV and \$38 million at UNR by 2028. Alarming, the UNLV and UNR presentations contain no strategies for avoiding these unsustainable budget deficits other than vague mentions of increased gifts or university subsidies.* Institutional presidents and the Board of Regents are responsible for holding the athletics programs, as well as other “self-supported” university programs, accountable for fiscally sound practices. The Board of Regents should require the two NCAA Division I programs to take the necessary steps to at least break even at existing university support levels.

**FISCAL ANALYSIS OF UNLV AND UNR ANNUAL ATHLETICS REPORTS FOR 2022-2023**

Here, we provide a fiscal analysis of the two NCAA Division I programs at UNLV and UNR, highlighting issues of concern.

Charts 1A and 1B (below) show the reported\* annual operating revenues from the athletics self-supporting budgets for UNLV and UNR, respectively, from FY2016 through FY2023 (actuals) and FY2024 (projected). The revenues are categorized as (a) state appropriations, (b) student fees, (c) tuition and fee waivers, (d) institutional support, or (e) athletics income. Athletics income includes ticket sales, NCAA and conference distribution, media revenue, contributions designated for athletics, and all other program revenue of the athletics programs.

Charts 2A and 2B (below) show the annual operating surplus (or deficits) reported\* to NCAA by UNLV and UNR, respectively, along with cumulative surpluses (deficits) starting with FY2019, the most recent annual athletics reports that stated the ending reserve balances, with projections through FY2018. The cumulative deficit for UNR does not include [\\$8.25 million in "historical debt"](#) that was assumed by the university in 2018.

## UNLV

UNLV increased institutional support by about \$10 million in FY2021 using federal COVID relief funds to cover pandemic-related losses, then returned university support to previous levels (see Chart 1A).

Contributions increased from \$4.6 million in FY2023 to a projected \$14 million in FY2023, and then are projected to continue at \$10 million per year (see “Contributions” under Revenue on page 25 of the [UNLV Annual Athletics Report](#)). The source of these higher contributions to the UNLV athletics program was not discussed in the 2023 Annual Athletics Report.

For FY2023, UNLV reported an operating account deficit of \$10 million. For FY2024, UNLV projects breaking about even. For FY2025 through FY2028, UNLV is projecting annual deficits of \$4.2 to \$5.8 million, which would result in a **cumulative deficit of \$27 million in FY2028** (see Chart 2A). *The 2023 UNLV report does not indicate how this deficit will be addressed, only stating the athletics budget office is seeking to clarify institutional support ([page 24](#)).*

Compensation for coaches at UNLV is increasing from \$7.9 million in FY2023 to \$11.4 million projected for FY2024, a 44% increase (compared with 12% cost-of-living adjustments).

## UNR

UNR increased institutional support by about \$10 million per year beginning in FY2021, initially to cover pandemic-related losses (see Chart 1B). UNR projects that higher level of university support to continue through FY2028. [Reportedly](#), the initial funding for the increased institutional subsidy came from federal COVID relief funds while current and future funding is from Marigold Mine royalty income. However, the UNR *Marigold Mine royalties are a finite and variable source of funds so it is unclear whether that is sustainable.*

For FY2023, UNR reported breaking even with an operating account surplus of \$23,339. For FY2024, UNR projects a deficit of \$2.9 million. For FY2025 through FY2028, UNR is projecting annual deficits of \$7.4 to \$9.7 million, which would result in a **cumulative deficit of \$38 million in FY2028** (see Chart 2B). These deficits are projected to occur despite the \$10 million per year in additional university support. *The 2023 report suggests that “additional University support” from UNR will be requested* (see “Institutional Revenues” footnote on [page 12](#)) in an attempt to maintain parity within the Mountain West conference. That contradicts [assurances](#) from the UNR administration that UNR will hold the line on any further increases in institutional support and that Athletics cannot come back and ask for more.

Compensation for coaches at UNR is increasing from \$8.8 million in FY2023 to \$9.4 million projected for FY2024, a 7% increase (compared with 12% cost-of-living adjustments).

### \*Notes:

The annual reports for the NCAA Division I programs at UNLV and UNR contain revenue and expense data as reported to the NCAA and as tracked for the self-supporting budgets internally

in Workday. The latter exclude various indirect and indirect support, and different accounting standards may apply (e.g., cash vs accrual bases). Also, despite a [2018 NSHE internal audit review](#) designed to make the UNLV and UNR financial reporting more consistent, the format and breakout details of the budget tables in the annual reports are different. Here only apples-to-apples data are compared as we understand the reports. Corrections from authoritative sources are welcome (Contact: kent.ervin@nevadafacultyalliance.org).

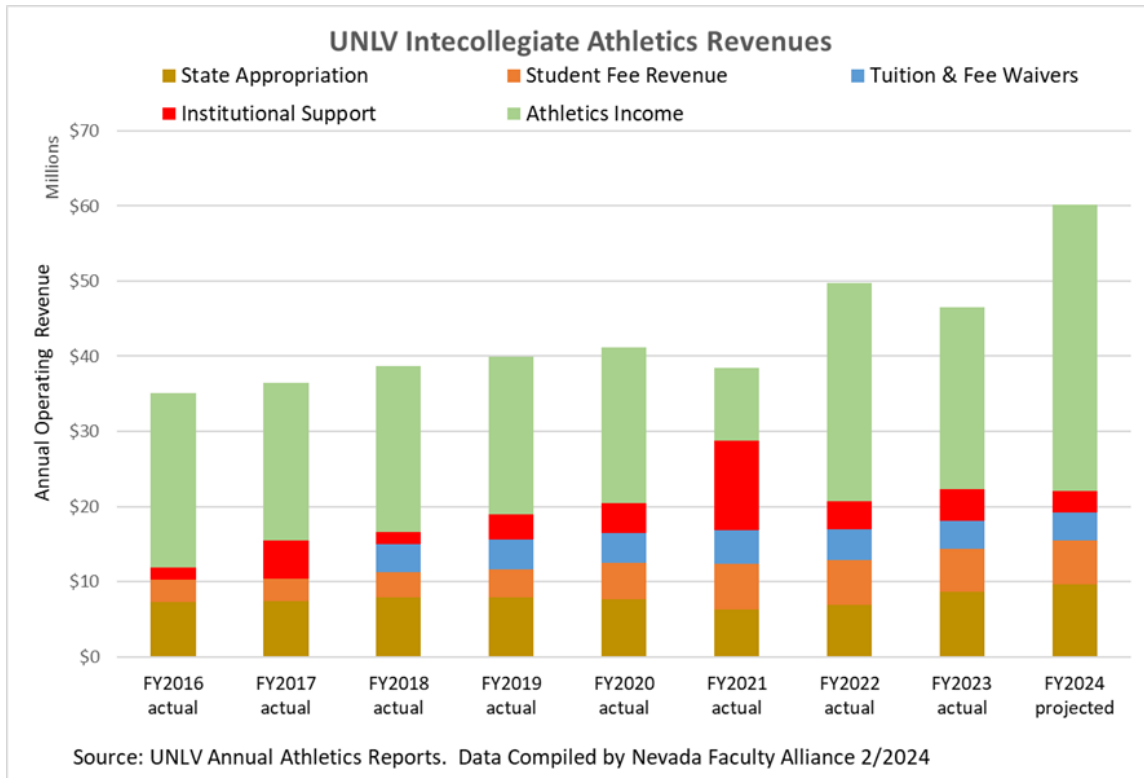
## References

- [2016 UNLV Annual Athletics Report](#)
- [2017 UNLV Annual Athletics Report](#)
- [2018 UNLV Annual Athletics Report](#)
- [2019 UNLV Annual Athletics Report](#)
- [2020 UNLV Annual Athletics Report](#)
- [2021 UNLV Annual Athletics Report](#)
- [2022 UNLV Annual Athletics Report](#)
- [2023 UNLV Annual Athletics Report](#)
- [2016 UNR Annual Athletics Report](#)
- [2017 UNR Annual Athletics Report](#)
- [2018 UNR Annual Athletics Report](#)
- [2019 UNR Annual Athletics Report](#)
- [2020 UNR Annual Athletics Report](#)
- [2021 UNR Annual Athletics Report](#)
- [2022 UNR Annual Athletics Report](#)
- [2023 UNR Annual Athletics Report](#)

###

The [Nevada Faculty Alliance](#) is the independent statewide association of professional employees of the colleges and universities of the Nevada System of Higher Education. The NFA is affiliated with the [American Association of University Professors](#), which advocates for academic freedom, shared governance, and faculty rights, and the [American Federation of Teachers/AFL-CIO](#), representing over 300,000 higher education professionals nationwide. The NFA works to empower faculty to be wholly engaged in our mission to help students succeed.

**Chart 1A.**



**Chart 1B.**

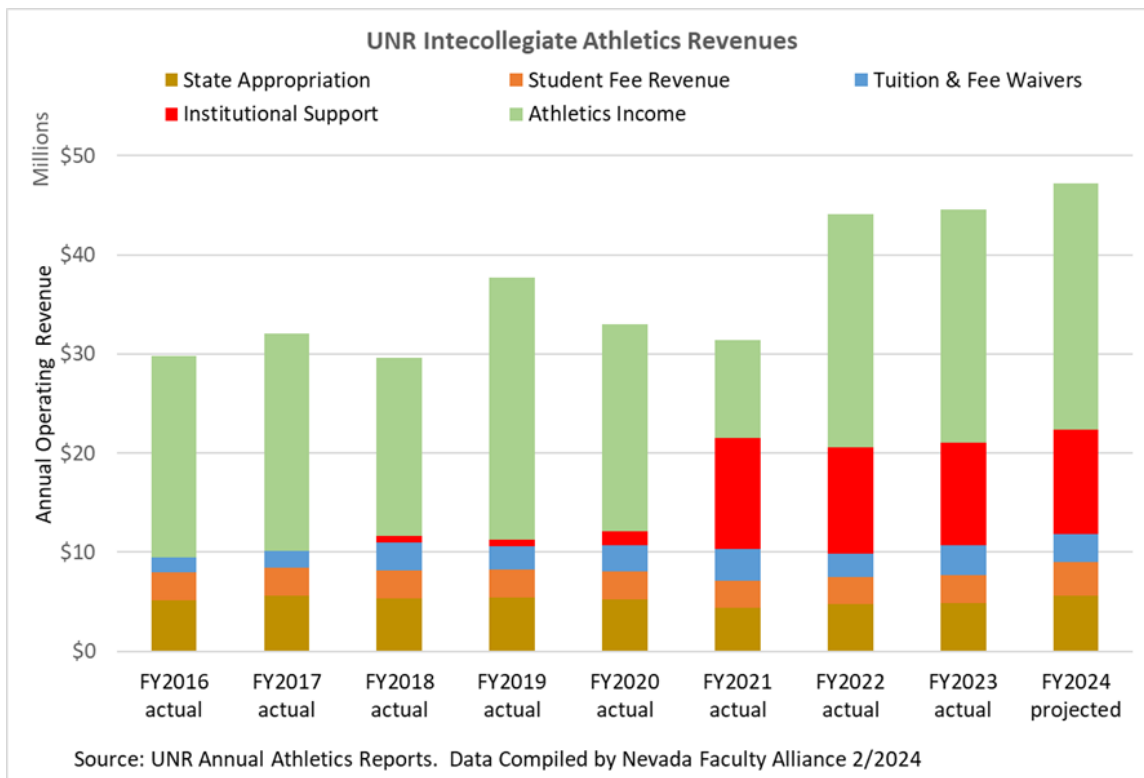


Chart 2A.

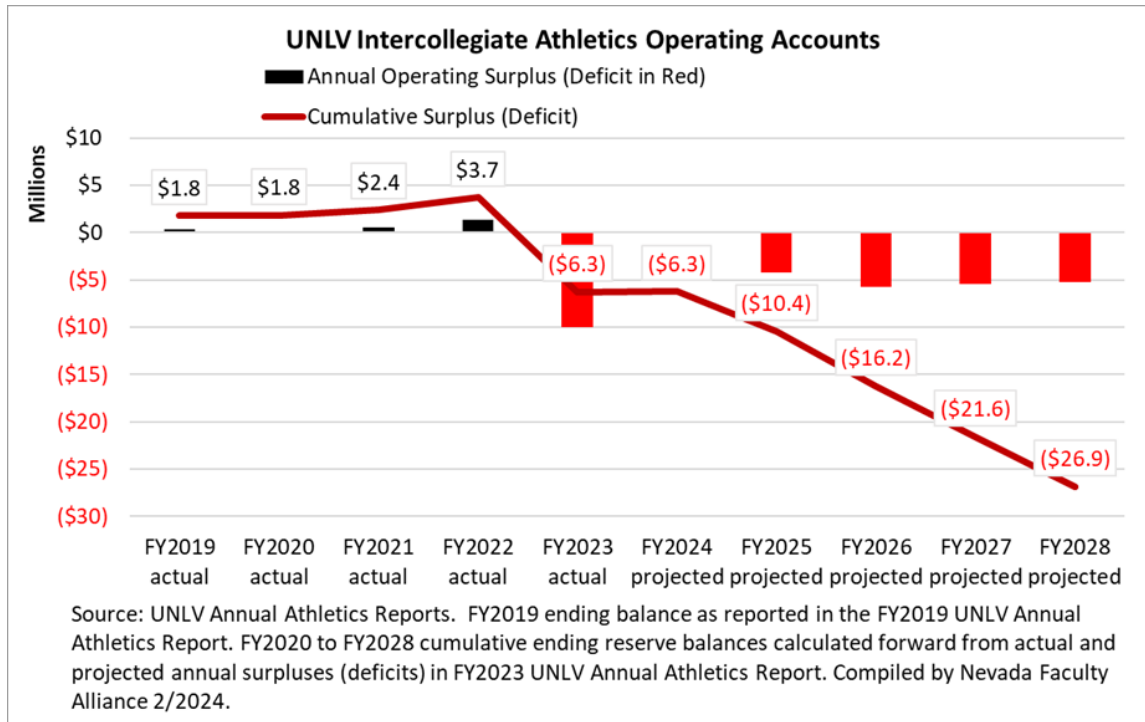
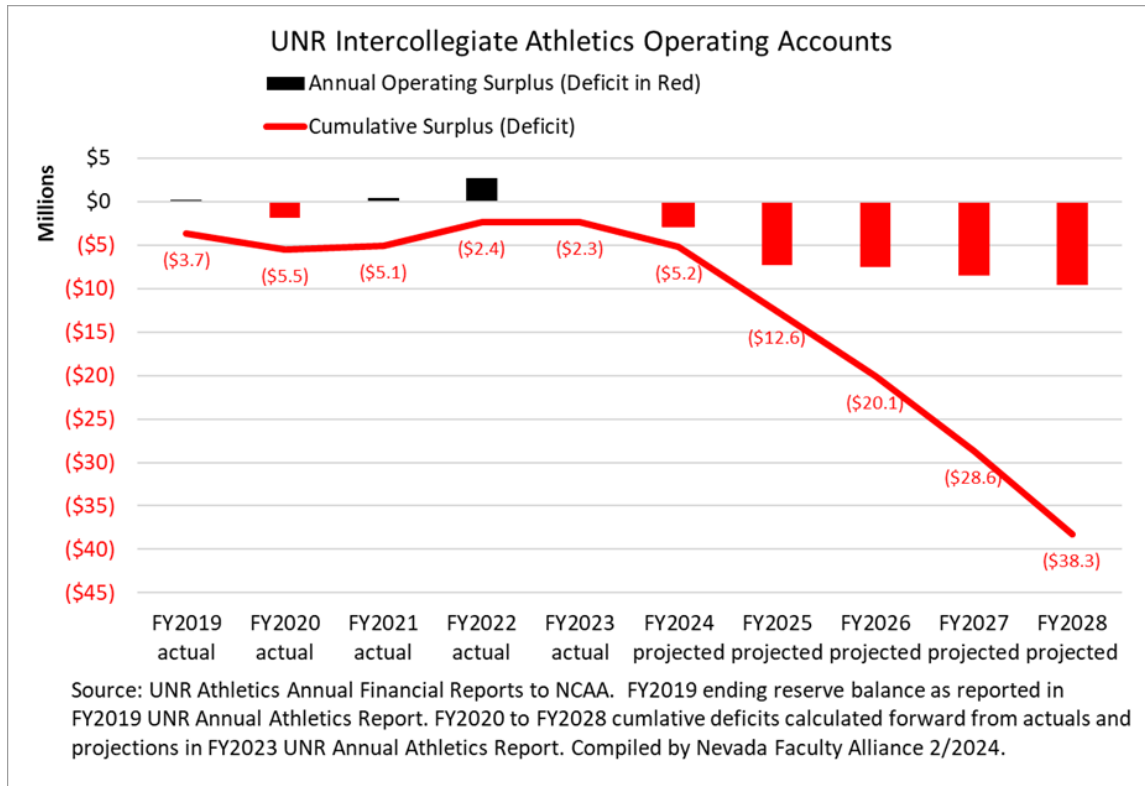


Chart 2B.



**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Tuesday, February 27, 2024 1:42:03 PM

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# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** carlos.tkacz@unlv.edu

**Name:** Carlos Tkacz

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** General Public Comment

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

**Comment:**

Graduate assistants at UNLV may face a number of challenges during their time in the program. One of the main issues is low pay, which can make it difficult for us to afford living expenses, particularly in a city like Las Vegas where the cost of living is relatively high. Another challenge that we may face is a heavy workload. We are often responsible for teaching classes, grading papers, conducting research, and attending meetings, which can be stressful and overwhelming, especially for those who are also juggling coursework and other responsibilities. We don't often get much support from our departments in terms of curriculum development and teacher training. We also struggle to find support and resources to help them navigate their graduate programs and career paths. Conflicts with faculty members, such as disagreements over grades, research methods, or teaching philosophies, can also arise and may impact our job performance and overall experience, and we don't have a way to address these without going to the same people that control our employment and education. Finally, the demands of graduate school and the pressures of being a graduate assistant can lead to burnout and stress, which can negatively impact mental and physical 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, February 29-March 1, 2024  
**Date:** Tuesday, February 27, 2024 2:46:51 PM

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# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** [cherokee.conley-garcia@unlv.edu](mailto:cherokee.conley-garcia@unlv.edu)

**Name:** Cherokee Conley-Garcia

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** General Public Comment

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

**Comment:**

Graduate assistants devote at least 20 hours a week to UNLV. As students who are also working, have families and other outside commitments it is imperative that we receive paid time off and a raise in pay so we can actually support our households and devote the much needed extra time we have to completing our studies

**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, February 29-March 1, 2024  
**Date:** Tuesday, February 27, 2024 2:55:34 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** Carlirb@gmail.com

**Name:** Carli Barnum

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** Graduate Assistants

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

**Comment:**

Being a graduate assistant, mother, wife, student and intern is extremely exhausting. Essentially, signing to be a GA means entrenching ourselves into perpetual poverty at the prospect of "one day" getting a "good job" that MIGHT pay us a living wage. The reality is we are struggling NOW. We can't afford housing, we can't afford childcare, we can't afford food, we can't afford to go to the dentist. The wealth distribution is abhorrent. We want great healthcare. We want to eat well. We want free time to take care of ourselves. We want enough money to participate in the activities that take care of our mental/emotional health outside of our education. None of this secured for us.

**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, February 29-March 1, 2024  
**Date:** Tuesday, February 27, 2024 6:11:13 PM

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# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** kahlosmith@nevada.unr.edu

**Name:** Kahlo Smith

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** General Public Comment

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

**Comment:**

As a Nevada Graduate Student Worker, I am concerned about NSHE's treatment of Graduate Student Teaching and Research Assistants. Graduate Students form a major part of both UNR and UNLV's workforce, and are drivers of many of NSHE's recent advances in research. Graduate Student Workers face low stipends, rising housing and parking costs, persistent overwork and enrollment overload, mistreatment by PIs and supervisors, and discrimination against international graduate students. We deserve the right to bargain our contracts with NSHE collectively, despite Governor Lombardo's vetoing of AB 224. I urge the Board of Regents to authorize Nevada Graduate Student Workers to bargain their contracts collectively.

**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, February 29-March 1, 2024  
**Date:** Tuesday, February 27, 2024 8:39:20 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** qdannies@gmail.com

**Name:** Quinn Dannies

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** General Public Comment

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

**Comment:**

I am writing regarding the status and treatment of graduate workers on UNR and UNLV campuses. These campuses run on our labor, we teach classes, perform research, and fulfill essential administrative functions. Yet, our stipends leave us struggling to meet even our most basic needs. My colleagues and I are our housing insecure, we struggle to pay for our healthcare, and even our program directors encourage us to apply for food stamps. Notably, our contracts prohibit us from seeking the additional employment that would help us make ends meet. Further, we lack workplace protections. Across campuses, many graduate workers report abuse, harassment, labor exploitation and fear for their safety.

So, I must ask, is this what NSHE wants for their graduate workers? We all came to UNR and UNLV to excel in our fields, but instead our administrations treat us like cheap exploitable labor. I do not want to live in a world where that is true, so I must presume that the current conditions of graduate workers are an oversight on the part of NSHE. To that end, I urge NSHE to authorize collective bargaining rights for faculty and student workers. Granting us a seat at the table ensures that these oversights will not continue and that Nevada universities can continue to attract brilliant, dedicated graduate students who will provide valuable services to our campuses and students.

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



NEVADA FACULTY ALLIANCE  
840 S. Rancho Dr., Suite 4-571  
Las Vegas, Nevada 89106

Date: February 28, 2024

To: Board of Regents

From: Kent Ervin, Director of Governmental Relations, Nevada Faculty Alliance

Subject: Agenda item 16, Buyouts Report, Board Meeting on February 29, 2024

Since 2019, the Board of Regents has required that NSHE institutions [annually report](#) their contract buyouts and settlements for transparency in the use of public funds and for holding institutions accountable for employment practices. However, while Regents have set [transparency and accountability](#) as a strategic goal, **NSHE has recently allowed for the omission of several types of buyouts and settlements from the institutional reports to the Regents.**

**The omission of relevant data in reports to the Board allows NSHE institutions to obfuscate the use of public funds and to avoid accountability for employment practices.**

The proponents of Question 1 (to remove the Board of Regents from the Nevada Constitution) have attacked NSHE for a lack of transparency and accountability. To counter those arguments, the **Regents should take prompt action to correct the new interpretation of the buyout reporting policy. Without action to clarify the policy in the NSHE Handbook, institutions can hide their settlement and buyout activity.** Specific recommendations for the policy are provided below after a review of the history of the buyout reports.

### **Omission of Cases**

The Regents' [briefing paper](#) for the 2022 buyout report partly signaled the change in the implementation of the buyout reports:

"Due to the form currently used for institutions and units to report employee contract buyouts, the amounts reported include sums that are not directly associated with the contract buyout amount, such as required payouts of accumulated annual leave and amounts that may settle actual or anticipated litigation. Accordingly, the Chief General Counsel will update the reporting form to allow more accurate reporting in the future."

This implies that buyouts and settlements related to litigation or even the possibility of litigation are now excluded from the reports. In addition, buyouts and settlements are apparently not being reported in cases where no Notice of Non-Renewal is issued, such as agreements resulting in termination following disciplinary proceedings or other voluntary separation agreements. It is also not readily apparent which categories of NSHE employees are included in the reports. Starting in 2022, the annual reports were retitled from "Employee Buyouts/Settlements" to "Employee

Contract Buyouts.” As a result of the change in the interpretation of [Title 4 Chapter 3 Section 49](#) of the NSHE Handbook, the reports are obscuring the number and magnitude of contract buyouts, which in some cases have been used to remove employees who have brought complaints against the institution and to establish non-disclosure agreements.

### Buyout Report Summaries, 2019–23

Tables 1 & 2 summarize the buyout reports for [2019](#), [2020](#), [2021](#), [2022](#), and [2023](#). Looking at the NSHE report for 2023, it would appear that the number and amounts of buyouts have declined. Although such a scenario would be welcome, the definition of reportable buyouts has been narrowed into meaninglessness.

**For example, the University of Nevada, Reno, reported zero buyouts in 2023. However, NFA is aware that a former employee agreed to resign from their UNR position in 2023 in exchange for a large settlement payout.** In addition, the buyout reports for 2022 do not include the well-publicized [\\$27,000 per month](#) paid to former UNR Athletic Director Doug Knuth after he was fired in April 2022 nor the roughly [\\$100,000 per month](#) due to former UNLV football coach Marcus Arroyo after he was fired in November 2022.

**Table 1. NSHE Reported Buyouts/Settlements - Total Amounts**

<b>Calendar Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
UNLV	\$347,406	\$90,409	\$0	\$0	\$58,087
UNR	\$91,201	\$53,144	\$38,479	\$40,310	\$0
NSU	\$0	\$0	\$0	\$0	\$13,767
CSN	\$77,295	\$0	\$63,314	\$0	\$0
GBC	\$25,000	\$184,001	\$0	\$0	\$0
TMCC	\$71,988	\$543,992	\$403,097	\$46,881	\$75,235
WNC	\$0	\$196,327	\$122,583	\$356,645	\$55,192
DRI	\$40,000	\$7,308	\$0	\$0	\$0
System	\$60,741	\$27,102	\$154,158	\$869,564	\$15,533
<b>Total</b>	<b>\$713,631</b>	<b>\$1,102,283</b>	<b>\$781,631</b>	<b>\$1,313,400</b>	<b>\$217,814</b>

**Table 2. NSHE Reported Buyouts/Settlements - Number**

<b>Calendar Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
UNLV	6	2	0	0	1
UNR	4	2	1	2	0
NSU	0	0	0	0	1
CSN	3	0	1	0	0
GBC	1	3	0	0	0
TMCC	2	13	12	1	2
WNC	0	4	3	6	1
DRI	1	1	0	0	0
System	1	1	3	5	1
<b>Total</b>	<b>18</b>	<b>26</b>	<b>20</b>	<b>14</b>	<b>6</b>

### **Recommendations for Full Transparency and Accountability**

As stewards of public funds, the Board of Regents should clarify the reporting policy in the NSHE handbook to encompass **ALL** compensation that is not earned through service, for all classes of employees and former employees. This includes but is not limited to:

- Any termination settlement, regardless of whether it is related to litigation;
- Any contract buyout, regardless of whether it is associated with a Notice of Non-Renewal or disciplinary action;
- Any settlements or payouts for damages;
- Payouts resulting from termination pursuant to an employment contract;
- Involuntary administrative leave or voluntary administrative leave under a termination agreement;
- Annual leave payouts associated with an involuntary termination or a settlement agreement;
- Payouts related to voluntary separation or retirement incentives; and
- “Ghost employees” with no or minimal assigned duties.

Transparent reporting of these items would not require the identification of individuals or release of confidential information, only the aggregate numbers and monetary amounts by institution and type of payout. Payments for attorney fees and expenses as part of a settlement or termination agreement should also be reported. Note that the former NSHE General Counsel told the Board of Regents that [settlement agreements are not confidential per Nevada Revised Statutes](#):

"NRS provides that any agreement to settle a claim or action brought against an employee must not provide any terms of the agreement be confidential. NRS also provides that the settlement must include a number for attorney's fees and costs to be paid pursuant to the agreement and that any settlement is public record."

Thank you.

###

The [Nevada Faculty Alliance](#) is the independent statewide association of professional employees of the colleges and universities of the Nevada System of Higher Education. The NFA is affiliated with the [American Association of University Professors](#), which advocates for academic freedom, shared governance, and faculty rights, and the [American Federation of Teachers/AFL-CIO](#), representing over 300,000 higher education professionals nationwide. The NFA works to empower faculty to be wholly engaged in our mission to help students succeed.



**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Wednesday, February 28, 2024 2:57:47 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** cgitnlv@gmail.com

**Name:** Caleb Green

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** 21

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

**Comment:**

Please support funding the Thomas & Mack Legal Clinic

**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, February 29-March 1, 2024  
**Date:** Wednesday, February 28, 2024 3:40:49 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** mts@shamooneliades.com

**Name:** Michael Shamoon

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** 21

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

**Comment:**

Good morning. My name is Michael Shamoon, and I graduated from the Boyd School of Law in 2019. My time as a student attorney at the Thomas & Mack Legal Clinic with Professor Kagan as my mentor was, without a doubt, the most memorable and most life-changing experience of my law school career. Not only because I was able to directly advocate for clients and feel like I was making a meaningful difference—but also because I learned practical skills and got a chance to see what real lawyering was all about. To be frank, law school is not designed to teach students how to be lawyers. The dry doctrinal courses may help with the bar exam, but they do nothing to prepare young lawyers for the world of practice. The Thomas & Mack Legal Clinic is the only program that gives law students just that. Whenever I speak to 1Ls and 2Ls, I always stress the importance of doing clinic because I believe that it is the single most critical component of any legal education. If I were the dean of a law school, I would make a semester of clinic mandatory for all students. I enjoyed being in the Immigration Clinic so much that I went on to complete a two-year fellowship there as a staff attorney after taking the bar. And now, I almost exclusively practice immigration law at my own firm. The Thomas & Mack Legal Clinic made me the lawyer that I am today, and I cannot even imagine the path my career would have taken without it. I ask that the Board of Regents support funding for the Clinic so that law students can continue to receive a practical education that will benefit them for the rest of their professional lives. 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, February 29-March 1, 2024  
**Date:** Thursday, February 29, 2024 5:09:21 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** rodria15@unlv.nevada.edu

**Name:** Anahita Rodriguez

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** General public comment in support of agenda item 21

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

**Comment:**

As a current Student Attorney for the UNLV Immigration Clinic – I will give a brief public comment in support of Legal Clinics at the William S. Boyd School of Law.

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

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

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**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Thursday, February 29, 2024 10:20:45 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** joeyeray2@gmail.com

**Name:** Joey Ray

**Representing someone other than yourself?:** State NFA secretary, but representing myself

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** General Public Comment

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

### Comment:

My name is Joey Ray and I am the secretary for the NFA state board, but I am representing myself. Thank you for the opportunity to speak to you. I want to thank you for the COLA adjustments that were approved.

I think it is important that going forward we have continuous merit and COLA increases so we do not go back to years and years with little to no increases. We have lost a lot of great faculty because of the lack of increases for all these years. That is why I am asking the regents to revisit and revise title 4 chapter 4. As was stated yesterday, it has been about 30 years since it was put in place and a lot has changed.

We can create a more permanent structure with a better ability to keep employees and increase quality with the changes recommended by the NFA.

It would help the universities and colleges so they can plan their budgets better. They will also be less surprised with sudden and large amounts of money to fund increases like the current increases.

It would help the faculty because they would be able to stay more closely to the cost of living. Also, they will not have to deal with a reduced compensation that is worth less and less each year.

Lastly, it would greatly help the students because there would be more consistency. Consistency with instructors, consistency with the classes offered, and consistency in the services offered.

Thank you for your consideration and I ask you to please review the suggested changes in the email sent by the NFA.

**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 Academic, Research and Student Affairs Committee, February 29, 2024  
**Date:** Friday, March 1, 2024 8:50:47 AM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Academic, Research and Student Affairs Committee, February 29, 2024

**Email:** [kent.ervin@nevadafacultyalliance.org](mailto:kent.ervin@nevadafacultyalliance.org)

**Name:** Kent Ervin

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

**Meeting:** Academic, Research and Student Affairs Committee, February 29, 2024

**Agenda Item:** General Public Comment

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

### Comment:

Good morning Chair Carvalho, Vice Chair Downs, Regents, Chancellor, Presidents, Faculty Senate chairs.

As you know, the Nevada Faculty Alliance is requesting revisions to modernize Handbook Title 4 Chapter 4, the policies for collective bargaining for professional employees.

More than 30 years ago, the Board of Regents saw fit to establish collective bargaining as a way of improving labor relations with faculty. As Title 4 Chapter 4 was written in the early 1990s it mostly followed the statutes at the time for local government employee associations in NRS 288. Those statutes have significantly changed over time, but the NSHE handbook has not kept up. Also, the definitions of bargaining units and collective bargaining agreements at the various institutions do not match current practice.

We have distributed draft provisions to regents, system administration, and faculty senate chairs. Now is the time to work cooperatively and provide feedback so we can collectively bring the best possible proposal to the board.

On another topic, over the past several meetings I have talked about transparency and accountability in the fiscal reports presented to the board. It's not really a choice between providing high-level executive summaries that are digestible for board members versus full reports that provide sufficient detail to see where revenue is coming from and how resources are being used. NSHE and the institutions can do both.

The Board of Regents should not just respond to the details of the Legislative Audit, but needs to change the culture at NSHE for full transparency and accountability of the institutions.

Thank you.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Friday, March 1, 2024 2:04:36 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** garioncasale@gmail.com

**Name:** Garion Casale

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** 20 – Annual Athletics Reports

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

**Comment:**

To regent Boylan:

Earlier in this meeting you derogatorily referred to transgender athletes as “men masquerading as women.”

I remind you masquerade is defined as putting forward a false show or pretense. I assume, given the way you present yourself, that you feel that you are a man? These individuals feel, in equal measure, that they are what they present themselves to be.

As someone who claims to put the concerns of students ahead of other matters, how do you think that statement affected the sense of belonging of our transgender athletes and students throughout the system?

I guarantee your words caused real harm to our students and to the greater community. You owe them all a sincere public apology.

Thank you for your consideration.

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



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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Friday, March 1, 2024 2:20:22 PM

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**External Email:**

# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

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

**Name:** Kent Ervin

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

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** Agenda Item 40. Public Comment

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

### Comment:

The Nevada Faculty Alliance is affiliated with the American Association of University Professors, the premier national organization advocating for shared governance and academic freedom. We also are affiliated with the American Federation of Teachers (AFL/CIO), which represents over 300,000 higher education employees nationwide. We work to empower faculty and other professional employees to be fully engaged in our mission to help students succeed. A bit of history: Faculty organized the NFA in 1983 and worked with Governor Bryan to establish the faculty merit system, which for decades provided a state-funded pool for merit pay for all faculty. That lasted until merit steps were suspended after the Great Recession. Merit steps came back for state Classified staff and faculty in FY2015 but lasted only one year for faculty before being dropped from the executive budget. As you know, the lack of merit has had dire consequences.

For forty years, the Nevada Faculty Alliance has had a strong lobbying presence at the Legislature. By doing that work over the long term and providing accurate information, we are recognized among legislators as experts in faculty matters. Most often we are on the same page as NSHE and the senates. But because we are independent of NSHE and state government, we can say things that y'all just want to say.

AAUP and NFA advocate for shared governance, which creates stronger and more nimble institutions. The Senates have official roles in the Handbook and bylaws, but are ultimately advisory to the Presidents and must act in that context. We thrive through our members who value our advocacy and work enough not just to vote for our leaders but to pay dues. Our

membership has been expanding rapidly recently so we must be doing something right.  
Thank you.

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

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

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024  
**Date:** Friday, March 1, 2024 5:18:10 PM

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# Public comment submitted through NSHE Online form

## Public Comment for the Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Email:** vartouhi.asherian@csn.edu

**Name:** Dr. Vartouhi Asherian

**Representing someone other than yourself?:**

**Meeting:** Board of Regents Quarterly Meeting, February 29-March 1, 2024

**Agenda Item:** I urge the regents to move quickly in appointing an actin president for CSN and start the national search as soon as possible. It is effecting the employee moral and has opened the gates for speculations and rumors.

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

**Comment:**

I urge the regents to move quickly in appointing an actin president for CSN and start the national search as soon as possible. It is effecting the employee moral and has opened the gates for speculations and rumors.

**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>)