

**From:** [WordPress](#)  
**To:** [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
**Subject:** Public Comment for Board of Regents Special Meeting, 05/16/2023  
**Date:** Thursday, May 11, 2023 3:55:27 PM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Special Meeting, 05/16/2023

**Email:** angela.brown@csn.edu

**Name:** Angela Brown

**Representing someone other than yourself?:** yes

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** 05/16/2023

**Agenda Item:** Equity, Diversity, and Inclusion

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

**Comment:**

Employees will be merited by the need of the program, the experience of the employee, and the need for the program in the community to promote equity, diversity and inclusion. Equity, diversity and inclusion is where everyone underrepresented and we all don't get our fair share.

**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 Board of Regents Special Meeting, May 16, 2023  
**Date:** Monday, May 15, 2023 8:01:46 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Special Meeting, May 16, 2023

**Email:** doug.unger@nevadafacultyalliance.org

**Name:** Doug Unger

**Representing someone other than yourself?:** UNLV Chapter, Nevada Faculty Alliance; and Government Affairs, Nevada Faculty Alliance

**Meeting:** Board of Regents Special Meeting

**Meeting Date:** May 16, 2023

**Agenda Item:** Agenda Item #2

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

### Comment:

Doug Unger, Nevada Faculty Alliance. Agenda item #2 considers the 82nd Legislature's NSHE budget as well as proposed COLA increases for faculty and professional employees. The overall general budget for NSHE looks very positive. We are grateful to CFO Clinger, NSHE staff, and lobbyists for their advocacy. Concerning proposed COLA percentages, we believe NSHE faculty and professionals have earned and deserve these salary increases. That these raises may now require hiring freezes and austerity budgets is, in my view, evidence of fifteen years of neglect of compensation issues and a lack of leadership planning that has consistently marginalized faculty and employee salaries. NSHE faculty are now paid 16.3% to 23% lower than national averages, depending on which peer institution groups are compared. This sad situation cannot continue if Higher Education in Nevada expects to continue to aspire to achieve excellence in serving our students.

One major reason for underfunding proposed COLA increases by the Legislature is that, as has been reported by multiple sources, NSHE has a credibility issue. This lack of credibility is rooted in a past history of perceived lack of transparency by NSHE, true or not. The unreasonably inflated fiscal note NSHE has attached to AB 224 that would provide Collective Bargaining for faculty and professional employees doesn't help, either, that fiscal note is three-quarters more than is reasonable. It's being perceived as incredible by many Legislators. This new failure of credibility is reminiscent of a quote from author H.G. Wells: "If nothing is

believable, nothing will be believed.” This is not the fault of faculty. Neither are any budget shortfalls. Faculty and professionals deserve salary increases. It’s high time our colleges and universities include in their planning a fair, just, sustainable future for faculty and employee compensation.

**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: May 15, 2023

To: Board of Regents, Chancellor, Presidents

From

their mandates, but for NSHE to claim poverty or an inability to raise funds for state-funded programs will be counterproductive. The goal must be to work in full transparency with the Legislature and Governor to solve any shortfalls in the near term and the long term. That could mean, for example, using available reserves or loans from reserves as bridge funding until revenues catch up. Outside the-box thinking is critical.

Please let me know if you have any questions. We would be happy to discuss these issues further as the Legislative session wraps up.

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It should not be understated just how extraordinary the base budget funding increases and enhancements are for NSHE. The proposed compensation packages are game-changing. Becoming more competitive with salaries for both professional and classified employees will yield long-term benefits in recruitment and retention to accomplish our educational and research missions.

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From: [WordPress](#)  
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)  
Subject: Public Comment for Board of Regents Special Meeting, May 16, 2023  
Date: Monday, May 15, 2023 11:10:21 AM

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# Public comment submitted through NSHE Online form

## Public Comment for Board of Regents Special Meeting, May 16, 2023

Email: [lindagannon@cox.net](mailto:lindagannon@cox.net)

Name: Linda Gannon

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: May 16, 2023

Agenda Item: 2

In Favor / Opposed / Other: In Favor

Comment:

Please accept this comment in favor of adopting both the Governor's and Legislature's proposed compensation packages for NSHE professional employees. My spouse and I are both long-serving faculty at the College of Southern Nevada and reside in Chair Brooks' district. We have worked so hard throughout the pandemic to foster student success, and we respectfully urge the Regents to find a way to fully fund our COLAs and reward our loyalty to our institution's mission.

Thank you for your consideration and for your service.

Agreed that all the information above is true and accurateYes

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