

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject:

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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: cstrang@unr.edu

Name: Cameron Strang

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Full 11% COLA in FY2025

In Favor / Opposed / Other: In Favor

Comment:

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

Agreed that all the information above is true and accurateYes

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

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



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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: marcus.hooker@csn.edu

Name: Marcus Hooker

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: General Public Comment

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

Comment:

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

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

Agreed that all the information above is true and accurate Yes

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

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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: ljensen@tmcc.edu

Name: Lars Jensen

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: 3

In Favor / Opposed / Other: In Favor

Comment:

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

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

Faculty salaries have stagnated over the past many years. This has been particularly evident at

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

Agreed that all the information above is true and accurateYes

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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: erin.smith@unlv.edu

Name: Erin Smith

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

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

In Favor / Opposed / Other: In Favor

Comment:

I am in favor of an 11% COLA for FY2025

Agreed that all the information above is true and accurateYes

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

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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: alex.smith@unlv.edu

Name: Alex Smith

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

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

In Favor / Opposed / Other: In Favor

Comment:

In favor of full COLA increase

Agreed that all the information above is true and accurateYes

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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: akoos@unr.edu

Name: Agnes Koos

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

Agenda Item: Public Comment

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

Comment:

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

Agreed that all the information above is true and accurateYes

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

External Email:

Public comment submitted through NSHE Online form

Public Comment for Quarterly Board Meeting, September 8, 2023

Email: roselyn.tomasulo@csn.edu

Name: Roselyn Tomasulo MSN RNC

Representing someone other than yourself?:

Meeting: Quarterly Board Meeting

Meeting Date: September 8, 2023

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

In Favor / Opposed / Other: In Favor

Comment:

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

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

inexpensive place to live. More importantly, the lack of respect for what teachers, faculty professors do as educators shows that the state of Nevada does not value education at any level. I was so surprised at the lack of support, leadership and respect for the faculty in the nursing department when I began at CSN and now sadly see that is part of the toxic CSN culture.

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

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

Agreed that all the information above is true and accurateYes

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

The current "Academic Salary Schedule - Community Colleges" (a.k.a. the "Bands") can be found in the NSHE P&G Manual, Chapter 3, Section 4 (p. 9). Since we switched to that band schedule in FY11, the Board has previously approved COLAs for NSHE employees of

\$ 63,715

\$ 69,974

\$ 66,941

1% in FY16, 2% in FY17, 3% in each of FY18-FY19-FY20-FY21, another 1% in FY23, and the recent 12% for FY24. Recognizing that those amounts are compounded, the COLA deficiency on those bands has grown to 31.1625%. (NOTE: The Briefing Paper for Agenda