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News & Information

- Chancellor alleges armed regent tried to intimidate her in a closed-door board meeting. More [here](#).
- Chamber of Commerce seeks ethics probe of regents after chancellor's allegations. More [here](#).
- CSN-NFA Membership Meeting, Friday, February 25, 2022; 9:00 AM-10:00 PM. Details next week.
- Collective Bargaining Open Meeting: February 25, 2022, Additional information- *Bargaining Begins!* article on the next page.
- Removal of mask mandates creates confusion-bottom right.

CSN Wins Pay Equity Grievance

Adjustments with Backpay to Begin on March 1st

As part of the ill-fated move a decade ago off of steps, NSHE instructed schools to institute a pay equity study every two years to address the consequent pay compression and inversion that was inevitable, especially after the salary freeze and furloughs that occurred in the Great Recession. These factors caused a flattening in the pay rate at the bottom of salary scale, causing it to move from a pure diagonal to looking more like a hockey stick.

A pay equity study in 2013 tried to address this with a 2.5 raise per year for those employed ten or less years and a minimal raise for most of rest of the faculty. About 100 got left out including market hires and the most senior faculty, making whole those at the bottom, but pushing the flat part of the slope to the right.

Making things worse, no pay equity study was performed in 2015 or 2017, creating additional flat spots in the slope. The 2019 did address some but not all of these flat spots, especially those at the furthest right - the most senior faculty - some of whom had lost in excess of 20% of their potential pay each year, right as they approached retirement.

Finally, NFA was able in its first contract in 2020, to obtain a role in the process. The first study was to be completed in spring 2021. Unfortunately, someone in the administration was unwilling to release it, so in fall 2021, NFA filed a grievance. That process reached a conclusion in January, with President Zaragoza finding in favor of NFA. Raises are scheduled to be implemented in time for the March 1 checks with back pay to July 2021. We anticipate full disclosure of the process which we will make available.

Although this single study doesn't completely fix the flattening nor compensate for a decade of inequity, it is a small but important step in the right direction.

Mask Madness

The sudden decision on Feb 10 by Governor Steve Sisolak to revoke the mask mandate and the consequent decision by NSHE to follow suit has caused confusion on our campuses.

NSHE decided to go along with the revocation having compromised its authority with a questionable legal opinion by the system counsel last year that it did not have authority to mandate covid vaccines, despite numerous vaccinations already mandated.

Faculty signing up for live classes were promised a safe environment with full vaccinated and masked students, but now both requirements have been lifted.

Now faculty and students are faced with a situation where over 40% of their class members may be unvaccinated and cannot be required to mask up. A number of students have already asked to be transferred online, as well as faculty requesting moving entire classes

Faculty Senate has drafted a proposal requesting NSHE and the schools reinstate the mask mandate. This situation is continuing to develop. If you have issues with reaching an accommodation with your chair, please contact Jill Acree: jill.acree@csn.edu

A Message from CSN-NFA Interim President

Dear Colleagues:

I hope your semester is going well. I know that many of us are feeling stretched to the limit. I hope that the work I do, along with everyone who is contributing their time and effort for CSN-NFA, will lighten faculty members' load a little...or at least get us paid fairly for our efforts. In taking over for Luis Ortega as Interim NFA Chapter President, I am trying to keep everything moving forward. A dedicated group, headed by Steve Soltz, is putting a tremendous effort into negotiating a strong second contract here at CSN.

We continue to advocate for you and provide help when you need it. While a lot happens behind the scenes, like the work towards making sure that the salary study is implemented fairly and equitably, my goal is to make communication more open and transparent. This newsletter and the NFA members' meeting on February 25th help, but you can also contact me directly, email: tchodock@yahoo.com with your concerns.

--Ted Chodock



Featured Articles

Evaluation Intimidation?



Faculty in several departments have reported pressure from their chairs to lower their self-evaluations because too many have received excellents. We strongly encourage chairs to refrain from this activity and faculty to resist the pressure.

As most faculty know, evaluations were instigated around a decade ago as part of the move-off steps, replacing them with a so-called merit system. The claim was that the legislature did not like steps and wanted us to only give raises to faculty who deserved it. The assertion was even made to the Faculty Senate when it voted that they anticipated 95% of faculty to still get merit pay. Unfortunately, the claim that the legislature wanted merit was proven false, as they never approved money for merit while continuing to fund steps for classified employees. In 2017, Faculty Senate voted to ask to reinstate steps, but this time they were ignored.

Finally in 2020, NSHE addressed the problem by telling schools to fund merit at 1% starting in 2022, less than the original 2.5% in steps but better than nothing.

Now that funding is finally available for merit, some chairs are telling people to lower their self-evaluations. We are not sure what's driving this, but it is wrong. The legislature does not care about merit. The chairs already have a right to insert their own evaluations - but not to pressure faculty to alter theirs. There is also already in place a process for addressing evaluation problems.

We continue to advise faculty to self-evaluate at the highest level they can justify, and nothing less.

Bargaining Begins!

Bargaining is underway for CSN-NFA to ratify our second Collective Bargaining Agreement. All CSN faculty are able to attend one open meeting per month, located on either the NLV or WC campus. Both CSN-NFA and the Administrative team have developed a good, working relationship at the negotiating table. We are confident that the teams can develop a strong contract that is mutually beneficial for the faculty and the institution. The priority for NFA's negotiation team has been salary adjustments, and we are submitting proposals to push for CSN faculty salary parity with NSHE institutions such as TMCC, where tenured faculty were paid 5% more than similar CSN faculty, according to 2018 IPEDS data.

NFA's salary proposals address initial salary placements, percentage adjustments of wages, COLA, and summer teaching pay. The negotiating team is asking for faculty job descriptions including compensation to be included in the Collective Bargaining Agreement, such as Department Chairs, Program Directors, Assistant Department Chairs, Lead Faculty, and Reassigned Time. Agreements have already been reached on Academic Freedom and Safety proposals, which both add language from AAUP. We are also strengthening language on Hiring, Grievances, E-hires, Market Hires, Contact Hours, Faculty Contracts, Evaluations, and Furloughs.

The intention of the negotiating team is to create more transparency and involvement in CSN's organizational structure. Over the next few weeks, negotiations will be focused on salary adjustments for bargaining unit members.

Last Friday, February 11, 2022, NFA proposed a 5% base salary increase along with other financial gains.

CSN Administration has insisted on mostly closed meetings because they fear pressure from the faculty; however, we have succeeded in opening one meeting per month. The next open meeting is on February 25th. More details will be available soon.



Who's Bargaining?

Meet the Collective Bargaining Team

John Aliano

Professor John C. Aliano is the Videography & Film Program Director in the Media Technologies Department. Since 2010 he has taught intermediate and advanced film production classes at CSN and is an Emmy award-winning cinematographer. Three of his biggest accomplishments at the college are founding and producing the annual Short Film Showcase, producing the CSN feature documentary "No Greater Odds" and being on the original collective bargaining team for the first CSN CBA.

Staci Walters

Staci Walters is the Program Director and Production Manager for Theatre in the Fine Arts Department. In addition to theatre design and production, she produces and manages entertainment events for the program. Staci is in her 7th year at CSN and is a California transplant, where she taught in the CSU system. She recently served as NFA State Secretary and CSN-NFA Vice President. Staci enjoys the mountains and hiking with her family. She is originally from Texas but has lived in 7 states and Russia.

Carla Wright

Carla joined CSN as an adjunct faculty member in 1999 and was hired full-time in 2003. Over the last 18+ years, she has actively served on dozens of department, school, college, and community committees. Carla serves as the Program Director of the Nursing Assistant Skills Certificate Course and is honored to have been selected to represent the Engelstad School of Health Sciences on the Collective Bargaining Council. Carla is committed to advancing the best interests of this essential branch of the healthcare workforce: the health sciences faculty.

Patrick Villa

Interim chair of business dept. Been teaching Math at the college level since 1998. Joined CSN in 2004. Favorite movie: The Godfather Part II. GO, KNIGHTS!!!

Steve Soltz-Chair

I've been in Hospitality Management Culinary Arts For 16 yrs. Came to Las Vegas for the first time when I was 13. My grandfather brought me for my birthday, and I wound up seeing Elvis Presley

Administration Team

Bill Dial, Chair, Human Resources
Mary Kay Bailey, Finance
James Martines, CSN Counsel
James McCoy, Vice President of Academic Affairs

Faculty Spotlight



Steve Soltz and Friend

Q. Please tell us about yourself.

A. I have been a professor of culinary arts at CSN for 16 yrs. Prior to that, I taught in California. I have been married for a very long time. I have two daughters and one granddaughter.

Q. Did you go to college to get the job you have now? If not, explain how you came to the position you are in now at the college. Did any other jobs lead you here?

A. Yes and no. I did have to obtain college degrees to teach. My first college degree was in culinary arts. But it was the many years of hands-on experience as a chef that gave me the skills to teach culinary arts. One interesting note is that I was hired by CSN with an associate degree. But Dr. Carpenter, the college president, told my department and HR, that I had to get a bachelor's degree within 5 yrs, or I would lose my job. Thanks to Grant-in-Aid and the school or education at UNLV I was able to achieve that goal.

Q. In another life, I might have been...

A. Very wealthy

Q. What is the most challenging part of your job?

A. As a CTE instructor I am trying to get students to understand the importance of the education we offer at CSN. No matter how hard I try, there always are those students that just don't want to put in any effort, and waste their time and money.

Q. What would you say to a faculty member on "the fence" about joining our chapter?

A. Since CSN became a union institution, several changes have occurred that have benefited faculty. The least of which was the Base Salary increase. For a long time, there was no need for a union here. But today, faculty are being asked to do more and more for less and less. By joining NFA your dues help support the ongoing functions of negotiating and upholding our contract with the administration. Your name on our membership roster means something to the CSN administration and the Board of Regents.

Q. Tell me about your work within the union and why you are passionate about it.

A. I have been a part of NFA since we started the unionization process. I am proud to say that I did dishes so a faculty member could go vote, which as it turns out was the margin of victory needed. I was on the original negotiating team, have been involved in all things CSN-NFA related for over 6 yrs. I will also be the lead

AAUP Liason



Shawn Fields, Western lead organizer in the Department of Organizing and Services, is based in Las Vegas, NV. Shawn will be working with and supporting advocacy and collective bargaining chapters in the West. Shawn joined the labor movement when she joined the Graduate Employees Organization (GEO) at the University of Illinois at Urbana-Champaign. Prior to this position, Shawn was an organizer with United Academics of Oregon State University (UAOSU).



Faculty Matters



Now is the Perfect Time to Try OER

By Angela Spires

Open Education Resources (OER) have given many instructors at CSN the opportunity to find textbooks and materials online and incorporate them in the classroom at no textbook cost for students. Multiple OER libraries are available through the CSN library link <https://library.csn.edu/reserves> and offer materials in many different subjects.

Since many students have been used to online teaching and using Canvas or similar systems in the last few years due to the pandemic, now is the perfect time to put classes in Canvas and switch to an online free textbook. These textbooks are accessible in multiple formats, including individual pages, full PDFs, chapter links, and offer videos, examples, and other tools the standard textbook cannot give a student. These texts are easily accessible and more importantly free. When asked in an anonymous survey 99.5% of students said they liked using the online text and most preferred it to a physical textbook. The librarians can help anyone interested in searching for texts. Some of the benefits of using OER include:

- Ability to use multiple texts for classes to get all desired materials
- Free to you and students, even after the class ends
- Ability to find readings by diverse authors to include more perspectives
- Includes videos, virtual labs, workbooks, and video resources
- Ability to create your own resource or modify some resources

Diversity, Equity, and Inclusion

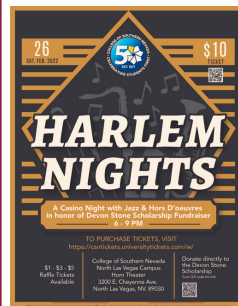
African American Heritage Month February 2022



Celebrate and READ Books by Black /African American Authors



*Click on each image for book summaries *



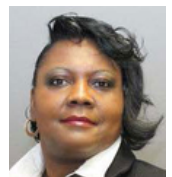
Click on the image for more information

College of Southern Nevada Events

Racial Trauma

Presented by Dr. Flecia Thomas, Associate Vice President, Student Affairs

February 23, 2022 at 1:00 PM
Virtual Event-join [here](#)



Nevada Faculty Alliance is the state affiliate of the American Association of University Professors, the oldest faculty advocacy organization, responsible for developing tenure, academic freedom, and sabbaticals among other concepts related to higher education.



The winter issue of Academe explores how the pandemic has changed faculty organizing and engendered new kinds of solidarity. The articles offer snapshots of the recent work of AAUP chapters around the country, provide templates for expanding the faculty's influence on campus, and draw out lessons for a post-pandemic era. **Click on the image for access.**

News and Information

- AAUP Launches New Podcast, **AAUP Presents** . More information [here](#)
- Campus Workforce Responds to AAUP Allegations of University Bad-Faith Bargaining. More information [here](#)

CSN-NFA Officers 2020-2022

Why Join NFA?



President:

(Acting For Luis Ortega)
Ted Chodock

Vice-President:

(Acting for Ted Chodock)
John Aliano

Legal Chair:

Jill Acree

Treasurer:

Aminul KM

Secretary:

Emily King

Bargaining Chair:

Steve Soltz

1. Enhanced rights and compensation
2. Vote to elect office or run yourself!
3. Help shape policy
4. Assistance with tenure and grievances
5. Up to 5 hours of legal assistance
6. Full access to AAUP seminars and papers
7. Free Monthly *Academe* magazine
8. Builds faculty power at Faculty Senate and the State Legislature
9. The Collective Bargaining Team worked tirelessly to negotiate an increase in overload and base pay that benefits us all!
10. You benefited—now pay it forward!

Are You Interested in Contributing a View Point to the NFA Gazette?

Is there an issue related to workplace climate, teaching, learning, or college governance that you feel strongly about? Please contact a Communications Committee member to contribute your perspective!

Andrea Brown, Chair
Andrea.Brown@csn.edu

Robert Manis
Bob.Manis@csn.edu

Angela Spires
Angela.Spires@csn.edu

Power in Numbers

Our ability to move CSN and NSHE depends on our collective power and effort. We have doubled our membership since 2013. It is only through membership that we had the power to not only have a seat at the table—our voices have been heard!

These are extremely challenging times for academia. Now, more than ever, we need to work together to defend shared values and improve the quality of higher education. You make the difference! Please consider joining. The application is found [here](#).