



# Nevada Faculty Alliance Gazette

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## News and Reminders

- The Overload Pay Amendment was passed by the Board of Regents on 12.3.2020. 93% of faculty who voted cast their ballots in favor of the amendment. Special thanks to all faculty who submitted public comments! CSN-NFA appreciates your support. Back pay for Fall 2020 is scheduled for next month
- Nevadans elected [four new NSHE Regents](#) to represent Districts 2, 3, 5 and 10 and did not pass [Nevada Question 1: Remove Constitutional Status of Board of Regents](#). We encourage all faculty to identify and contact the Regent for their district to advocate for CSN students, faculty, and the community.
  - [Lois Tarkanian](#) replaces Trevor Hayes and will be the Regent for District 2.
  - [Byron Brooks](#) replaces Kevin Page and will be Regent for District 3.
  - [Patrick Boylan](#) replaces Lisa Levine and will be the Regent for District 5.
  - [Joseph Arrascada](#) replaces Rick Trachok and will be the Regent for District 10.

- CSN's 48<sup>th</sup> Annual Commencement is Saturday, December 19, 2020 at 1:00 PM. Faculty are encouraged to watch the virtual ceremony via [CSN Facebook](#) page or [CSN YouTube](#) page.

- No Sabbaticals FY 21-22, or FY 22-23

## Message from CSN-NFA President



Dear Colleagues:

We are experiencing unprecedented times with this pandemic. However, I have also witnessed how CSN Faculty has responded to the challenges in making sure our students obtain the best education. I am confident that we can accomplish whatever we set our mind to do if we work together for a common goal.

As you know, CSN-NFA addressed several faculty issues this semester. We successfully resolved the Overload Pay discrepancy,

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provided support for grievances and answered many questions regarding our Collective Bargaining Agreement. CSN-NFA also provided recommendations this semester to Dr. Zaragoza concerning the increased average class size from 22 to 23.

I feel very fortunate to work with so many dedicated individuals who have worked together to address and resolve your concerns. Nevertheless, we want you to be part of our team! Next semester, we need to organize the Collective Bargaining Negotiating Team. If you are interested to represent your school, please e-mail us.

Please stay safe and contact us for any issues you might be experiencing within your academic department. We care about you! If you are not a member of the Nevada Faculty Alliance (NFA), please consider becoming a member for spring 2021.

Happy Holidays and Happy New Year!

-- Luis Ortega, CSN-NFA Chapter President

*[CSN-NFA](#) is the collective bargaining organization for full-time teaching faculty, counselors, and librarians employed at the College of Southern Nevada. We are proud members of Nevada Faculty Alliance and affiliates of the [American Association of University Professors'](#) Collective Bargaining Congress.*

## Featured Article



## Non-discrimination Clause

The non-discrimination clause was one of the first two proposals submitted in the contract negotiations that began in November 2016. Seemingly non-controversial in nature, the non-discrimination proposal was fiercely fought by the previous administration. A tentative agreement was settled upon nearly 12 months later.

The previous administration argued that the non-discrimination clause was unnecessary given state and Federal law. However, NFA received several complaints about HR's handling of discriminatory workplace issues. At the time, HR's process was perceived to be political and arbitrarily applied. Our proposal expanded the number of protected groups which the administration initially opposed. Its inclusion in the collective bargaining contract provides additional oversight and underscores CSN's commitment to provide a ["place of work and learning free of discrimination..."](#)

Additionally, it allows connection to the grievance, appeal and mediation processes also included in the bargaining agreement.

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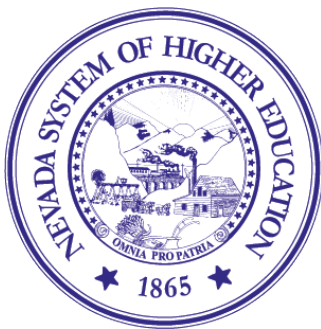
## Article 2: Section 1

CSN Administration and CSN-NFA affirm their dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, the parties will not discriminate on account of any of the following: race, color, sex, religion, national origin, marital status, domestic partnership status, familial status, age, disability (whether actual or perceived by others), ancestry, military or veteran status or obligations, sexual orientation, gender identity or expression, or genetic information. This includes non-discrimination in hiring processes. CSN Administration affirms its dedication to affirmative action.

## Article 2 Sections 2-4 [here](#).

If you or someone you know has been discriminated against on any of these bases, please contact the Director of the Office of Institutional Equity [Armen.Asherian@csn.edu](mailto:Armen.Asherian@csn.edu) and CSN-NFA Legal Chair and Faculty Advocate, [Jill.acree@csn.edu](mailto:Jill.acree@csn.edu).

## New Chancellor



Unanimously approved by the Board of Regents, [Dr. Melody Rose's](#) first day as NSHE chancellor was September 1, 2020. Her experience as a faculty member and administrator in higher education spans 25 years. Dr. Rose described her outlook on Nevada in the time of COVID-19 and foreshadowed her goals as Chancellor in an NSHE [press release](#):



Dr. Rose attended the Faculty Senate Meeting on November 6, 2020. She introduced herself, discussed her vision for NSHE and fielded thoughtful questions from attendees. Closing the achievement gap, first-generation initiatives, NSHE partnerships with K-12, the digital divide, and mental health were among the topics she addressed. She is in the process of launching a Mental Health Task Force that will address mental health needs of students and community members. Dr. Rose will also speak at CSN's (virtual) 48<sup>th</sup> Annual Commencement.

CSN-NFA is cautiously optimistic about Dr. Rose's commitment to diversity and faculty empowerment. For more information see: [Statement from Chancellor Rose on NSHE's Commitment to Diversity](#)

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“In this moment of uncertainty, Nevada enjoys a rare opportunity to transform higher education, putting students first as we pursue equity through innovation and strategic partnerships. In moments of great change can come great advances.”



# Faculty Matters

## Diversity, Equity, and Inclusion

CSN-NFA has formed an Ad Hoc Diversity Committee to address issues around diversity, equity, and inclusion (DEI) in hiring practices. We encourage faculty to read [The Sawgrass Report](#). **Table 9** in the report (below) represents Tenured and Tenured Track Faculty by Race/Ethnicity at CSN. Additional data is available in the report’s Appendix.

Race/Ethnicity	Current Percentage	Average Student Enrollment	Aspirational Change Needed for Representation
White/Caucasian	71.10%	28.80%	Achieved
African American/Black	6.80%	10.90%	4.1% increase
Hispanic/Latino	6.40%	34.30%	27.9% increase
Native American	0.50%	0.50%	0.0% increase
Asian American	10.00%	10.70%	0.7% increase
Native Hawaiian or Pacific Islander	0%	1.40%	1.4% increase
Multiracial	2%	6.40%	4.4% increase
International	0%	0%	NA
Unknown/other	3.10%	7.00%	NA

One of The Sawgrass Report’s key findings is “minority students often do not have contact with faculty who look like them or can relate to their personal journey.” This key finding along with their recommendation to increase faculty diversity comes as no surprise given the demographics of students enrolled at CSN Fall 2020 and in prior years. CSN is recognized as a Minority Serving Institution (MSI) and a Hispanic Serving Institution (HSI) and the faculty should reflect the student body. More information about the student body can be found at CSN’s [Institutional Research Data Dashboard](#).

-- *One should note that the percentages in the right-most column is a bit misleading.* The discrepancies are greater if one notes the actual increases needed to obtain parity. Black faculty must be **increased by 36%** (from 6.8 to 10.9), Multi-racial by over **three-fold** (from 2-6.4%) and Hispanic **five-fold!!**



## DEI in Action

Diversity, equity, and inclusion should be a hallmark of our teaching and learning objectives given CSN's diverse student population. Regardless of discipline, there are steps that each faculty member can take to improve their teaching, interactions with students and colleagues. Earnest efforts go a long way in improving workplace and classroom climate and student success. CSN-NFA believes that it is important to acknowledge faculty members and departments that exemplify DEI in action. Here is one example:

### CSN Fine Arts Theatre Program Virtual Performance

CSN Fine Arts Theatre Program presented its **first-ever "virtual performance,"** *MONO NO AWARE*, featuring original dramatic work and performances by CSN theatre students. Students enrolled dramatic pieces (featuring a wide array of voices and experiences) were selected for the production which will be performed by a diverse student cast. *MONO NO AWARE* is part of the Theatre Program's effort to **promote cultural diversity** and the arts on our campus and in our community. The production is by Stig Zeiner. *MONO NO AWARE* premiered on December 3 at 7:00 PM on the YouTube channel "Performing Arts at CSN." The full performance and link for the production program can be found [here](#).



**Kudos to CSN-NFA Member, Dustin Shaffer for his role as Production Coordinator and for designing the event poster!**

# Diversity Resources for Teaching and Learning

Faculty who are new to DEI work and who are committed to serving our diverse student body can take a variety of steps to acquire more knowledge around best practices and contribute to DEI initiatives at CSN.

- Join a [Diversity Committee](#). This is a great way to be an “ally” and demonstrate your commitment to DEI at CSN.



- SES/social class is a DEI variable that often goes overlooked. Many students have financial hardships that all too often effect their overall academic performance. Make a donation to the [Student Emergency Fund](#) and make sure your students are aware of this resource and [eligibility requirements](#).
- Include service-learning in your courses. Students and faculty benefit from “real-world” experience and community engagement. The [CSN Serves](#) website includes resources for getting started. The article, [What is Service Learning or Community Engagement?](#) from Vanderbilt University’s Center for Teaching outlines some of the benefits for faculty and students.
- Read: [Understanding Latinx College Student Diversity and Why it Matters](#). Written by UC, Davis professor Dr. Marcela Cuellar—the brief article provides insight into ethnic/racial identity/diversity, national trends, inequity etc.



**Empowerment Network Initiative**  
COLLEGE OF SOUTHERN NEVADA  
CHARLESTON | HENDERSON | NORTH LAS VEGAS

- Make a sincere effort to identify African American/Black male students in your classes and refer them to **the Empowerment Network Initiative**. “CSN’s Empowerment Network Initiative (ENI) is an identity-based cohort program that assists and empowers students during their journey at CSN. The program promotes mutual support in personal growth, professional development, and academic success. Spring 2021 will feature the Black Male Movement (B2M) which is a cohort-based program for students who identify as a Black and/or African American men.” More information about the initiative can be found [here](#).

# AAUP DEI Resources

[Diversity Work: Testing the Waters of Academic Freedom and the Cultural Climate on Campus by Kevicha Echols and Juan Morales-Flores](#)

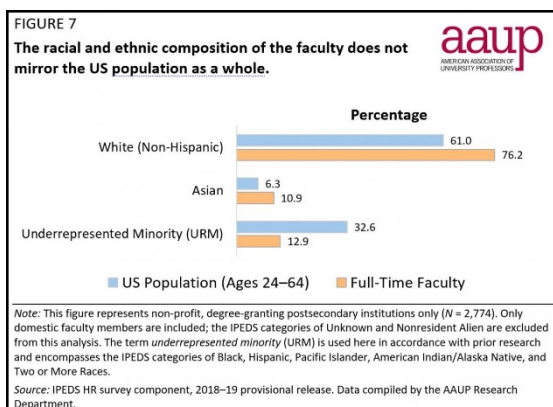
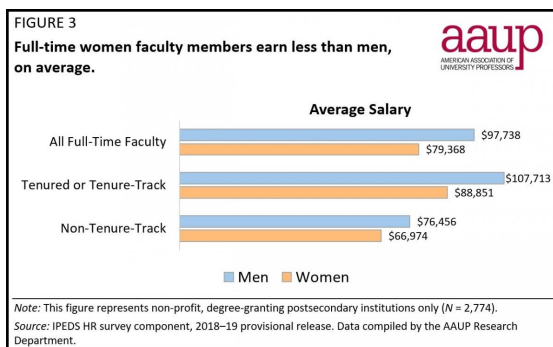
Journal of Academic Freedom Volume 9 (2018)

## Abstract:

In this article, the authors describe the process and lessons learned from conducting diversity work in academia. They define diversity work as the commitment to develop programs, workshops, and opportunities to discuss the experiences, issues, and concerns of the intersectional identities, group affiliations, and ideas that exist within academia. In doing diversity work the authors came to understand the importance of a support network for faculty from underrepresented groups, as well as the implications of diversity work for academic freedom...

**READ:** [Data Snapshot: Full-Time Women Faculty and Faculty of Color](#)

*An in-depth look at recent US Department of Education data on the makeup and salaries of full-time faculty members in higher education.*



## Journal of Academic Freedom

### Call for Papers

Volume 12: Practices of Academic Freedom in Times of Austerity

Topics of interest include:

- Academic Freedom and Freedom Struggles
- Pedagogy and Affect
- Libraries and Librarians
- Internationalist Practices

Click [here](#) for submission guidelines

## CSN-NFA Officers 2020-2022

### President:

Luis Ortega

### Vice-President:

Ted Chodock

### Legal Chair:

Jill Acree

### Treasurer:

Aminul KM

### Secretary:

Emily King

### Bargaining Chair:

Steve Soltz

### Membership Chair:

David Hanley Tejeda

## Why Join NFA?



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 Month *Academe*
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!

### *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.** Complete the linked [application](#)

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## Interested in contributing a viewpoint 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 <a href="mailto:Andrea.Brown@csn.edu">Andrea.Brown@csn.edu</a>	Staci Walters <a href="mailto:Staci.Walters@csn.edu">Staci.Walters@csn.edu</a>
Dustin Shaffer <a href="mailto:Dustin.Shaffer@csn.edu">Dustin.Shaffer@csn.edu</a>	Robert Manis <a href="mailto:Bob.Manis@csn.edu">Bob.Manis@csn.edu</a>

*In Solidarity*

