



NFA GAZETTE

OCTOBER - NOVEMBER
2021



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Message from CSN-NFA President

Dear Faculty Member,

I want to take this opportunity to recognize the incredible work you have done throughout this pandemic teaching or assisting our students. The Executive Committee and I want to express our sincere condolences if you experienced the loss of a colleague, friend, or family member. My father, Miguel Ortega, passed away last year, and I am still grieving his death. I empathize with your sadness.

I am pleased to announce the commencement of our next CBA negotiations beginning November 1, 2021. We must draft a stronger CBA, but we need your involvement and guidance. If there is an article or section, you believe it needs to be revised, I encourage you to contact us.

As you know, we have submitted grievances under article 26, section 1 and 2. If you are impacted by this decision of the administration to not increase the rate on labs, clinical, and studio, I encourage you to submit a grievance. We need to hold the CSN administration accountable and provide evidence that the budget shortfall was more than 5%. We want to assure you that we are committed to safeguard our CBA and the agreements within.

Lastly, I want to announce that I will be on Sabbatical beginning spring 2022, and Ted Chodock will step up as the new President of CSN-NFA. If you are interested in the Vice-President position, please let us know to consider you. These are difficult times, and we want to invite you to speak to us one-on-one to help you with any work challenges. We are meeting with Vice-President, James McCoy biweekly, and we are part of the President Cabinet's meetings. We will be more than happy to voice your concerns. Again, we have an open-door policy to listen to you if you are experiencing any work-related challenges.

Have an excellent semester and thank you for your support.

Sincerely,

Luis Ortega
CSN-NFA President

News & Information

NSHE News

Chancellor Rose files a hostile workplace complaint. See the Las Vegas Sun Editorial [here](#).

The end of remedial classes creates confusion. Find more information [here](#).

NFA Vaccine position

CSN-NFA's top priority is to protect the health and safety of CSN faculty and the entire CSN community. This is the basis for our statement on COVID mitigation efforts, which can be found on the [CSN-NFA website: COVID-19 Statement](#). The key sentence is that CSN-NFA "calls on campus administrations to do everything possible to ensure the highest level of health and safety, and to follow the guidance of public health experts to use every available tool to protect students, faculty, staff, and neighboring communities from further spread of COVID this fall." CSN-NFA members, like our larger community, have diverse and passionately held views on the vaccine mandate. The CSN-NFA executive board supports vaccination as a critical tool to protect the health and safety of our community. We also recognize that some of us have concerns about the NSHE vaccine mandate (NSHE Code Title 2, Chapter 12), especially regarding who qualifies for the exemption and whether the NSHE vaccine mandate respects the terms of faculty contracts. We want you to know that we represent all NFA members and all faculty, not just those who agree with our support for vaccination.

If you have questions about the vaccine, visit: [Myths and Facts about COVID-19 Vaccines](#)

Continued on next page:

- **CSN is paid less, find out why**
- **Lab Pay Grievance Information**

Featured Article

HOW DO CSN SALARIES COMPARE WITH OTHER INSTITUTIONS?

By Robert Manis, Past CSN-NFA President

Have you ever had the feeling that you were not fully appreciated? Maybe even under-compensated? Maybe your paycheck doesn't make it to the end of the month or maybe you've considered postponing your retirement a year or three.

There are some objective measures. Let's look at a few of them. But before we do, let's look at what used to be. **Prior to 2013, NSHE community colleges operated on a step system**, similar to K-12 and community colleges in many states, including California. That meant that every year, every faculty member received a **2 ½% raise automatically**, plus what was voted on that biennium as a cost-of-living raise, usually about 2-3%. It was a good steady system that ensured each faculty member could double their salaries in 14 years. That was replaced by a merit system also to be funded by the legislature. Unfortunately, the legislature didn't seem to understand, and never funded it, even while continuing to fund classified staffers' steps. Finally, NSHE gave in and created its own performance pool to start in 2022. Unfortunately, that pool is limited to 1% and will only be a bonus which means money will not be added to the base salary.

In addition to merit, there were also to be biannual pay equity studies that would combat problems like salary compression and inversion - which is when newer hires come in at higher pay than you. Finally, community college salaries were to be averaged to 85% of university salaries. Sounds ok, right?

Well no. Let's see how we stack up.

NSHE data has shown that we have consistently lagged behind the 85% mark for a number of years, ranging from 75% to 81% depending on the year and on faculty seniority with the most senior furthest behind. NSHE's response 2 years ago to that was to unpeg CCs from that mark. Problem solved.

Well, at least the community colleges are in it together, right? Well, no as well, data from the Department of Education in 2018 showed **tenured faculty at CSN were paid 5% less** or about \$4000 than at TMCC (our most comparable institution), largely because the previous administration here refused to do the mandated equity study in 2017, and partially because TMCC pays lab instructors at a 1.00 ratio instead of .75. (See sidebar). The issue was partially addressed by collective bargaining last year which gave all faculty a 1.75% raise.

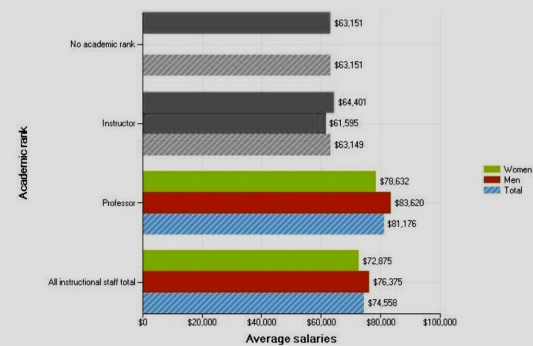
We also need to compare ourselves to other state employees. Last year the legislature voted a 1% COLA for next year, or a 3% increase for unionized employees, but we were excluded. Why? Because our bargaining was under NSHE and not tied to their bargaining.

The solutions are obvious, now: We need to bargain to address the remaining 3.25% discrepancy through the next pay equity study and bargain to tie our COLAs to the rest of the state employees.

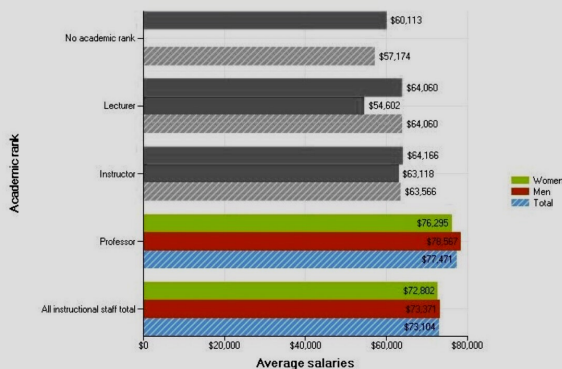
TMCC Salaries are 5% Higher than CSN for Tenured Faculty

Do you ever wonder how CSN faculty salaries compare with other NSHE community colleges? Even though TMCC employs fewer Ph.D.s, offers fewer 4-year programs, and provides starting pay for its average salaries for tenured faculty are higher as per 2018 official Department of Education data. (See "Rank" in each graph; graphs not drawn to equal scale.)

TMCC: [Professor, \$81,176; All, \$74,558]



CSN: [Professor, \$77,471; All, \$73,104]



Source: IPEDS, 2018

Lab Pay

As mentioned in this issue, NFA has instituted grievances regarding the **failure of CSN admin to implement the lab pay increase** indicated in article 26 of the CBA. Due to the last-minute pressure from the previous chancellor in 2020 refusing to accept our contract, NFA was forced to add a preface allowing CSN to postpone that raise if it "were to experience a budget reduction or shortfall of general fund appropriations or other revenue, including registration fees or non-resident tuition of five (5) percent or greater."

We believe that CSN is exploiting that clause in bad faith.

Enrollments have dropped during covid. But the college has received millions in federal aid to make up for that shortfall. We have filed grievances to force the college to prove it does not have adequate funds to pay the several hundred thousand (less than ½ of 1% of CSN's annual budget) to implement the raise.





Faculty Matters



Engaging Online Learners

By Angela Spires

Engaging online learners has never been more important than in the last two years as learners were forced to go take courses online. Some learners and even teachers were stronger against online learning. Some learners and teachers don't think online learning is effective. But, given that there wasn't a better option in the situation, online learning had to be done. But online learning is not a new concept. Online classes have been available at schools for decades now. Some students, in fact, love taking courses online. The trick with the new environment is engaging those students who may struggle with online learning. Students have diverse learning methods, and as such, teaching online should offer diverse teaching methods to accommodate the diverse learners in the classroom.

So, to engage students in a virtual classroom, embracing the tools that are available to teachers is very important. Engaging new platforms, new websites, and new ideas can help students feel more comfortable in the classroom. Talking to students about their comfort levels is also important. Survey Monkey is a great tool to take a pool of student ideas and comfort levels without anyone being singled out. Get to know students through introductions and discussions. Show students that you are still a person who is there for them, even if they don't see you face to face.

Tips



Discussion Boards:

- Have peers talk to each other
- Use three responses- initial response, peer responses,
- response to peer responses
- Instructor participants in the discussion

Games:

- Kahoot!
- Jeopardy
- Trivia

Easter Eggs:

- Hide extra credit assignments in other assignments
- Make them assignments that help engage students
- Finding clubs to join
- Finding resources at CSN
- Finding out how to use Student Services

Be Present:

- Hold office hours in BBB or Teams
- Hold Virtual Lectures
- Have breakout sessions
- Answer commonly asked questions

Peer Relationships:

- Start a discord channel for your class (or let them pick the medium)
- Give them a list of clubs and tell them about club week
- Encourage peer activities online (peers are one of the best student assets)



Diversity, Equity, and Inclusion

Hispanic Heritage Month
September 15-October 15
Celebrate Hispanic Authors

News and Information

COVID-19 and Pandemic Response

If you are interested in knowing more about AAUP's stance on Colleges and Universities' response to COVID-19. Check out *Pandemic Resources: FAQs on AAUP Principles and Standards* [here](#).

Diversity, Equity, and Inclusion

Teaching about race has been a topic widely covered in the news. CSN is a Minority Serving Institution whose values include diversity, equity, and inclusion (DEI). DEI should be reflected in our teaching regardless of discipline. Find out more about AAUP's position and resources related to legislation that restricts teaching history [here](#).

Academic Freedom

Academic Freedom is our right as faculty members! How does it relate to teaching? As stated in AAUP policies, the freedom to teach includes the following:

- The right of faculty to select the materials
- Determine the approach to the subject
- Make the assignments
- Assess student academic performance

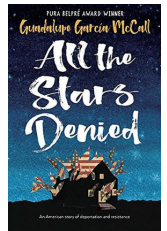
What about controversial matters? AAUP position is that faculty should not introduce topics that are not related to the subject. "As long as the material stimulates debate and learning that is germane to the subject matter, it is protected by 'freedom in the classroom.'"

Additional information about Academic Freedom and teaching can be found [here](#).

Books for Young Adults

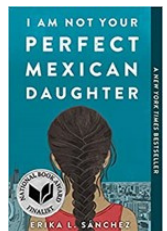
Guadalupe Garcia McCall

All the Stars Denied
Summer of the Mariposas



Ericka Sanchez

I Am Not Your Perfect Mexican Daughter



Other Good Reads

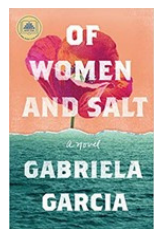
Christina Henriquez

The Book of Unknown Americans



Gabriella Garcia

Of Women and Salt



Places to find more books by Hispanic Authors

[12 best Latino books of 2020: Books to read by Hispanic authors](#)

[Penguin Random House: Books to Read for Latinx Heritage Month](#)

[Good Reads: Hispanic Authors](#)

CSN-NFA Officers 2020-2022

Why Join NFA?



President:
Luis Ortega

Vice-President:
Ted Chodock

Legal Chair:
Jill Acree

Treasurer:
Aminul KM

Secretary:
Emily King

Bargaining Chair:
Steve Soltz

**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

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!

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](#).



Higher Education Needs Your Support!
Join the Nevada Faculty Alliance
Membership Application

First Name: _____ Last Name: _____

Institution: _____ Department: _____

Title: _____

Institutional email address: _____ Institutional mail stop: _____

Personal email address: _____ (for NFA website login and emails, shared only with AAUP)

Personal mailing address (required for AAUP membership):

Street: _____

City: _____ State: _____ Zip Code: _____

Work phone: _____ Cell phone: _____

Check all that apply: Tenured Pre-Tenure Non Tenure Track
 Academic Faculty Administrative Faculty Associate Member (Administrators/Executives)

Membership Levels (*select one*, includes national AAUP membership dues and AAUP collective bargaining dues)

\$24/month Basic Membership for CC Instructors, Assistant Professors, rank O(I) and O(II) lecturers and research faculty, and range A, B, or C administrative faculty.

\$34/month Regular Membership for CC Professors, Associate and full Professors, rank O(III) and O(IV) lecturers and research faculty, and range D or E administrative faculty.

\$44/month Sustaining Membership for members who wish to support NFA at a higher level. Faculty with salaries above \$100K are encouraged to become sustaining members.

Additions

\$5 \$10 \$15 \$20 \$25 or \$_____ NFA Political Action Committee Contribution
 (Voluntary monthly contribution to the NFA-PAC fund for political engagement. Not tax deductible.)

\$5 \$10 \$15 \$20 \$25 or \$_____ Additional monthly contribution to NFA

----- **-NFA/NSHE payroll deduction authorization** -----

\$_____ monthly payroll deduction (add amounts checked on membership application form)

I hereby authorize the Nevada System of Higher Education to deduct from my salary and to pay to the Nevada Faculty Alliance (NFA) the agreed monthly payroll deduction amount listed above as NFA professional dues for the current membership year and each year thereafter. This authorization supersedes any previous payroll deduction for NFA. I may terminate my membership at any time by giving written notice to my campus payroll office and by sending e-mail notice to the NFA at admin@nevadafacultyalliance.org.

Print employee name _____ NSHE employee number _____

Signature _____ Date _____

Routing: Member gives signed form to Chapter chair or membership committee. Chapter sends copy to admin@nevadafacultyalliance.org. State NFA office submits deduction form (lower portion) to NSHE payroll office.