

# Nevada Faculty Alliance Gazette

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*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.*

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## News and Information

- Special thanks to all faculty who joined the CSN-NFA Membership Meeting on October 9, 2020. We look forward to your input and participation in the future!
- Check out NFA PAC election endorsements [here](#).
- Services provided via the **Employee Assistance Program (EAP)** will be provided by [ComPsych](#) starting November 1, 2020. Stay tuned for more information will be provided from HR.
- Faculty, staff and students who work primarily at home are required to report COVID-19 status/exposure to [wellness@csn.edu](mailto:wellness@csn.edu). Information provided is confidential. Administration requests this courtesy for monitoring purposes and connecting employees with resources (e.g. free testing sites, answer insurance questions, leave requests etc.).
- A nation-wide search for the Dean of Arts & Letters and Dean of Health Sciences is in progress.
- Virtual Forums for the **Interim VPAA position** were held via Microsoft Teams on Wednesday, October 21.
  - Jim New, VP Finance and Administrative Services at Truckee Meadows; James McCoy, Assistant Vice Chancellor of Student Success at NSHE and Anne H. DeClouette, Director of Training and Development at MGM Resorts International were the finalists.
  - All sessions were recorded. Faculty who did not attend were encouraged to listen to the recordings and provide feedback by October 23rd.
- The Shared Governance Liaison Pilot Program began this fall with **Charles Milne, Leanita Hughes, and Ashley Gonzalez** serving as the first liaisons. According to the *Special Assignment/Interim Shared Governance Liaison* application, the program was designed to provide individuals desiring to

enter leadership roles with requisite knowledge, perspective, and skills to work with various elements of the college. All three liaisons were elected in Spring 2020. While the administration has moved forward with the official Liaisons, there are no signed policies regarding their job descriptions or a signed Shared Governance policy at CSN. The Faculty Senate Shared Governance policy was substantially

modified by the Administration and the policy has yet to be accepted by Faculty Senate. The Pilot Program is currently a fig leaf for true shared governance. **NFA was excluded from the program.** If you have questions about this policy, please contact the faculty liaison, Charles Milne at [Charles.Milne@csn.edu](mailto:Charles.Milne@csn.edu) or FS Chair-Elect Julian Smit at [Julian.Smit@csn.edu](mailto:Julian.Smit@csn.edu).



## Featured Article

### Alternative Dispute Resolution

This month we focus on an element of our Contract that substantially alters CSN process concerning disputes. This clause creates an impartial mediator to help resolve disputes between faculty and supervisors. While mediation did exist prior to the Contract, use of it was rare and generally not satisfactory since the mediator was appointed by the Administration (typically a retired administrator) and generally perceived as overly deferential to the Administration.

The new process commences at the end of the grievance process. The grievance process itself must begin within 20 working days of the event or the faculty member's knowledge of the triggering event and continues if needed with appeals up the supervisory ladder until a decision is made by the College President. (Note: any disciplinary action

against a faculty member may be responded to by a grievance, allowing this process to come into play.)

Should that decision be unsatisfactory, the faculty member may ask the NFA to file a Mediation Request with Human Resources within 20 working days. At that time, either party may commence mediation by providing to the Federal Mediation and Conciliation Service and the other party a written request for mediation, setting forth the subject of the dispute and the relief requested. No lawsuits may be filed during the period between filing and conclusion of the mediation process.

While this process falls short of the arbitration Clause which NFA and CSN originally agreed, that agreement was reneged upon by the Chancellor, and will be pursued at the next contract. Meanwhile, the new process is a substantial improvement over the status quo.

## Member Spotlight



This month's spotlight is on Staci Walters in Theatre Arts, former CSN chapter Vice President, and now Secretary in state NFA and Coordinator of the NFA Southern PAC.

Staci graduated from Trinity University with a B.A. in Drama, minor in Mass Communication. After completing 1 year of Graduate School at Rutgers University, Mason Gross School of the Arts, she decided to seek a more artistic approach to the art of theatre, and sought the mentorship of noted scenographer Danila Korogodsky by transferring to California State University, Long Beach where she received her M.F.A.

Staci has been at CSN for 5 years moving here with her husband and daughter. She went through the foster training program and adopted a daughter

after 2 years of fostering. Her daughters are 3 weeks apart and tell others they are twins. She has a multi-generational house which includes her mother in law and 23-year-old niece, who attends CSN currently in the Business program.

**Q: Who has influenced you the most in life?**

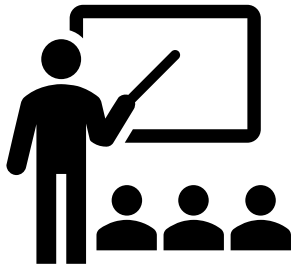
**A:** My father. He was a hard worker and excelled at many skills. He was a Merchant Marine, Chief Engineer and traveled the world throughout his career. He could do anything from build hand-crafted, award-winning violins by shaving wood with shards of glass, to repairing farm equipment. Shortly before I came to CSN, he passed away of a brain tumor after a 26-year fight. His love and dedication to his family, and his drive to be a creator never waned. He was the kindest person in the world and incredibly intelligent.

**Q: In another life, you could be...?**

**A:** A lawyer or judge or a political Chief of Staff or Campaign Manager.

**Q: What do you want faculty members who have not joined the union to know about NFA?**

**A:** You never know when you will NEED NFA, but by the time you do, it is too late. NFA is more than just benefits because it is a collegial network of supporters who want YOU to be successful. Based on my experience in unions in California, and the lack of unions while I taught in Missouri, I understand the benefit to our daily lives. It takes work every day, but the wins are usually life-changing for many.



## Faculty Matters

### *Difficult Conversations*

Teaching during campaign season presents many challenges for professors who teach social science and the humanities. The [New York Times Learning Network](#) makes teaching and learning resources available to educators. The article, [Learn to Argue Productively](#) and the corresponding [Lesson of the Day](#) provide practical tips for civility and meaningful engagement.

A recent article in [HigherEdJobs](#) entitled, [Coming to Terms in Difficult Conversations](#) explores several ways in which language impedes constructive dialogue, progress and can engender strife in the workplace. According to the author: "If you must use a label or term that is likely to cause a reaction, lead up to it by first describing the facts, observations, and experiences that give it context."

As we honor the CSN Students First commitment, let us do our best to support our students both inside *and* outside of the classroom. One way that we can do this is to make sure our students are aware of the Coyote Cupboard, Student Emergency Funds and to make donations. In so doing, we not only support them, we also support our colleagues in Student Life and Leadership Development.



**Coyote Cupboard Hygiene Drive**

**HOW TO DONATE?**

**Henderson** To drop off a donation, please email Marissa.Henderson@csn.edu to schedule an appointment.

**North Las Vegas** To drop off a donation, please email Marissa.Henderson@csn.edu to schedule an appointment.

**Charleston** Donations accepted Mon-Thurs from 10 am to 2 pm in Student Union room 115 or other location upon request.

The Coyote Cupboard is a free food pantry, available to current CSN students and staff. Cupboards are located inside the Student Union at each main campus.

**REQUESTED ITEMS:**

- Shampoo
- Conditioner
- Laundry Detergent
- Soap/Body Wash
- Lotion
- Wipes
- Toilet paper



## News and Resources

*What do you know about the history of the AAUP?*

"In 1900, when noted economist Edward Ross lost his job at Stanford University because Mrs. Leland Stanford didn't like his views on immigrant labor and railroad monopolies, other professors were watching. The incident stuck in the mind of Arthur O. Lovejoy, philosopher at Johns Hopkins. When he and John Dewey organized a meeting in 1915 to form an organization to ensure academic freedom for faculty members, the AAUP was born. At that time, the notion of "academic freedom" was still a novel concept.

More than a century later, the AAUP remains the leading organization primarily dedicated to protecting the academic freedom of professors..."

Visit [History of the AAUP](#) for more information.

## 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-Tejada



## Faculty Advocates

Contact any of the Faculty Advocates with general questions about the Collective Bargaining Agreement, grievance process or your other rights:

Jill Acree  
[Jill.Acree@csn.edu](mailto:Jill.Acree@csn.edu)

John Aliano  
[John.Aliano@csn.edu](mailto:John.Aliano@csn.edu)

NFA wants you! Representation across disciplines and campuses is essential. Please contact one of the Faculty Advocates if you are interested in serving.





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

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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  
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