

What You Need to Know About the New Contract

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NFA PAC Updates VOTE!

Professor Glynda White submitted the following updates and also wants to extend special thanks to Chef Steve Soltz for his participation in the candidate interviews.

- NFA PAC interviewed Governor Sisolak who expressed support for Collective Bargaining Bill [SB 373](#), which expands and protects the bargaining process.
- NFA-PAC interviewed candidates and inquired about their positions on SB 373. Candidate responses can be found [here](#).
- NFA PAC discussed, voted and endorsed candidates for the upcoming election. Click on the link [here](#) for endorsements.
- Southern NV NFA PAC (CSN, UNLV, NSC) will host a meet and greet of elected representatives on December 8, from 4:30-6:30 at [The Kitchen at Atomic](#). Details forthcoming.



A Message from CSN-NFA President

I'm so proud of all the NFA members and all CSN faculty who helped us achieve ratification of the 2022-2025 Collective Bargaining Agreement by an amazing 2-to-1 ratio (249 to 121). Everyone should know that it was not a given that we'd get to this point. In the Spring, claiming that the pandemic-caused enrollment plunge would lead to devastating budget cuts, the CSN administration insisted on onerous conditions for increasing faculty compensation. To their credit, the Collective Bargaining Negotiation Team would not settle for a bad deal for faculty. They finally dislodged the administration from their seemingly inflexible position. With 8+% inflation, a 1% raise and \$2000 for each full-time academic faculty member is not nearly enough. When we reopen salary negotiations next year, we'll fight for more and keep fighting!

What's in the CBA is not just about money. Improved academic freedom protection, a better CBA grievance process, clear descriptions of faculty leadership positions with defined compensation, and a more equitable procedure for release time are some of its other achievements. We know that some faculty are concerned about the possible negative impacts of changes to the distribution of leadership positions. We do not share those fears. To be clear, we will hold James McCoy to his word that Article 12 is not meant to harm faculty or departments. We will not abandon any faculty treated unfairly in the implementation of the new CBA.

More information is shared in this issue, and we will talk about and plan our next steps at our **Members Meeting on Friday, November 4th**.

After the November election, the most important event coming up is the **December 1-2 Board of Regents meeting**. Join us there or contribute a public comment as part of our final push to get the CBA ratified.

A week later, in solidarity with NSC and UNLV NFA members, we'll do a meet and greet with elected officials supporting NFA's agenda at the next legislative session. That will happen at [The Kitchen at Atomic](#), 4:30-6:30 pm on Thursday, December 8th. We're looking forward to seeing everyone there!

In solidarity,
Ted

CSN-NFA is AFT Local 6765



The affiliation between AAUP and AFT affiliation became official on August 1, 2022, after delegates to the Biennial Association Meeting voted in favor of affiliation in June 2022. The partnership increased unionization in Research 1 and flagship institutions resulting in the joint representation of over 20,000 faculty.

CSN-NFA's Local Name is now the **Nevada Faculty Alliance of Southern Nevada** and the AFT chapter number is 6765. All members of CSN-NFA are members of both AAUP and AFT. For more information on this historic partnership, visit FAQs on AAUP/AFT Affiliation at <https://www.aaup.org/faqs-aaupaft-affiliation>

CSN-NFA members can obtain their membership cards at <https://members.aft.org/members/lookup> and create an AFT Account here: <https://members.aft.org/members/register>



Commencement Requirements



Questions have been raised about the duty to attend a commencement activity. Several departments have been sending out incorrect information about commencement requirements, causing confusion.

Key points (from Article 6 of the contract):

- 1) One event is required annually with many alternatives to the main graduation available. Refer to Article 6 for options.
- 2) CSN will provide caps and gowns at no cost.
NFA reads this to mean that if the school doesn't provide the caps and gowns, faculty cannot be required to attend. That's their end of the bargain. They have to get the logistics together to fulfill this obligation.
- 3) Department chairs would need to take attendance at graduation to claim that a faculty member is absent (and could therefore be docked 3 hours of pay). But they would also need to verify that the faculty member did not attend a different graduation event, so they would be obligated to contact the faculty member and ask them if they had attended a different event or set up a procedure for faculty to say which event they plan to attend. If a faculty member is unable to attend any and fears that they will be docked pay, we suggest they take a sick leave half day.

Contract FAQs

Q: When do we get our raise and stipend?

A: Nothing! All faculty will receive the stipend within 60 days of the Board of Regents' ratification. The agreement does state that faculty should submit a copy of their current or previous year's professional development plan to HR when requested. These plans are already addressed yearly in faculty evaluations.

Q: What was the big issue with changes in release time?

A: There were 1400 IUs of release time given out last year without any policy governing it (nearly enough to give every single full-timer one less class). The new policy creates standards for the allocation of release time. Where there may be significant departmental impacts, Article 13 of the contract provides a safety net to mitigate disruptions. Any faculty member can now apply for release time in a fair and open application process.

Q: Will we be getting any further raises during this contract?

A: We will negotiate with the administration after the legislative session (Spring 2023, and before July 1, 2023) to determine if there is enough funding to grant another raise for years 2 and 3 of this contract.

Q: Why is the base salary raise less than the rate of inflation?

A: CSN's raises are based on 3 components: cost of living increases set by the legislature, merit pay given by the school, and our **NFA** contract. We are the ONLY institution in the state that has negotiated a base salary increase in addition to the first two components above, thanks to the diligence of our bargaining team.



Salary Study Update

As many of you may recall, our previous contract mandated a salary study last year. Raises were given to dozens of faculty but others were omitted. Of those, there were some 70+ faculty with formal inquiries requesting written explanations of their results, due by September 30, 2022. Unfortunately, the vendor PNG went AWOL for months. Finally, the Salary Study Committee met with them two weeks ago. NFA has found three major issues with the salary equity study.

- 1 - The criteria established by the Salary Study Committee were applied inconsistently. "Years of Experience" and "Years in Position" were expressed using different methodologies amongst faculty individualized results. Years of experience and years in the position should also include years served as a market hire (Rank O). Years should not be calculated according to the date of tenure.
- 2 - Salary equity adjustment reviews were not completed in a timely fashion, according to the outlined timeframe and according to follow-up emails continually delaying formal inquiries.
- 3 - A description of the process used to gather data and the methodology used was not published in a "manner that is accessible to bargaining unit members." [2021-2022 CSN Faculty Compensation Study | Prudential Global Network \(pgnhr.com\)](#)

An email from Bill Dial was sent out two weeks ago to these faculty stating that interviews with faculty are scheduled in early November, but apparently, some faculty who have inquired did not receive this email. NFA is concerned that faculty may have fallen through the cracks and HR may have lost their emails, meaning their concerns will not be addressed. We believe HR is out of compliance with the dates in the CBA and with their own emailed timeline for addressing faculty concerns. **Our concern** is that this email from Bill may represent a new "act" that then resets the CBA grievance timeline. We will attempt to clarify matters and communicate results.

What is NFA doing?

NFA is requesting a full audit of the criteria, methodologies, and status of all formal inquiries from HR. NFA is looking at filing a CBA Grievance in response to compliance issues surrounding the Salary Equity Study.

Potential remedies requested by this grievance will include:

- 1 - CSN will redo the FY21 Salary Equity Study and fully fund the results, as stipulated by the current CBA's language around the requirements of the FY21 study.
- 2 - CSN will comply with a full audit of the study, including providing criteria, methodology, full results, and data on the number of formal inquiries that have been requested, addressed, completed, or are outstanding.
- 3 - Explanation of each faculty member's placement in PNG's study.

In lieu of redoing the FY21 salary study, NFA recognizes NSHE's requirement for CSN to complete a FY23 salary equity study. NFA will agree to a remedy of holding all parties harmless in the FY21 salary equity study and require CSN to fully fund the FY23 salary equity study by immediately implementing procedures for initiating the study's requirements (Identifying committee members and beginning the RFP process for choosing a vendor). Criteria and methodology for the study will be established and agreed upon by NFA committee members.

If you have initiated an inquiry but have not received an HR email, please immediately contact legal chair [Darin Dockstader](#) to be included in the grievance.



Department Chair Restructuring Explained

Article 12 of the CBA is titled Academic Leadership Roles and deals with job descriptions, compensation, and accountability for positions with the title of Department Chair, Assistant Department Chair, Program Director, and Lead Faculty. In the past, the Department Chair requested and allocated these positions within the department based on two things:

- 1 - the Chair's ability to ask and justify the need to the Dean and VPAA, or
- 2 - the allocation each Department received for IUs (release time) to be distributed based on the Department Chair's discretion.

The amount of IUs each department received was based on a problematic definition of a "department" and a formula defined years ago (in 2006 and the days of "CCSN"), and based on an outdated Faculty Senate policy.

NFA prioritized including job descriptions and equal compensation to these leadership positions based on data requests showing **wildly different job roles, descriptions, pay, and release time allocations** for faculty across the institution. Standardized job descriptions for these CSN roles were established through a shared governance task force in 2021 and distributed to all faculty. With the standardized responsibilities delineated for each position, NFA prioritized creating standardized contract types and release time assigned for each position and implemented them equally across CSN. Equal jobs equate with equal compensation.

This method would protect faculty from bias, pay discrimination, and job misalignment. In allocating funds for these administrative responsibilities, the negotiation process required standardized implementation based on current department metrics, which required updating. The allocations made in Article 12 were a result of data requests and modeling across the campus. However, because of fluctuations in enrollments, hiring, and other factors instigated by recent tumultuous years, primarily due to Covid-19, the metrics and allocations represent an informed decision that may need "tweaking" in the years ahead.

Both NFA and the administration recognize the need to reevaluate department metrics as this contract is implemented. Since job descriptions were first implemented at CSN, many faculty have experienced unfair pay differentials and job alignment issues. This contract represents a desire by all parties to standardize responsibilities, both for the protection of faculty and for the equitable distribution of pay/release time/job responsibilities by CSN. The only positions affected by this article are those with the title of Department Chair, Assistant Department Chair, Program Director, and Lead Faculty. All other positions and responsibilities at the college will be allocated according to Article 13 Reassigned Time.

If you have questions about the application of this article, contact [Staci Walters](#)



Faculty Matters



In Memoriam

Professor Emerita Barbara Agonia was one of the founding faculty members of Clark County Community College, now CSN. In 1975 she co-chaired the Women's Program--a program that led to the creation of the Women's Re-Entry Center at what is now the CSN North Las Vegas campus. Professor Agonia taught English and Speech at CCCC/CSN, served in Faculty Senate, and advised student groups, among other activities.

She was the keynote speaker at the Spring 2022 50th Commencement Ceremony. The Office of President Zaragoza announced her passing in July.

Long-time CSN-NFA member and Sociology Professor, Linda Foreman, shared a poem, entitled, *Prayer* that Professor Agonia wrote and published in a 1978 CCCC publication of *Sand & Sage*. That inspiring poem is reprinted in full below.



Prayer

*I had almost forgotten about courage,
the big kind: life-giving.
And I shrank when I remembered.*

*Everyday I see ordinary peoples' courage;
it's little: life-saving.
And I think it might matter.*

*But now I frantically search the crowds
for heroes; there are none.
No, none. I don't believe anymore.
I see forks in every tongue,
Hear lies in every truth.*

*There is oppression. I know it. I feel it.
Not just hunger. Not just deprivation.
Rich kids are malnourished.
Ghetto kids watch T.V.
Real oppression is here: belittling,
Soul-killing acceptance of
Status quo and quid pro quo.*

*The crime is not that it is, but that
We let it be. For every oppressor
there are the acceptors of oppression.*

*The corporate message prevails: know
Your place; Don't rock the boat;
Give more than you receive; ask more
than you will get; Caveat emptor.*

Let us pray.

by: Barbara Agonia





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 fall 2022 issue of Academe calls on faculty to become actively engaged in budget and finance issues on their campuses and in their states. Contributors to the issue explore the power of coalitional organizing to push back against austerity measures, demand transparency, and hold institutions accountable for their obligations to faculty, staff, students, and the communities beyond their campuses." [Click on the Image for access.](#)

CSN-NFA Officers

2022-2024

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NFA Needs You!

**STRONGER
TOGETHER**

1. Enhanced rights and compensation
2. Vote to elect officers or run yourself!
3. Help shape policy
4. Assistance with tenure and grievances
5. Up to 5 hours of legal assistance annually
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 a difference! Join now! The application is found [here.](#)

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!

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