

Causes for Optimism

In This Issue

- Message from CSN-NFA President
- AAUP-AFT Affiliation
- Contract Updates
 - Retention of Faculty
 - Reopening of Salary Contract
- Featured Article: Reassigned Time
- Legislative Updates
 - Collective Bargaining Bill
 - Removal of NSHE from the Constitution
- Faulty Matters- Commencement Requirements
- Join NFA!



A Message from CSN-NFA President Ted Chodock

I hope everyone is having a fantastic Spring semester! As it warms up after this record-breaking long winter, we also have some causes for optimism from the Legislative session. AB224, the NSHE collective bargaining bill, is still alive, with lots of support in Carson City. It would strengthen our rights when facing discipline, allow for binding arbitration, and make it possible, for the first time, for adjuncts to organize a union. Let your Legislators know that you want them to support AB224!

Turning to money, AB268, which will give us two \$500 retention bonuses between now and the end of June, has already been signed into law. But one-time money is not the real prize. This is an unusual session because Republicans and Democrats are not arguing about whether to give us a COLA and how big it will be. The Governor has set the floor at 8% this year and 4% next year. SB440 would add another 2% COLA that would be retroactive to 4/1/23. That means we could get a 10% COLA this year. SB440 looks to be something that will be negotiated right to the end of the session. So, stay tuned. Don't forget, though, that the Social Security COLA was 5.9% in 2021 and 8.7% in 2022. At 14.6% combined, even if we get a 10% COLA this year, we would be 4.6% behind inflation! That's where our reopening of salary negotiations by July 1st comes into play. We need all of your support and participation to ensure that our compensation at least keeps up with the actual cost of living. Even with a 10% COLA, we would be falling further behind.

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>



Article 14-Retention of Faculty

To fulfill a stipulation of Article 14 of the CBA, a task force of administrators and faculty has been meeting to examine the recruitment and hiring of faculty who teach in high-demand fields like CTE programs. The task force is finalizing its recommendations for Dr. Zaragoza and anticipates an initial response from him by May 1st.

Recommendations include strategies for attracting and retaining qualified faculty in areas where applicant pools are traditionally small because compensation has not kept up with industry standards. For example, currently, a potential academic faculty member who meets minimum qualifications of master certifications and 10 years of experience in their field, would be offered less than \$48K for a tenure track position. Their alternative would be to accept a Rank 0 position with its associated salary--however, CSN's Rank 0 Salary Schedule has not been updated in over 10 years and those salaries are also tens of thousands below industry standards. As anyone who has served on search committees for these positions knows, the applicant pools for these positions are shallow, at best.

The ultimate goals are fewer failed searches that waste valuable CSN resources and fewer open faculty positions so students can be better served.

If Dr. Zaragoza approves the recommendations, it will be a tremendous example of the benefits of shared governance.

Salary Contract Negotiations Re-opening this Summer

CSN-NFA is actively preparing for the agreed-upon contract re-opening this summer over salaries, merit pay, COLA pay, and contact hours (lab pay). Both sides negotiated a reopening by July 1, 2023, for across-the-board salary increases to be discussed at the conclusion of the NV Legislative cycle. Once state budgets are approved and NSHE institutional budgets are set, we will negotiate for CSN bargaining unit raises. The CSN negotiating team and CSN Collective Bargaining Council have begun preparations for meeting with the CSN Negotiating team in June 2023.

NV legislation currently looks promising for state-wide COLA increases and retention bonuses, including possible 2023 COLA raises of 8%, 2024 COLA raises of 4%, and \$2000 retention bonuses for all state employees including NSHE faculty.

NFA recognizes the importance of these long overdue COLA increases. However, faculty at CSN have fallen far below pay standards over the last 15 years, contributing to low faculty retention rates, burnout, reduced morale, and employee disengagement.

CSN is currently suffering from a budget shortfall and understaffed support service but continues to prioritize administrative growth over organizational transformation. NFA will promote institutional realignment through increased support for faculty and student support services as we negotiate raises. These priorities are necessary to promote student success at CSN, through the support of the college's basic mission and functions: education and students. What is best for students is best for faculty.





Time Sensitive



Featured Article

Article 13: Reassigned Time

By Staci Walters

Collective Bargaining Chair

Reassigned Time is defined as any "release" from your workload to complete tasks other than teaching classes. If you receive release time as compensation for administrative work separate from the four Academic Leadership Roles (Department Chair, Assistant Department Chair, Program Director, and Lead Faculty), you have release time. Additionally, if you would like to complete tasks for CSN outside of your job teaching courses, the only way to receive compensation is by asking for an approved release time.

The steps to apply for Reassigned Time:

1. Faculty should apply for all Reassigned Time (release time) by July 1st of the academic year. It will be distributed throughout the semester in which the work takes place--Spring or Fall of typical B contract dates. Based on the administration's budget, Reassigned Time would be allocated on a first come--first serve basis with priority to applications received by July 1st.
2. Faculty should develop a proposal for the position including the Position Title, the roles/responsibilities of the position, the start and end dates (must be during the regular B contract academic dates), and the average hours per week required of the position. It is important to calculate the total time needed to complete the responsibilities of the position, using the following formula to convert the time to possible release time:
 - Total time divided 16 weeks per semester = average work hours per week
 - $[(\text{Average work hours per week}) / (35 \text{ hours})] * 15 \text{ IUs} = \text{IUs for on-IU based activities.}$
 - Non-IU-based activities are anything other than teaching load.
 - 15 IUs are used because all faculty are on a 15 IU per semester contract.
 - Faculty members accept reassigned times for the entire academic year and may accept reassigned times as overloads.
3. Send a proposal to one's Dean/Director, or the Dean/Director who would be supervising the position. Since Department Chairs no longer receive a "bucket of IUs", the Deans will decide which IUs are distributed along with the proposed positions.
4. All eligible faculty will receive an email stating available positions of which faculty are eligible, based on approved positions by the Dean/Director. The email will state the name of the person to contact if interested in the position. The positions will be posted for a minimum of 10 days before the reassigned time role is filled. The supervising Dept Chair/Asst Dept Chair/Program Director/ Faculty Lead/Director will make a recommendation for assigning the position to the Director/Dean, who will make the final decision and inform all applicants.
5. All Reassigned Time roles will be published and kept updated on the Faculty Infobook website—coming to a CSN near you soon! The VPAA's webpage will provide a direct link to this page.

The process for requesting and assigning Reassigned Time will be implemented through the VPAA's new workload system. NFA has been told that this system will be implemented prior to the Fall 23 academic semester. It is expected to adhere to the CBA and workload policies, allowing workloads to be assigned with more fluidity and ease. Faculty will be notified when the new workload system is implemented and more detail will then become available.



Nevada Faculty Alliance Gazette

Legislative Updates

Legislative Alert:

Current Bill AB 224- Enhanced Collective Bargaining Rights

Although CSN faculty have collective bargaining rights under NSHE rules, AB 224 will give collective bargaining rights to NSHE professional employees in statute. Currently, we do *not* have as strong legal rights as other collective bargaining unions in the state of Nevada. The bill would also allow adjunct faculty and grad assistants to organize should they choose.

Collective bargaining agreements under AB224 would provide a fair process for grievances with the final resolution by an independent arbiter, rather than simply appeals to administrators who may ignore the good faith recommendations of faculty grievance or adjudication committees.

Additionally, in 2021, the State funded 3% COLA raises for Classified employees in state-sanctioned collective bargaining units but only 1% for NSHE faculty and other state employees. AB 224, if passed, will put NSHE faculty and professional employees on a level playing field.

We have been fighting for these changes for three legislative sessions. We appear to be closer than ever to getting this bill passed. The bill has bipartisan support in the legislature and seems to have a majority of the Board of Regents supporting it. But we need faculty to voice their support to their elected representatives.

Here are the potential benefits of AB 224:

1. Collective bargaining in higher education advances and promotes institutional integrity by setting mutually binding rules for faculty and administration which promotes better functioning of higher education.
2. AB224 not only allows for bargaining units for academic faculty but also administrative faculty, professional staff, part-time instructors, and assistants. It will benefit *all* NSHE professionals and advances fairness and equity. The 8,000 professionals of NSHE are the only large group of public employees in Nevada without collective bargaining rights in state law. Passage of AB 224 will allow NSHE professionals to gain parity with other state/classified employees.
3. Public research of public universities reveals there is a higher proportion of women faculty at all ranks in unionized universities.
4. Studies show that faculty unionization promotes shared governance and better outcomes for student retention and completion.
5. Collective Bargaining rights in statute promote parity and will be congruent with other local government employees.
6. With the passage of AB224, NSHE professionals will have access and availability of the Government Employee-Management Relations Board for the resolution of disputes.
7. AB224 will increase stability in collective bargaining negotiations.

We encourage comments in support of AB224 and the importance of having collective bargaining enacted into statutory law. Contact your legislator [here](#) to support this important legislation.

Legislative Information:

Current Bill SJR 7*- Removing NSHE From State Constitution

****Not be confused with the no asterisk bill which relates to protecting abortion rights****

Background: The Legislature is trying again to remove constitutional status from NSHE. There's been a decade of conflict between the legislature and NSHE including the disclosure of the chancellor withholding results from a study opposing moving community colleges into the K-12 system culminating with the events leading to the departure of the UNLV President in 2018. An initiative to accomplish that narrowly failed in 2020. The bill doesn't address what the structure will be post-removal. ***NFA takes no position on the bill.***

Pros: NSHE, the largest part of state government is not accountable to the legislature despite its large proportion of the budget. Some chancellors and regents have abused this autonomy, leading to frequent scandals. Most recently Chancellor Rose was forced out by a majority of Regents for imposing a vaccine mandate despite similar measures in other Western States. NSHE should abide by the same rules as all other state departments. As part of the state government, NSHE employees would have access to the management-employee relations board for arbitration of issues.

Cons: The constitutional status of NSHE protects it from partisan political pressures. The failure of the 2020 initiative shows that the population supports the status quo, but the fact that the legislature keeps attempting to disempower NSHE is simply grudge-taking. Unless the Legislature also passes the collective bargaining bill, it is possible that the collective bargaining agreements could be voided by a future legislature. Since the higher educational structure is yet to be determined, we would have no idea what would replace NSHE.

View the bill [here](#)

Contact your legislator [here](#) if you have a view on the topic.



Faculty Matters

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.



Magazine of the American Association of University Professors

The full spring issue of Academe will be published in May. The March Academe newsletter (3/28/2023) featured several early-release articles from the forthcoming spring 2023 issue on academic libraries and librarians. The newsletter also featured the article [Data Snapshot: Tenure and Contingency in Higher Education](#) which includes information about important DEI and faculty appointment trends in the U.S.



The winter issue of Academe explored 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 that chapters can carry forward into a post-pandemic era. They also serve as a reminder that, despite the upheaval of the past two years, the power of AAUP chapters is still built on the same foundations of effective organizing. [Click on the Image for access.](#)





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 membership in the last decade. It is only through membership that we gained the power to not only have a seat at the table—but have our voices 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](#).

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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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