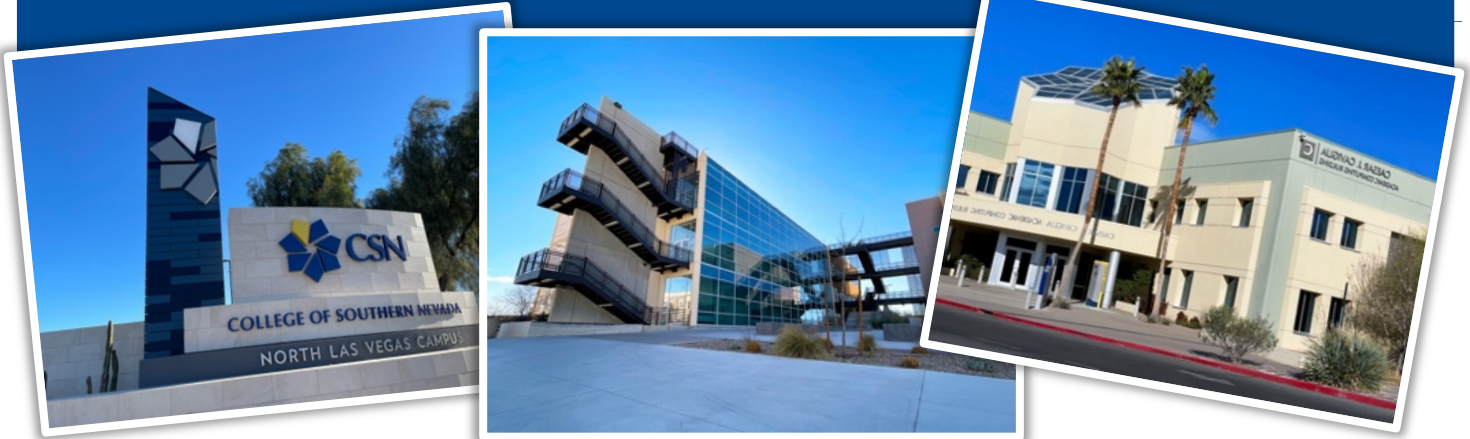


ADMINISTRATIVE FACULTY & NFA-CSN

Administrative Faculty are professional employees essential to all that CSN does. As a member of a faculty union, administrative faculty can advocate for change and negotiate on salaries, working conditions, workweeks, grievances, and evaluations. NFA-CSN advocates for all CSN professional employees, including academic, administrative, and part-time faculty. The NFA-CSN chapter has helped its local members resolve employment disputes on salary, scheduling, supervision, discipline, and grievances. Together, our voices are stronger.



WHO IS NFA-CSN?

Since 1983, the Nevada Faculty Alliance has served as the statewide 501(c)6 professional membership organization for NSHE faculty by upholding faculty rights such as shared governance and due process along with fighting for better working conditions, equitable pay, campus safety, and grievance procedures. NFA-CSN is your chapter of the statewide organization serving the CSN community through legal representation, CSN service roles, Coyote Cupboard food drives, collective bargaining, and DEI initiatives.

NFA-CSN works to build a stronger CSN through advocacy and action by spotlighting faculty and informing constituents regarding PERS, the Board of Regents, and the Nevada State Legislature on issues important to governance and employment at CSN.

- **NFA** has won **pay raises** and **bonuses**, **negotiated fair evaluation processes**, **flexible work**, **salary studies**, and a **35-hour workweek** for its bargaining group members.
- **NFA** will represent **YOU** in workplace complaints, issues, bullying, and grievances including legal representation as warranted.
- **NFA** will represent **YOU** in the Nevada Legislature, the Board of Regents, and PEBP as it fights for better employee benefits.
- **NFA** will listen to **YOUR** issues and fight for adequate resolutions through policy.
- **These are extremely challenging times for academia.** Now, more than ever, we need to work together. to defend shared values and the quality of higher education. **You make the difference!**

[LEARN MORE!](#)



LEARN MORE! STAND STRONG! STAND TOGETHER!

"It is the right of every professional employee of the System...to join any employee organization of his or her choice...The System shall not discriminate in any way among its employees on account of advocacy of membership or non-membership in any such organization." NSHE Code, Title 4, Chapter 4

HOW HAS NFA HELPED ITS MEMBERS?

- **Legal Representation & Defense Funds** - NFA assists all members with legal representation & has an established, member-funded, legal defense fund.
- **Evaluations** - NFA is negotiating evaluation procedures and merit pay rates for members of its bargaining unit.
- **Salary & Wage Compensation** - NFA has provided its bargaining unit members with two base salary increases, raised summer pay rates, advocated for high statewide COLAs, & tied COLA rates to initial salaries. NFA-CSN was the first chapter to negotiate a base salary increase in NSHE.
- **Flexible Work Policy** - NFA advocates for institutional policies on employment conditions on behalf of its members.
- **Grievances** - NFA represents all members in workplace complaints and issues. NFA establishes grievance procedures in collective bargaining and represents its members through grievance procedures.
- **Professional Development** - NFA establishes requirements for salary increases tied to professional development and has awarded multiple one-time stipends for professional development for its bargaining unit members.
- **Salary Equity Studies** - NFA developed a faculty-inclusive process for biennial salary equity studies for its bargaining unit members.
- **Workweek** - NFA established a 35-hour workweek & schedules through advocacy & collective bargaining for its members.

WHAT CAN NFA-CSN DO FOR YOU?

NFA is the shared voice of CSN administrative & academic faculty at the Board of Regents, the Nevada Legislature, and PEBP where NFA fights for COLA, benefits, salary equity studies, salary increases, fair grievance procedures, leave, scheduling, antidiscrimination, professional development, employee safety, & arbitration. NFA provides limited legal assistance and employee protections. NFA members are part of a nationwide community of colleagues and receive additional benefits as affiliates of the [American Association of University Professors, AAUP](#), and the [American Federation of Teachers, AFT](#). Through the [Nevada Faculty Alliance](#), CSN's Administrative Faculty share their voice, together.



[JOIN NFA-CSN](#)

GET INVOLVED!

NFA-CSN's Administrative Faculty Committee is here for you. We want to hear from you. Look for surveys, conversations, and campus visits. Our path forward is together. Want to talk? Contact the NFA-CSN Administrative Faculty Committee: [Jeff Fulmer \(Chair\)](#), [Jacob Bakke](#), [Dana Phillips](#), & [Rachel Lilly](#).

[Join NFA-CSN TODAY!](#)



GET INVOLVED! BE ENGAGED! JOIN NFA-CSN TODAY!

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