

THE ALLIANCE

THE AAUP NATIONAL AWARD-WINNING NEWSPAPER OF THE NEVADA FACULTY ALLIANCE

VOLUME 21

ISSUE NO. 3

FALL 2012

NFA in solid shape, says Gregory Brown

Letter from Outgoing NFA President Gregory Brown



This is my final column as NFA president, as I have stepped down after more than five years' service on the state executive committee in order to assume administrative duties at the University of Nevada, Las Vegas, as vice provost for faculty, policy and institutional research.

In accordance with NFA state bylaws, I have become an associate member, and Angela Brommel, our elected vice president, has succeeded me as NFA State Board President. Angela and I have been working for several weeks on a transition that culminated in the regularly scheduled state board meeting on Sept. 14, when she assumed full duties as president.

While logistically I have withdrawn from the role of the president (and chair of the southern endorsement committee), my interest in and commitment to faculty advocacy and the work of NFA – as well as my personal commitment to all of you, especially those I have worked so closely with for the past few years – will not cease.

I remain available, at the request of NFA officers at the chapter or state board level, to provide any sort of guidance, information or support that I can provide to the board – especially for the important period of the 2013 legislature, when we will be actively advocating for restoration of faculty compensation.

I am pleased to report in this final column on several steps the executive committee and state board have taken to put the NFA on a sound financial and organizational footing, which has been our primary governance goal for several years. It is therefore a propitious moment for me to step aside, as well as a necessary one given my new position.

First, we have successfully completed our negotiations with the American Association of University Professors and implemented a new basis for the NFA's affiliation, which will assure the NFA a more manageable dues assessment for the next five years, more in line with our status

(Continued on p. 9)

"I am pleased to report ... on several steps the executive committee and state board have taken to put the NFA on a sound financial and organizational footing."

Legislative formula committee finishes, regents approve budget

The Legislative Committee on the Funding of Higher Education held its final meeting Aug. 29, completing its deliberations and approving a number of significant and far-reaching recommendations to change how the state funds the Nevada System of Higher Education. These changes include several long sought by the System and its institutions.

The final recommendations, based on the System's proposal and the actions of the committee at its Aug. 29 meeting, should include a formula that includes the following eight criteria:

1. Is wholly new, rather than a mere revision of the old one
2. Allocates state general fund support separately from student fees and tuition, so student fees are no longer counted towards the formula-calculated level of state support, but

will be retained on the campuses that generate them

3. Allocates state general funds based solely upon Nevada residents, so out-of-state students are no longer directly subsidized with Nevada state funds

4. Allocates state general fund dollars based on student educational attainment (for the most part) – more specifically, how many completed student credit hours – rather than on funding enrollment, space, student services, administration or other ancillary functions

5. Is based on outcomes – funding for precise and clearly understood student outcomes

It is important to note that, contrary to press reports, there is no "funding per FTE" or equity allocation component to either the

(Continued on p. 9)

PRESIDENT'S LETTER



Keep moving forward, says new NFA president

By Angela Brommel, NFA president

As an advocacy organization, since 1984 the NFA has been committed to protecting the academic freedom of faculty and promoting access to public higher education. The NFA represents all eight institutions in the Nevada System of Higher Education and more than 100,000 students who attend our institutions.

This legislative year we will advocate on your behalf on the issues most impacting our institutions, students, and NFA members. We have heard it said many times that we, the faculty and staff, need to get better at

telling our story. This year the NFA will tell the story of our members often and in new ways in hopes of bringing greater clarity to the academic profession as a key factor in both economic and student success.

Over the past few years the state motto of Nevada as our home has often been invoked by government leaders as a call for more austerity; a call to get our homes in order. Many of these changes have had an even greater impact on the homes of our members than we could have ever imagined. To bring stability back to

(Continued on p. 3)

STATE NEWS

Political Action Committee endorsements 7

INSIDE

NFA's restructured dues plan is officially approved 2

DRI passes national review and evaluates president 4

Report from the AAUP 98th Annual Meeting 6

Possible changes in community college salary schedule 10

NSHE to hold the first Southern Nevada Diversity Summit ... 2

NSC asks Carson City for a bigger stage for students 5

President Obama emphasizes education at TMCC event.... 7

PEBP Board makes enhancements to health plan..... 10



THE NEVADA FACULTY ALLIANCE
An Affiliate of The American Association
of University Professors

BOARD OF DIRECTORS

Angela M. Brommel, President
Phone: (702) 706-7375
nfa.executive@gmail.com

Leah Wilds, Secretary
Phone: (775) 682-7773
wilds@unr.edu

Shari Lyman, Treasurer
Phone: (702) 306-2029
dsharilyman@connett.net

Scott Huber, Past President
Phone: (775) 674-7590
shuber@tmcc.edu

CHAPTER PRESIDENTS
College of Southern Nevada:
Adrian Havas
Phone: (702) 651-4512
adrian.havas@csn.edu

Desert Research Institute:
Paul Verburg
Phone: (775) 673-7425
paul.verburg@dri.edu

Great Basin College:
Frank Daniels
Phone: (775) 289-3589
gretinski@gmail.com

Nevada State College:
Joanna Shearer
Phone: (405) 509-0857
Joanna.Shearer@nsc.nevada.edu

Truckee Meadows Community College:
Julia E. Hammett
Phone: (775) 674-7589
jhammett@tmcc.edu

University of Nevada, Las Vegas:
John Farley, President
Phone: (702) 895-3084
farley@unlv.nevada.edu

University of Nevada, Reno:
Janet Usinger
Phone: (775) 682-9083
usingerj@unr.edu

Western Nevada College:
James Strange
Phone: (775) 434-4842
strangewnc@gmail.com

**NFA Legislative Representative
and Editor of The Alliance:**
Jim Richardson
Phone: (775) 784-6270
Cell phone: (775) 233 5929
jtr@scs.unr.edu

NFA WEBSITE
www.nevadafacultyalliance.org

State News

NFA's restructured dues plan approved at national conference

By Scott Huber, president, Truckee Meadows Community College chapter of NFA (past NFA president)

It's official: the NFA has a new dues arrangement with the American Association of University Professors. Current NFA members' dues will not change, but a greater portion of them will now be spent supporting member services in the state.

On June 14, the Assembly of State Conferences, governing body of the AAUP, voted unanimously to accept the NFA's proposal to restructure its dues obligations to the national organization. It was one of two pilot programs that the assembly approved during the AAUP's annual conference on the state of higher education, held in Washington, D.C.

This meeting also marked the last annual meeting for Candace Kant, Emeritus College of Southern Nevada faculty member and a former NFA president, who reached her term limit as member of the assembly. The NFA commends Kant for her service to the national organization and her leadership in representing the Nevada proposal to the assembly.

Members may recall that the NFA State Board voted in January

2011 to withhold members' dues in order to ensure that more member contributions would be devoted to services in Nevada. The board crafted the proposal in response to the AAUP's imposing a new dues policy that would have raised NFA dues considerably.

The proposal that the state board initially approved would have al-


The NFA sequestered the portion of members' dues that would ordinarily be due to the AAUP, to be paid upon agreement of an accord.

lowed the NFA to reinvest dollars previously sent to the national office at the campus and state level instead. Over the past 18 months, during the negotiations with the AAUP, the NFA sequestered the portion of members' dues that would ordinarily be due to the AAUP, to be paid upon agreement of an accord. Part of the agreement is that these sequestered dues will be re-

paid over a 5-year period, so there has been and will be no lapse in AAUP membership for our members.

During the negotiation period, the NFA State Board also redirected funds in its operating budget to cut unnecessary travel and staff expenses, and revitalized the membership website, establishing an integrated communications system that links the website, The Alliance newspaper and social networking through a single content management system.

In the Spring 2012 issue of The Alliance, I informed members that the new dues structure would allow the NFA to continue to professionalize its work as many other advocacy groups have done, both in this state and nationally. Outgoing NFA President Greg Brown set forth an NFA Action Plan, published in the February 2011 issue of The Alliance.

AAUP's national leadership met in March of 2012 with me and Kant, and agreed to the NFA proposal that was approved by the NFA State Board and signed by Brown in May. 

Education Secretary makes stop in Northern Nevada

U.S. Secretary of Education Arne Duncan made his second visit to Nevada in less than a year, hosting a town hall meeting on college affordability and the Hispanic community at the University of Nevada, Reno, Sept. 12. Duncan's last Nevada visit was 10 months earlier, in November 2011, at the College of Southern Nevada.


At the UNR town hall, Duncan led a discussion on education issues impacting Hispanic Americans, college access and affordability, and the connection between education and jobs. Some 700 students, parents, teachers, education officials and community leaders were invited to listen to a presentation of recommendations concerning Hispanic postsecondary education from the U.S. President's Advisory Commission on Educational Excellence for Hispanics.

Participants also asked questions of a panel of local and national experts, including Luis Ricardo Fraga, a member of the advisory commission and associate vice provost for

faculty advancement at the University of Washington; Nevada System of Higher Education Chancellor Dan Klaich; UNR President Marc Johnson; Washoe County School District Superintendent Pedro Martinez; and representatives from Truckee Meadows Community College.

"America's future is directly linked to the quality of education that we provide our children, young people and adults," said Secretary Duncan, in a statement. "It is the key to a vibrant middle class, strong national security and our global economic competitiveness."

On Tuesday, Sept. 11 and earlier on Sept. 12, respectively, U.S. Assistant Secretary for Vocational and Adult Education Brenda Dann-Messier visited Western Nevada College and TMCC, where she hosted roundtable discussions with students and faculty.

The events were part of the U.S. education department's cross-country tour titled Education Drives America. 



Arne Duncan




Cedric Crear

System to hold first Southern Nevada Diversity Summit

The Nevada System of Higher Education is organizing the first of what it hopes will be an annual event addressing diversity in the state's higher education. Hosted by NSHE Regent Cedric Crear, the NSHE Southern Nevada Diversity Summit is scheduled to take place Oct. 5 at the West Charleston Campus of the College of Southern Nevada.

NSHE invited stakeholders from CSN, as well as the University of Nevada, Las Vegas, and Nevada State College to attend the day-long summit, which will highlight accomplishments, share concerns and provide tangible recommendations for a more diverse and inclusive environment in higher education. Morning and afternoon plenary sessions will be followed by discussion.

For more information, contact diversityworks@unlv.edu. 

FEATURES

Part-time instructors provide staffing solution – with caveats

By Holly Baker, contributing writer

The Coalition on the Academic Workforce, or CAW, recently published "A Portrait of Part-Time Faculty Members: A Summary of Findings on Part-Time Faculty Respondents to the Coalition on the Academic Workforce Survey of Contingent Faculty Members and Instructors." The report calls attention to a hiring trend that is gathering steam and should be carefully monitored by decision-makers at colleges and universities – employing instructors who are willing to teach only a handful of classes and forgo the opportunity to pursue tenure.

CAW based its report on results gleaned from a survey distributed in 2010. Nearly 30,000 participants returned surveys; of them, 19,850 were instructors not on the tenure track and not teaching a full schedule of classes. After extensive review of these surveys, CAW published its findings earlier this year.

Respondents were self-selected, but surveys represented every state and all areas of instruction. Public and private schools were included, as were two-year and four-year institutions.

While recognizing that findings are not based on a truly representative sample, the report does note: "Despite limits to some kinds of generalizations, the data set offers important insight into the working lives of members of the contingent academic workforce."

After analyzing respondents' surveys, researchers realized that there is a great deal of variation in what is expected of a part-time instructor. Just over half claim to teach only one or two classes, and slightly less than half report teaching three or more sections. Determining what constitutes part-time employment is just one area in which researchers found inconsistency. Other challenging issues include compensation, professional growth and support.

Most part-time hires receive much less compensation and support than their comparably qualified colleagues, according to the CAW report. Average pay for each three-hour class was \$2,700. Even when the reduced work load is taken into account, researchers concluded, this amount is not appropriate given the credentials and expertise required for instruction at the college level. In addition, contingent staff often does without medical or retirement benefits. Employee orientation, professional development and office space are not always provided. Without fair pay and opportunities to feel connected to campus life, contingent faculty can feel marginalized. Being less invested in campus life can lead to a failure to understand or commit to the goals of the university or college.

Feelings of disconnection are likely intensified by the fact that part-time faculty lags behind their full-time counterparts when it comes to advancement. Wage increases are sporadic, and opportunities to change assignment are rare. This is especially unfortunate since responses indicate that nearly three-fourths of those completing the survey would rather be working full-time, and about the same percentage consider their positions as their primary employment. Also worth considering, 80 percent of respondents have been in the same position for more than three years, and 55 percent for six or more years. Clearly, the majority of these instructors are committed to teaching and do not equate part-time employment to temporary employment.


In a statement, the CAW outlined a set of recommendations based on the study. Traditional faculty need to be educated about the specific needs of their colleagues who, by choice or necessity, are not working on the tenure track. Professional associations such

Most part-time hires receive much less compensation and support than their comparably qualified colleagues.

as the NFA can contribute by making sure that contingent staff receives sufficient training, remuneration and support, which ensures that Nevada's colleges and universities provide all their students a rich educational experience.

The CAW action plan suggests that part-time faculty members be compensated in a way that is commensurate with their education and experience. They need access to technology and training, and typical employment benefits. All instructors ought to be included in whatever meetings and events are considered normal and necessary for campus staff.

Finally, according to the CAW, faculty should be aware of how staffing decisions are made and what improvements might be needed to help integrate contingent instructors and maintain standards of professionalism. NFA members are well-positioned to advocate for change and to help establish balance and stability in the academic workforce.

Recent economic events have made cost-cutting strategies and fiscal efficiency the new normal in industries and institutions across the country. College administrators should take care, however, not to sacrifice quality – especially when it comes to education. Many qualified, motivated part-time instructors are being entrusted to prepare students to participate in the American dream. Shouldn't all instructors have the means and opportunity to pursue that dream themselves? 

President's letter

Continued from p. 1

our homes we must tell the following three stories often, and in a new way until the message is heard.

Restoring competitive compensation is vital to the recruitment and retention of our faculty and staff, but more importantly faculty and their families are struggling under the current salary freeze. It is time to adjust salaries so that NSHE and its faculty can get back to a place of competitiveness and stability.

Changes to the Public Employees' Benefits Program over the past few years have left our members and their families grossly underserved. When employees are skipping medications and treatment because it the costs are prohibitive, the system is broken. This is not acceptable. (See Page 10 for more news on PEBP.)

And finally, we must repair and rebuild our academic homes. It is a great disservice to our students and the public when funding formulas do not address the real costs of running our institutions. This is bad for morale, bad for students, and ultimately does not serve Nevada.

The funding formula for higher education must reflect equity in achieving advanced degrees for the citizens of Nevada, from the students living in the farthest rural corners of Nevada to the urban students who travel three hours each way to class by bus. Funding must be more than adequate, and it must provide reserves to proactively develop needed new programs and services that are identified as viable and essential in the future. (See Page 1.)

Despite the difficulties we have weathered and are continuing to face, this is a bright moment for higher education in Nevada. We have the distinct opportunity to reimagine the educational landscape in a way that recognizes our core values such as shared governance, transparency, and service as essential drivers of innovation and excellence.

NSHE faculty members have my deepest admiration for their perseverance under incredibly difficult circumstances over the past several years. Thank you for your continued service for public education. I am grateful for this opportunity to work with you. I am also very grateful for the time I served as vice president while Gregory Brown served as president. His hard work and vision has left us with a solid strategic plan for the next few years. I wish him the best in his new role as vice provost for faculty, policy and institutional research at the University of Nevada, Las Vegas.

We will rebuild our common academic home in solidarity.

Yours in service,
Angela M. Brommel

TAKE ACTION

Sign up to receive news via e-mail and social media at

NevadaFacultyAlliance.org.

Chapter Reports

Collective bargaining voted in at WNC

By James Strange, president, Western Nevada College chapter of NFA

Collective bargaining has passed a faculty vote at Western Nevada College. The 51 eligible WNC faculty voted 28-15 in favor of joining the Nevada System of Higher Education Collective Bargaining unit, with eight ballots not returned. These results were certified by the American Arbitration Association on May 23. The voting was conducted via mail from May 7-20, with two on-campus voting days on May 9 and 10.

The percentages of yes votes were 54.9 percent of eligible voters, 65.1 percent of those who voted. A simple majority of eligible voters (26) was required to vote yes in order to join the collective bargaining unit.

The key to victory was educating the faculty without being emotional and without slinging mud at the administration. The intent was to show that collective bargaining would allow us to establish true shared governance at WNC via a cooperative relationship with the administration. The goal was to engage as many faculty as possible in the discussion about how faculty could best effect positive change. I would like to

thank all my colleagues – both those pro and those con – for engaging in the process in a most professional and dignified manner.

That relations between the faculty and WNC President Carol Lucey's administration need to more deeply embrace the tenets of shared governance is a widespread sentiment among WNC faculty. The question was whether collective bargaining would facilitate the change.

"There were concerns about whether collective bargaining would be viewed as overly antagonistic by the administration or viewed negatively by the community," according to Jeff Downs, past faculty senate chair. "Also there were concerns about WNC autonomy within the bargaining unit, since Truckee Meadows Community College has long been the sole member."

In addition to a months-long email education campaign, the WNC chapter held two collective bargaining forums at the Carson City cam-

pus. NFA state board members Scott Huber and Robert Corrales attended the forums, answering questions and clarifying the process. In this sense, it was a statewide effort. The support of the state board was invaluable.

Two weeks prior to the vote, a group of five faculty members – acting independently of the faculty senate and the NFA chapter – met with President Lucey to explore the possibility of developing a workable and less formal alternative to collective bargaining. The result was an offer by Lucey to create a faculty

advisory board to provide non-binding advice on faculty welfare issues directly to the president. The group of five presented this alternative to the faculty at the second forum prior to the vote. While it is something of a step in the right direction, the chapter pointed out that the faculty senate has been operating on an advisory basis for the entirety of the Lucey administration.

The WNC community is now in a federally mandated 60-day cool off period. The real work has yet to begin. We will be preparing to engage the administration by consulting with the NFA State Board and the American Association of University Professors national office. It is our hope that the negotiations will be cooperative so we can focus on improving WNC. Our students and constituents deserve this.

NSHE has had collective bargaining since the early 1990s, with TMCC having been the only member of the collective bargaining unit until the recent vote by WNC faculty. The community college bargaining unit does not bargain for wages or benefits, but adheres to overall NSHE policies in those areas. Rather, it bargains for institutional working conditions such as workload, evaluation, hiring, retrenchment policies, placement on salary schedules and policies concerning stipends for additional responsibilities. Under collective bargaining, both administration and faculty are contractually obligated to the terms of the included policies. ☐

The 51 eligible WNC faculty voted 28-15 in favor of joining the NSHE Collective Bargaining unit, with eight ballots not returned.

DRI passes national review and evaluates president

By Paul Verburg, president, Desert Research Institute chapter of NFA



Paul Verburg

In May, the Desert Research Institute was subjected to an external review conducted by the National Science Advisory Committee under the auspices of the American Association for the Advancement of Science.

This review is the equivalent of an accreditation review for universities and is being conducted every five years. The review focused on the research operations at DRI, as well as the research support. The review overall was positive, but pointed at some issues that need to be addressed, including strengthening the role of DRI within the Nevada System of Higher Education and the state, implementing the DRI strategic plan and creating a cohesive administration.

This last point – about a cohesive administration – was especially important given that, during the past several

years, we had many interim people in administrative functions, most of which are currently being filled with permanent people. DRI has established a committee to develop a plan on how to implement the recommendations made by the review committee.

Other ongoing activities at DRI include the evaluation of our president, which took place in July of this year. Prior to the actual evaluation, the faculty senate conducted a survey among faculty that should be included in the final evaluation. During the previous presidential evaluation, the senate developed a survey, and this time around the same questions were used as a means to determine if realities and perceptions regarding the president had changed since the last evaluation.

Finally, there has been a lot of discussion about the funding formula. I was pleased to see that DRI's unique status within NSHE was recognized and that DRI remained a separate line item in the proposed NSHE funding formula. It does appear to become an

interesting couple of months though, since the proposed changes in the funding formula are not going to please everybody to put it mildly.

Speaking as a relative outsider, I thought it seemed odd that while all institutions are still coping with the large budget cuts from the past few years, some institutions will be pushed down even further. While I do not dispute there may have been funding inequities in the past that need to be addressed, I am not sure the proposed formula will create unity within the System, especially since some of the institutes that are negatively affected by the formula will not have a lot of time to adjust.

It will be interesting to see how this plays out during the upcoming legislative session since, in my mind, these developments will likely result in higher education, (again) as a whole or as separate institutions, becoming part of some political grandstanding similar to what we saw during the last legislative session. ☐

CSN chapter elects officers

By Adrian Havas, president, College of Southern Nevada chapter of NFA

The College of Southern Nevada chapter of the NFA recently elected a new slate of officers, who began their terms June 1. The new executives are as follows:

- President: Adrian Havas
- First vice president: Geoffrey Frasz
- Second vice president: Vasile Munteanu
- Treasurer: Patrick Villa
- Secretary: Diana Clennan

The position of third vice president remains unfilled. The executive board may fill it in coming months.

I'm looking forward to the next two years. Clearly, our chapter is in a rebuilding mode. But I'm confident with the additional resources available to us from our updated arrangement with AAUP and support from the state board we will be able to achieve big things.

I would add that none of those things will happen unless more of our own membership steps up, gets more involved, and demonstrates real unity and courage moving forward. ☐

Chapter Reports

Great Basin College leads in online instruction evolution

By Frank Daniels, president, Great Basin College chapter of NFA

When modern people talk of distance education, they often mean Internet courses, but rural colleges, such as Great Basin College, use several modes of delivery. Our service area demands it. Distance education in its various forms accounts for nearly half of the enrollment (FTE) at GBC, and the Internet is among our largest "campuses."

The college delivers synchronous courses to and from its five campuses via the interactive video (or IAV) medium, through which we also transmit to other sites such as McDermitt, Wells, Eureka, Wendover, Tonopah and Owyhee – approximately 20 site options in all. The common use of IAV by our instructors makes GBC one of the national leaders in its use. This mode of delivery creates what is essentially face-to-face contact with students in areas where the numbers would not allow live courses to be taught. Since adjuncts do not have to be hired to serve each area, the cost of piping an IAV course into a site is very cost-effective, too. We have found that there are quite a few students of all ages who prefer direct verbal com-

munication to online instruction, and in some courses Internet instruction does not substitute for the atmosphere of an IAV class.

As for Internet-based courses, GBC began online instruction in the early 1990s – in the days of slow modems. We started offering fully Web-based courses soon thereafter, becoming the first college in the state to do so. In the early days, most of the students who enrolled in online

Years ago we had ... recorded video lessons that the students checked out and returned.

courses did so because they were time-bound and/or place-bound; it was impossible for them to drive 100 miles each way to attend live classes. These days, most of our online students enroll in Internet classes for their own convenience. While they could come to campus, some would rather not juggle work schedules. Others choose to learn from home. Some simply prefer the flexibility to do their schoolwork at different times each week. For these and other reasons, most of our online students live in the Elko area.

Years ago we had "telecourses." These were recorded video lessons that the students checked out and returned. Our online courses may contain video content, but student success in them has little to do with being able to see moving pictures. They are far from souped-up telecourses. The most successful online students are the ones who participate in discussions regularly, keep up with assignments, and frequently ask their

instructors and fellow students for help. These are self-motivated learners, who realize that they can get more questions answered via e-mail and chat than they could even ask in a live classroom setting. They make extensive use of these advantages of the medium.

There are challenges to online delivery, though. Students who are not self-motivated may "drift away," putting their education out-of-mind as the rest of their life feels closer to them. As a recent article in the Chronicle of Higher Education pointed out,

the Internet also offers new ways to cheat – which we have learned from experience. Sometimes, the only way to hinder cheating is to require on-site exams: tests that are not graded immediately. Sometimes this testing must be proctored to prevent students from calling or texting one another during exams, or firing up another computer to search the web. Our instructors must be prepared to meet these challenges since we want to take advantage of the strengths of the online mode.

GBC also offers synchronous online classes – these actually meet at specific times – and hybrid classes that meet in a live or IAV classroom periodically and do the rest of the work online. With all of this experimentation, we have learned that there is no single mode of instruction that fits every student, or every discipline, or even every course within a discipline. Typical GBC graduates will have taken courses through a variety of media before going on to a job in our service area or a higher degree at another institution. They become masters not only of the course content but also of adapting to different pedagogy. ☐



John Farley

Some wins, but lots of causes left to support, at UNLV

By John Farley, president, University of Las Vegas, Nevada, chapter of NFA

Our active University of Nevada, Las Vegas, chapter of NFA has made some positive strides over the summer, while recognizing that there are still many issues left to address.

We have been diligently urging the UNLV administration and the Nevada System of Higher Education Board of Regents to restore the

2.3-percent salary cut and 2.5-percent furlough instituted this biennium.

In addition, we have been especially persistent in urging the restoration of medical benefits. Since 2011, the Public Employees' Benefits Program plan has imposed a deductible of \$1,900 per individual, \$3,800 per family, which is so high that many faculty and staff will never reach their deductible. In effect this is catastrophic-only coverage. A survey revealed that, to cope with the increased costs,

faculty and staff are delaying care, skipping needed medications or declining coverage altogether.

We have helped to keep the health-care issue alive, to make sure it's not forgotten. The woefully inadequate health-care coverage that we now "enjoy" was a major factor in the recent departure one young faculty member in the sciences, who is exactly the kind of faculty member that UNLV wants to retain.

Members of the UNLV NFA chapter also have participated in the

Political Action Committee, endorsing and supporting candidates in legislative races and regents races. For a list of NFA-endorsed candidates, see NevadaFacultyAlliance.org/LatestNews.

In recent months, UNLV NFA members testified at meetings of the legislative committee to revise the funding formula for the Nevada Committee to Study the Funding of Higher Education. We urged the committee to throw out the old formula, and they did. ☐

NSC asks Carson City for bigger stage so students can shine

By Joanna R. Shearer, president, Nevada State College chapter of NFA



Joanna Shearer

celebrated the appointment of our new permanent president, Bart Pat-

erson. But, perhaps what has been most exciting for our faculty has been both the rise in student enrollment and the renewed growth signaled by the welcoming of more than 10 new faculty members, as well as other new hires in student advising, support services and several other departments on campus. We are always excited to expand our campus community, and the new energy brought to NSC's

academic environment is a welcome change over the losses we have suffered over the past four years. On the bright side, many of our new faculty bring with them experience in activism, and I have been working with several of them not only to join the NFA, but also to get involved in various roles within our organization.

As a chapter, we are excited to have Angela Brommel serve as NFA president in the wake of Greg Brown's promotion at the University of Nevada, Las Vegas. Combining that with her role as NSC's faculty senate chair this year, Angela will be

extraordinarily busy. Her leadership has done so much for our campus that we know she will be a fantastic advocate for faculty across the state.

We wait with some trepidation for what will come in the next legislative session. What continues to concern our chapter's long-standing members are the often fraught conversations regarding furloughs, funding formulas, pay reductions and benefits. Quite simply, our effort to recruit bright, energetic faculty members has grown more difficult with each search, as the efforts of

(Continued on p. 11)

Report from the AAUP annual meeting

Reprinted with permission from the 2012 Bulletin of the American Association of University Professors.

From June 13 to 17, the AAUP hosted its ninety-eighth annual meeting in Washington, D.C. Concurrent with the annual meeting was the AAUP Conference on the State of Higher Education, which included keynote addresses and presentations on current issues in higher education. Keynote speeches were delivered by Mary L. Washington, a delegate to the Maryland General Assembly; Mark Gaston Pearce, chair of the National Labor Relations Board; Gamelyn F. Oduardo Sierra, a recent graduate of the University of Puerto Rico's law school who has been active in defending public higher education; and French professors Katherine Kolb and Margaret Marshall, who spoke about their experiences at Southeastern Louisiana University.

Capitol Hill Day

More than one hundred AAUP members visited Capitol Hill to discuss legislation affecting higher education with their senators and representatives.

They met with legislators and legislative staff from 24 states. This year's discussions centered on support for federal funding of research and on college affordability and access. Spiros Protopsaltis, senior education policy adviser on the Senate HELP Committee, spoke at the Capitol Hill Day reception.

Censure

The annual meeting voted to place three Louisiana institutions on the list of censured administrations: Louisiana State University, Baton Rouge; Northwestern State University; and Southeastern Louisiana University.

LSU Baton Rouge was censured for actions taken against two professors, Ivor van Heerden and Dominique G. Homberger. An AAUP investigating committee's report found that van Heerden was improperly denied further appointment in retribution for his criticism of the Army Corps of Engineers in the wake of Hurricane Katrina. Homberger, a senior tenured professor, was removed from an elementary course and was denied the right to assign her students grades after her class's mid-term exam grades were deemed too low by the course's coordinator.

The administrations of the other two institutions, components of the University of Louisiana System, were censured following their decision to terminate tenured faculty appointments in disregard of AAUP-supported standards. AAUP associate general secretary Jordan Kurland called the situation "the worst the AAUP has encountered of using cutbacks in funding as an opportunity to select unwanted tenured professors for release."

Georgina Smith Award

The Georgina Smith Award is given for exceptional leadership in the field of academic collective bargaining. Sara Kilpatrick, the executive director of the Ohio AAUP conference, and Deborah Herman, the executive director of the University of Cincinnati AAUP chapter, received this year's award for their outstanding work in the campaign to repeal Ohio's antiunion Senate Bill 5.

Iris Molotsky Award

The Iris Molotsky Award for Excellence in Coverage of Higher Education was given to journalists Daniel Golden and Oliver Staley for their series "Lost in Translation." The articles, which ran from May through December 2011 in Bloomberg News, examine the challenges that American universities face as they expand overseas, particularly in China. Golden and Staley's findings "mean that universities should pay more attention to the trade-offs in terms of academic freedom and



Candace Kant, former NFA state president, spoke at the AAUP council meeting in support of the new financial arrangement for NFA.

Photo by Michael Ferguson

exploitation of foreign students," says Golden, who won a Pulitzer Prize for beat reporting in 2004.

Marilyn Sternberg Award

This year two people shared the Marilyn Sternberg Award, which is given by the association's collective bargaining congress in recognition of the AAUP members who best demonstrate concern for human rights, courage, persistence, political foresight, imagination, and collective bargaining skills. The award was given to Deanna Wood of the University of New Hampshire and Vijay Nair of Western Connecticut State University for their outstanding careers as collective bargaining leaders in the AAUP, and for their dedication to faculty rights and AAUP principles.

Assembly of State Conferences Awards

The Illinois Wesleyan University chapter won the award for outstanding chapter newsletter. Hopper Travel Awards, given to individuals attending

their first annual meeting to help cover travel expenses, went to Susan Neville of the New York Institute of Technology and Mara Aruguete of Lincoln University and the Missouri conference.

This year's William S. Tacey Award, which recognizes outstanding service to a state conference over a number of years, was given to Don Eron and Suzanne Hudson of the Colorado AAUP conference for their tireless efforts to establish tenure rights for contingent faculty in Colorado, and for their report about the Ward Churchill case for the 2012 volume of the AAUP Journal of Academic Freedom (<http://www.academicfreedomjournal.org/>).

The Ohio AAUP conference won the Alfred Sumberg Award, which is given to an individual or group to recognize excellent work in lobbying for higher education issues.

Resolutions

The annual meeting approved three resolutions: a resolution that expressed the AAUP's deep concern over the action of the University of Virginia Board of Visitors in seeking and obtaining the resignation of President Teresa Sullivan; a resolution expressing the association's appreciation to President Cary Nelson for his tireless service and dedication to AAUP principles; and a resolution calling on the AAUP and its affiliates to treat all staff members with fairness and respect. The full text of the University of Virginia resolution is reprinted here:

The Ninety-eighth Annual Meeting of the American Association of University Professors expresses its deep concern over the action of the University of Virginia's Board of Visitors in seeking and obtaining the resignation of Dr. Teresa Sullivan from the presidency of the university, reportedly without previous or subsequent explanation to her, to the other chief administrative officers, and to the university's faculty and student body, of the specific grounds for its displeasure with her performance. By all accounts, President Sullivan's performance during her two years in office was strongly supported by the university's academic community. Responding to the governing board's action, the Faculty Senate Executive Council issued a statement declaring that it was "shocked and dismayed by this news. We were blindsided by this decision." Thirty-three department chairs and program directors of the College and Graduate School of Arts and Sciences have endorsed the

(Continued on p. 8)

NFA Political Action Committee endorsements

Board of Regents

Our Political Action Committee has endorsed candidates in each of the Nevada System of Higher Education Board of Regents' races currently on the ballot. With so many important issues facing NSHE and its faculty, this year more than ever we undertook our considerations with great care, research and consultation with board officers and members. We urge all who support quality, affordable public higher education in Nevada – and the faculty and staff who deliver it – to support the following candidates:

Cedric Crear (Congressional District 1). Regent Crear earned our endorsement in his first campaign for the board in 2006, and we are pleased and honored to extend our continuing endorsement for his reelection this year. Crear has been a leader on issues important to faculty such as diversity, equal opportunity and transparency, and he has been a consistent voice on the board for the System to pursue vigorously restoring competitive compensation and adequate health benefits for NSHE faculty and staff. He has always been accessible to the NFA and to faculty generally, and we expect he will become an even more significant voice for our concerns in his second term.

Stavan Corbett (4). We are pleased to endorse Corbett, currently the president of the state school board and a career advocate for education, particularly for higher ed outreach to the Las Vegas community. He has worked at both the College of Southern Nevada and the University of Nevada, Las Vegas, and during the campaign, he has been diligent in his effort to prepare to address the issues currently facing the board, attending board meetings regularly as well as meetings of the legislative funding formula study committee. He has emphasized to us, in his written questionnaire and in his interview, that he would work to support all NSHE institutions and help each institution take on and achieve its specific mission. This is an open seat, the first in NSHE's history to have a majority Latino electorate, and Corbett's election would make the board more representative of the Nevada population.

Andrea Anderson (12). We endorsed longtime NFA member Andrea Anderson, who served as an administrator at CSN for many years, in her first campaign in 2010, and we are pleased to extend a continuing endorsement this year, as she campaigns for a

full six-year term. She is very familiar with many of the concerns of faculty face, especially issues of compensation and health coverage, and she has been very accessible to faculty leaders and the NFA on a wide range of issues.

Michon Mackedon (8). Mackedon is a recently retired faculty member from Western Nevada College and a well-known and widely admired community leader in Carson City and the surrounding region. She would bring a fresh voice to the board, combining a career's worth of commitment to quality, affordable higher education in northern Nevada with an appreciation for our crucial principles of academic freedom and shared governance.

Federal endorsements

The NFA PAC is a state entity, but it can and regularly does make endorsements in federal races when there is a clear choice on higher education issues. This year, the NFA endorses the following candidates.

Barack Obama for President. The Obama administration has made college affordability and national investment in higher education a priority since it entered office. The American Recovery and Revital-

ization Act of 2009 included hundreds of millions of dollars in federal support for public higher education in Nevada, which helped cushion the blow of the Great Recession on our students and institutions. Then, in March 2010, the president supported and signed the Student Aid and Fiscal Responsibility Act, which redirected about \$6 billion per year from subsidies to commercial banks to subsidize student loans into direct lending and into Pell Grants, which put students ahead of banks. This bill also included important reforms of student loans, limiting repayment in any given year to 10 percent of personal income, and forgiveness of debt remaining after 20 years of on time payments (10 years in the case of public service workers). The administration has also been strongly supportive of community college students, with tax credits to offset tuition for retraining.

Perhaps even more important, the Obama administration has stressed educational quality by imposing rules that require institutions eligible for student loans and federal aid to document that they prepare their students for "gainful employment" and that a sufficient share of their students are able to

(Continued on p. 8)

President Obama emphasizes education at TMCC event

President Barack Obama spoke about education at a major speaking event at Truckee Meadows Community College as part of his re-election campaign. He used the forum at TMCC to focus on the costs of higher education, and the need to make it accessible to more citizens.

"Making higher education more affordable for young people is something I have a personal stake in," said the President. He also went on to say he

and first lady Michelle Obama "didn't come from wealthy families" and finished college with student loan debt, noting that they had only paid off his and Mrs. Obama's college debts about eight years ago.

Obama has made college affordability a top priority but stated that "this does not seem to be a priority my opponent shares." He criticized GOP presidential candidate Mitt Romney for telling students to "shop around" or "borrow money from your parents..." which are comments Romney has made during the campaign.

Obama also claimed that the Romney budget plan would cut support for education significantly and do away with scholarships for a million students. Obama said, "I want to give 2 million more students a chance to go to a community college just like this one," a comment that brought loud cheers from the crowd of 2,100 attending the event.

Former regent Jill Derby spoke before Obama appeared, and said that education is not just part of Obama's campaign, but "is a central part of his family and his belief that everyone deserves equal access to a quality education."

Former University of Nevada, Reno, President Joe Crowley also spoke and said education should not be a luxury for the few but "an economic imperative for the many."

Crowley also touched on voting in the upcoming election. "You've got no excuse not to register to vote. You gotta vote." He then mentioned the website - <https://gottaregister.com/>.



State News (continued from p. 7)

Retired IGT executive gives \$1 million to UNR entrepreneurship program

On Aug. 29, expressing his love for the University of Nevada, Reno, philanthropist Charles N. Mathewson handed a \$1 million check to the UNR Foundation. The gift will be used to establish a professorship in Mathewson's name for a tenured/tenure track faculty member, and to further expand the Entrepreneurship Program in UNR's College of Business.

"I'm a born entrepreneur. I respect that flare and try to encourage it in others, because that's part of what has made America great,"

said Mathewson, who led International Gaming Technology first as president and CEO, then as board chairman, from 1986 until he retired in 2003.

Greg Mosier, dean of UNR's College of Business, said, "We are very grateful for Mr. Mathewson's contributions and will immediately put them to good use to continue to grow our Entrepreneurship Program and give our students the tools they need to turn their business dreams into real-world success here in Nevada." **A**



Philanthropist Charles N. Mathewson (far right) gave the UNR Foundation \$1 million.

NFA PAC endorsements

Continued from p. 7

repay their student loans – thereby cutting down on the predatory practices of for-profit colleges which have become notorious for recruiting under-qualified students to receive federal loans, but providing no valuable education or job training.

The Obama Department of Education also has strongly supported the college completion agenda, which has guided the System in the development of its new funding formula.

In a second term, President Obama has proposed a new fund to support innovation in higher education, while also proposing to tie federal financial aid to limits on tuition increases. As an organization committed to quality public higher education and the faculty who deliver it, NFA is proud to endorse Barack Obama for re-election.

Shelley Berkeley for Senate. Former regent and longtime supporter of the NSHE and NFA, Congresswoman Shelley Berkeley has a record of working to keep college af-

fordable – and to support, in particular, veterans seeking to return to college – and merits our endorsement.

Dina Titus for Congress (1). During her prior term in congress, longtime UNLV faculty member and NFA member Dina Titus showed her commitment not only to our issues but to us as constituents, and we enthusiastically back her campaign to return to congress.

John Ocegueda for Congress (3). The former Nevada State Assembly Speaker and a former student of no fewer than four NSHE campuses, Ocegueda has taken positions in support of the president's agenda for college affordability and degree completion.

Steven Horsford for Congress (4). As Nevada Senate Majority Leader, Horsford showed himself to be a passionate and deeply intelligent advocate for students and quality public higher education. In 2011 he led the successful campaign to reduce the deep cuts to NSHE proposed by Governor Brian Sandoval. This year, he brought clear thinking, careful management and a shrewd eye for detail as chair of the most important state level

discussion of higher education policy in a generation, the interim legislative funding formula study committee. Throughout that process, he sought input from faculty across the state, and in his campaign he has made a priority of advocating for college access and affordability. Even if his opponent had not taken the extreme position of calling for the abolition of the federal Department of Education – and with it all federal financial aid (which is the case) – Horsford would be the clear choice for Nevada's new fourth congressional seat.

Legislative endorsements

This list identifies our endorsements in selected legislative races, based on completed questionnaires and interviews, as well as previous endorsements.

Senate

David Parks (7)
Kelvin Atkinson (4)
Aaron Ford (8)
Pete Goicoechea (Rural)
Justin Jones (9)
Sheila Leslie (3)
Richard Segerblom (3)

Debbie Smith (13)
Pat Spearman (1)

Assembly

Paul Aizley (41)
Elliot Anderson (15)
Maggie Carlton (14)
Richard Carrillo (18)
Marcus Conklin (37)
Olivia Diaz (11)
Lucy Flores (28)
Jason Frierson (8)
Joe Hogan (10)
William Horne (34)
Marilyn Kirkpatrick (1)
Marilyn Dondero Loop (5)
April Mastrolucca (29)
Harvey Munford (6)
Dina Neal (7)
James Ohrenschall (12)
Peggy Pierce (3)
Lyn Stewart (22)
Teresa Benitez-Thompson (27)
David Bobzien (24)
Skip Daly (31)
Tom Grady (38)
James Healey (35)
Pat Hickey (25)
Randy Kirner (26)
Andrew Martin (9)
Ellen Barr Spiegel (20)
Heidi Swank (16)

ported by delegated authority from the board and faculty." No decision on retention or nonretention should be made without an assessment of the level of confidence in which he or she is held by the faculty. ... In no case should a judgment on retention or non retention be made without consultation with all major constituencies, with the faculty involved to a degree at least co-extensive with its role in the original selection process.

The president and other academic administrators should in any event be protected from arbitrary removal by procedures through which both their rights and the interests of various constituencies are adequately safeguarded.

We join in the Senate Executive Council's dismay that due process for President Sullivan and the legitimate interests of the UVA faculty have been ignored in the precipitate action taken by the board of visitors. We join in calling upon the board to reconsider its decision. **A**

Legislative formula

Continued from p. 1

NSHE proposal or the committee recommendations.

6. Is better calibrated in its allocation of funds for each credit hour completed, more adequately reflecting differential costs of delivery of instruction for different disciplines at different levels of study

The NSHE-proposed alternative formula would expand the ratio of relative weights for different disciplines from a rather flat range of 1-3.2 in the old formula to a more refined range of at least 1-8.8. Moreover, the NSHE proposed alternative moves from only four categories of disciplines (low-cost, medium-cost, high-cost and clinical) to 11 discipline clusters.

The legislative committee's final meeting devoted considerable time to discussion of moving the weights associated with doctoral instruction at the universities much closer to the ratios used by other states, especially in disciplines closely aligned with the state's economic development plan, such as business, health, engineering and sciences. The committee also recommended distinguishing the weights for university-

The regents have approved a request for \$10 million in mitigation funds to lessen the impact on the northern community colleges.

tier upper-division credits from the weights for upper-division courses at the colleges, an important step towards a better differentiation of mission across institutions.

7. In the near future, allocates a significant share of formula funding, based upon graduation and other outcomes closely tied to each campus mission, through separate "performance pools" for each tier of the System

The committee recommended that this performance pool distribute 5 percent of the NSHE formula-funded budget in fiscal year 2015 and then increase by increments of 5 percent until it reaches 20 percent in fiscal year 2019. The committee also referred the NSHE-proposed set of measures for each tier, and the weight associated with each measure, back to the regents to refine.

8. Is implemented gradually, with NSHE recommending more than 75 percent of any shift in allocation being mitigated for at least the next four years, and the committee recommending the state allocate 100

percent hold-harmless funding for the coming biennium.

Those recommendations will now be prepared in a report to the legislative commission and then to Governor Brian Sandoval, who will soon begin preparing his 2013 executive budget. Ultimately many of the recommendations are likely to appear in the 2013 legislature both as guideposts for discussions of the NSHE budget and as bill drafts for legislation.

Regents approve budget request

To understand what this might mean for NSHE faculty, one should look carefully at the 2013-2015 NSHE budget request to the Governor, which the Board of Regents approved at their special meeting the Friday prior. (Both documents can be found on the NFA website at NevadaFacultyAlliance.org/LatestNews.)

Even more significantly for faculty, the regents-approved NSHE budget request for 2013 to 2015 proposes an increase of nearly 7 percent per campus over the formula-generated-then-mitigated base amounts, in order to restore faculty and staff salaries that have been cut since 2009. This funding will be allocated – or not – to all campuses based on a percentage of the total salary pool, entirely outside the formula.

Reports are circulating of possible plans to reduce faculty on some campuses as a result of this committee's recommendations. The NFA encourages NSHE faculty to request faculty participation in campus-level discussions on how proposed funding increases or decreases will be allocated with transparency while maintaining the protection of tenure.

The regents have approved a request for \$10 million in mitigation funds to lessen the impact on the northern community colleges, with \$5 million to come from delayed shifting of funds to other institutions and \$5 million to come in additional funds from the state. This step-down mitigation measure would occur, if approved, over the next four years.

"As key stakeholders, faculty – who have supported and participated in the process for creating a more transparent formula and have contributed some of its best ideas – also deserve a seat at the table when making decisions regarding implementation," says Angela Brommel, NFA president. "This level of faculty participation is especially true concerning the still-unresolved issue of protecting the access missions of the rural colleges. Nevada's students, Nevada's faculty, and Nevada's citizens will all succeed, or we will all fail, together." **A**

Letter from Brown

Continued from p. 1

as an advocacy conference. It also will assure more active attention by the AAUP to the NFA.

Secondly, the completion of this agreement has allowed our executive committee – especially our treasurer, Shari Lyman of the College of Southern Nevada – to prepare a much more detailed and precise accounting of our revenue and expenditures from the past two years. This has confirmed that we have been able to reduce expenditures significantly by cutting such areas as board travel expenses, communication expenses and staff expenses, even as we expanded services. Moreover the executive committee has constructed and the board approved a very sound and detailed budget projection for the current fiscal year, 2013. I am therefore able to report that the NFA has a sound, balanced budget and is in solid financial shape, because our expenditure reductions are greater than revenue lost due to retirements, departures from the Nevada System of Higher Education, layoffs and pay cuts in the past few years. Moreover, our legal defense reserves and our cash operating reserves remain

advocate for our members in the 2013 legislative session. We will continue to rely principally on our members to tell our story, but having professional advice – and eyes and ears that have statewide, bi-partisan reach – is an important step forward for the NFA. These steps add to the momentum we began last year by greatly expanding and professionalizing our communications program and beefing up our longstanding and still very active professional legal defense program. Moreover, in all these areas – legal defense, communications, government relations – we have put in place member committees. I urge all members to help NFA continue to move forward by serving on one or more of these committees. Contact your chapter president to express your interest. Finally, I am confident that I leave the NFA in solid shape, because of the strong and dedicated colleagues to whom I pass the reigns. Shari Lyman has been an NFA stalwart for years and her quiet, dedicated and thorough work on our budget and accounts this past summer should reassure all members that the NFA's money is being carefully stewarded. And Angela Brommel, alongside whom I have worked closely for the past five years, is a

Please allow me to close by thanking you – colleagues, members, fellow officers, general readers and especially those of you with whom I have worked closely for several years.

sound and adequate to support our members with demonstrated legal defense needs.

An additional outcome of the agreement with the AAUP is that the NFA will take another important step in the action plan our board approved two years ago to professionalize its work, by hiring a part-time executive director to support our board officers, particularly in the crucial areas of chapter development, membership recruitment and revenue generation. The board has approved the appointment of interim staff support, and later this year an NFA search committee will advertise and interview for an executive director.

The board took another step to increase the influence of the NFA this year by enhancing our government relations profile: It engaged the prominent lobbying team of Josh Hicks and Alisa Nave-Worth to advise us on our endorsements, to help our board officers establish personal relationships with leading figures in state government and to work with us in developing the message we will deploy to

leader we all know and admire for her passionate commitment to shared governance and academic integrity, her eloquence on behalf of our values, her tireless work to improve the NFA's business practices, her regular engagement with the AAUP, and her commitment to consensus and solidarity even in the hardest moments of the past few years.

As I step aside, please allow me to close by thanking you – colleagues, members, fellow officers, general readers and especially those of you with whom I have worked closely for several years – to express my respect and affection, and my continuing commitment to our shared values.

In solidarity,
Gregory Brown

Gregory Brown served as NFA president from 2011 to 2012; NFA vice president from 2009 to 2011; UNLV Faculty Alliance president from 2009 to 2011; NFA secretary from 2007 to 2009; and NFA PAC Endorsement Committee co-chair from 2006 to 2012.

COMMENTARY & EDITORIAL OPINION

Grave concern about possible changes in community college salary schedule

By Adrian Havas, president, College of Southern Nevada chapter of NFA

I hope you enjoyed some well deserved time off this summer. As the NFA chapter president for the College of Southern Nevada, I need to inform you of some developments concerning possible – and fairly dramatic – changes to the community college salary schedule.

Last spring Chancellor Dan Klaiich formed a system-wide committee to review our salary structure. This review is required by Nevada System of Higher Education Code and was delayed a year given our frozen schedules. This panel consists of a representative from every institution in the System; CSN is represented by an appointee from human resources, and Prof. Carolyn Collins. At the end of spring semester, Collins presented a report of the committee's task to the faculty senate, and will be speaking to the NFA at CSN as this issue goes to press.

Chuck Milne, CSN faculty senate chair, has told me that this committee's work has been fast-tracked, with a report due to the regents later

this fall. In recent communications to our entire faculty, he has stated that the current "step" system will likely be replaced by a combination merit/cost-of-living adjustment, controlled by a college committee.

A knowledgeable source told me that the committee has agreed on a percentage increase to the salary schedule that would raise our average pay to 83 percent of comparable university professor salary, since the colleges have lost ground since 1998. Decisions on those deserving of raises beyond cost-of-living adjustments would be made by committee, with few exceptions. A full report on what to do about the salary schedule is on track to be sent to the regents at their December meeting.

Major changes are in the works regarding the crucial issue of how we are paid. Also note the following points:

- Any move away from the step/range system has the potential to divide

the ranks of CSN faculty and demoralize our professional colleagues – who have received no cost-of-living adjustments, or scheduled step raises since 2008 to 2009. In fact, we are continuing with a 5 percent pay reduction. This potential has been underscored by CSN faculty who experienced a similar shift to merit pay during the years 1987 to 1991.



Adrian Havas

- In the past 10 days, I have polled our NFA chapter about shifting from salary steps to merit. The results from respondents were unequivocal: at least 5-to-1 are against any shift of the salary scale to a merit-based system.

There is deep concern that any incorporation of merit pay into our existing salary structure would be subjectively manipulated by deans, chairs and/or administrators for various reasons. With the overtly political atmosphere at CSN, I believe this can and will happen.

NFA board member Scott Huber shared with me his concern about a possible salary schedule change. He too is concerned about how a new process might work, and the possibility that it could be manipulated in ways not desired by those proposing the new approach. In his view, it could be a disaster for the colleges, and I agree.

Milne states such changes should not be feared, that they would not negatively affect anyone doing a good, commendable or excellent job; the committee making the decisions would act in good faith and won't be influenced by the administration. I disagree; I believe this process will be politicized.

NFA stands ready to oppose any measures that will negatively affect our members and community college faculty. There are upcoming meetings of the NFA and the senate where CSN faculty will be able to discuss these measures, and I suggest you attend and make your voices heard. I also urge you to send your concerns in writing to Chancellor Klaiich, as well as the individual regents. **A**

PEBP Board makes enhancements to health plan

By Jacque Ewing-Taylor, vice chair of the Public Employees' Benefits Program Board

The high-deductible health plan is now in the second year of implementation, and most of us have reluctantly adjusted to it. The Public Employees' Benefits Program Board was able to hold the line on significant changes this year, both in the premiums and the benefit levels.

The PEBP Board was able to make enhancements in two areas. The first was the contribution to the HSAs and the HRAs. These contribu-

tions were raised to \$1,100 for each covered employee under age 45, and an additional \$200 for employees age 45 and older; and an additional \$300 per covered family member, up to three additional covered dependents. These amounts include one-time contributions designed to reduce the accumulated unrestricted reserves.

The second change was to include registered domestic partners as fully covered dependents under all plans.

This means registered domestic partners of all covered employees are eligible for the same benefits as a spouse, including the state subsidy. This benefit extends to domestic partners of either gender, so a heterosexual couple that registers as a domestic partnership with the state is eligible for the enhanced benefits, as well as same-sex registered domestic partners.

As we move toward the 2013 legislative session, the budget

news is not great, but it is decidedly better than it was in 2011. You will remember that PEBP was directed by Governor Brian Sandoval to keep the agency budget at 2010 levels, which resulted in severe cuts to benefits. This year's budget directive is not as severe, and the board anticipates little if any change in benefits as we begin to develop the budget for the governor's office. **A**

Task force is not done with PEBP yet

The Alliance editorial

Since the summer of 2010, when the PEBP first proposed to transform its traditional preferred provider option into a high-deductible plan that ensures primarily against major medical expenses, the Nevada System of Higher Education leadership and the NFA have vocalized the difficulty this experimental approach has posed for our faculty and staff, and for the state's competitive position in the national and international market for top research and teaching talent.

The focus of this effort has been the **NSHE Task Force on PEBP**, which this spring and summer continued to be active on several fronts. First, in late spring, the task force – notably University of Nevada, Las Vegas, Professor of Health Care Administration Chris Cochran – worked with PEBP staff to administer a customer satisfaction [survey of all PEBP participants](#). This survey found, not surprisingly, an extremely high level of dissatisfaction with current coverage and costs; nearly 80 percent of NSHE participants, and an even higher share of total PEBP participants, expressed dissatisfaction with current plan options and costs (see <http://system.nevada.edu/tasks/sites/>

[Nshe/assets/File/PEBP/pebpsurvey_results_graph.pdf](#)). An executive summary of the findings can be found online at <http://bit.ly/Pz7Exn>.

Secondly, the task force has monitored PEBP Board deliberations and offered suggestions, including a cost-saving patient concierge service, and another request for a middle-tier plan with lower deductibles and fixed co-pays for medical services. At its most recent meeting, the PEBP Board took steps towards considering both of these options, in response to input from the task force. Cochran, who conducted the survey noted above, has been particularly active, bringing to bear his extensive knowledge of health insurance markets nationally. The NFA continues to seek Cochran's appointment to the PEBP Board, which currently has two open seats.

Finally, the task force has engaged a local consultant to study PEBP utilization data and to make recommendations to NSHE on what changes to seek in the 2013 legislature. The Board of Regents has endorsed this effort by approving an item on its 2013 legislative priority list to enact the consultant's recommendations on how to restore health benefits for NSHE to humane and competitive levels.

COMMENTARY & EDITORIAL OPINION

Taking the f-u-n out of funding: Small CCs react to funding proposal

By Frank Daniels, president, Great Basin College chapter of NFA

In the discussion over the state of Nevada's formula for funding higher education, we must first of all acknowledge that there is a deeper problem and from whence it comes. Nevada's funding problem exists nationwide. Student fees have gone up tremendously, and are not a solution to the problem; enrollments have increased, and do not represent the source of the problem. All of Nevada's community colleges have spent their money well by several measures; none should receive less than the others.

To gain perspective on the rising cost of tuition, consider the national statistics, as reported by the Southern Regional Education Board. They indicate that the national mean cost of in-state tuition and required fees at public two-year colleges increased by approximately 94 percent from 1992-1993 to 2010-2011 (with adjustments for inflation). Nevada community college students have fared slightly better than the national average, with a real increase in fees between 85 percent and 90 percent at the state's institutions.

During the same period, the average annual full-time enrollment, or FTE, across the Nevada System of Higher Education went from 35,131 to 69,169; it nearly doubled. Along with the rise in the number of students came a rise in costs to each institution and a somewhat dramatic decline in state support. These figures are similar to what we find in

every state. A recent study, titled "The Great Cost Shift: How Higher Education Cuts Undermine The Future Middle Class," states, "Real funding per public full-time equivalent student dropped by 26.1 percent from 1990-1991 to 2009-2010."

Simply put: While costs have skyrocketed, student fees have nearly doubled. At the same time, faculty salaries have slipped – indicating that this is not the area responsible for the rising costs. On the other side of the coin, the state-supported percentage of college costs has gone down significantly across the country, and in particular in Nevada, which is facing the fourth-largest funding drain in the U.S., according to Inside Higher Ed. Our state funding is now well below its 2006-2007 level.

Funding formula issues are seldom a problem when the economy is robust, but they are a problem now. There are currently two models on the floor for discussion: the current model that focuses on funding the costs associated with different modes of transmission, and the new model, which is performance-based. The new proposal means less money for the smaller community colleges – Great Basin College, Truckee Meadows Community College and Western Nevada College – and more for the largest community college, College of Southern Nevada, and the state college.

If we are to believe the media, our focus is now on rewarding higher completion rates. Over the past few years, GBC has faced a reduction in its operating budget of more than 15 percent. Its students have faced fee hikes of roughly 50 percent. The current proposal would likely prompt the termination of 40 percent of our faculty, and yet our graduation rate is the highest among community colleges in the state – a rate that is also higher than that of its peer group. TMCC and WNC are in roughly the same boat, with graduation rates that are reasonable in the face of budget reductions.

Are Nevada's community colleges frugal? Indeed they are. According to "Trends in College Spending," in 2009 the average public community college spent \$11,713 per FTE, a relatively stable figure from year to year. Nevada community colleges spend less than that amount – about three-quarters of it at GBC. Beyond this, the per-section costs at Nevada's community colleges are comparable to one another. The smaller colleges are able to do this while retaining nationally-competitive student/faculty ratios: 21.1/1 at TMCC; 18/1 at WNC; and 16.2/1 at GBC, according to IPEDS; the national average is 22 to 1, and CSN stands at 26 to 1.

The new model appears to reward larger overall numbers, but what percentages of the service area population do the community colleg-

es reach? According to figures from fall 2011, TMCC reaches approximately 2.8 percent of its service area. WNC reaches 2.2 percent, and GBC reaches 2.8 percent. This compares well with CSN, whose students comprise 1.98 percent of its service area.

A logical funding model takes into account the costs of instructional modes and looks at cost per-section instead of simply rewarding greater numbers. Under the proposed new model, larger classes taught live on-site are funded the highest – pushing this as the most economically viable method for offering classes. This is careless and unfair, forcing the community colleges to fight over lunch money in the schoolyard when we are not the problem.

All of Nevada's community colleges serve their local populations well. They meet student and community needs, spending less per section and less per student than the national average, and they pay their faculty less than average. WNC, TMCC and GBC spend their smaller budgets frugally. For the source of the problem, we must look at our legislature, our state's streams of revenue and the way education in Nevada is prioritized and funded. Therefore, I call for us to abandon the population model, stop beating up on one another, and direct our efforts to resolving the real statewide problem – Nevada's lack of adequate legislative financial support for higher education. **A**

Chapter Reports (continued from p. 5)

TMCC is hopeful for the future

By Julia Hammett, president, Truckee Meadows Community College chapter of NFA

The collective bargaining team of the Truckee Meadows Community College chapter of NFA spent several weeks in the spring of 2012 in contract negotiations with the TMCC administration. Negotiations with TMCC's administration were forthright and productive. The NFA negotiating team included Scott Huber (former chapter and state NFA president), Bill Newhall (former chapter president), Jim Richardson (NFA legislative representative and editor of The Alliance) and me.

The main features of the contract were a number of clarifications regarding the roles of department chairs, the composition of faculty search committees, ensuring equitable treatment of faculty teaching "fast-track courses" and a consolidation of all

"additional assignments" under one set of guidelines. All of the items negotiated were based on the desire to increase equity, transparency and accountability in the contract on behalf of all faculty at TMCC. At the beginning of July, TMCC and NFA signed their newly revised 2012 contract.

One outstanding issue remains to be negotiated in the coming year regarding occupational program coordinators so that their compensation is consistent and more equitably reflects workload. Program coordinators are currently developing a formula proposal that will be comparable to the one that exists in the contract for department chairs. TMCC President Maria Sheehan has agreed to revisit this issue in one year's time and give it more care-

ful consideration when the program coordinators' proposal is complete.

Effective May 16, TMCC elected new officers for two-year terms:

- President: Julia Hammett
- Vice president: Bill Newhall
- Secretary: Julie Muhle
- Treasurer: Jamie Campbell

In the coming year, our chapter will focus on growing membership numbers, reestablishing several key committees and working with our colleagues throughout TMCC to rebuild our sense of community.

Like other institutions in the Nevada System of Higher Education, TMCC has suffered losses of faculty and staff over the last several years, with very few new or replacement hires. Such losses have been challenging, from the standpoint of teaching effectiveness and increasing workloads, but also as a psychological hardship on the rank and file. **A**

NSC

Continued from p. 5

higher education to work as a healthy system are so frequently undermined or disregarded when each biennium rolls around. We managed to find the right people this time, but what will the pool be like a year or more from now if more drastic cuts occur?

Nevada is a profoundly under-educated state, and not because the faculty isn't trying hard enough. It's because we can only do so much tap-dancing before we fall off the edge of the stage, particularly when those running the show keep widening the gap. In response, I can only demand that those in Carson City quit making the stage smaller. The people will come because they need to. The performance will be richer if you give us the space we need to dance. **A**

Chapter Reports (continued from p. 5)

Cuts in faculty and staff continue at UNR

By Glenn Miller, president, University of Nevada, Reno, chapter of NFA



Glenn Miller

Dismissals are continuing at University of Nevada, Reno, due to continuing financial pressures, although the rate has decreased over the past couple of years. Notices of non-renewal have gone out to administrative faculty as well as teaching/research faculty in recent months, with a termination date of June 30, 2013.

In addition, since University of Nevada Cooperative Extension did not get the support of the regents for an enhancement of \$2 million for each year of the next biennium, the deep cuts that were proposed (and then delayed) will be imposed, unless the legislature specifically provides funding for cooperative extension that cannot be spent on other programs.

The exact number of cooperative extension faculty who will be dismissed beginning in fiscal year 2014 (next July) is still a bit uncertain, although the current number is 42. An additional 21 classified staff will also see their jobs disappear, for a total of 63 staff cut from cooperative extension, compared to fiscal year 2009. Additionally, other cooperative extension faculty will see their FTE reduced, and thus their salaries. The total state funding cut is over 70 percent of the cooperative extension budget since 2009. As is the case for most research/service/teaching components of the university, without the base funding to support professional salaries, the possibilities of match funding from grants is similarly being reduced, and inhibits the ability to keep grant-funded staff.

The good and critical work cooperative extension has done over many years will be dramatically curtailed, and many relationships established with communities throughout the state will be lost.

Not everyone received salary cuts in the past four years. Several (not all) department chairs received sizable increases in salaries, with an increase of one additional month of payment (from 10 to 11). In some cases, TransparentNevada.com noted increases of more than \$20,000 per year. While most faculty do not begrudge extra pay for chairs, these sometimes dramatic salary increases come at a time when faculty are being dismissed and most of the rest of the faculty are bearing at least a 4.8-percent reduction in salary.

In many departments, the department faculty are largely responsible for selecting chairs, who have 3-year terms. When salaries are dramatically higher, the upper administration will have increased influence on the chairs, and a top-down strategy appears to be emerging. Shared governance takes a hit, and we should all be concerned about the implications for faculty rights and the decision-making process at UNR.

The UNR NFA will hold an election in the next weeks. Please contact me (gcmiller@unr.edu) if you are interested in being on the ballot for the UNR NFA Board, or if you would like to participate more actively in the organization.

Finally, local, state and national elections are coming up. The NFA has made several endorsements of candidates who support higher education (see related article, Page 2). Please examine this list, and get your friends and neighbors to support candidates who support higher education. **A**

People

Geddes, Page re-elected to Board of Regents

The Board of Regents of the Nevada System of Higher Education re-elected Jason Geddes chairman and Kevin Page vice-chairman of the board of regents. The two began their one-year terms on July 1.

Former Nevada Governor Kenny Guinn appointed Geddes to the board in 2006. He represents District 11, Washoe County, and was re-elected to the post in 2008. He first became chair of the board in 2011.

Geddes is a native of Winnemucca and attended school in Northern



Jason Geddes

Nevada, from elementary school in Gabbs, through a B.S. in biochemistry and Ph.D. in environmental sciences from the University of Nevada, Reno. Following a politically active college life, in 2002 he was elected to the state assembly, where he served on committees for education, judiciary, and natural resources, agriculture and mining.

Former Governor Jim Gibbons appointed Kevin Page to the board of regents in January 2009. He was re-elected in 2010.

Born and raised in Queens, N.Y., Page earned a B.S. in business administration in finance in 1986 and his M.B.A. from the University of Nevada, Las Vegas, in 1987. In 2006, he received awards for both UNLV Alumnus of the Year and the Nevada System of Higher Education Board of Regents' Distinguished Nevadan Award.



Kevin Page

Since 2000, Page has been managing director and senior relationship manager for Wells Capital Manage-

ment-Institutional Investment Management Services.

White named EVP, Provost at UNLV

UNLV President Neal Smatresk announced that John Valery White, who has been dean of UNLV's William S. Boyd School of Law since 2007, is the university's new executive vice president and provost. He replaces Michael Bowers, who has served as interim provost since 2009.

White assumed his new role July 1, which includes oversight of UNLV's academic and budgetary policy and priorities. According to a news release, it is the provost's job to ensure the quality of faculty and to help expand the institution's research enterprise. White will report to Smatresk and act as chief executive in the president's absence.

Smatresk said, "John White is an innovative leader, who guided the Boyd Law School at UNLV into one of the nation's best, and I am confident he will help build our national reputation in collaboration with our deans, faculty, student and executive leadership."

"I look forward to building upon UNLV's engagement in the community, and ensuring the university is student centered and focused on research and great instruction," said White, who is credited with increasing the law school's scholarship funding, first-time bar passage rates and national rankings during his tenure.

White earned his J.D. from Yale Law School in 1991 and went on to work on prison and human rights practices in Egypt while a fellow at Human Rights Watch in New York. He later joined the law school at Louisiana State University, where for 15 years he wrote and lectured extensively about civil rights law. **A**



John Valery White

© UNLV Photo Services

MAKING A DIFFERENCE



10
YEARS

NEVADA STATE
COLLEGE

NSC 10th Anniversary Gala to be held at Green Valley Ranch

As the grand finale of Nevada State College's year-long anniversary celebration, Nevada State is holding its 10th Anniversary Gala in October. Hosted at the Green Valley Ranch Resort in Henderson, Nevada, the evening will commemorate a decade of growth in southern Nevada.

A variety of sponsorship opportunities are now available for the 10th Anniversary Gala. For more information on sponsorships or table reservations, please call Brandi Robinson at 702.992.2368 or email 10anniversary@nsc.nevada.edu.

For general contribution questions, please call Russell Raker at 702.992.2356 or email Russell.Raker@nsc.nevada.edu.

Hosted by the NSC Foundation Trustees
Friday, October 19 • Green Valley Ranch Resort

6:00 p.m. Cocktails • Opium Terrace | 7:00 p.m. Dinner • Estancia Ballroom