



# NEVADA FACULTY ALLIANCE

The [Nevada Faculty Alliance](#) is the independent statewide association of professional employees of the Nevada System of Higher Education (NSHE). The NFA is affiliated with the American Association of University Professors and the American Federation of Teachers, representing over 300,000 higher education professional employees in North America. NFA is the bargaining agent for faculty bargaining units at the College of Southern Nevada, Truckee Meadows Community College, and Western Nevada College.

*The Nevada Faculty Alliance works to empower our members to be fully engaged in our mission to help students succeed.*

## Collective Bargaining for NSHE Professional Employees

[Assembly Bill 224](#) *authorizes collective bargaining for NSHE professionals in state law*

Effective and efficient employment settings depend on the proper balance of power. Because NSHE professional employees lack collective bargaining rights in statute, our existing bargaining units operate under internal NSHE regulations. That gives the Board of Regents as management the sole power to write and determine the implementation of collective bargaining rules. Establishing collective bargaining for NSHE professionals in statute will uphold the longstanding American tradition to empower faculty and other professional employees so we can retain the dignity and respect necessary to provide a high-quality education to the students who will decide Nevada's future.

### Institutional Efficiency

*Increase student/faculty retention*

Collective bargaining provides a framework for helping faculty achieve institutional goals, as evidenced by research demonstrating a **statistically significant increase in student retention with faculty unionization** and an additional 1.2 degrees awarded per 100 students enrolled.

Faculty unionization also improves the efficiency of academic governance—through a variety of research-backed models—by encouraging meaningful faculty participation in shared institutional decision-making.

### Fairness and Equity

*Treat NSHE professionals equitably*

The 7,000 faculty members of NSHE are the largest group of public employees in Nevada who do not have collective bargaining rights in state law. We support a bill to **align collective bargaining rules for NSHE professional employees with those of state Classified employees and local government employees** in NRS 288.

Faculty unions have a positive impact on the hiring and retention of women faculty. **Unionized public research universities have a higher proportion of women faculty** overall and at the ranks of

associate and full professor than do non-unionized institutions. Union-backed pay equity adjustments reduce gender-based pay gaps.

### Fiscal Responsibility

*Reduce cost per degree awarded*

A 2014 study associated faculty unionization with a savings of \$13,500 in core expenses per degree awarded. Among eight variables, **faculty unionization was the only method that both lowered cost and increased student completion**. By increasing efficiency, collective bargaining offsets salary increases.

## Benefits for NSHE

- AB 224 would provide uniform rules and procedures for collective bargaining with NSHE professional employees as for NSHE Classified employees under NRS 288 currently.
- AB 224 would give NSHE and its professional employees access to the Government Employee-Management Relations Board (EMRB) and to arbitration for resolution of contract issues and personnel disputes, as an alternative to expensive litigation and high-cost settlements.
- AB 224 would allow joint negotiations with bargaining units within and across institutions to achieve mutual goals, saving time and effort.
- AB224 provides mechanisms for provisions in a collective bargaining agreement that would require state funding or legislative action to have those provisions submitted as budget and bill draft requests.

### *Collective Bargaining for NSHE Faculty (Assembly Bill 224)*

AB 224 would establish statutory collective bargaining rights for NSHE professional employees similar to those in NRS 288 for local government employees and for state Classified employees. **The main features of AB 224 are as follows:**

- AB224 authorizes collective bargaining for NSHE faculty and other professional employees, the largest group of public employees in Nevada without collective bargaining authorized in state law.
- AB 224 covers NSHE professional employees, including academic and non-managerial administrative faculty and instructors on semester-by-semester contracts.
- AB 224 largely follows the collective bargaining rules already established in NRS 288 for local government employees and state Classified employees, with some clarifications needed for professional employees in higher education.
- AB 224 uses the "community of interest" standard for defining bargaining units, which is flexible so that employees and administrators of each NSHE institution can negotiate the composition of bargaining units.
- AB 224 allows the formation of bargaining units for academic faculty, administrative faculty, professional staff, part-time instructors, and assistants.
- AB 224 clarifies the right for representation for faculty employees in disciplinary meetings, similar to the rights for state Classified employees in NRS 284.
- AB 224 gives NSHE professional employees and their professional organizations access to the state Government Employee-Management Relations Board (EMRB) and to arbitration for conflict resolution as an alternative to litigation. This would reduce high litigation and settlement costs for NSHE.
- Because NSHE already allows collective bargaining under its internal regulations, the support infrastructure is in place and the only expected fiscal note is the annual fee of up to \$10 per employee that NSHE would pay to support the Government Employee-Management Relations Board. NSHE (and not the state Labor Relations Unit in DHRM) will be responsible for all negotiations and labor relations within NSHE.
- AB 224 specifically excludes negotiations over benefits provided by the State through PEBP and PERS, but allows negotiation over benefits provided by NSHE.
- AB 224 would not change Nevada as a right-to-work state with no-strike provisions for public employees.
- NFA currently represents faculty bargaining units at CSN, TMCC, and WNC under internal NSHE regulations. The bill would retain our collective bargaining agreements until renegotiated under the new statute.

### *Sources*

- Bucklew, N., Houghton, J. D., & Ellison, C. N. (2012). Faculty Union and Faculty Senate Co-Existence: A Review of the Impact of Academic Collective Bargaining on Traditional Academic Governance. *Labor Studies Journal*, 37(4), 373-390.
- Cassell, M., & Halaseh, O. (2014). The Impact of Unionization on University Performance. *Journal of Collective Bargaining in the Academy*, 6(1), 3.
- Dominguez-Villegas, R., Smith-Doerr, L., Renski, H., & Sekarasih, L. (2020) Labor Unions and Equal Pay for Faculty: A Longitudinal Study of Gender Pay Gaps in a Unionized Institutional Context, *Journal of Collective Bargaining in the Academy*, 11, 2.
- May, A. M., Moorhouse, E., Bossard, J.A. (2010) Representation of Women Faculty at Public Research Universities: Do Unions Matter? *ILR Review*, 63(4), 8.
- Porter, S. R. (2013). The Causal Effect of Faculty Unions on Institutional Decision-Making. *Industrial & Labor Relations Review*, 66(5), 1192-1211.

Nevada Faculty Alliance, [www.NevadaFacultyAlliance.org](http://www.NevadaFacultyAlliance.org)  
Contact: Kent Ervin, [kent.ervin@nevadafacultyalliance.org](mailto:kent.ervin@nevadafacultyalliance.org), 775-453-6837