

THE ALLIANCE

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

An Affiliate of the American Association of University Professors

VOLUME 2011

ISSUE NO. 1

FEBRUARY 2011

Governor's budget would decimate Nevada higher ed

By Jim Richardson, Lobbyist, Nevada Faculty Alliance

The Executive Budget, if approved, would decimate the institutions of the Nevada System of Higher Education (NSHE) and severely limit educational opportunities for Nevadans as well as negatively impact efforts to diversify Nevada's economy.



Chancellor
Dan Klaich

NSHE Chancellor Dan Klaich says, "We take our role in diversifying the economy of this state very seriously, and these cuts will make it more difficult to discharge that mission."

Details of the budget proposal

The following information is taken from Klaich's Jan. 27 NSHE presentation to the Joint Budget Subcommittee of the Legislative Commission.

1. The total drop in state support by FY2013 is \$162.4 million from FY2011 levels.
2. State support would drop by FY2013 close to levels last seen in FY2003.
3. This represents a 29.1% drop in state support for NSHE institutions over the current year's funding (FY2011).
4. The drop in state support from FY2009 to FY2013 is 36.6%.
5. The budget includes an across-the-board pay cut of 5% for all employees, which will replace the current furlough policy.
6. Funding that would come to NSHE includes \$121 million from local governments in Clark and

Washoe Counties, a new and controversial concept.

7. The governor stated that the regents can raise tuition and fees to help fill the gap, even though they have increased dramatically in recent years (49% for university undergrads since 2006-07; 60% for grad students; 43% for NSC, and 32% for community colleges).

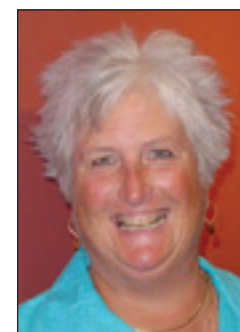
8. NSHE's proportion of the State General Fund, traditionally about 18-19%, drops to about 11.65% and is 13.76% for FY2013 if the new prop-

erty tax revenues are included.

These cuts would come in the face of recent dramatic enrollment increases of 27.3% from FY2003 through FY2010.

"If we sustain cuts of this magnitude, the NSHE will be a fundamentally different organization," says Klaich. "We cannot maintain serving the current number of students at these reduced levels of funding — and that is a tragedy."

The governor, in his State of the *(Please see Decimating, page 6)*



Finally!
Better
news
from
PEBP

Jacquie Ewing Taylor, NSHE
Representative on PEBP Board

There's been too much negative news this year about reductions in our medical benefits. But I do have a small bit of good news.

At our last meeting, the PEBP Board voted to reinstate some dental benefits. Coverage for preventive as well as major work will continue but with a small increase in deductible, from \$50 to \$100; a reduced annual maximum benefit, from \$1,500 to \$1,000; and a decrease in co-insurance, from 80% to 75%, for major work. All else remains the same.

In addition to restoring the dental, the Board voted to increase the annual contribution to Health Savings Accounts (HSA) by \$100 (from \$600 to \$700) and to decrease the annual deductible by \$100 (from \$2,000 to \$1,900). We were able to do this because of better-than-expected claims experience, resulting in some reserves that are available to us.

The rates for Plan Year 2012 will be set at the February 24 board meeting and, while our rates will go up, I do not expect any large increases. At that time, we will also get the new rates from the two HMOs.

The legislative session started February 7, and we have been told to expect that PEBP will get some additional attention from the legislature. As we are all painfully aware, public employees have given up a lot during this budget crisis and we should expect to be asked to give up more.

Your contacts with legislators are crucial and I urge you to reach out to them about these matters — let them know your feelings and how these changes will affect you, your family and the businesses where you spend your paychecks.

Pay cuts in higher education — NSHE losing competitive advantage

Greg Brown, State Vice President of Nevada Faculty Alliance
and President of the UNLV chapter

"Cuts may hurt professors, but they should remember they got generous contracts and benefits for the past 20 years."

Pete Ernaut, advisor to Gov. Sandoval, LV Sun, Jan 21

But it isn't about being generous; it is about investment and market competitiveness.

Higher education faculty compensation and benefits are not the result of collective bargaining contracts, as in K-12, but this point sometimes is lost.

What determines any faculty member's compensation isn't (and shouldn't be) the state's generosity — *it's the state's desire and ability to compete in the national and international market for talented researchers and teachers.*

Some data:

Even before the economic crisis began in 2007-08, Nevada higher ed salaries and compensation were in the middle range of this market. The annual data for 2009 collected by the American

Association of University Professors show that Nevada universities pay in the third quintile (i.e., 40-59th percentile of public universities nationally).

The Las Vegas Chamber of Commerce in 2008 found our compensation to be only about 80% of the national average for all higher ed workers and 95% of the national average for instructional faculty.

Further, our benefits amount to only 21% of our total compensation versus a 28% national average. (With total compensation just below the national average, this means our benefits are worth about 75% of national average for higher ed faculty.)

Those statistics were gathered before the first round of 4.6% pay cuts, that resulted from the furlough *(Please see Pay cuts, page 2)*

INSIDE

NFA's statewide renewal	3
Funding Millennium Scholarships	4
Better communicating	8
Wixom: Higher ed is not broken	10

UNLV chapter addresses membership, money, AAUP services

Gregory Brown
UNLV Chapter President
Nevada Faculty Alliance

The spring 2011 semester will be challenging for UNLV and its faculty. We all know the deep cuts in state support that our institution has suffered over the past three years, and the toll it has taken on faculty and staff.

These include program eliminations and terminations; unpaid furloughs; workload increases; cuts to our health coverage; and a deep unease about the future. And more worrisome signs lie ahead.

Governor Sandoval's budget proposes sharp increases in out-of-pocket health care costs; "significant" increases in student fees; a five percent across-the-board pay cut; and, in addition, more than a 20 percent cut in NSHE state general fund allocations.

The Chancellor and Board of Regents chair have been quoted as

saying that additional program eliminations this spring are "likely." One hopes this is all jockeying for position but there is precious little reason for optimism.

Put differently, it is time for us again to fight to save what we believe in — quality, affordable public higher education as the key to an improved economy and quality of life in southern Nevada. And for our own role in that economy and quality of life, which is itself in jeopardy.

What's new?

Over the past two years, as president of the UNLV chapter, I have tried to make NFA more accessible to our members. But we must address some structural problems in our chapter and our state organization, if we are to meet the challenges posed to faculty in these times.

To this end, NFA has rolled out an upgraded communications tool — a professional-grade email update sent on a regular basis to members

and an enhanced online presence, including the opportunity for online enrollment in the NFA.

On-campus, our efforts will be enhanced by the agreement of our chapter vice president, John Farley (Sciences), and member Jeff Waddoups (Business) to take a more active role in campus communications.

We also have multiple representatives closely following the PEPB developments. NFA member Chris Cochran (Health Sciences) represented NSHE faculty on the Chancellor's Task Force on NSHE health benefits — which will soon issue a set of recommendations.

Members of the chapter meet with key regents and legislative leaders to make the case that UNLV faculty have already been deeply affected by the "shared sacrifice" necessary for the state to meet its obligations and set out on a different course for the future.

These representatives make it clear to state leaders that there are simply no corners left to cut, and that any further cuts or "efficiencies" must not negatively impact the quality of instruction and the faculty who provide it.

The NFA state board has reactivated a long-dormant statewide "Government Relations Committee," which I will co-chair with Glenn Miller of UNR. During this legislative session, the committee will express the concerns of all NSHE faculty at all institutions

Get organized.

In terms of our other areas of operation — including governance and organizing — I share many people's frustrations about the limitations of our efforts on campus and statewide.

After experiencing membership growth of more than 30 percent in 2009 and organizing well-attended events on campus, our chapter hit a plateau in 2010.

I am pleased to report that, in order to regain our momentum, our First Vice-President Al Izzolo (Hotel) has agreed to take charge of organizing a series of meetings to discuss pressing issues. Anyone interested in helping Al, please contact him directly or contact me.

Later this spring, we will also hold elections for the next chapter board. Please consider (a) what, if any, changes we ought to make to the structure of our board to meet current challenges and (b) if you are willing to serve or nominate

someone you consider capable and willing to serve.

To enhance our efforts at outreach, the state NFA board has given us funding for a part-time graduate assistant.

What's up with AAUP?

Like you, I have been frustrated during this budget crisis by what feels like limited support from the American Association of University Professors — our parent organization.

The state NFA board invited AAUP staff to attend a recent meeting and understand our frustrations. We hope they will propose a new dues model that would enable us to provide greater member services in Nevada, especially now when these resources will be increasingly needed.

I will report more on this topic and seek feedback from our members on how to develop a new financial basis for this fruitful relationship.

Please my words and share your thoughts with me. Continue to read our blog and look for additional news about our chapter and state organization in the months to come.



Gregory Brown

Pay cuts in higher education

(Continued from page 1)

program — and before the first round of cuts in health benefits, which represented about 7% reduction in total compensation.

The numbers don't lie; we are losing our competitive position in the market. The evidence is that retention rates are declining — more faculty are being recruited to go elsewhere. While in the past we would retain, on average, two of every three faculty who got an outside offer, last year that number dropped to one in three.

Just for comparison, Idaho is in the top quintile for all its faculty. That is, their compensation is in the 81-100 percentile. And Utah has invested millions in its U-Stars program, recruiting top researchers and funding them to develop programs that bring direct economic benefit to the state — in terms of both short-term direct contribution to the local economy and to the longer-term benefit of economic diversification.

You usually get what you pay for, and faculty pay is yet another example of that truism.

Higher ed economic impact huge

The NSHE Economic Impact Study for 2009 was released recently by the Chancellor's Office.

The study, a joint effort of research centers at UNR and UNLV, documents that the Nevada System of Higher Education is the second largest employer in the State

The total economic impact (direct, indirect, and "induced") is estimated at \$2.73 billion, using a standard multiplier of 4.39 to one with the \$1,371 total NSHE operating budget for 2009.

The State furnished \$623 million of that total, with student fees

and tuition contributing \$481 million. Another \$267 million in research grants were received by the System institutions and faculty.

Those funds were spent in Nevada, and bought many goods and services, contributing greatly to the overall state economy.

The analysis did not take into account the contributions of NSHE institutions to the cultural life of Nevada, or the role they play in research and development and attracting new industries to Nevada, among other things.

For the full report, go to <http://system.nevada.edu/Impact.pdf>

When LESS is MORE

Excerpted from an article by Scott Jaschik, "Inside Higher Ed"

Conventional wisdom has long held that students benefit from smaller classes. But that conventional wisdom has primarily been tested in elementary and secondary education, and some of the research finds that class size is not the key factor in the student experience.

In higher education, the belief in the educational merits of small classes is widespread. Colleges boast about their low student-teacher ratios. *U.S. News & World Report* gives ranking points based not only on the student-teacher ratio but also for the percentage of undergraduate courses that have fewer than 20 students.

A new study by economists James Monks and Robert Schmidt of the University of Richmond, and released by the Cornell Higher Education Research Institute, confirms this belief and will raise caution for those who believe that increased class sizes and course loads can be accomplished without an impact on student learning.

The study involves the examination of 10 years of student evaluations of learning at an unidentified business school. The dean of this school gave his faculty members the option of "super-sizing" sections so that those teaching three sections could teach two instead. Typically, this meant shifting from three sections of 30 students to two sections of 45. The dean's motive was to decrease reliance on adjuncts without hiring additional faculty members. The experiment lasted for 6 years, and the university maintained detailed student evaluations of the courses before, during and after the experiment.

The results in analyzing student evaluations showed a clearly negative impact of increasing class size. "The larger the section size, the lower the self-reported amount learned, the instructor rating, and the course rating," the paper by Monks and Schmidt says. The same is true, to a slightly lesser degree, for instructors who teach more students overall, across all of their sections. The results of the study also indicate that increased class sizes have "a negative and statistically significant impact on the amount of critical and analytical thinking required in the course, the clarity of presentations, the effectiveness of teaching methods, and the daily preparedness of the instructor for class."

NFA proposes statewide renewal in 2011

Scott Huber, Greg Brown, Angela Brommel, Jim Matovina
NFA State Board Executive Officers

The Nevada Faculty Alliance State Board met recently to discuss how NFA can better serve the needs of its members during these times of economic uncertainty, of disturbing threats to the funding for our colleges and universities, and the equally disturbing threat to our faculty and their ability to serve the educational needs of Nevadans.

The threat is real because statewide political leadership so far has failed to grasp the singular fact that Nevada is floundering and will continue to do so until honest dialogue, political courage, and leadership prevail.

Political history, comments by the governor and the unfolding of the new legislative session suggest otherwise. As a consequence, NFA must prepare adequately and quickly, to better protect our institutions and professors.

Historically NFA has functioned almost entirely with the time and dedication of its volunteers, with almost no staff support and with minimal involvement of our affiliate, the American Association of University Professors (AAUP).

Even with this minimalist approach to organization and support, NFA has supplied Nevada faculty with a strong voice, good legal defense and a robust lobbying effort.

Over time, our organization managed by volunteers cannot satisfy the needs of its members. The numbers of Nevada faculty grow, as does the diversity, depth of concern, and demand for professional representation.

This genuine need has outstripped the capacity of NFA to provide for its members. Therefore, the NFA state board is positioning itself to restructure its dues arrangement with AAUP so as to significantly increase its services and communication for faculty.

AAUP dues restructuring

NFA has a dues structure whereby members contribute through payroll deductions each month. The amount a faculty pays is predicated on the salary level. NFA is then obligated to return a portion of those collected dues to our national affiliate, AAUP.

The level of contribution by NFA members to AAUP in the past has

been closer to that of a collective bargaining organization rather than what NFA actually is, a volunteer advocacy entity.

For this level of contribution NFA members receive very little in direct support from AAUP; we are, in fact, paying annual dues to the national office for AAUP affiliation rather than for services.

The level of dues to AAUP has been rising steadily for a number of years, a rise that NFA has absorbed without raising members' dues. The AAUP recently increased the level of dues yet again. We are now in a situation where national dues will absorb more than 50% of our operating costs each year.

With this increase, NFA cannot possibly provide the level of service to members that they deserve and expect. Further NFA cannot recruit, train and implement new leadership or press forward with legal representation or coordinate our legislative lobbying efforts.

The proposed increase in national dues is not sustainable.

The state board has made a series of clear statements to AAUP going back to January 2010, stressing that our members need more active support during this crisis and that, to date AAUP has not generated additional support.

Therefore, at this time, we are taking a position in defense of our members so that the NFA can step up its level of service and activism in the state. NFA is now negotiating with AAUP to restructure our dues arrangement to make those dues more commensurate with our affiliate standing.

The NFA state board proposes that 100% of the savings from the dues restructuring be used to professionalize the NFA organization and to increase the services members deserve and, in this current crisis, most assuredly need.

Key Points

The NFA executive board has considered what changes are needed to enhance the professionalism of the organization and to enhance services to its members:

1. A thorough review of current expenditures, including current staffing and professional services, as

well as current governance costs, to maximize investment in member services.

2. Restructuring of state board to become more action-oriented, and more responsive to membership statewide.

a. Ensure officers' roles defined by task, rather than titles, and to clarify roles of various committees and to determine appropriate level of staff support.

b. Clear definition of responsibilities, support and compensation for state board officers to facilitate leadership training and recruitment in the future.

c. Clarification of chapter officers' responsibility, authority and budget — to allow a greater autonomy to campus chapters but also greater accountability of chapter officers to members and to state board.

3. Upgrade communications to maximize the benefit of the NFA newspaper *The Alliance*.

a. Professional-level email capabilities to facilitate regular broadcasting to members, prospective members, and interested constituencies in state government and the press, of our news and views.

b. Professional-level web presence including on-line registration to facilitate recruitment and membership renewal, as well as PAC contributions

c. Use of social media to enhance recruitment and visibility

d. Professional support staff to integrate email, web and print communication

e. Desktop conferencing software to facilitate more regular and less expensive consultation by state board and chapter officers.

4. Enhance legal defense services and Government Relations/Political Action Committee

Nevada faces a budgetary shortfall that places our colleges and universities and our faculty in a perilous position. Although higher ed has suffered significant reductions in the past two years, further cuts have been proposed for the next biennium that will be devastating.

The NFA state board recognizes this looming crisis. It is our intent to position the organization to meet this crisis head on, to support higher education and higher education faculty wherever and whenever the need arises.



Scott Huber
NFA President



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

AAUP

Administrative Assistant

Mary Phillips
903 Crowfoot Circle, Henderson 89014
Phone (702) 898-2849
aaupnfa@lvd.net

BOARD OF DIRECTORS

President: Scott Huber (TMCC)
Office Phone (775) 674-7590
Fax (775) 674-7983
shuber@tmcc.edu

Past President: Alok Pandey (CSN)
Office Phone (702) 992-4793
Fax (702) 651-2620
alok.pandey@csn.edu

Vice President: Greg Brown (UNLV)
Office Phone (702) 895-4181
Fax (702) 895-1782
gbrown@unlv.nevada.edu

Secretary: Angela Brommel (NSC)
Office Phone (702) 992-2340
Fax (702) 992-2341
angela.brommel@nsc.nevada.edu

Treasurer: James Matovina (CSN)
Office Phone (702) 651-5801
Fax (702) 651-5881
jim.matovina@csn.edu

CHAPTER PRESIDENTS

CSN: Sondra Cosgrove
Office Phone (702) 651-4388
Fax (702) 651-4483
sondra.cosgrove@csn.edu

DRI: Paul Verburg
Office Phone (775) 673-7425
Fax (775) 673-7485
paul.verburg@dri.edu

GBC: Frank Daniels
Office Phone (775) 289-3589
Fax (775) 289-3599
gretinski@gmail.com

NSC: Angela Brommel
Office Phone (702)992-2340
Fax (702) 992-2341
Angela_Brommel@nsc.nevada.edu

TMCC: Steve Bale
Office Phone (775) 674-7587
Fax (775) 674-7941
sbale@tmcc.edu

UNLV: Gregory Brown
Office Phone (702) 895-4181
Fax (702) 895-1782
gbrown@unlv.nevada.edu

UNR: Leah Wilds
Office Phone (775) 682-7773
Fax (775) 784-1473
wilds@unr.edu

WNC: James Strange
Office Phone (775) 423-8330 x2256
Fax (775) 423-8029
strangeman509@gmail.com

**Adjunct Faculty Representative
Kevin Anderson (CSN)**
Office Phone (702) 651-4008
Fax (702) 651-
kevin.anderson@csn.edu

**NFA Lobbyist / Alliance Editor:
Jim Richardson**
Office Phone (775) 784-6270
Fax (775) 784-6271
jtr@scs.unr.edu

**Alliance Managing Editor
Sari Aizley**
Office Phone (702) 361-8262
Fax (702) 361-7472
Sari@AizleyPublications.com

NFA website: www.nfa-nv.com

Millennium Scholarship gets more funding in governor's budget

The Governor Guinn Millennium Scholarship program (GGMS) will receive a one-time \$10 million infusion, according to the budget request submitted to the 2011 Nevada Legislature by Gov. Brian Sandoval.

The request also includes continuation of the revenue stream that supports the program: 40% of the proceeds from the state's annual tobacco settlement and a \$7.6 million transfer from the Treasurer's Office Unclaimed Property Division.

These requests await approval by the 2011 Legislature.

"More than 19,700 students depend on the Millennium to assist in covering the cost of their fees," says Jane Nichols, Vice Chancellor for Academic and Student Affairs. "The scholarship stands as an important indicator of the State's commitment to them and to the importance of higher education."

The popular GGMS program has been used by more than 60,000 Nevada high school graduates — some 22,000 of them have earned degrees since the program's inception.

"Gov. Sandoval's action to restore some of the funding that was removed ... as a result of the budget crisis is a welcome message to students and parents across Nevada," says State Treasurer Kate Marshall.

The GGMS currently provides \$25 million per year in scholarship

funding to Nevada high school graduates with a minimum 3.25 grade point average who attend a Nevada institution of higher education.

Marshall says decisions made by the Interim Finance Committee (IFC) last July ensured the availability of the GGMS through this school year. IFC members voted unanimously to transfer money from the state's College Savings Plans program, which comes from fees paid to the state by the various program managers, to the GGMS. An estimated 8,000 high school graduates per year are eligible to receive millennium scholarships, of which approximately 60% choose to activate their award. According to NSHE:

- Millennium scholars have a higher graduation rate than non-millennium students.

- The freshman retention rate of millennium scholars is more than 15% higher than non-millennium scholars.

- The Top 5 majors for millennium scholars are Business, Biology/Biological Sciences, Engineering, Education, and Nursing.

- The percentage of Nevada high school graduates choosing to attend a Nevada institution of higher learning has risen since the program's inception.

- The Millennium Scholarship covers about 56% of a student's tuition costs at a Nevada university.



Kate Marshall
State Treasurer



Jane Nichols
Vice Chancellor

Tenure is unfairly attacked

The news media's recent attack on the practice of tenure has begun to gain traction. There are reports that tenure shields radicals, preserves an aging professoriate, and costs too much money. These claims are erroneous and can be proven so.

The fact is that the decline of full-time tenured positions in America's colleges and universities goes hand in hand with the decline in the quality of education that your children are receiving.

A college professor must feel free to voice controversial views and challenge his or her students to question their assumptions, and learn to defend and define them effectively.

As for "an aging professoriate," the most recent federal statistics show that the percentage of full-timers over 55 was but 28%. Only 7% were 65 or older.

As for the claim that tenure "costs too much," most faculty members earn less than \$60,000 per year. Two-thirds of the faculty workforce is contingent faculty, who are not eligible for tenure and typically earn less than \$35,000 per year. They often work at more than one school so as to cobble together a livable income.

Faculty salaries have not substantially increased over the years. Yet the number of administrators, and their salaries, have increased exponentially. Faculty work hard and stay current in their field simply out of love for their profession.

(Information source: Editorial by Cary Nelson, AAUP National President, printed in Chronicle of Higher Education, 10/5/10)

Retiring Raggio offers to help if asked

State Senator Bill Raggio announced his retirement from the Nevada Legislature in early January, citing physical mobility problems for the abrupt end of his tenth term as a state leader. He had held public office for more than 56 years.

"I am hopeful the commissioners will take the opportunity to appoint someone

well-qualified, who shares my political values, and who will commit to working with others and across party lines to do what is in the best interests of our communities and our state."

Raggio plans to stay active with his law firm and, if asked, will lend assistance to the legislature.



Brower selected to fill unfinished term

Washoe County Commissioners have selected Greg Brower to fill the District 3 Senate vacancy left by retired Senator Bill Raggio.

According to a January 18 press release from the Washoe County Manager's office, the Commissioners interviewed 12 candi-

dates and Brower was the unanimous choice.

Brower has served as a Naval Officer and a U.S. Attorney. He was elected to the Nevada Assembly in 1998 and 2000. Commissioners lauded Brower's experience and his willingness to reach across the aisle during an extremely challenging 2011 Legislative session.



Manhattan College disputes NLRB's ruling of "not religious enough"

(From Inside Higher Ed)

In a recent public statement, Manhattan College denounced a ruling by a regional director of the National Labor Relations Board that the institution was not religious enough to be exempt from federal laws on collective bargaining.

The NLRB ruling gives the go-ahead for adjuncts at Manhattan to unionize, finding that the college's relationship with its employees is essentially secular.

Brennan O'Donnell, president of the Roman Catholic college, said in the statement that "the analysis clearly and unfortunately demonstrates the NLRB's lack of understanding of the identity of Manhattan College as a 21st-century Catholic college whose mission requires engagement with the broader culture of American society and higher education."

The statement continues, "Apparently the union and the government mistake our intellectual openness and welcoming spiritual environment, which we consider to be strengths of the Catholic intellectual tradition, as weaknesses."

"The ruling suggests that the Regional NLRB believes that the primary hallmarks of an authentic Catholic college or university are exclusionary hiring, a proselytizing atmosphere, and dogmatic inflexibility in the curriculum," the statement concludes.

Union groups praised the NLRB ruling. The college is expected to file an appeal.

A meaningful relationship

The mission of the AAUP is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good.

By joining, faculty members, academic professionals, and graduate students help to shape the future of the profession and proclaim their dedication to the education community.

Visit the AAUP website, www.aaup.org

Horsford sheds light on Sandoval plan for higher ed

By Steven Horsford
Nevada Senate Majority Leader

In 2010, according to the U.S. Census Bureau, Nevada spent 6.7 percent of its total state expenditures on higher education. This ranked far below the national average of 10.1 percent. In comparison, Colorado spent 8.3 percent of total expenditures on higher education; neighboring Utah spent 10.1 percent.

In 2007, Nevada ranked 48th in per capita state and local government expenditures on higher education at \$490 per resident. Wyoming spent nearly twice as much at \$973 per resident and Utah spent \$896. Every other Western state ranked above Nevada.

Now Governor Brian Sandoval has proposed an 18.7 percent cut to our colleges. In reality, this cut is much closer to 30 percent when a five percent college staff pay cut is taken into account, and because the governor assumes a 12 percent tuition hike for Nevada students.

Yes, Nevada young people and those working to learn new skills would pay an additional 12 percent under the Sandoval plan. In fact, if the higher education shortfall were to be covered through tuition hikes alone, tuition would have to skyrocket by an estimated 73 percent.

This comes at a time when College of Southern Nevada students literally camped outside to be in line for class registration. Why did they camp out to go to college? Because colleges such as CSN simply cannot accommodate the needs of all the Nevadans who want to further their futures.

Workforce development and retraining could not be of more importance with unemployment at 15 percent. More than 85,000 construction workers are unemployed, and their industry simply will not recover to 2007 levels in the near future.

Retraining our workforce for the jobs of the future depends on a strong system of higher education. Governor Sandoval is eliminating that option, and cutting off the possibility of a robust economic recovery or long-term economic diversification as a result.

Other Republican governors don't feel the same.

As Governor Sandoval proposes drastic cuts to higher education, the Republican governors of Virginia, Kansas, New Jersey, and Nebraska view higher education as the key to turning their state's lagging economies around. They are resisting cuts to higher education, and some are

even proposing to increase funds, despite budget shortfalls.

Conservative Virginia Governor Bob McDonnell recently announced a \$50 million investment in higher education, aimed at increasing the percentage of Virginians with higher education credentials from 42 to 55 percent in the next 15 years.

McDonnell cites:

- For every \$1 the state spends on higher education, it generates \$13 in GDP

- For every \$1 the state spends on higher education it generates \$1.39 in state revenue

- Higher education accounts for more than 144,000 jobs and \$9.5 billion in spending

Other Republican governors cite similar statistics as they work to improve higher education in their states. Kansas Governor Sam Brownback recently proposed a three-year, \$105-million University Economic Growth Initiative to enhance job growth in three key economic clusters: cancer research, animal health research, and aviation.

In recent weeks, New Jersey Governor Chris Christie and Nebraska Governor Dave Heineman have also spoken about the need to support higher education during tough financial times. They know preserving and improving higher education will be a key to economic recovery.

What it means for Nevada

According to Chancellor Dan Klaich, every \$1 of state support for higher education equals \$4.39 in economic activity in Nevada.

The cuts to higher education will have an immediate negative impact on spending in Nevada during a time when the state desperately needs revenue.

But that's not the worst part.

In order for Nevada to truly diversify its economy it needs to produce a workforce that meets the needs of 21st century business. Our young people deserve the opportunity to compete for high-paying jobs.

Chancellor Klaich testified to the following during a [recent] budget hearing in Carson City:

To offset a \$162 million reduction in state spending, tuition and fees would need to increase 73 percent — or 83% if 15 percent of the tuition increases were set aside for financial aid, as the governor has proposed.



Steven Horsford
Senate Majority Leader

The governor's budget represents a 31 percent cut over two years to UNR.

The governor's budget represents a 28.6 percent cut over two years to Truckee Meadows Community College

Gov. Sandoval's proposed higher education budget cuts would be on top of reductions of 36-42

percent imposed at universities and community colleges since 2009, resulting in a 9 percent reduction in staff, larger classes, lack of access to classes, and students taking longer to graduate

What Nevadans think

Nevadans are deeply concerned about these cuts. Young people want to get educated. They want to position themselves for better jobs and more opportunity in the future. The governor's cuts are scary. Here are a few thoughts from Nevadans.

"I know that an increase in tuition will mean that many of the faces I see on campus will not be able to return in the fall. I know that more cuts to programs and services will lead to students and staff looking elsewhere. If we continue to cut education, Nevada will become a ghost state. We must realize the importance of funding our schools and providing avenues for the best and the brightest to remain in the Silver State." (Mallory Cyr, UNLV)

"My entire family's future is directly affected by our ability to receive quality education. As Governor Sandoval continues to guilt the struggling people of Nevada with his "shared responsibility" rhetoric, he seems to be ignoring the fact that gutting the funding for education has only caused the people of Nevada to fall further and further behind in their appeal to quality employers." (Terra Burbank, mother of CSN graduate and a UNLV student)

"In order to turn Nevada into the Renewable Energy Capital of the World, we will need to invest more in our education system. We will need to institute more programs that will allow for this vision to be enacted. We will need to show the businesses around the country that we have an educated and skilled population in place, ready and willing to work." (Aimee Riley, CSN)

Thanks to Jon Ralston and the Las Vegas Sun for permission to reprint this from *Ralston's Flash*, 1/28/11.

Decimating Nevada's higher education system

(Continued from page 1)

State speech, accused NSHE of failing the needs of the State, a charge that many — including Regent Mike Wixom — took issue with. (*See the Wixom statement, page 10.*)

Probable impacts of the budget proposal:

1. Hundreds of employees would lose their jobs, and those remaining would have a pay cut. If the budget hole were filled only by terminations, this would mean about 1,850 lay-offs.

2. Tuition would increase dramatically. A 73% increase would be required to replace the \$162 million, and even *that* assumes all current students would continue to enroll.

3. Many needy students would not be able to afford a college education. This means that many students will simply be left behind.

4. More programs would be cut. Twenty-four programs were already cut this biennium. Probably some colleges would disappear and perhaps some campuses and institutions would be mothballed, severely limiting educational opportunities for Nevadans.

5. Many students would be stranded without degrees as their programs are canceled.

6. More of the talented faculty members recruited in recent years will leave and accept jobs in other states.

7. NSHE's direct contributions to the economy would be seriously curtailed. (*See article, page 2.*)

"We can raise tuition but we can't forget that we have very low financial aid in this state," Klaich says. "If we raise fees by a significant amount without addressing financial aid, we will leave many Nevadans behind. Not only is this simply wrong, in the long run it is a very costly strategy for the state."

Some good news

1. The proposed budget includes \$10 million from the General Fund and a continuation of \$7.6 million per year from the unclaimed property fund for the Guinn Millennium Scholarship program which will help it stay afloat for a few more years. (*See related story, page 4.*)

2. Apparently the budget proposes allowing NSHE institutions to retain fees and tuition from both in-state and out-of-state students if tuition is raised.

3. Ironically, the proposed budget and State of the State speech lauded the contribution of NSHE to Nevada's economic development.

Other bad news from the governor's budget

1. Cost of health insurance will increase, and there will be significant benefit cuts.

2. Health insurance subsidies for retirees would be phased out for current employees, and there would be no subsidies in retirement for employees hired after July 1, 2011.

3. Part-time employees working between 50% and 75% of full time would be subsidized at only 60% of the level used for full-time employees.

Reactions not unexpected

Democratic legislative leaders have taken strong umbrage to the Executive Budget, especially the cuts to K-12 and higher education, as expressed in news articles, Town Hall meetings, and other venues.

Steven Horsford, Senate Majority Leader and Chair of Senate Finance, and John Ocegüera, Speaker of the Assembly, issued statements expressing concern about the size of cuts to education — as did Debbie Smith, Chair of the Ways and Means Committee.

(See one such response from Steven Horsford on page 5.)

Most Republican legislators have so far remained relatively silent, although some had previously indicated that more revenue might be

needed to sustain essential state services.

Regent Chair James Dean Leavitt also criticized the budget proposals, and called for more revenues to fund education, as did Regent Mark Alden and several NSHE presidents. (*See the Jan. 29 Review Journal, for example.*)

Leavitt, in the R-J story, said the proposed budget "is absolutely outrageous and will result in cataclysmic changes to the Nevada System of Higher Education." Leavitt added that it was "not fair that higher education should get the steepest cuts."

The chancellor's presentation before the Joint Budget Subcommittee included a spirited defense of NSHE. He carefully explained the potential impacts of cuts of the magnitude proposed by the governor. Klaich's presentation, available at <http://bit.ly/eZmh8U>, was widely covered in the press.

"If this budget is approved it will mean the end of higher education in Nevada as we know it," says Scott Huber, State President of the Nevada Faculty Alliance. "Many students will have their education terminated, and their career paths dramatically altered."

"And Nevada will be the worse for it, as efforts to diversify the economy are derailed," Huber concluded.

Are 'Tiger Mothers' more effective at getting children into best colleges?

Debate continues over *Battle Hymn of the Tiger Mother* and its op-ed summary, "Why Chinese Mothers Are Superior" by Amy Chua, a Yale University law professor.

The parenting covered in the books — clearly aimed at landing the author's daughters in top colleges — takes place well before the college application process begins.

"What Chinese parents understand," Chua explains, "is that nothing is fun until you're good at it. To get good at anything you have to work, and children on their own never want to work, which is why it is crucial to override their preferences."

But Mitchell J. Chang, a professor of education and Asian American studies at UCLA, is arguing that the debate may end up hurting Asian-American college applicants.

The image created by Chua "contributes to an already problematic stereotype by suggesting not only that most Asian Americans are high-achieving, but also that their achievements are due to overbearing parents," writes Chang.

"Her characterization can further tax Asian American college applicants by reducing the chances that they will be viewed as self-starters, risk-takers and independent thinkers — attributes that are often favored by admissions officers but rarely associated with Asian American applicants."

Participants at a meeting of the National Association for College Admission Counseling readily admitted that bias against Asian Americans is so prevalent that some counselors even recommend that Asian Americans should not identify their race in their applications.

(Primary source: Inside Higher Education)

Fire Science Academy now owned by National Guard

The Fire Science Academy, operated by the University of Nevada, Reno for the past 11 years, is now the property of Nevada's Division of State Lands, thanks to a lease plan that went into effect in January.

The Academy was taken over by the Nevada National Guard, which plans to base helicopters and other emergency equipment on the Academy site in order to provide services to the state's northeastern corridor.

The Carlin-based Academy, 290 miles from Reno, is \$25 million in debt. The new agreement provides \$10 million in federal and state funds to help UNR resolve this debt.

The Interim Finance Committee of the Nevada Legislature voted last spring to have the state buy the property in Carlin. This move allowed the Fire Science Academy to remain open for training professional firefighters.

In addition, a portion of student fees allocated to debt repayment was redirected to construction projects on UNR's main campus.

According to UNR President Milt Glick, the university built the Academy, expecting to generate money by training firefighters, but the distant location apparently was not conducive to enrollment. The Fire Academy was close to closing down.

Glick points out that all other fire academies in the nation are supported by state or federal funding, and none of them makes a profit.

Under the lease agreement, the Academy is paying more than \$100,000 a year to the Division of Lands. It shares the existing buildings with the Nevada National Guard.

Assembly names education committee

The Nevada Assembly has announced the members of its Education Subcommittee of the Ways and Means Committee.

This panel will review both the K-12 and NSHE budget proposals and will schedule hearings in the next several weeks.

Members include: Debbie Smith, chair; Marcus Conklin, John Ocegüera, April Mastroluca, Paul Aizley, Tom Grady and Pat Hickey.

Aizley, a retired UNLV math professor and dean, is a former state president of the Nevada Faculty Alliance.

Regents vote to elevate Smatresk from interim to full UNLV president

Nevada's Board of Regents voted unanimously to name Neal Smatresk president of UNLV, following his two-year stint as the interim president.

Because of the budget cuts expected in the current Legislative session, many felt that having a permanent president in place would help to make UNLV's position stronger in the tussle for funding.

Greg Brown, president of the Nevada Faculty Alliance chapter at UNLV, reports that the chapter supports the regents' decision. The chapter partially based its decision on results of a survey sponsored by the Faculty Senate. The survey showed 70% of faculty in favor of the contract and 19% opposed.

"There is virtual unanimity in the UNLV community about what an excellent job Neal Smatresk is doing," says Chancellor Dan Klaich. "This is a man who's given UNLV its voice back."

The NFA chapter also did an evaluation of the president's performance with respect to shared governance and consultation, tenure rights and employment rights of un-tenured and non-tenured faculty, as well as other criteria.



Neal Smatresk

Brown wrote in a letter to the regents that Smatresk has "consulted regularly with faculty leadership from the Senate and NFA, empowering yet another faculty-led advisory body (the President's Advisory Council).

"In short, we believe he has earned the respect of the UNLV faculty by showing that he respects the UNLV faculty and takes its concerns – voiced collectively and by individuals – seriously," Brown added.

Smatresk's contract runs through June 30, 2014. His annual salary is \$246,426, with a \$119,997 supplement paid by the Foundation and the Nevada System of Higher Education, plus an additional \$31,000 in annual allowances for a car, a house, and a hosting account.

Letter from Sen. Reid on health care reform

As of January 1, Americans gained even more protections from skyrocketing health care costs and insurance company abuses as new provisions of the health care reform law took effect.

Starting January 1, insurance companies are required to spend at least 80 percent of premiums—the money you send them each month—on health care, not on overhead or executive salaries.

For seniors, the Medicare Part D donut hole continues to close. Their costs for brand-name medications will be cut in half when they reach the coverage gap, and over the next decade, that gap will be closed entirely. They'll also get free preventive care under Medicare like mammograms and colonoscopies.

Meanwhile, new programs are going into effect to help improve the quality of care—and lower costs—by examining best practices and exploring innovative strategies for delivering care.

All this is in addition to the reforms that went into effect last year—from allowing young adults up to age 26 to stay on their parents insurance, to helping small businesses cover their employees, to stopping insurance companies from taking away your health care if you get sick or discriminating against kids with pre-existing conditions.

Of course, the new year also brought with it a new Republican majority in the House of Representatives, and Speaker-elect Boehner's promise to repeal health care reform, taking away all these new protections and putting the insurance companies back in charge.

So let me put this as clearly as I can: It's not gonna happen.

In fact, some of my colleagues and I sent Speaker-elect Boehner a letter making it clear that we will absolutely not allow him to hurt families, worsen the deficit, and raise taxes on the middle class by repealing health care.

Together, we've done great things. And we can continue to do them in this new year.



Harry Reid
U.S. Senate
Majority Leader

NFA chapter leadership changes hands; Miller returns

A message from Leah Wilds, Former President, NFA Chapter at the University of Nevada, Reno

I have decided, for a variety of reasons, to step down as President of the Nevada Faculty Alliance chapter at University of Nevada, Reno.

This was a very difficult decision for me to make, especially during times like these, when the governor's budget proposal, if implemented, would destroy education in Nevada (K-12 and NSHE) for the foreseeable future. I have hope on several fronts, however.

Glenn Miller, most recently our NFA chapter vice president, who agreed to accept the office when I stepped down at the end of January, will make an excellent president. He served as our chapter president before and did an outstanding job.

Glenn was on the state board's Political Action Committee and understands legislative politics. He has a working relationship with those members of the legislature whom our PAC supported in the last election cycle. This will give him greater access to other members of the legislature and to the legislative leadership.

He has been a tireless defender of faculty rights during the Administrative Planning Process, which was used to determine which programs to reduce or eliminate in the last round of budget cuts. I have no doubt he will continue in those efforts. I cannot think of a better choice for our chapter president.

We still have an active, engaged and dedicated NFA Board at UNR. Our members will work with other NFA chapters in the system and with the NFA State Board to persuade the legislature to reject the governor's proposal outright.

We will work hard to convince the legislature to end the senseless attack on government workers.

We will remind the legislature and the public of the value added to the state by the work that government employees do.

We will encourage the legislature to develop an alternative plan that will move the state into the twenty-first century rather than back into the nineteenth.

What's most important is this:

we will work with you, our members, to demand that our legislature put aside petty partisan bickering and provide the state with real and courageous leadership — to do the right thing, future electoral politics notwithstanding.

Part of doing the right thing would involve — yes, finding additional sources of revenues. The time is long past for us to rely primarily on sales and gaming taxes to support the state.

We cannot do this alone. We need your help, all of you. Contact the legislative leadership in both houses. Contact your representatives. And do so repeatedly.

Realizing that NSHE is facing yet another round of budget cuts, and acknowledging that the processes used in the last round were somewhat flawed, our Provost has asked the UNR Faculty Senate to nominate members to serve on a "Budget Philosophy Committee."

This committee would not be tasked with making specific choices of programs and services to be reduced or eliminated at UNR. Rather, the committee will be charged with exploring, in a general sense, the timeframe, strategies and goals of budgetary and curricular planning.

Nominees to serve on this committee should be individuals who will have some knowledge of UNR's institutional strengths and national academic trends such that decisions made now will best position UNR for advancement as the economy recovers.

The expected time of service would likely be through the end of Spring 2011 semester. If you know of anyone who would be willing to serve, please send your nomination to Eric Herzik, Chair of the Faculty Senate.

One final personal note:

It has been an honor serving as your chapter president these past two years. I will remain on the NFA Board, however, and continue to work on behalf of UNR and NSHE faculty as we move through the coming months.



Leah Wilds



Glenn Miller

A FEW WORDS ABOUT VALUE

Recent graduates say degrees are worth time, money spent

A recent study, conducted by the Winston Group on behalf of the American Council on Education (ACE), indicates that a vast majority of polled alumni feel that their education was worth the time and money spent.

The national survey was conducted in early 2010 amongst recent college graduates, 25 – 39 years old, from two- and four-year institutions. ACE conducted a follow-up survey at the institutional level, polling graduates from 22 participating colleges and universities.

"These numbers speak to the excellence of American higher education," says John Sexton, ACE's board chairman and president of New York University. He commented that, with institutional diversity in our many different types of colleges and universities, almost everyone can successfully advance his or her education.

"For college leaders, that should be a source of pride," added Sexton, "but never complacency."

Nationally, 89 percent of college graduates polled believed that their education was worth what they had invested. On the individual institutional level, this number ranged from 80 – 97 percent. Further, nearly 80 percent of the alumni polled said they would attend the same institution if they had it to do over again.

(This finding was slightly more likely at four-year institutions than at their two-year counterparts.)

When asked what they felt was

the most important role of colleges and universities, 31 percent of the graduates responded with "teaching to learn and think critically." This was followed by 28 percent who felt that "preparing for employment" was the most important role, and 17 percent who felt that the most important role of colleges and universities is to "prepare to solve the problems facing our country."

Who should pay for a student's education?

When asked if they found that their college education and undergraduate experiences were useful in preparing them for the work force and to meet future societal challenges, 81 percent felt that they were prepared by their college or university and 85 percent felt they were prepared for their current job.

However, in the national survey, only 62 percent felt that colleges in general are preparing students for the demands of the modern workforce.

Opinions were split amongst recent graduates when they were asked who they felt should be primarily responsible for funding their higher education.

Forty percent said that the student and his or her family should shoulder the financial responsibility, while 30 percent said that the federal government should foot the bill, and 20 percent said it should fall to the state government.

Regardless of who they believed should be financially responsible for the cost of an undergraduate degree, 76 percent of those polled reported that they felt their institution charged a fair price for their education.

NFA announces new state-of-the-art membership communications system

Nevada Faculty Alliance members are justifiably proud of *The Alliance*, our award-winning quarterly newspaper. As part of an effort to meet NFA's ever more imperative needs, the State Board has introduced several new communications tools to supplement *The Alliance*.

This month we launched a new site: <http://nevadafacultyalliance.org>, where you will find regular updates of chapter and statewide events, daily press summaries, an online version of *The Alliance*, and other important documents, photographs and academic faculty news. Among those important features is an on-line NFA membership enrollment application form:

<http://nevadafacultyalliance.wildapricot.org/Membership>.

Members should visit nevadafacultyalliance.org regularly and encourage colleagues to visit.

We also set up a Twitter feed, <http://www.twitter.com/NevadaFaculty>. While writing documents of 140 characters or fewer is, well, a challenge for academics, this tool is already giving our news and activities greater reach than in the past.

Finally, *The Update*, our electronic newsletter, made its debut. This e-mailed feature provides a professional-grade system for communicating regularly to members. *The Update* will reach the community, the news media, the Nevada System of Higher Education and state government leaders, including regents and state legislators. We anticipate publishing it at least weekly, featuring breaking news more often as circumstances warrant.

The centerpiece of *The Update* will be regular legislative reports from the state capitol. Other timely features will be news about the NFA's activity as an advocate for the faculty and about our organization's work on fostering academic shared governance.

Watch *The Update* for links to general news stories that mention the NFA and for a rotating campus spotlight on events of campus chapters.

Each online issue will be brief, with summaries that link to longer articles found on the new website. These articles can be exported to PDF and printed for those — frankly, most of us — who get headaches squinting at a screen!

Each electronic issue will also have an important feature allowing recipients to forward the message to colleagues. It will be especially effective in reaching those who are not already NFA members, encouraging them to go to the website to join the NFA or at least to sign up for the mailing list.

Please submit news to any of our communication tools or volunteer your help on any of them. We plan to add new features, such as a regular wire of news stories concerning NSHE faculty.

CSN considers joining collective bargaining unit

**Sondra Cosgrove, President
Nevada Faculty Alliance Chapter
College of Southern Nevada**

We were all waiting for the new information from the PEBP Board regarding benefit cuts, information on the new governor's budget, and solutions from state legislators for current deficits.

CSN faculty and staff are very worried, as are other Nevadans, about job security, pay reductions, and tremendous increases in medical expenses. Alone, each cut to benefits and salaries and each increase in expenses create a hardship — but together they create an exponential impact on employees already coping with low pay and extended workloads.

On top of these external worries, our members are



Sondra Cosgrove

also very concerned over a pervasive disregard for policies and procedures at CSN. Consequently, we are continuing to discuss becoming a part of the community college collective bargaining unit in NSHE as this would place our approved policies and procedures into a binding contract.

Faculty and staff would receive assurance, through this process, that not only are they required to abide by approved policies and procedures, but that the same would apply to all CSN administrators.

As we move forward, we all hope that Nevada will emerge from this time of crisis stronger, more compassionate, and more committed to making our state a national model for high ethics and communitarian cooperation.

Creationism in public high school classroom

Thirteen percent of public high school biology teachers teach creationism or intelligent design for at least an hour of class time, according to a national study by two Pennsylvania State University professors.

A majority of high school teachers are cautious about endorsing evolutionary theory as the clear scientific consensus position, the professors found.

This is a lively issue despite 40 years of court cases that have ruled teaching creationism or intelligent design violates the Constitution,

SOURCE: INSIDE HIGHER ED

Desert Research Institute

Don't *diss* the educators who are the main source of long-term solutions

Paul Verburg, NFA Chapter President, DRI

In previous reports, I tried to make the case for why soft-money faculty should be exempted from furloughs and/or pay cuts. Now let's address another issue that has puzzled me for quite a while:

Why is it so hard for us, as higher education professionals, to convince people that higher education is important for Nevada's well-being?

Following are two examples that underscore this issue.

Recently, a high-ranking Nevada state official claimed that tenured faculty do nothing of significance besides occasionally teaching a course. This same individual has a college degree.

Although there may be some educators 'hiding' behind their tenure protection and perhaps being less productive than they should be, most tenured faculty I know are extremely hard-working and dedicated.

Regrettably, the aforementioned public official chose to generalize some populist notion based on what I believe are only a few isolated cases.

BELIEVABILITY

Another recent example of a somewhat suspicious view of higher education occurred when I was asked my opinion about climate change, my area of research. The interviewer asked why he should believe me.

His real question appeared to be this: *why should the public believe scientists?*

I responded that I worked on that topic for several decades and think I have a well-informed opinion on these issues. I also said that most people have no problem going to a doctor when they are sick since they believe that a doctor has studied enough so they know what they are talking about and can diagnose an illness.

Perhaps people do not want to hear bad news and, as a result, want to dismiss people who are perceived as bearers of bad news.

So why do we have such a hard time convincing people that what we do is relevant and that, in general, we know what we are doing?

I would argue that a lot of the research ongoing at DRI and other NSHE institutions serves a very practical purpose that directly impacts people's lives.

For instance, much of the research is related to renewable energy, a lot

of which was initiated with direct support from Nevada legislators. Other work focuses directly on saving lives, for instance, by finding better techniques to detect landmines and Improvised Explosive Devices (IEDs).

Our researchers are trying to better understand issues related to water and air quality, which impacts human health.

Finally, NSHE people study matters related to climate change to better understand how climate responds to the impacts of human society and, in return, how humans are impacted by climate change.

EXAMINING THE ESOTERIC

A number of people study what people may consider to be esoteric issues such as the environmental limits under which life can persist.

Although direct benefits may not always be obvious, one has to admit it is pretty cool that people find life in hot springs, deep oceans, underground mines, and salty brines in Antarctica.

What is more important, these findings contribute to the discovery of cures for diseases, to the biological clean up technologies of contaminated environments, and they help to continue the search for extra-terrestrial life.

Of course, essential services in the state need to be supported — but hearing some high-ranking government officials sneer at academia indicates we are not getting our message across effectively.

WHAT TO DO ABOUT IT?

We should take every opportunity to inform our legislators of what we do and how it benefits Nevada.

The state of Utah has shown that investment in higher education can significantly contribute to economic development: their USTAR program has resulted in several companies moving to Utah — think Adobe, Twitter, eBay. This took a long-term commitment from the state and it is paying off. (See <http://www.innovationutah.com/>)

I hope that during these difficult economic times, the Nevada legislature keeps its focus on long-term solutions rather than short-term, election-cycle fixes.

In the meantime, keep up the good work!



Paul Verburg

NFA leaders participate in emerging national debate

Two longtime members of the Nevada Faculty Alliance took part in a recent conference addressing the nationwide debate on reforming or restructuring higher education such that faculty voices would be an integral part of the discourse.

Angela Brommel and Candace Kant represented the NFA at the National Plan for Higher Education meeting sponsored by the California Faculty Association (CFA).

Brommel is the NFA chapter president at Nevada State College and serves as secretary of the statewide Alliance. Kant, retired from the College of Southern Nevada, is one of three representatives to the AAUP National Council from District I, which includes most of the western states. She is a former state president of the NFA.

The meeting was based on the CFA draft document "A National Coalition for Quality Higher Education in the 21st Century: Why We Need One."

"I found the conference perception of issues facing higher ed was very sound, thorough and based on experience," says Kant. "The approaches to solutions were encouraging."

In attendance were representatives from the American Association of University Professors, American Federation of Teachers, National Education Association, Nevada Faculty Alliance, and faculty unions from 21 states.

The representatives agreed that the voices of faculty and students nationwide have not been adequately heard. A document containing "the seven principles" for restructuring higher education was drafted.

THE SEVEN PRINCIPLES

1. Higher education in the 21st century must be inclusive; it should be available to all who can benefit from it and who want the experience.

2. The curriculum for a quality 21st century higher education must be broad and diverse.

3. Quality higher education in the 21st century will require excellent faculty who have the academic freedom and the institutional support they need to do a professional job.

4. Quality higher education in the 21st century will incorporate

technology in ways that expand opportunity and maintain quality.

5. Quality education in the 21st Century will require the pursuit of real efficiencies and the avoidance of false economies.

6. Quality education in the 21st century will require adequate public funding and that means a substantial increase over current expenditure levels.

7. Quality higher education in the 21st century cannot be identified with a simplistic set of metrics.

"It was powerful," says Brommel, "to sit with faculty leadership in this historic moment and ask how we as faculty can open a dialogue where our commitment and professional expertise are invited to the table to discuss what is essential for student success."

Attendees were asked to return to their campuses and organizations and discuss the seven principles in the draft and what a national campaign for education would look like if nationwide faculty advocacy organizations and allies joined together to fight for education.

(To read the draft in its entirety, please visit the NFA online.)



Angela Brommel



Candace Kant

PEBP task force issues report

The task force examining the implications of the dramatic changes in the health plan for state employees has submitted its final report to Chancellor Dan Klaich.

Chaired by Gerry Bomotti, UNLV VP for Finance, the task force met weekly through the fall, and also retained a national consulting firm to assist with its work.

An accompanying consultant report evaluates how health benefits for NSHE employees compare to institutions in other states and the region, as well as with private and large public employers in Nevada.

Its major conclusion is that NSHE health benefits are considerably lower than in comparable institutions, especially when taking into account the changes planned for this July 1. The final report should be available soon on the NSHE website.

DREAM act dies in Senate

In a major defeat for advocates of college students who are not legally documented American citizens, the U.S. Senate failed to get the necessary super-majority of 60 to force a final vote on legislation that would provide a path to citizenship for these students.

The Development, Relief and Education for Alien Minors (or DREAM) Act, which was supported by many college leaders, has little hope of passing during the next two years with the Republicans in control of the House and the Democrats will have an even slimmer majority in the Senate than they have now.

While a few members of the Senate crossed party lines on this issue, the act was primarily backed by Democrats and opposed by Republicans.

Republicans argued against the bill citing the cost of new citizens to the country and their opposition to giving citizenship to people who did not enter the country legally — although these students were all brought to the United States as children and did not participate in the decision to break U.S. immigration laws.

In regard to the cost to the U.S., supporters of the DREAM Act argue that it would actually benefit the economy, in that these students would have an education which would allow them to get better jobs and pay more taxes if they were citizens. Further, the proponents of DREAM argue that most have no real connection to their country of origin.

According to Michael A. Olivas, a law professor at the University of Houston and an expert on higher education and immigration law, Congress will eventually consider reforms of immigration laws, including a version of the DREAM Act. Meanwhile, he urges colleges to “continue to enroll the students who someday will take their rightful place in society.”

The irony, Olivas points out, is that state-level efforts to help undocumented students are standing up to court challenges.

In November, the California Supreme Court upheld a state statute providing some undocumented students in-state tuition status. In December, a state judge in Nebraska rejected a lawsuit from taxpayers who challenged a statute which allows undocumented students to pay the in-state tuition rate.

(Excerpted from Inside Higher Ed, Scott Jaschik, reporter)

Staying in touch on-line

(See story on page 8)

- The new website is on <http://www.nevadafacultyalliance.org> and will include an online membership application form
- NFA's active Facebook page is on <http://www.facebook.com/NevadaFaculty>
- The NFA has a new Twitter feed, on <http://www.twitter.com/NevadaFaculty>
- The UNLV chapter blog with a lot of articles of statewide interest are on <http://unlvfaculty.blogspot.com>

Higher education is not broken and here's why

Michael Wixom, Member, Nevada Board of Regents (Reprinted by permission of The Las Vegas Sun)

Gov. Brian Sandoval's State of the State address has certainly given us all a great deal to consider. His proposals for Nevada's public higher education system, in particular, will prompt needed dialogue.

It is critical that such discussions begin with correct assumptions, and contrary to what we have been told, the Nevada System of Higher Education is not broken.

As evidence of that assertion, some point to our universities' six-year graduation rates (for the period beginning in 2004) of only 50 percent.

However, that statement is misleading. When student transfers and eight-year graduation rates are reflected in the calculation, the graduation rate is much higher, ranging from 55 to 70 percent — certainly in need of improvement, but a respectable figure in any national comparison.

Many have been critical of Nevada's community college graduation rates, which range from five to 26 percent. However, many, if not most, community college students don't attend community colleges to graduate from a community college — they attend to take specific courses or they transfer within a relatively short period of time. These are designed to be access institutions, and graduation rates, taken alone, really don't adequately reflect their mission.

In fact, in Nevada, higher education has made enormous progress. UNR, the governor's alma mater, is a good example.

In 2010, UNR graduated 66 percent more students than in 2000, and UNR's current freshman retention rate is 80 percent — more than five points higher than the national average.

(Freshman retention rates are critical because experience teaches us that it takes nearly 10 years to raise graduation rates.) UNLV can tell a similar story.

Nevada higher education has had many other accomplishments: common course numbering, which allows students to transfer easily from one institution to another; increased enrollment; more total graduates; greater numbers of minority and disadvantaged students; first-rate professional schools; progressively stricter admission standards; and world-class research institutions (Desert Research Institute, UNR and UNLV)..

Significantly, the American Council of Trustees and Alumni gave Nevada's four-year institutions all a B grade for general-course requirements, on par with Arizona State and the University of Utah, and ahead of the University of Arizona.

I welcome the governor's proposal to give the Board of Regents more authority over fees and tuition. We have had little reason to increase tuition because, under our funding

formula in Nevada, increased tuition (generally speaking) rolled back into the state budget and did not remain with the campuses.

Certainly, with a new authority to control the expenditure of all tuition and fees, the Board of Regents has more flexibility with which to deal with our financial crisis.

However, increased tuition is not a panacea. The governor stated that his budget reductions for higher education will approach 17.5 percent, which is an enormous figure.

However, depending on the method of calculation, the actual cuts in state support — not just cuts in the budget — actually range from 17.5 percent to as high as 29.1 percent, depending on whether just state funding or other funding sources are included in the calculation.

The bottom line is that higher education will receive \$162 million less in state funds under the governor's budget.

Tuition increases of more than 70 percent would be required to make up that shortfall.

Certainly we have tough budget choices to make — but such policy discussions should begin with a correct statement of the facts.



Michael Wixom

NSC senators/Alliance members to present at annual AAUP meet

Angela Brommel, NFA State Secretary and Chapter President, Nevada State College

Grace Thomson, Angela Brommel, Gregory Robinson, Robin Herlands, and Kebret Kebede — all NSC Faculty Senators as well as Nevada Faculty Alliance members — have been selected to make a presentation at the Annual Conference on Higher Education sponsored by the AAUP in Washington, DC.

Their topic at the June 2011 meeting will be “Strategic Planning in

Faculty Senate: An Adaptation of the Balanced Scorecard to Promote Shared Governance.”

NFA has a high density of members on the NSC campus and often collaborates with the college Senate on policies and procedures. This coordination helps to build consensus and sustain a culture of shared governance as a communication model for successful campus community.

SIGN OF THE TIMES?

Women pass men in race to earn graduate degrees

The status of women at colleges nationwide has been changing for decades, finally culminating in a statistical first: more women than men earned doctoral degrees in the 2008-2009 academic year.

Of those doctoral degrees, 28,962 went to women and 28,469 went to men, according to the Council of Graduate Schools' annual enrollment report.

Women first began reaching parity with men at the undergraduate level in the early 1980s. Today, women hold a nearly 3-to-2 enrollment majority in undergraduate and graduate education, and earned nearly 6 in 10 graduate degrees.

Until 2008, men earned the majority of doctoral degrees largely due to their superior numbers in the engineering, mathematics and physical science fields of study. In fact, men still earn nearly 80 percent of engineering doctorates.

Women, however, have made persistent gains in several areas of study, and now earn 70% of the doctorates in the health sciences, 67% of the doctoral degrees in education, and 60% of the doctorates in the social and behavioral sciences field.

A common career path for women with doctoral degrees is that of a college educator, but men still hold the majority of faculty and admin-

istrative positions in higher education. Studies show this is because the busiest years of an academic career coincide with the years that educated women begin having children.

"Many women feel they have to choose between having a career in academics and having a family," says Catherine Hill, director of research at the American Association of University Women.

Men also continue to out-earn women on all levels of academic rank. According to the AAUP, male faculty members earned an average of \$80,206 in the 2009-10 academic year, while women faculty averaged \$70,600.

The shift toward a female-majority amongst degree earners on all levels of academia has been taking place for decades. In recent years, scholars have begun studying this trend as evidence of the decreasing aspirations of men.

According to studies, men are more likely than women to drop out of high school, and to be diverted from higher education by menial labor jobs, the military, or prison.

However, recent statistics indicate that first-time enrollment in graduate education grew at a slightly higher rate for men than for women in 2009, reversing a long-term trend favoring female enrollment

23 UNR grads choose Peace Corps service

The University of Nevada, Reno, ranks 21st this year in the number of Peace Corps volunteers in the medium-size schools category.

Twenty-three UNR alumni are serving now, an increase from last year, when the university had 20 alumni in the Peace Corps.

"Colleges instill a commitment to public service among their students and share our belief that, together, we can work to make the world a better place," says Peace Corps Director Aaron Williams.

The University of Colorado at Boulder outpaced other universities this year with 117 alumni serving. Historically, the University of California, Berkeley, maintains the number one all-time rank, with 3,457 Peace Corps volunteer alumni since 1961.

This year is the 50th anniversary of the Peace Corps.

Great Basin College

Academic integrity: is it at risk now?

Frank Daniels, Chapter President Nevada Faculty Alliance at GBC

Certain announcements by incoming Governor Brian Sandoval caused some anxiety among the faculty at Great Basin College.

Will there be salary cuts above and beyond the five percent that Sandoval announced? How many positions will we have to cut this time? Will this round of cuts be graduated or will it impact people at the bottom of the scale more severely than those at the top?

Concern about the salary schedule itself is also on many minds. Will the schedule for community colleges remain frozen or even abolished? Will instructors in art, anthropology and mathematics be forced to compete against one another for temporary bonuses? How will tuition increases affect enrollment?

Many questions must be answered but, until the legislative session has concluded, there are few answers. (But see other stories in this issue for some of the answers.)

Complete College America

Other issues include the intrusion of "Complete College America"* into academic integrity and a curious obsession with specific numbers — such as the "three-year" and "six-year" graduation rates. Will institutions be pressured into sacrificing quality of education in exchange for money?



Frank Daniels

No one wants to call the federal proposal "impossible," but quite a few have labeled it difficult. To see how some colleges responded, see www.kolotv.com/home/headlines/Nevada_Among_24_States_in_Complete_College_America_110907664.html

And read the NSHE plan here: www.unr.edu/provost/CCA%20NSHE%20Nov%20December%202010.pdf

Time to Degree: Some Food for Thought

The recent increase in Time to Degree for the average student did not result from changes in graduation requirements; rather, the dominant cause was a reduction in the per-semester credit load. This is due mainly to the need for money, but the fact that more students are marrying and having children while in college is also an important factor.

The Education Trust reports that the portion of a needy student's costs paid by the Pell/BEOG grant has dramatically dropped from more than 80% to 36%.

According to the International Center for Educational Statistics, about 46% of full-time college students had jobs in 2007, compared to 34% in 1970. Only 10% of full-time students in 1970 worked for at least 20 hours per week; since then that figure has more than doubled.

"An Analysis of Student Time and Credits to Degree," reveals that when a student is over the traditional age, that factor adds an average of 1.42 semesters to the student's Time to Degree. Working and going to school part-time adds an average 4.10 semesters.

We know that the administrators at Great Basin College continue to support our faculty and staff, and we hope that the collective wisdom of the governor's staff and the legislature will find ways to preserve our institutional mission.

*Complete College America is a non-profit alliance created a year ago. Its stated purpose is to battle dismal college completion rates and figure out how to get more students to follow through and earn their diplomas. Nevada is one of approximately two dozen states participating so far.

U.S. reverses decision to exclude journalist

AAUP: Ideological exclusions impoverish debate

The U.S. government, in a one-month reversal of an earlier decision, recently granted a visa to a Colombian journalist denied entry into this country. Hollman Morris, 41, had been invited to take up a one-year fellowship at Harvard University.

Known for his coverage of human rights issues in Colombia, Morris has been a vocal critic of Álvaro Uribe, Colombia's former president and an ally of the United States. Morris criticized alleged ties between illegal right-wing militias and officials associated with Uribe.

The State Department had been under mounting pressure from organizations such as the American Association of University Professors (AAUP) and the ACLU.

The Bush administration revived the practice of "ideological exclusion," refusing visas to foreign scholars, writers, artists, and activists on the basis of their ideas, political views, and associations rather than their actions.

Such exclusion impoverishes academic and political debate, and harms faculty and other Americans by denying them access to speech that is protected by the First Amendment.

Stand with the AAUP and the ACLU to end this practice. Send a letter to Secretary Hilary Clinton urging her to end the State Department's misguided and unconstitutional practice of ideological exclusion.

Word of the day: GAP**Nevada leads nation in general fund budget gap and unemployment**

By Sean Whaley
Capital Bureau Chief
Nevada News Bureau
(Reprinted by permission)

When it comes to the budget problems looming for many states over the next two years, a report released this week by the National Conference of State Legislatures makes one point very clear: Nevada is No. 1, and not in a good way.

The report identifies Nevada as having the largest general fund budget gap of all the states at 32% next fiscal year. The report, "State Budget Update, November 2010,"

shows New Jersey in second place with a 26% gap, and North Carolina with a 20.3% gap.

The news for FY2012-13 is even worse, with Nevada first again with a general fund budget gap estimated at 40%, followed by New York at 20.4%.

The report says 35 states are projecting budget gaps next fiscal year, and 24 states project gaps in 2012-13, due largely to the loss of federal stimulus funds in their current spending plans.

Nevada leads the nation in its unemployment rate and in its home foreclosure rate, factors which have

helped create the budget gap.

"And while state revenues are starting to pick up, the growth is unlikely to be sufficient to replace expiring American Recovery and Reinvestment Act (ARRA) funds or cover projected increases in program areas such as Medicaid and K-12 education," the report says.

States will face a \$37.9 billion loss in federal funds next fiscal year, which begins July 1, 2011, compared to the current year, according to the Federal Funds Information for States. This is expected to make big holes in state budgets, what many state offi-

cials call the "ARRA cliff effect."

Nevada is expected to lose about \$600 million in federal stimulus funds that helped balance the current budget.

"State legislators are being realistic about the budget situations facing their states," said William Pound, executive director of the National Conference of State Legislatures. "But how they balance their budgets could be filled with as many twists and turns as the latest Harry Potter movie."

Nevada's public school enrollments are expected to be nearly flat in the next two years, but the state's Medicaid caseload is growing dramatically. General fund support for Nevada's Medicaid program could increase by as much as 50% to \$1.25 billion in the two-year budget that will be approved by the 2011 Legislature compared to the current budget.

Nevada is projected to have about \$5.3 billion in general fund revenues to spend over the next two years, well below the current biennium.

Gov.-elect Brian Sandoval said the revenue estimate means state agencies will have to cut about \$1.2 billion from their two-year budgets.

Some Nevada lawmakers have called for tax increases as part of the solution for the general fund budget hole, but Sandoval has rejected any such suggestions.

Nevada's budget problems are being made worse not only with the loss of federal stimulus funds, but because a collection of tax hikes approved by the Legislature in 2009 will expire on June 30 next year.

Getting out of Egypt

(From *Inside Higher Education*)

Study abroad programs across Egypt are scrambling to protect, feed, and evacuate their students while mass protests rock the country.

The American University in Cairo, Middlebury College and Butler University-affiliated Institute for Study Abroad have all announced plans to evacuate their students from the country this week.

No students from any of the programs have been injured. While American University in Cairo has several hundred study abroad students, most of the student body is from Egypt and other countries, and while the university has canceled classes this week, it is hoping to soon resume normal operations, most of which are at a new campus well outside of the center of Cairo.

THE NEVADA FACULTY ALLIANCE

"There's strength in numbers" — needed more today than ever before!

Please mail this completed form and send it to:

Mary Phillips, 903 Crowfoot Circle, Henderson, NV 89014 (702) 898-2849

Name (Print) _____ Campus _____

E-mail _____ Campus Phone _____

Home Phone _____ Department _____

Home Address _____ Mail Stop _____

City/State/Zip _____

Full Time Faculty
 Part Time/Adjunct

Academic Faculty
 Administrative Faculty

Tenured? Yes No
 Non-tenure track

DUES ARE BASED ON YOUR GROSS ANNUAL INCOME.

- Gross Annual Income under \$40,000: \$20 per month
 Gross Annual Income \$40,000 TO \$60,000: \$25 per month
 Gross Annual Income over \$60,000: \$30 per month Part Time/Adjunct Faculty: \$45 per year

Faculty spouse/domestic partner*: Same as above, but 50% off for life (\$15 per month cap)

Retired faculty: No dues for life.

Subscription to *Academe* \$28 per year (Payment goes to the AAUP)

*This follows the AAUP definition of domestic partner. See NFA webpage for definition (www.nfa-nv.com)

MEMBERS OF NFA ARE ALSO FULL MEMBERS OF THE AAUP

POLITICAL ACTION COMMITTEE CONTRIBUTION

The Nevada Faculty Alliance requests that members contribute to the Political Action Committee in order to support NFA political and community relations activities

Yes, I will contribute to NFA's Political Action Committee No, I do not wish to contribute at this time.

If yes, please check one: \$2 per month \$4 per month \$6 per month Other \$ _____

I hereby authorize my employer to deduct from my salary and pay to the NFA, in accordance with the agreed payroll deduction and amounts listed above, the professional dues for the current membership year and each year thereafter. Dues changed because of an increase in gross annual income shall not require additional signature. I may terminate my membership at any time by giving written notice to my campus payroll office and by sending e-mail notice to the NFA at aaupnfa@lvdi.net.

Signature _____ Date _____