



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

AB 191 authorizes collective bargaining for NSHE professionals in state law

Effective and efficient employment settings depend on proper checks and balances. Because NSHE professional employees lack collective bargaining rights in statute, our existing faculty 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. Authorizing 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 collective bargaining** and an additional 1.2 degrees awarded per 100 students enrolled.

Faculty collective bargaining 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 7,200 rank-and-file faculty members of NSHE are the largest group of public employees in Nevada who do not have collective bargaining rights in state law. There are 2100 graduate assistants who are seeking to organize. 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 collective bargaining has a positive impact on the hiring and retention of women faculty. **Public research universities with collective bargaining have a**

higher proportion of women

faculty overall and at the ranks of associate and full professor than do institutions without collective bargaining. Pay equity adjustments under collective bargaining agreements reduce gender-based pay gaps.

Fiscal Responsibility

Reduce cost per degree awarded

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

Benefits for NSHE and its Professional Employees

- AB 191 would provide rules and procedures for collective bargaining with NSHE professional employees as for state Classified employees and local government employees under NRS 288 currently.
- AB 191 covers NSHE academic faculty, administrative faculty, part-time instructors, and graduate assistants.
- AB 191 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 191 allows bargaining units for academic faculty within institutions following historical practices.
- AB 191 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 (AB 191)

AB 191 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 bill:

- 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.
- Covers all NSHE professional employees, including academic faculty, non-managerial administrative faculty, graduate assistants, and instructors on semester-by-semester contracts.
- Follows the collective bargaining rules already established in NRS 288 for local government employees and state Classified employees, with some clarifications for professional employees in higher education.
- Uses the "community of interest" standard for defining bargaining units, similar to NRS288 for local governments, which is flexible so that employees and administrators of each NSHE institution can negotiate the composition of bargaining units.
- Allows the formation of bargaining units for academic faculty, administrative faculty, professional staff, part-time instructors, and assistants.
- Clarifies the right for representation for professional employees in disciplinary meetings.
- 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.
- Preserves NSHE's responsibility (and not the state Labor Relations Unit in DHRM) for all negotiations and labor relations within NSHE.
- Excludes negotiations over benefits provided by the State through PEBP and PERS, but allows negotiation over benefits provided by NSHE.
- Does not change Nevada as a right-to-work state with no-strike provisions for public employees.
- Preserves the faculty bargaining units at CSN, TMCC, and WNC represented by NFA under internal NSHE regulations and preserves their collective bargaining agreements until renegotiated under the new statute.

Only minor changes from AB224 (2023):

- Clarifies the ability of graduate assistants to form a bargaining unit.
- Negotiation topic on anti-discrimination and anti-retaliation policies.
- The definition of temporary employees excludes part-time instructors who teach three credits or fewer per year (less than 160 cumulative hours).

Sources

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