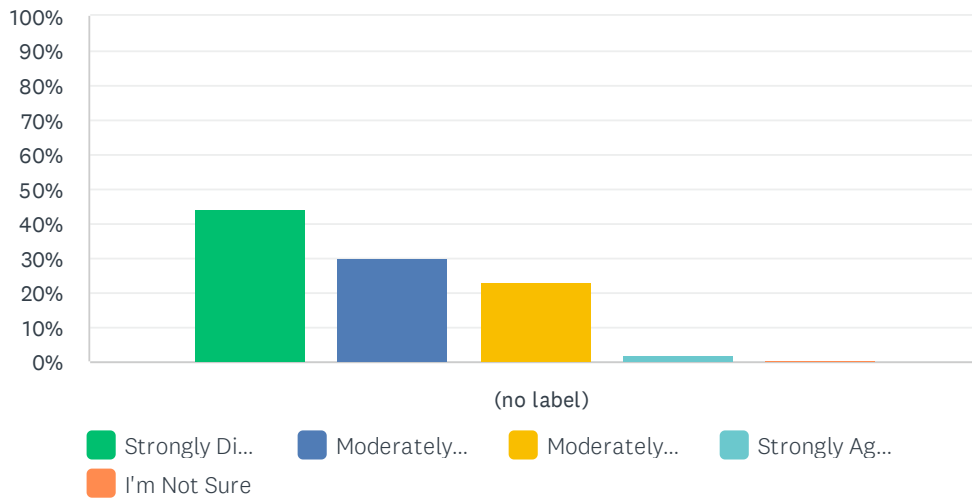


### Q1 I am satisfied with my overall compensation.

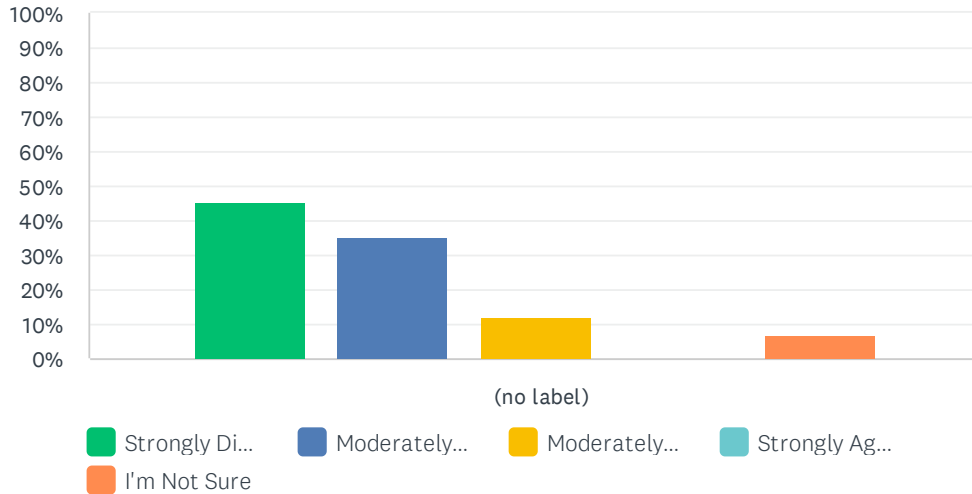
Answered: 131 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	44.27% 58	29.77% 39	22.90% 30	2.29% 3	0.76% 1	131	1.83

## Q2 My compensation is appropriate compared with others in my field and stage of career nationally.

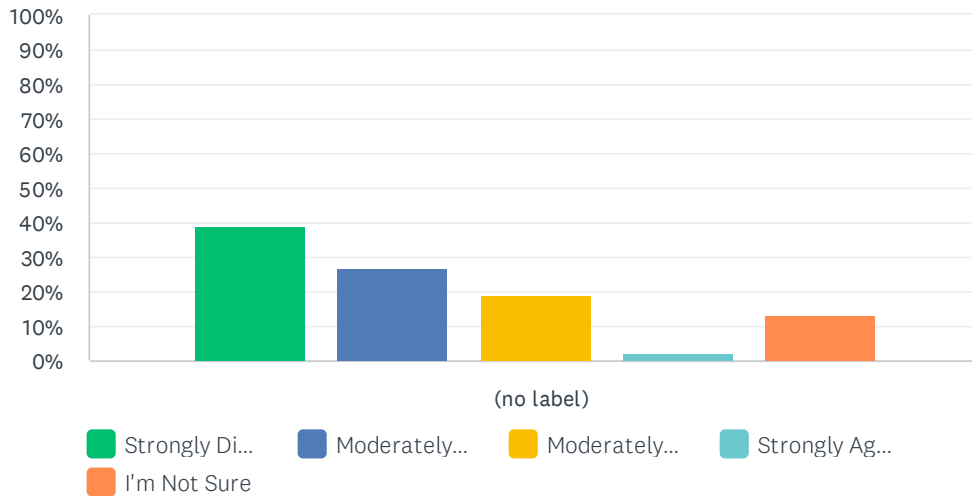
Answered: 130 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	45.38% 59	35.38% 46	12.31% 16	0.00% 0	6.92% 9	130	1.64

### Q3 Considering my performance and years of service, my compensation is appropriate compared with others hired before or after me.

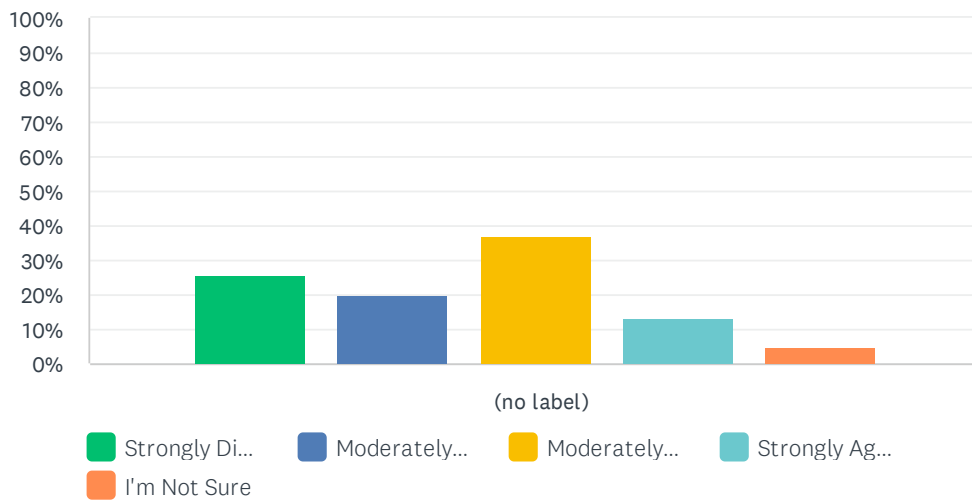
Answered: 131 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	38.93% 51	26.72% 35	19.08% 25	2.29% 3	12.98% 17	131	1.82

### Q4 I am satisfied with my employee health care benefits.

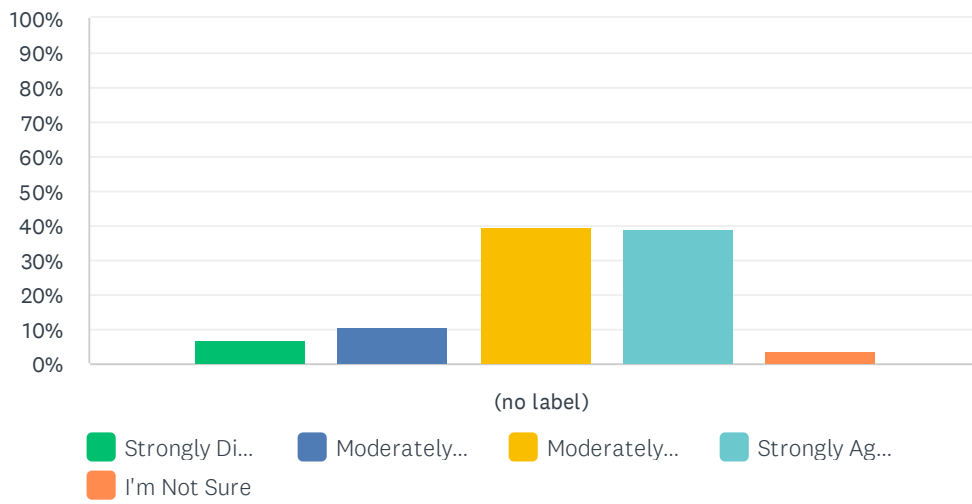
Answered: 131 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	25.95% 34	19.85% 26	36.64% 48	12.98% 17	4.58% 6	131	2.38

### Q5 I am satisfied with my employee retirement plan benefits.

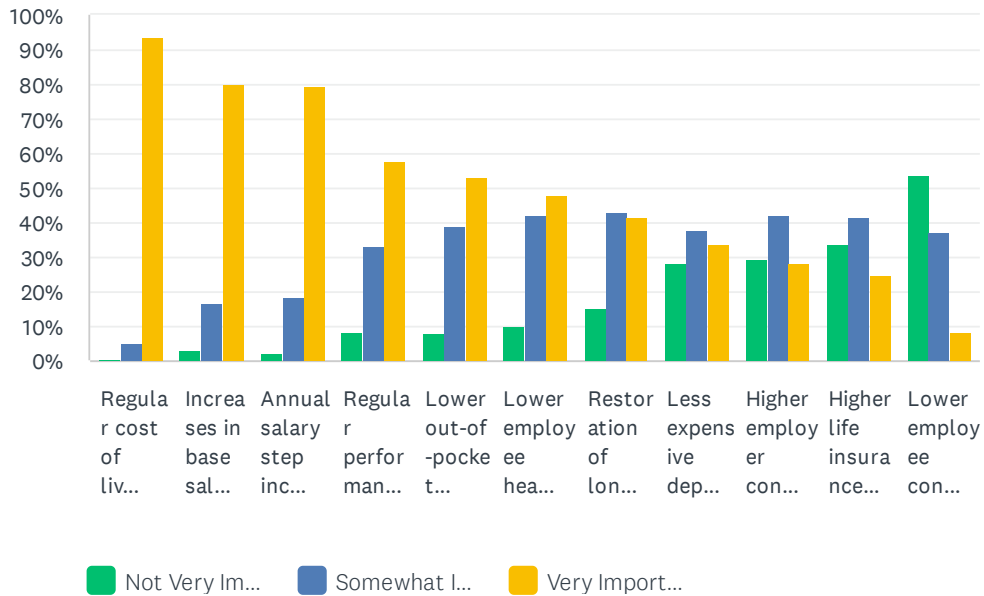
Answered: 131 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.87% 9	10.69% 14	39.69% 52	38.93% 51	3.82% 5	131	3.15

### Q6 Please rate the following changes to compensation and benefits by how important they are for NFA to advocate for:

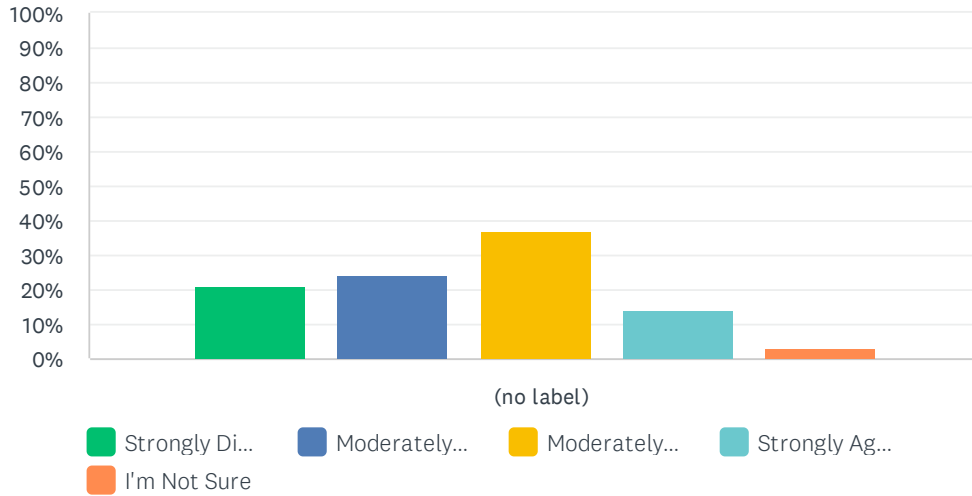
Answered: 130 Skipped: 1



	NOT VERY IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Regular cost of living adjustments	0.77% 1	5.38% 7	93.85% 122	130	2.93
Increases in base salaries	3.08% 4	16.92% 22	80.00% 104	130	2.77
Annual salary step increases	2.31% 3	18.46% 24	79.23% 103	130	2.77
Regular performance-based merit increases	8.53% 11	33.33% 43	58.14% 75	129	2.50
Lower out-of-pocket health care expenses	7.81% 10	39.06% 50	53.13% 68	128	2.45
Lower employee health care insurance premiums	10.16% 13	42.19% 54	47.66% 61	128	2.38
Restoration of long-term disability insurance	15.38% 20	43.08% 56	41.54% 54	130	2.26
Less expensive dependent health care coverage	28.35% 36	37.80% 48	33.86% 43	127	2.06
Higher employer contribution to retirement plan	29.46% 38	41.86% 54	28.68% 37	129	1.99
Higher life insurance benefit	33.85% 44	41.54% 54	24.62% 32	130	1.91
Lower employee contribution to retirement plan	53.91% 69	37.50% 48	8.59% 11	128	1.55

## Q7 Relationships between the faculty and administrators are mutually cooperative.

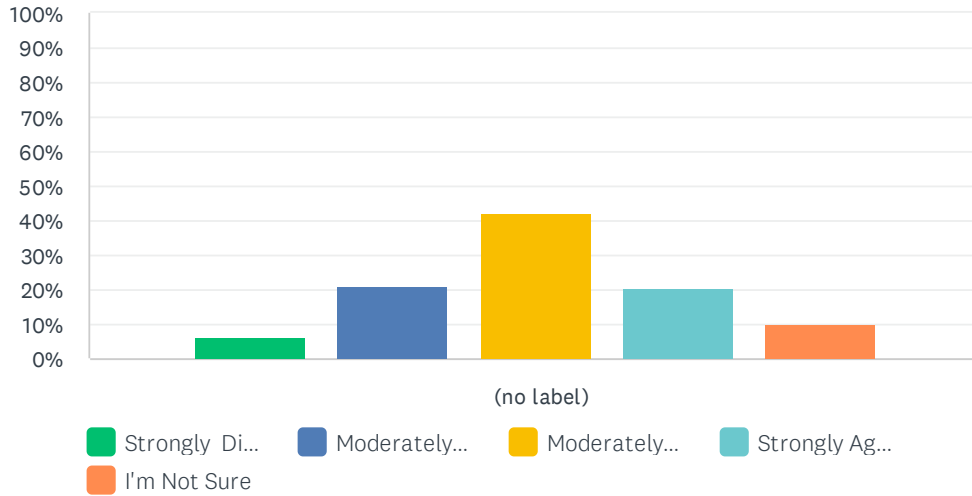
Answered: 127 Skipped: 4



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	21.26% 27	24.41% 31	37.01% 47	14.17% 18	3.15% 4	127	2.46

### Q8 Faculty committees largely determine educational policy, curriculum design, curriculum review, and academic standards.

Answered: 128 Skipped: 3

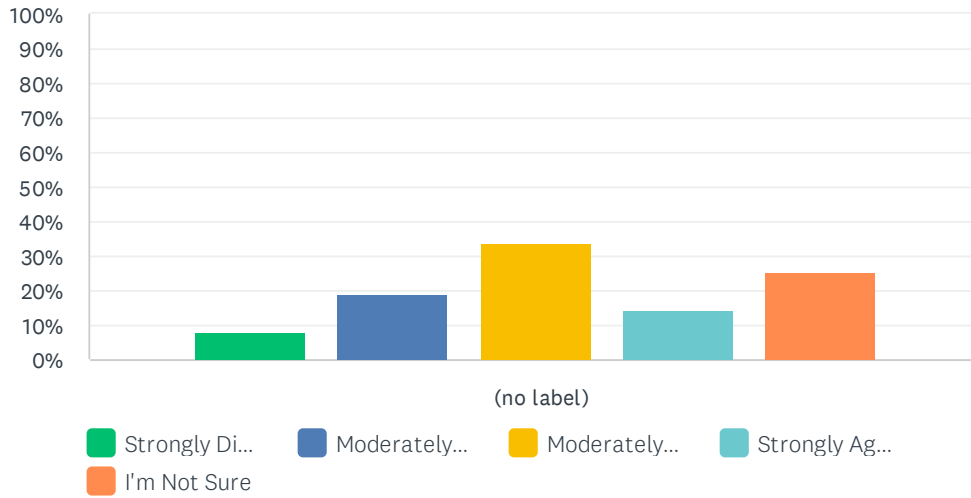


	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.25% 8	21.09% 27	42.19% 54	20.31% 26	10.16% 13	128	2.85



## Q9 Recommendations of faculty committees largely determine the nature of decisions regarding the evaluation and tenure or promotion of individual faculty members.

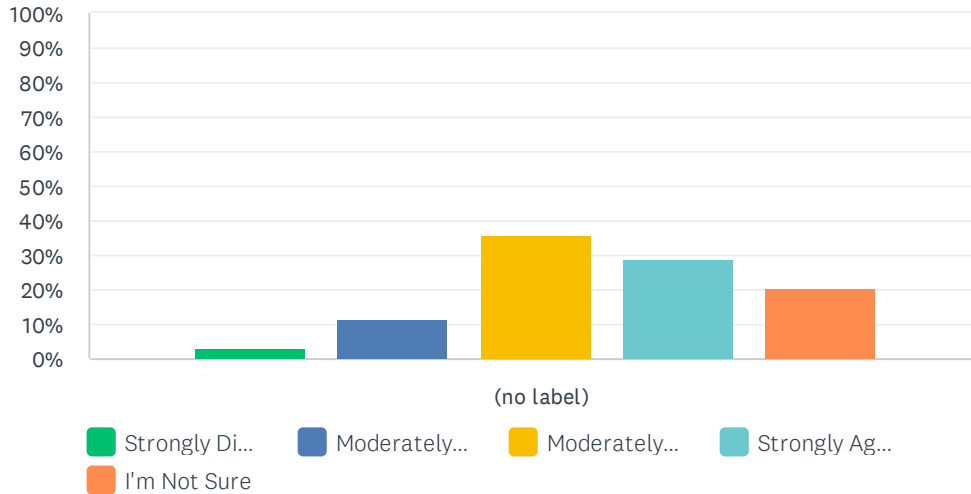
Answered: 127 Skipped: 4



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	7.87% 10	18.90% 24	33.86% 43	14.17% 18	25.20% 32	127	2.73

## Q10 Recommendations of faculty committees have a decisive influence on the outcome of searches for faculty hires.

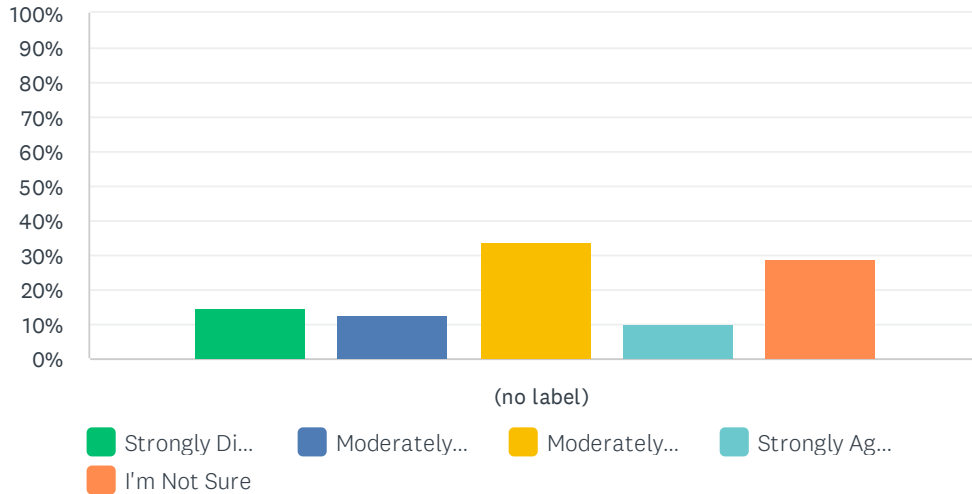
Answered: 128 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	3.13% 4	11.72% 15	35.94% 46	28.91% 37	20.31% 26	128	3.14

# Q11 Recommendations of faculty committees have a decisive influence on the outcome of searches for administrative hires.

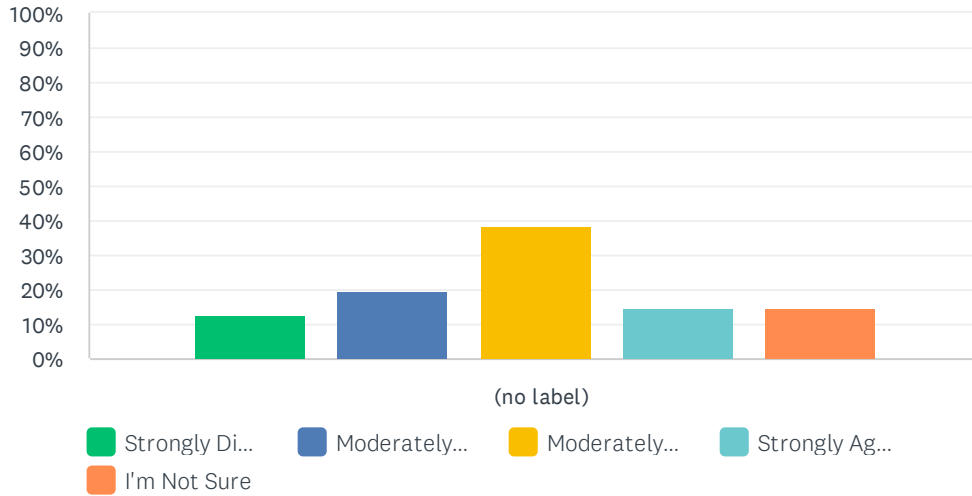
Answered: 128 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	14.84% 19	12.50% 16	33.59% 43	10.16% 13	28.91% 37	128	2.55

# Q12 The academic freedom of faculty members is protected by the administration.

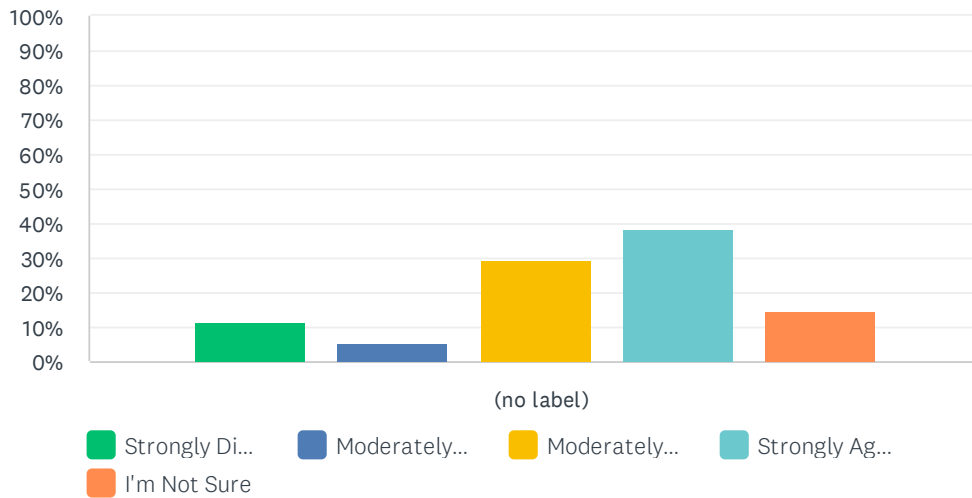
Answered: 128 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	12.50% 16	19.53% 25	38.28% 49	14.84% 19	14.84% 19	128	2.65

**Q13 In its relations with faculty and in its faculty employment practices, the administration does not discriminate on the basis of gender, gender identity or expression, sexual orientation, race, nationality, ethnicity, or age.**

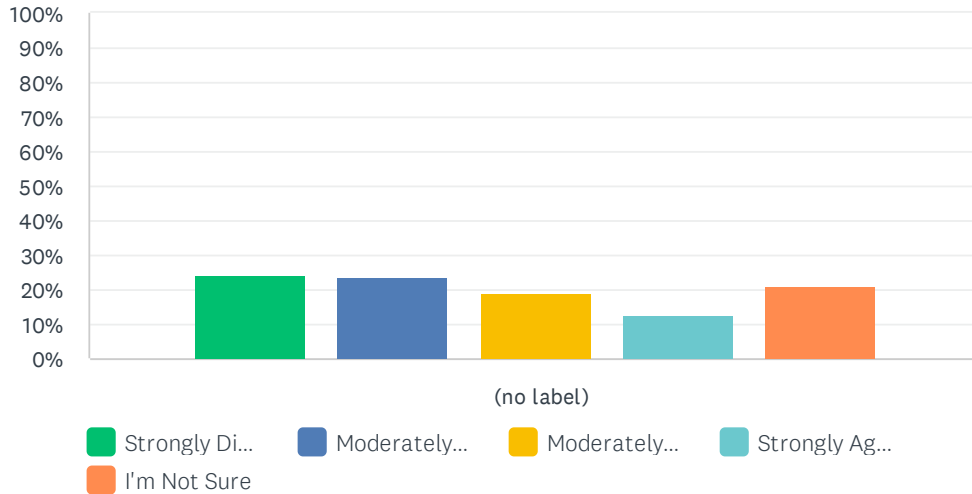
Answered: 128 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.72% 15	5.47% 7	29.69% 38	38.28% 49	14.84% 19	128	3.11

# Q14 President Karin Hilgersom affirms the principle of shared governance through her decision-making.

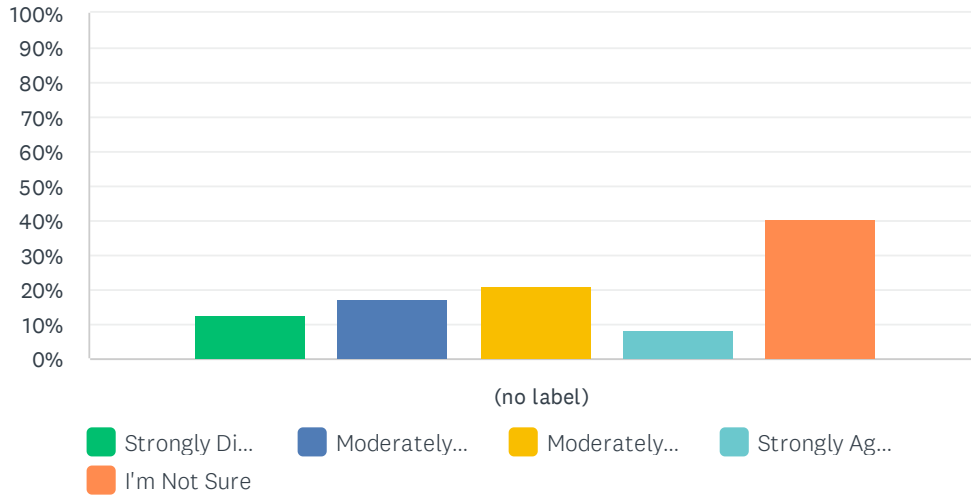
Answered: 128 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	24.22% 31	23.44% 30	18.75% 24	12.50% 16	21.09% 27	128	2.25

## Q15 The TMCC administration has faithfully adhered to the NFA-TMCC collective bargaining agreement.

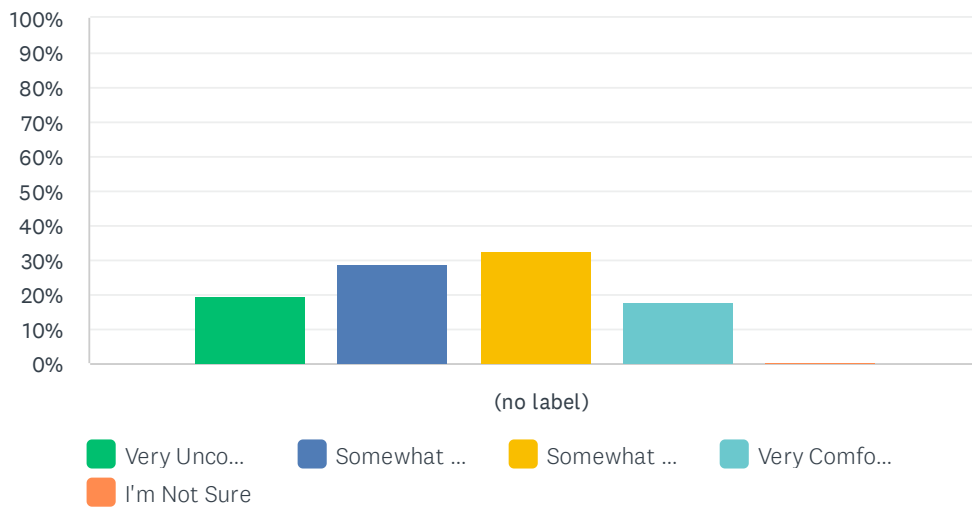
Answered: 128 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	12.50% 16	17.19% 22	21.09% 27	8.59% 11	40.63% 52	128	2.43

### Q16 How comfortable are you with the overall campus climate?

Answered: 128 Skipped: 3

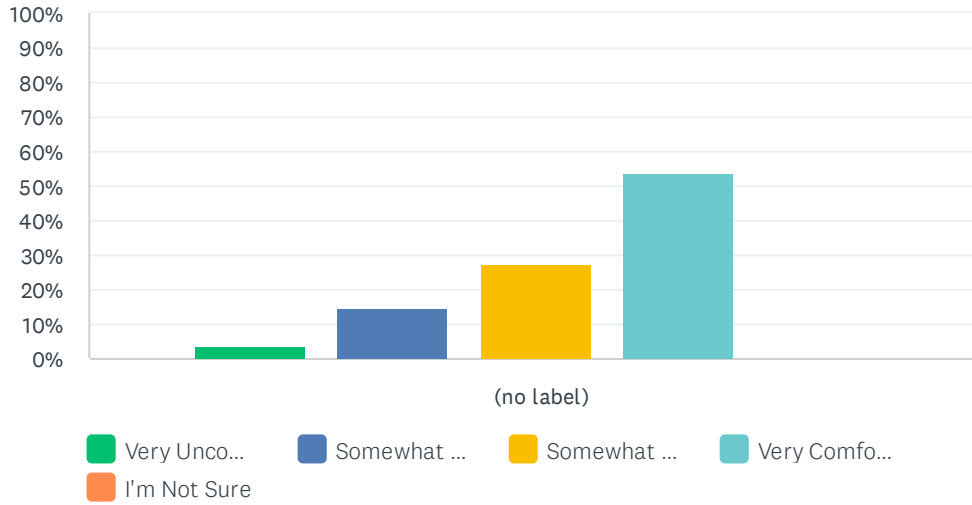


	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	19.53% 25	28.91% 37	32.81% 42	17.97% 23	0.78% 1	128	2.50



## Q17 How comfortable are you with the climate in your department/program?

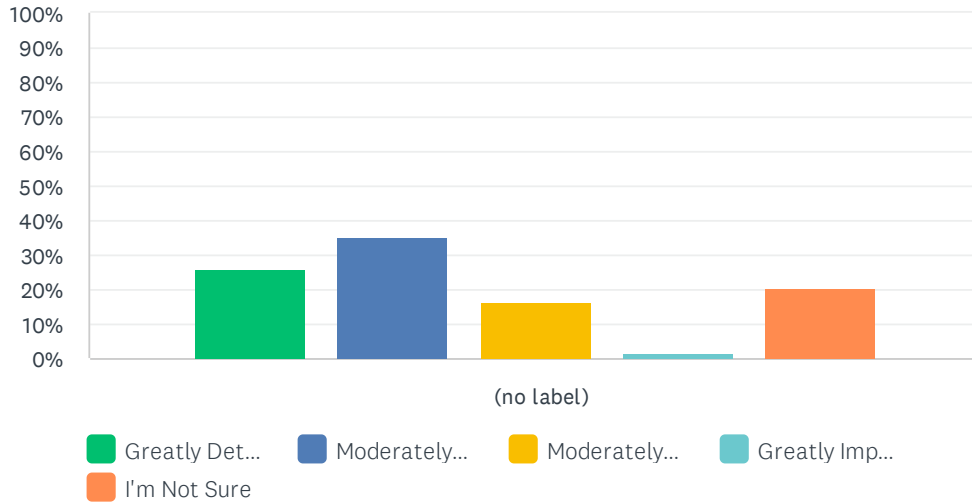
Answered: 128 Skipped: 3



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	3.91% 5	14.84% 19	27.34% 35	53.91% 69	0.00% 0	128	4.13

# Q18 Comparing the past 2 years with prior years, how has the overall campus climate changed?

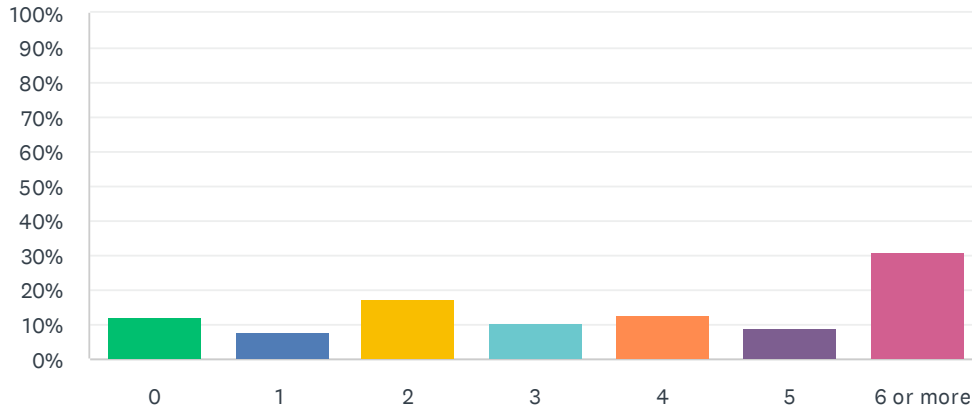
Answered: 127 Skipped: 4



	GREATLY DETERIORATED	MODERATELY DETERIORATED	MODERATELY IMPROVED	GREATLY IMPROVED	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	25.98% 33	35.43% 45	16.54% 21	1.57% 2	20.47% 26	127	1.92

### Q19 How many faculty members do you personally know who have left TMCC in the past 2 years for any reason other than normal retirement?

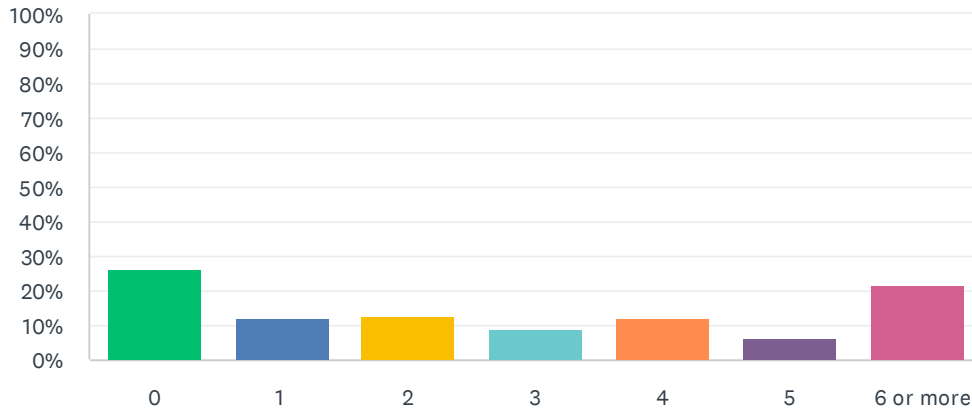
Answered: 126 Skipped: 5



ANSWER CHOICES	RESPONSES	
0	11.90%	15
1	7.94%	10
2	17.46%	22
3	10.32%	13
4	12.70%	16
5	8.73%	11
6 or more	30.95%	39
<b>TOTAL</b>		<b>126</b>

## Q20 How many faculty members do you personally know who have left TMCC in the past 2 years because of dissatisfaction with the campus climate or disagreement with the administration?

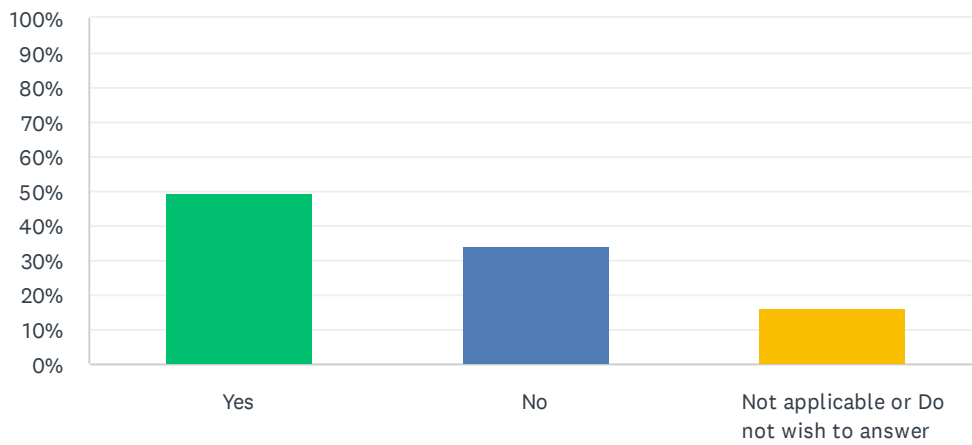
Answered: 125 Skipped: 6



ANSWER CHOICES	RESPONSES	
0	26.40%	33
1	12.00%	15
2	12.80%	16
3	8.80%	11
4	12.00%	15
5	6.40%	8
6 or more	21.60%	27
<b>TOTAL</b>		<b>125</b>

## Q21 Have you seriously considered leaving TMCC within the past 2 years?

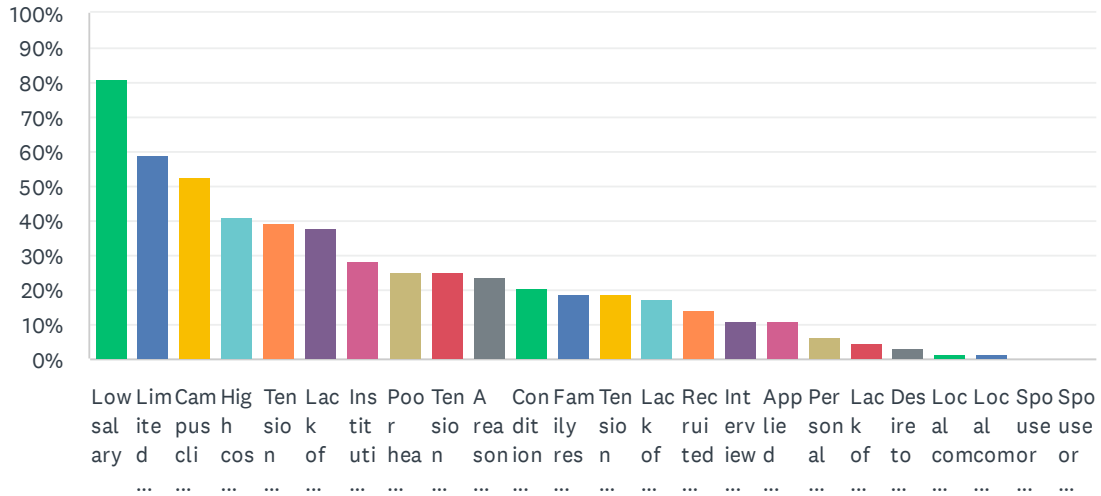
Answered: 128 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	49.22%	63
No	34.38%	44
Not applicable or Do not wish to answer	16.41%	21
<b>TOTAL</b>		<b>128</b>

## Q22 Please indicate the reasons you considered leaving TMCC (check all that apply):

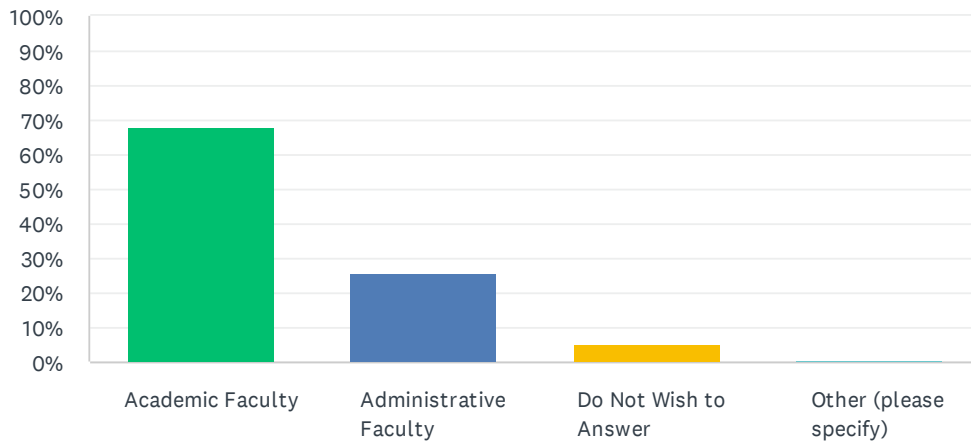
Answered: 63 Skipped: 68



ANSWER CHOICES	RESPONSES	
Low salary	80.95%	51
Limited advancement opportunities	58.73%	37
Campus climate unwelcoming	52.38%	33
High cost of living/housing	41.27%	26
Tension with upper administration	39.68%	25
Lack of a sense of belonging	38.10%	24
Institutional support (e.g., technical support, workspace, equipment)	28.57%	18
Poor health care benefits	25.40%	16
Tension with supervisor/manager	25.40%	16
A reason not listed above (please specify):	23.81%	15
Conditions due to the pandemic	20.63%	13
Family responsibilities	19.05%	12
Tension with coworkers	19.05%	12
Lack of professional development opportunities	17.46%	11
Recruited for or offered a position at another academic institution	14.29%	9
Interviewed for in a position at another academic institution	11.11%	7
Applied to a position at another academic institution	11.11%	7
Personal reasons (e.g., medical mental health, family emergencies)	6.35%	4
Lack of diversity	4.76%	3
Desire to leave academia	3.17%	2
Local community did not meet my or my family's needs	1.59%	1
Local community climate not welcoming	1.59%	1
Spouse or partner relocated	0.00%	0
Spouse or partner unable to find suitable employment	0.00%	0
Total Respondents: 63		

## Q25 What is your current position at TMCC?

Answered: 127 Skipped: 4

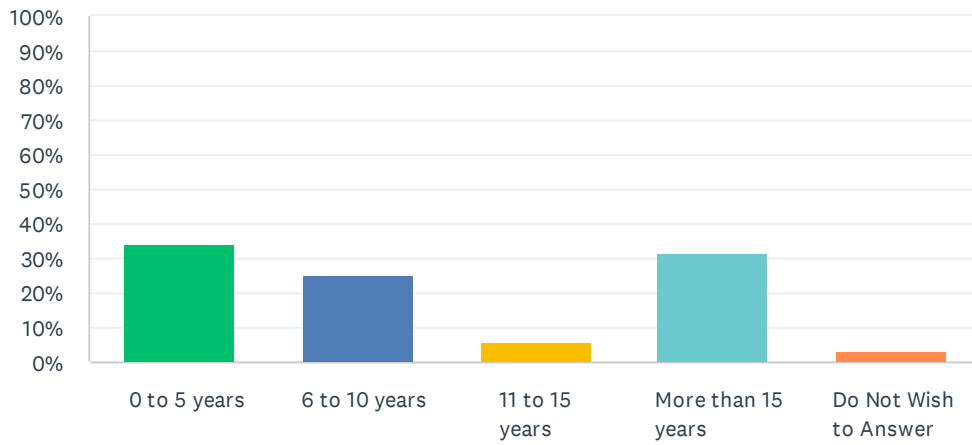


ANSWER CHOICES	RESPONSES	
Academic Faculty	67.72%	86
Administrative Faculty	25.98%	33
Do Not Wish to Answer	5.51%	7
Other (please specify)	0.79%	1
<b>TOTAL</b>		<b>127</b>



## Q26 How many years have you worked at TMCC?

Answered: 126 Skipped: 5



ANSWER CHOICES	RESPONSES	
0 to 5 years	34.13%	43
6 to 10 years	25.40%	32
11 to 15 years	5.56%	7
More than 15 years	31.75%	40
Do Not Wish to Answer	3.17%	4
<b>TOTAL</b>		<b>126</b>