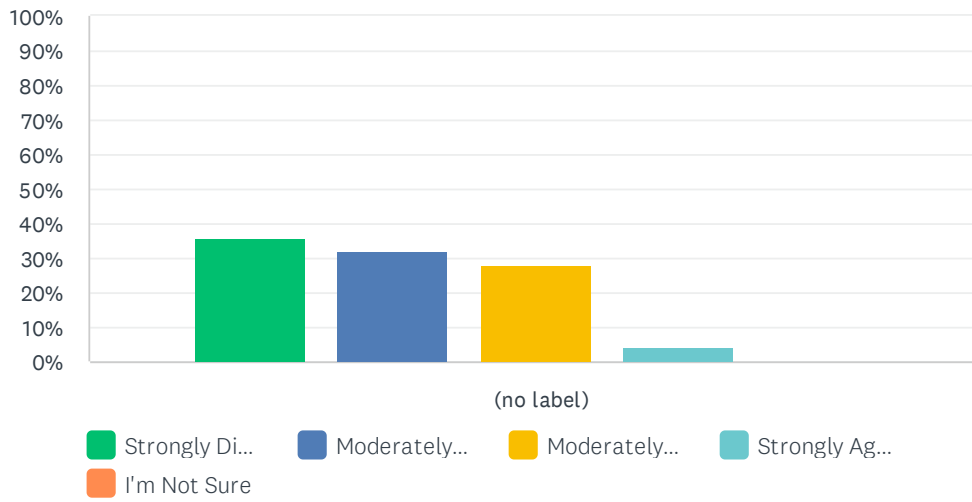


Q1 I am satisfied with my overall compensation.

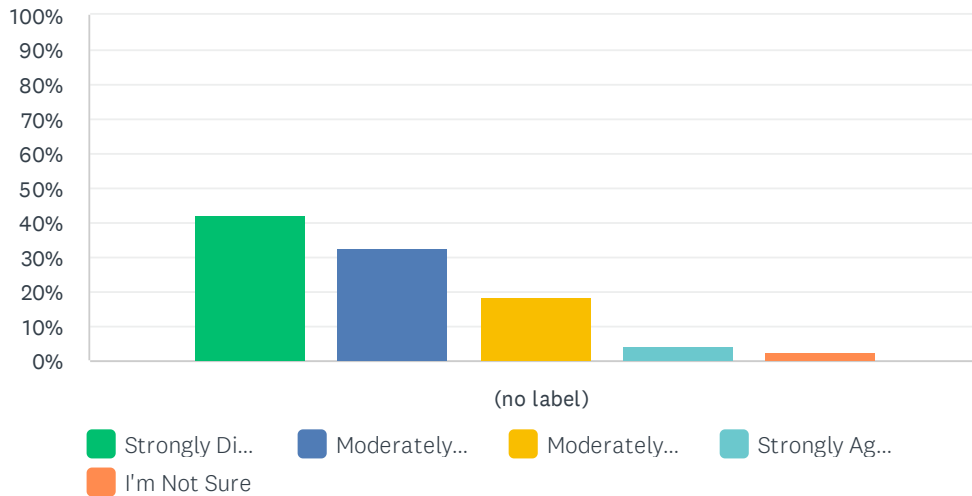
Answered: 885 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	35.82% 317	31.86% 282	27.68% 245	4.41% 39	0.23% 2	885	2.01

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

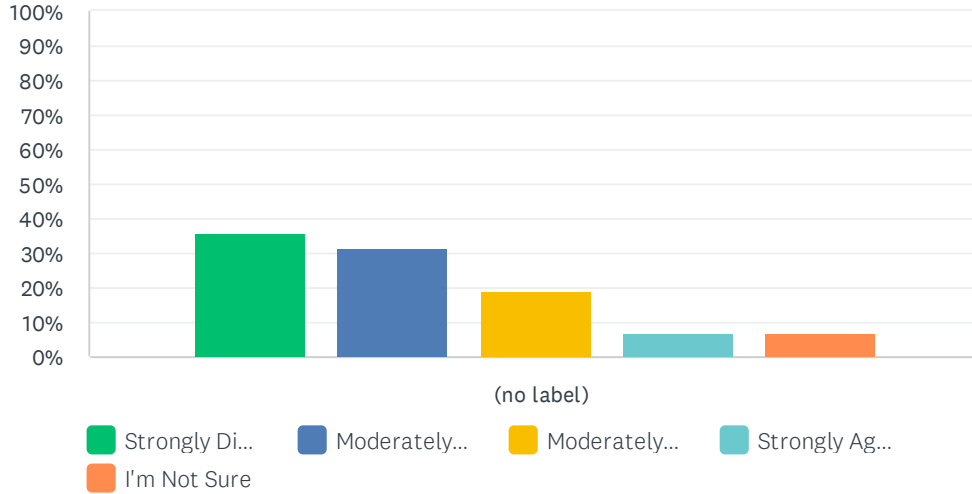
Answered: 885 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	42.15% 373	32.43% 287	18.19% 161	4.41% 39	2.82% 25	885	1.84

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

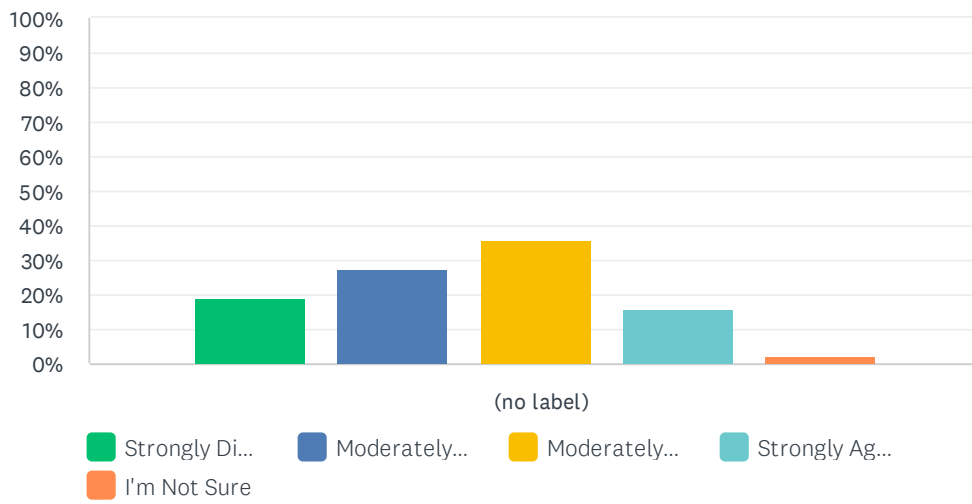
Answered: 885 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	35.93% 318	31.53% 279	19.21% 170	6.67% 59	6.67% 59	885	1.96

Q4 I am satisfied with my employee health care benefits.

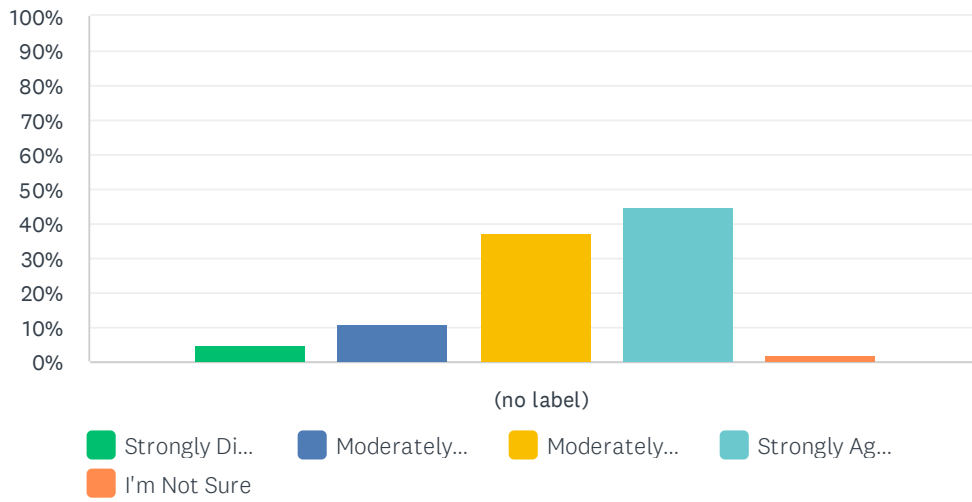
Answered: 882 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	19.05% 168	27.32% 241	35.71% 315	15.76% 139	2.15% 19	882	2.49

Q5 I am satisfied with my employee retirement plan benefits.

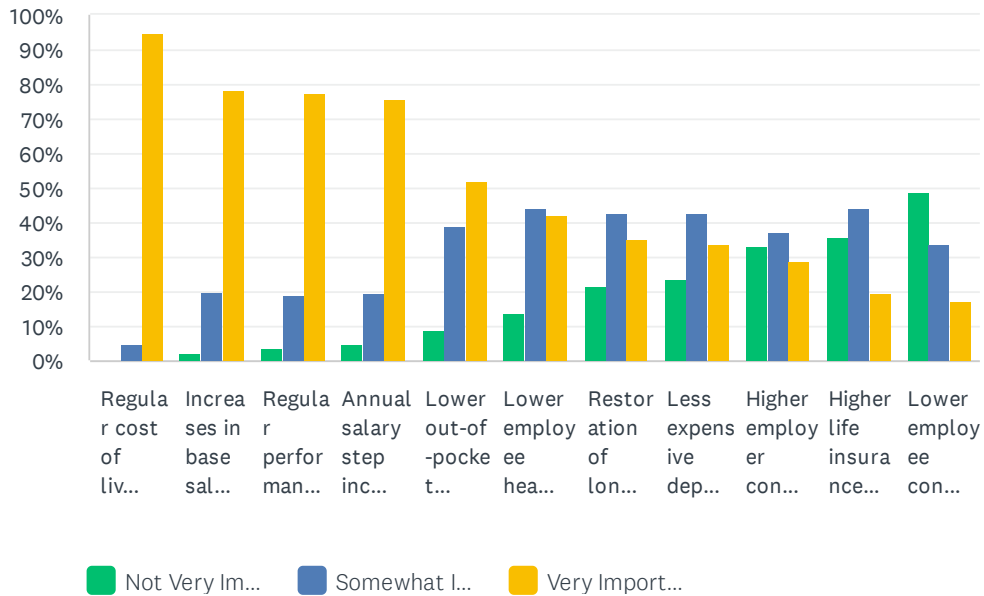
Answered: 885 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.97%	10.85%	37.63%	44.63%	1.92%	885	3.24
	44	96	333	395	17		

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

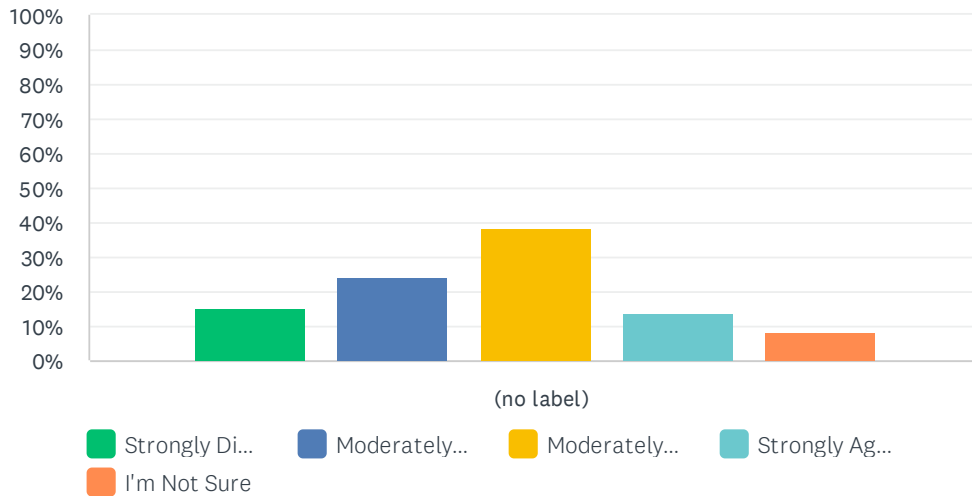
Answered: 881 Skipped: 4



	NOT VERY IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Regular cost of living adjustments	0.23% 2	4.89% 43	94.89% 835	880	2.95
Increases in base salaries	1.94% 17	19.89% 174	78.17% 684	875	2.76
Regular performance-based merit increases	3.87% 34	19.02% 167	77.11% 677	878	2.73
Annual salary step increases	4.68% 41	19.50% 171	75.83% 665	877	2.71
Lower out-of-pocket health care expenses	9.01% 79	38.77% 340	52.22% 458	877	2.43
Lower employee health care insurance premiums	13.60% 119	44.34% 388	42.06% 368	875	2.28
Restoration of long-term disability insurance	21.67% 189	42.89% 374	35.44% 309	872	2.14
Less expensive dependent health care coverage	23.91% 208	42.64% 371	33.45% 291	870	2.10
Higher employer contribution to retirement plan	33.30% 292	37.63% 330	29.08% 255	877	1.96
Higher life insurance benefit	36.05% 314	44.43% 387	19.52% 170	871	1.83
Lower employee contribution to retirement plan	48.74% 426	33.64% 294	17.62% 154	874	1.69

Q7 Relationships between the faculty and administrators are mutually cooperative.

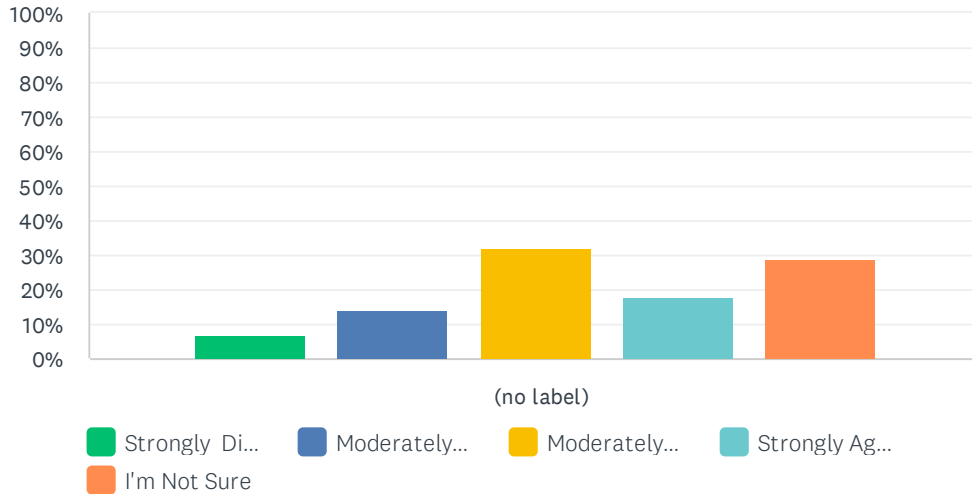
Answered: 860 Skipped: 25



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	15.35% 132	23.95% 206	38.49% 331	13.84% 119	8.37% 72	860	2.55

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

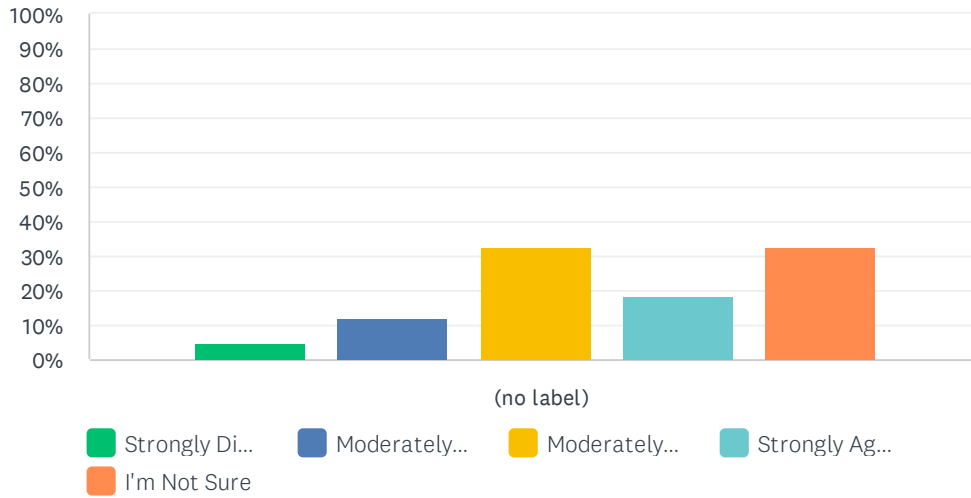
Answered: 858 Skipped: 27



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.76% 58	14.34% 123	32.05% 275	18.07% 155	28.79% 247	858	2.86

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

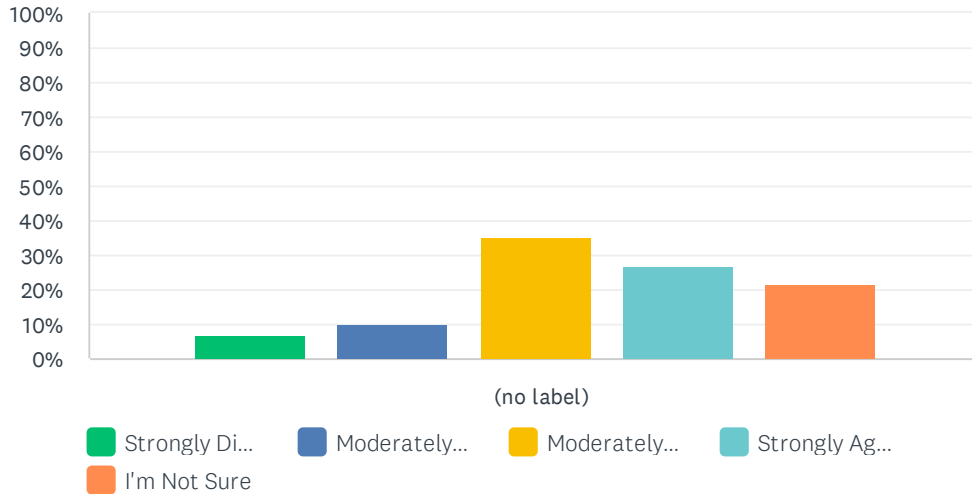
Answered: 855 Skipped: 30



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.56% 39	12.16% 104	32.51% 278	18.25% 156	32.51% 278	855	2.95

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

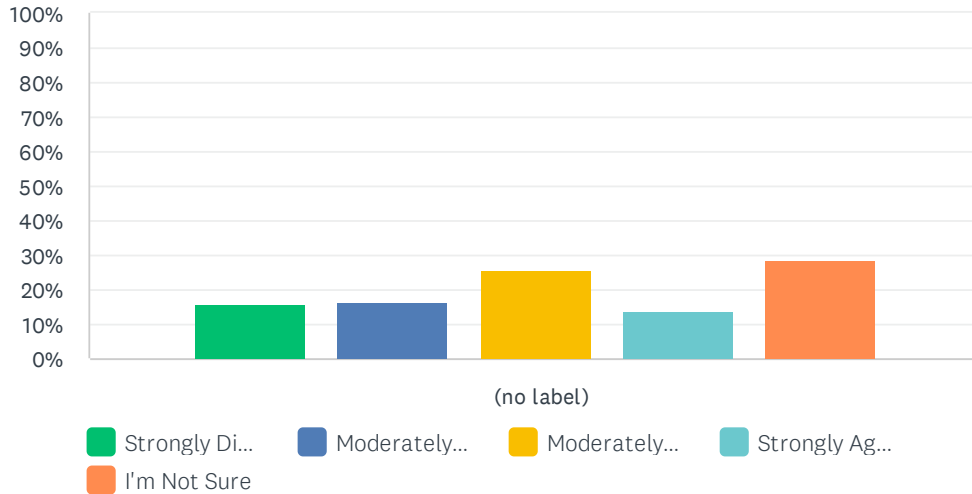
Answered: 857 Skipped: 28



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.65% 57	9.92% 85	35.01% 300	26.84% 230	21.59% 185	857	3.05

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

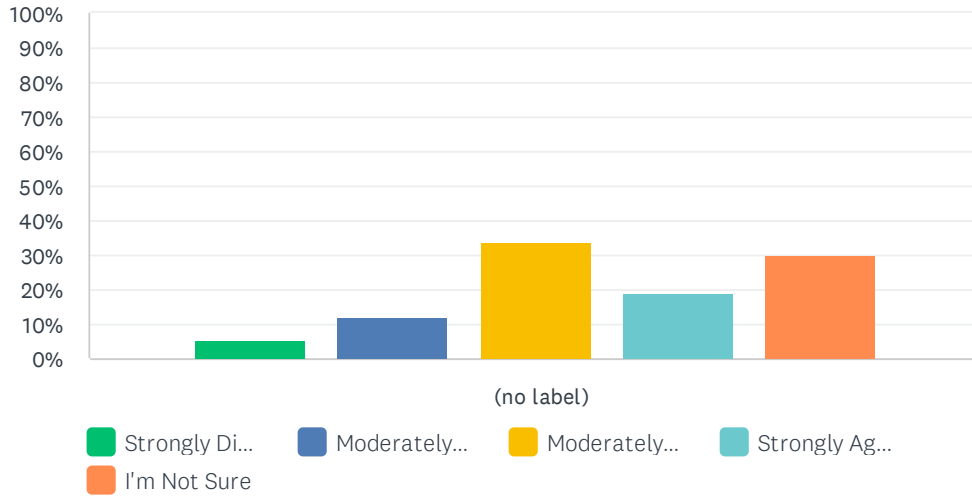
Answered: 854 Skipped: 31



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	15.93% 136	16.39% 140	25.88% 221	13.47% 115	28.34% 242	854	2.51

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

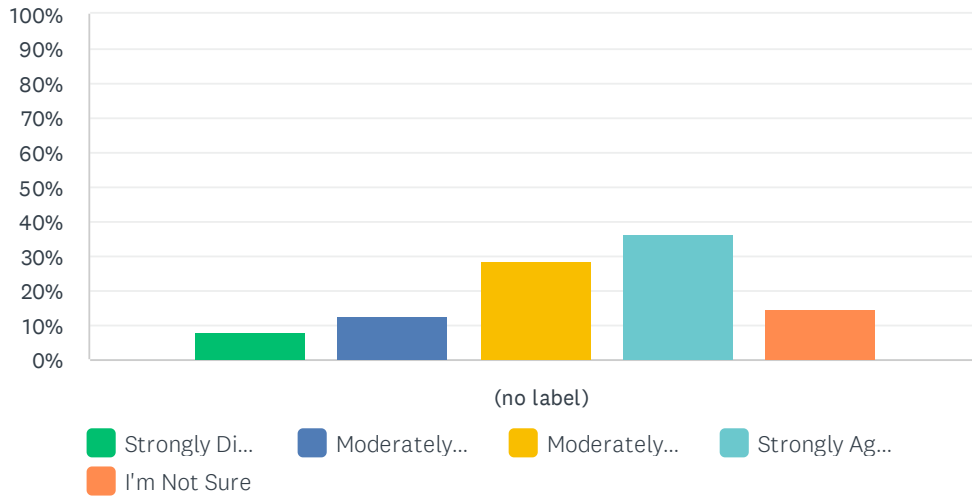
Answered: 858 Skipped: 27



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	5.36% 46	12.12% 104	33.68% 289	18.76% 161	30.07% 258	858	2.94

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.

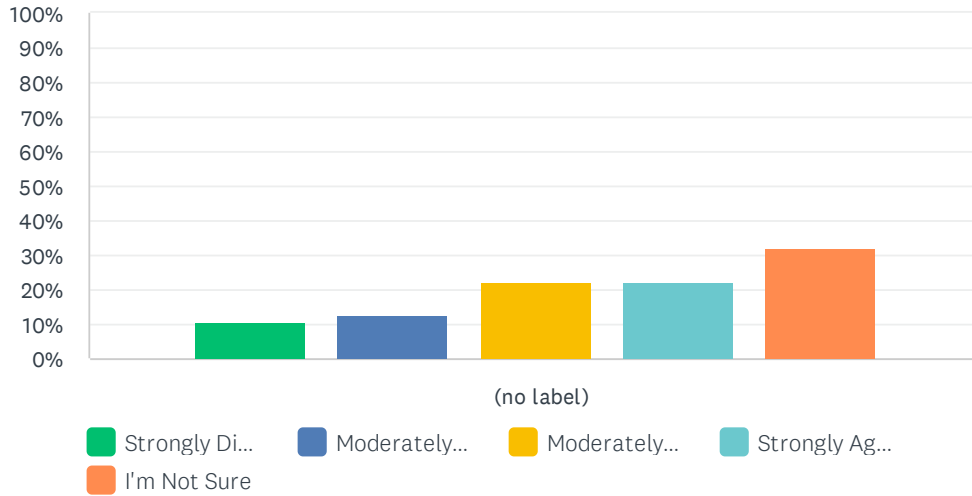
Answered: 861 Skipped: 24



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	7.90% 68	12.89% 111	28.34% 244	36.24% 312	14.63% 126	861	3.09

Q14 President Brian Sandoval affirms the principle of shared governance through his decision-making.

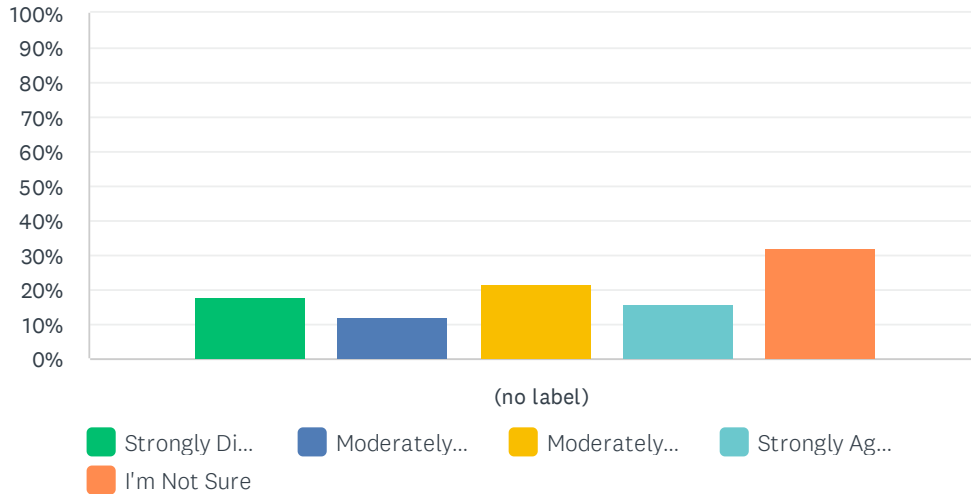
Answered: 855 Skipped: 30



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.76% 92	12.87% 110	22.11% 189	21.99% 188	32.28% 276	855	2.82

Q15 Provost Jeff Thompson affirms the principles of shared governance through his decision-making.

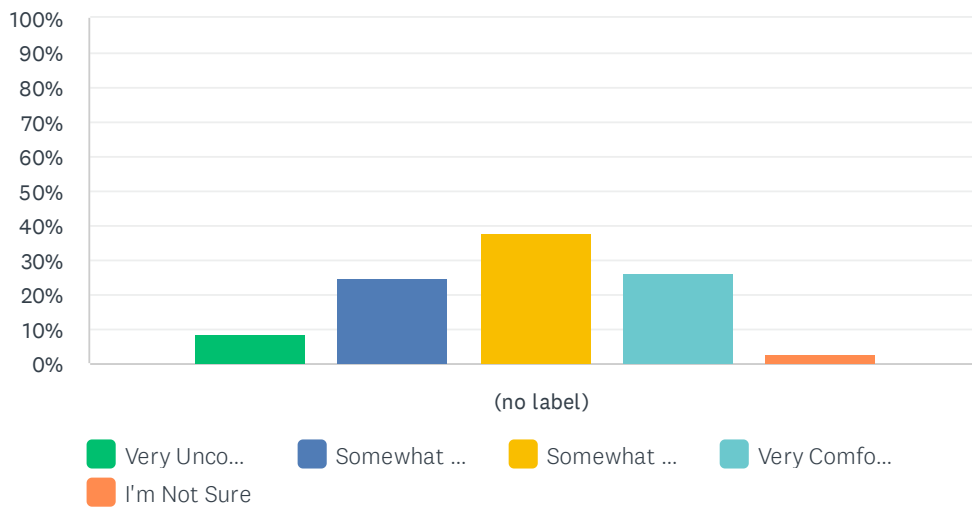
Answered: 853 Skipped: 32



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	17.70% 151	12.19% 104	21.81% 186	15.94% 136	32.36% 276	853	2.53

Q16 How comfortable are you with the overall campus climate at UNR?

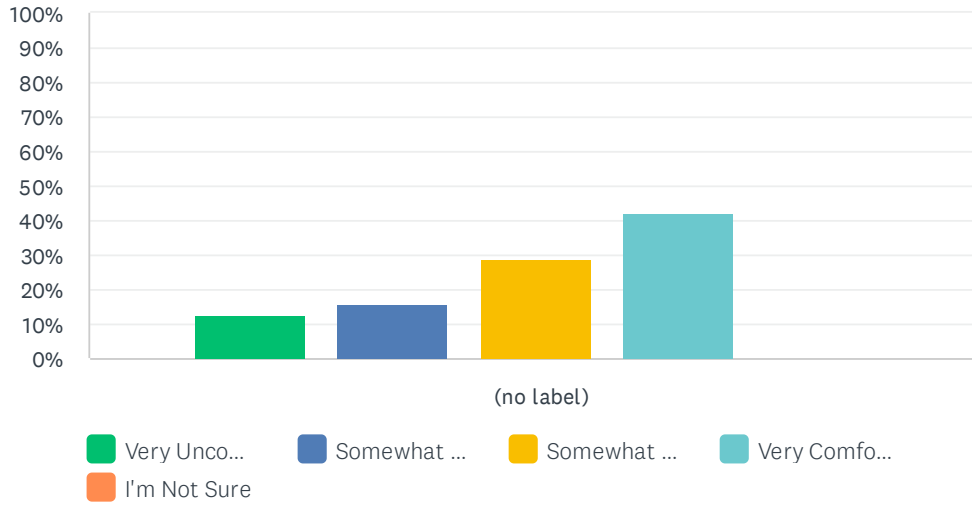
Answered: 855 Skipped: 30



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	8.42%	24.68%	38.13%	26.32%	2.46%	855	2.84
	72	211	326	225	21		

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

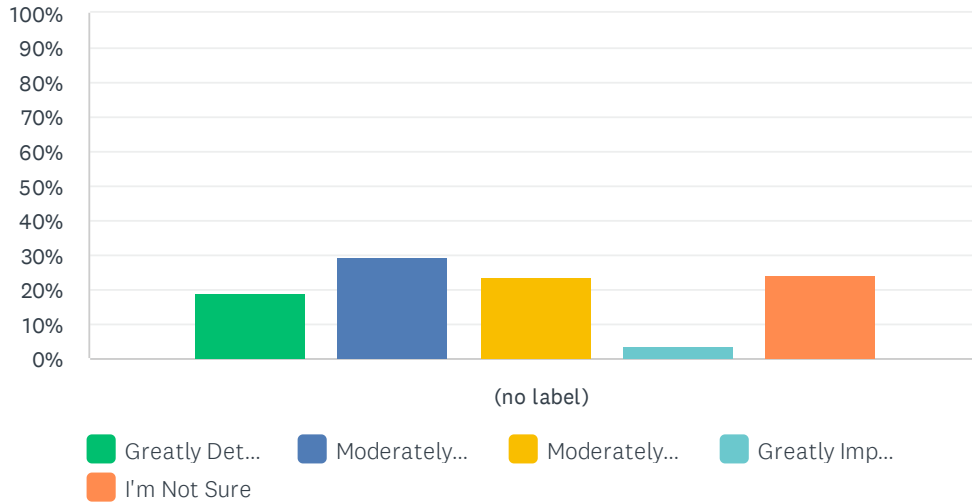
Answered: 856 Skipped: 29



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	12.85% 110	15.77% 135	28.97% 248	42.17% 361	0.23% 2	856	3.72

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

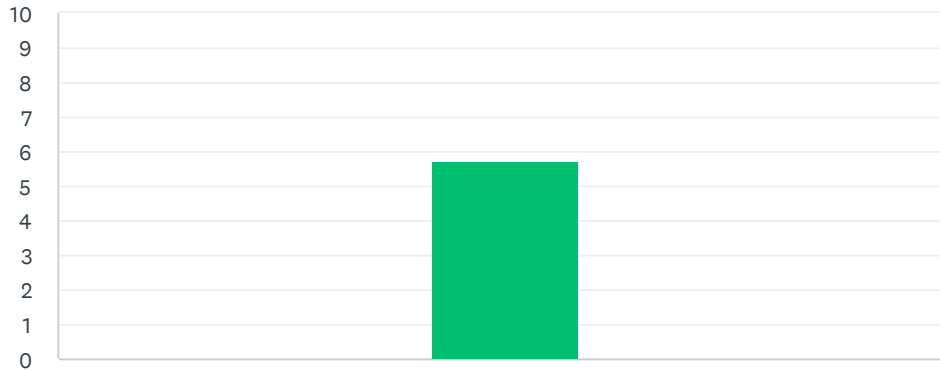
Answered: 854 Skipped: 31



	GREATLY DETERIORATED	MODERATELY DETERIORATED	MODERATELY IMPROVED	GREATLY IMPROVED	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	19.20% 164	29.39% 251	23.54% 201	3.75% 32	24.12% 206	854	2.16

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

Answered: 809 Skipped: 76

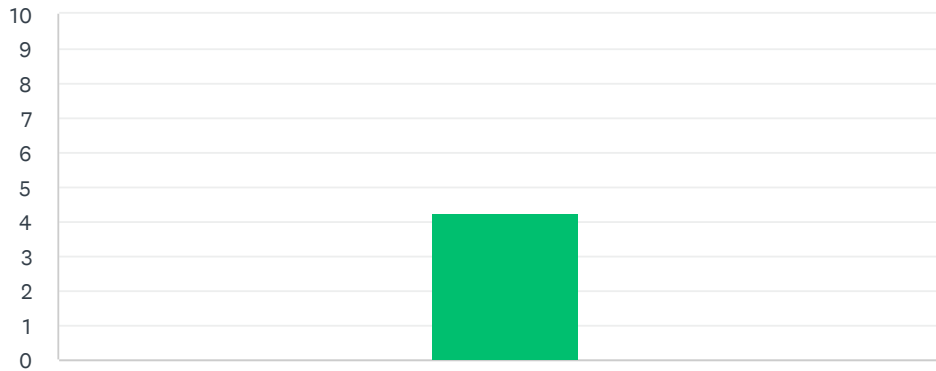


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	4,654	809
Total Respondents: 809			

BASIC STATISTICS				
MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
0.00	20.00	5.00	5.75	4.61

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

Answered: 731 Skipped: 154

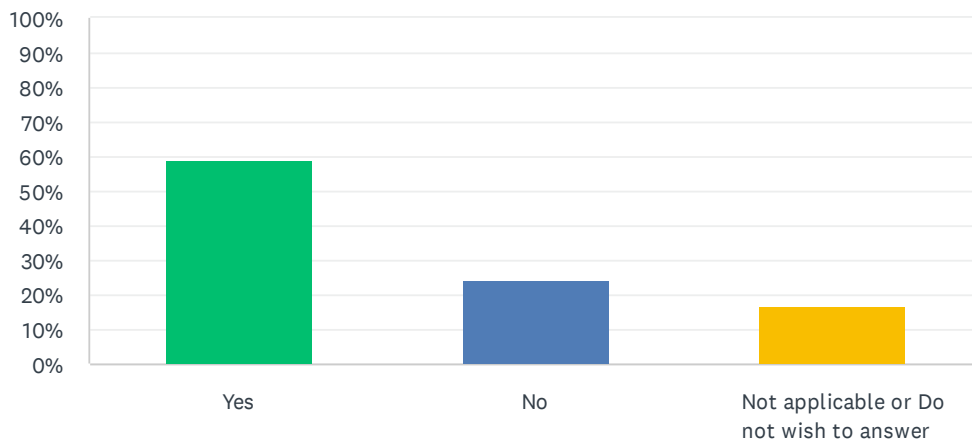


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	3,110	731
Total Respondents: 731			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
	0.00	20.00	3.00	4.25	4.34

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

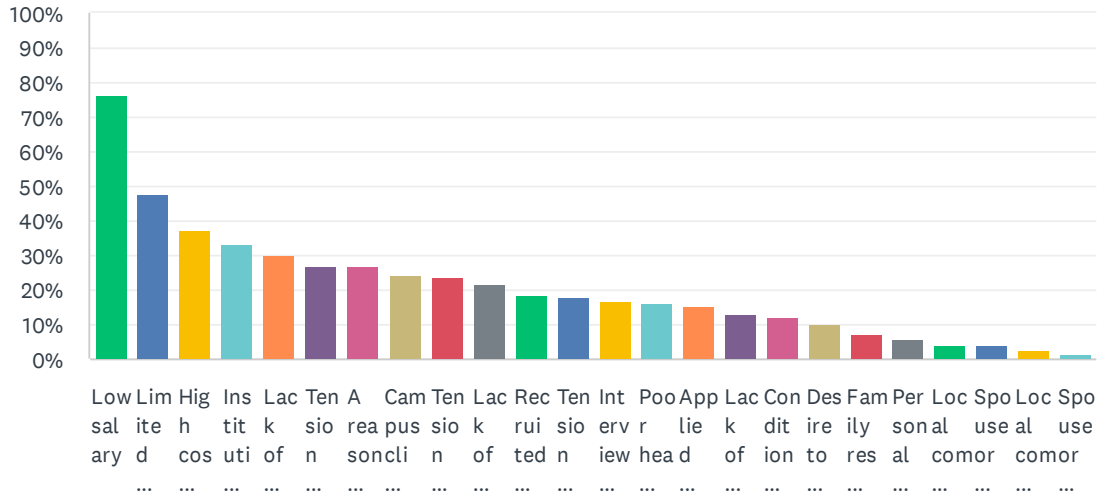
Answered: 858 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes	58.97%	506
No	24.01%	206
Not applicable or Do not wish to answer	17.02%	146
TOTAL		858

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

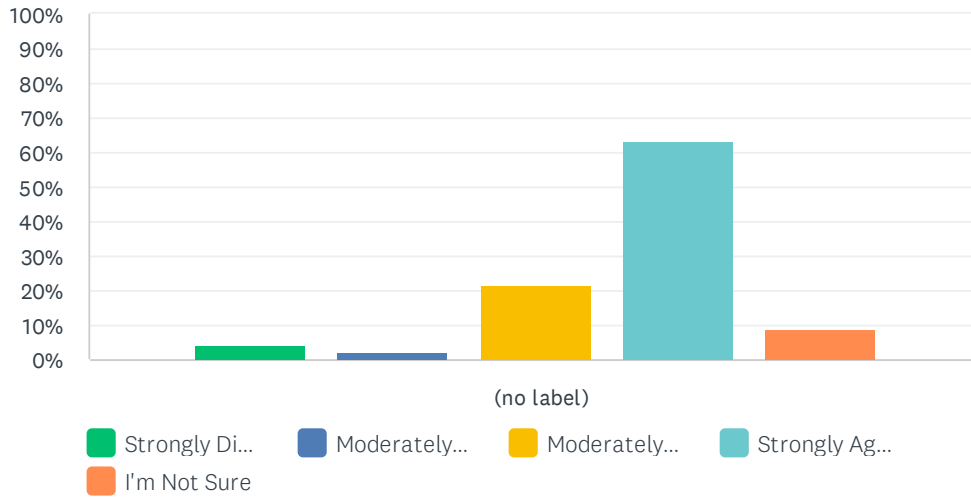
Answered: 506 Skipped: 379



ANSWER CHOICES	RESPONSES	
Low salary	76.48%	387
Limited advancement opportunities	47.83%	242
High cost of living/housing	37.55%	190
Institutional support (e.g., technical support, workspace, equipment)	33.40%	169
Lack of a sense of belonging	30.24%	153
Tension with upper administration	27.08%	137
A reason not listed above (please specify):	26.68%	135
Campus climate unwelcoming	24.31%	123
Tension with supervisor/manager	23.72%	120
Lack of professional development opportunities	21.74%	110
Recruited for or offered a position at another academic institution	18.58%	94
Tension with coworkers	17.79%	90
Interviewed for in a position at another academic institution	17.00%	86
Poor health care benefits	16.40%	83
Applied to a position at another academic institution	15.42%	78
Lack of diversity	13.04%	66
Conditions due to the pandemic	12.25%	62
Desire to leave academia	9.88%	50
Family responsibilities	7.51%	38
Personal reasons (e.g., medical mental health, family emergencies)	5.93%	30
Local community did not meet my or my family's needs	4.15%	21
Spouse or partner unable to find suitable employment	4.15%	21
Local community climate not welcoming	2.37%	12
Spouse or partner relocated	1.38%	7
Total Respondents: 506		

Q23 I support formation of a collective bargaining unit for faculty at UNR to negotiate for improved compensation, benefits, and other working conditions.

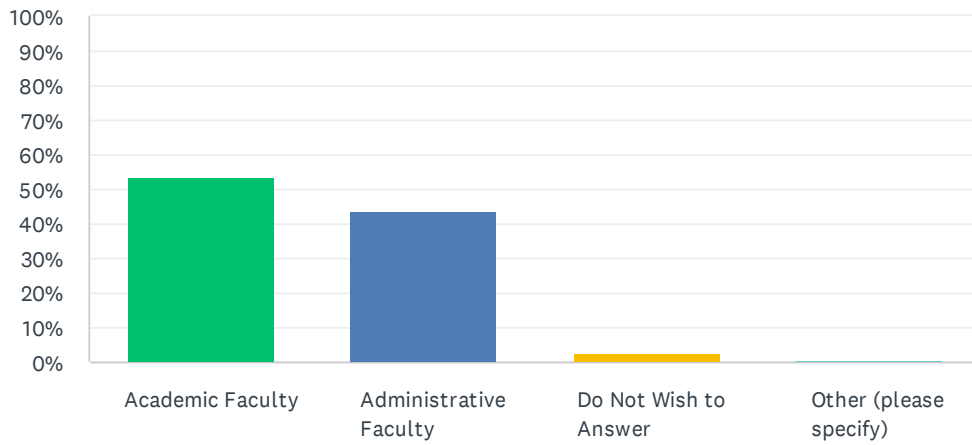
Answered: 857 Skipped: 28



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.43% 38	2.33% 20	21.35% 183	63.01% 540	8.87% 76	857	3.57

Q26 What is your current position?

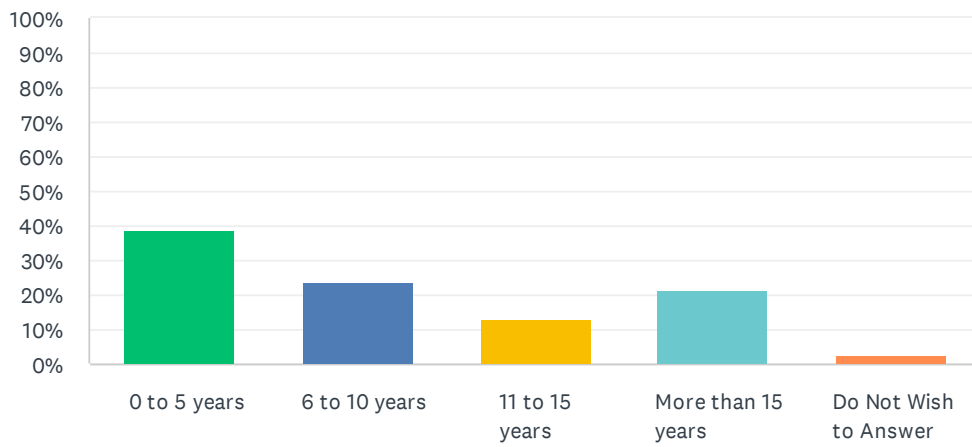
Answered: 844 Skipped: 41



ANSWER CHOICES	RESPONSES	
Academic Faculty	53.55%	452
Administrative Faculty	43.48%	367
Do Not Wish to Answer	2.61%	22
Other (please specify)	0.36%	3
TOTAL		844

Q27 How many years have you worked at UNR?

Answered: 843 Skipped: 42



ANSWER CHOICES	RESPONSES	
0 to 5 years	38.79%	327
6 to 10 years	23.72%	200
11 to 15 years	12.93%	109
More than 15 years	21.83%	184
Do Not Wish to Answer	2.73%	23
TOTAL		843