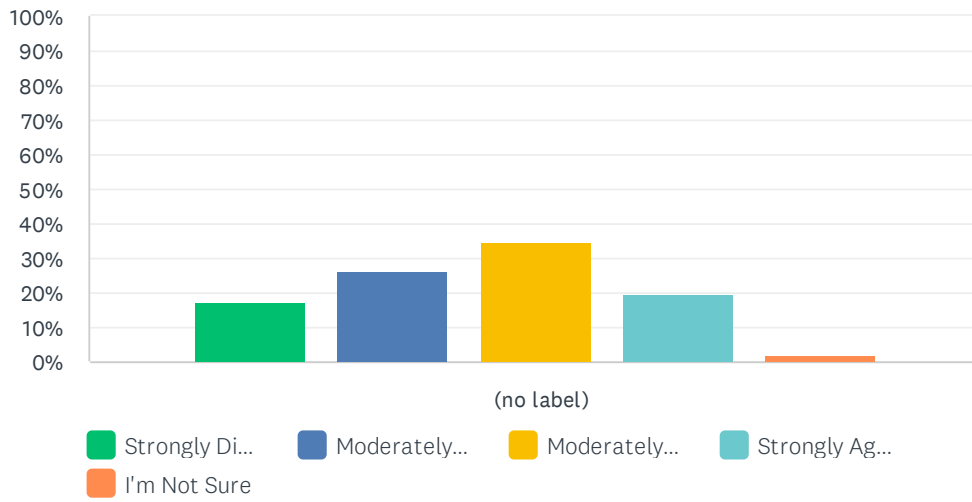


Q1 I am satisfied with my overall compensation.

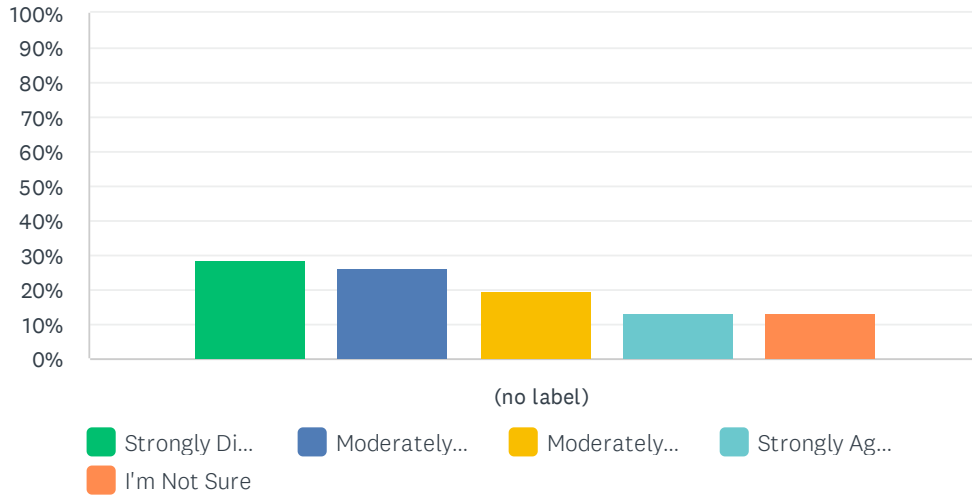
Answered: 46 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	17.39% 8	26.09% 12	34.78% 16	19.57% 9	2.17% 1	46	2.58

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

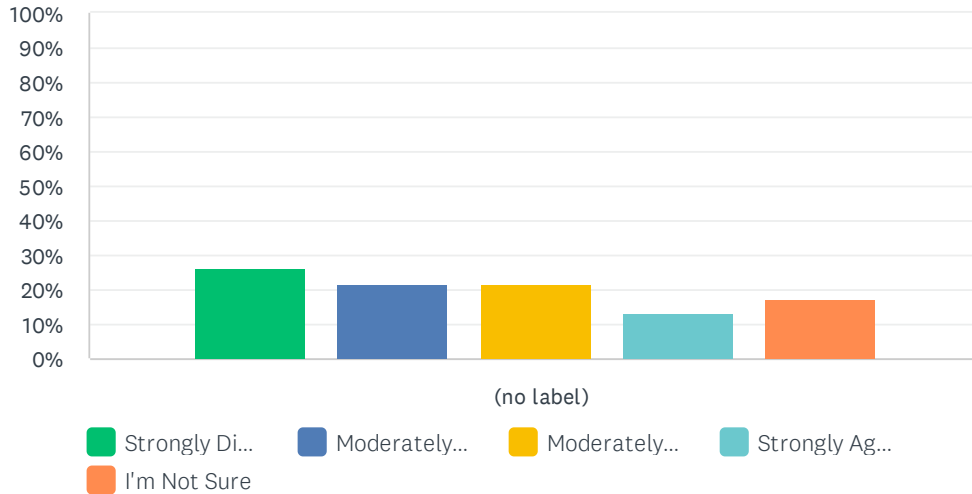
Answered: 46 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	28.26% 13	26.09% 12	19.57% 9	13.04% 6	13.04% 6	46	2.20

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

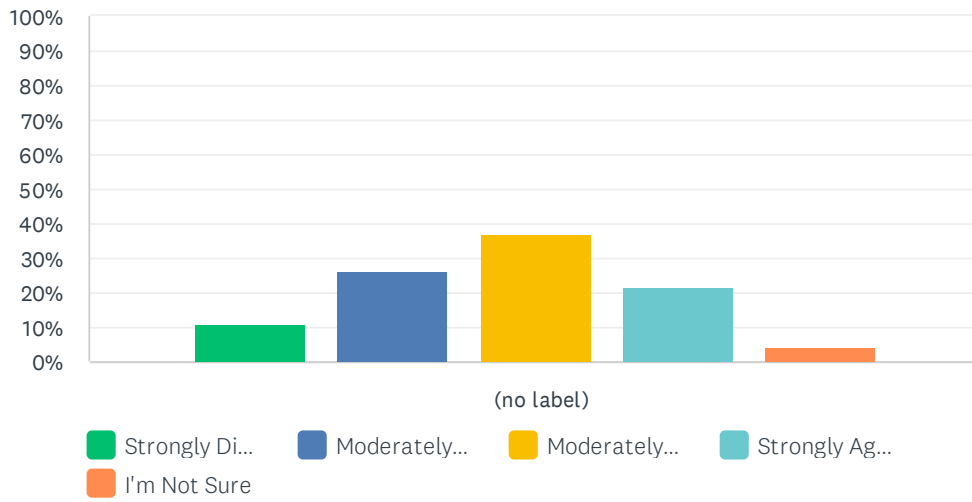
Answered: 46 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	26.09% 12	21.74% 10	21.74% 10	13.04% 6	17.39% 8	46	2.26

Q4 I am satisfied with my employee health care benefits.

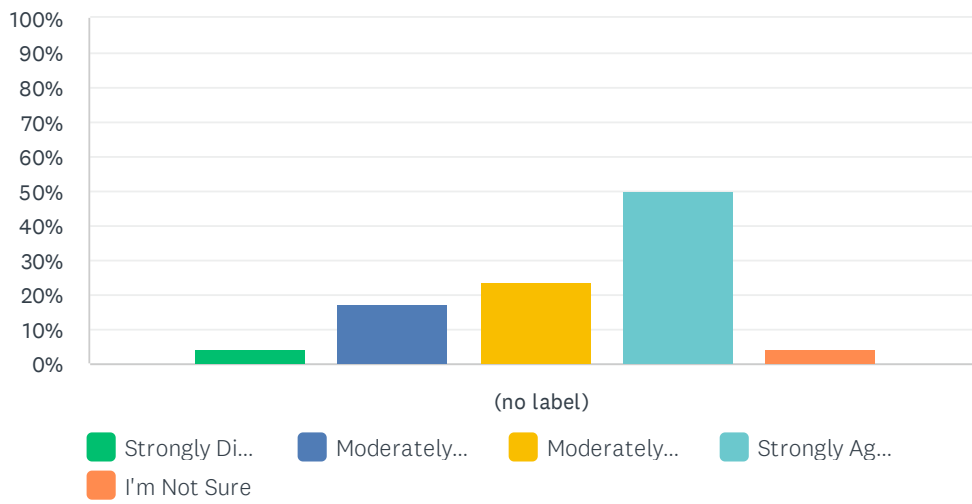
Answered: 46 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.87% 5	26.09% 12	36.96% 17	21.74% 10	4.35% 2	46	2.73

Q5 I am satisfied with my employee retirement plan benefits.

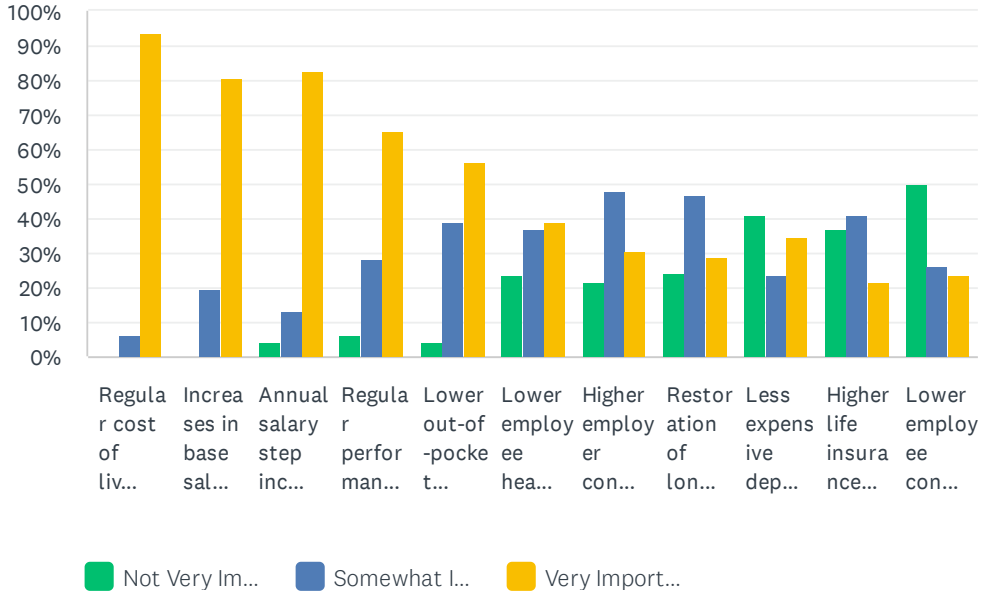
Answered: 46 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.35% 2	17.39% 8	23.91% 11	50.00% 23	4.35% 2	46	3.25

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

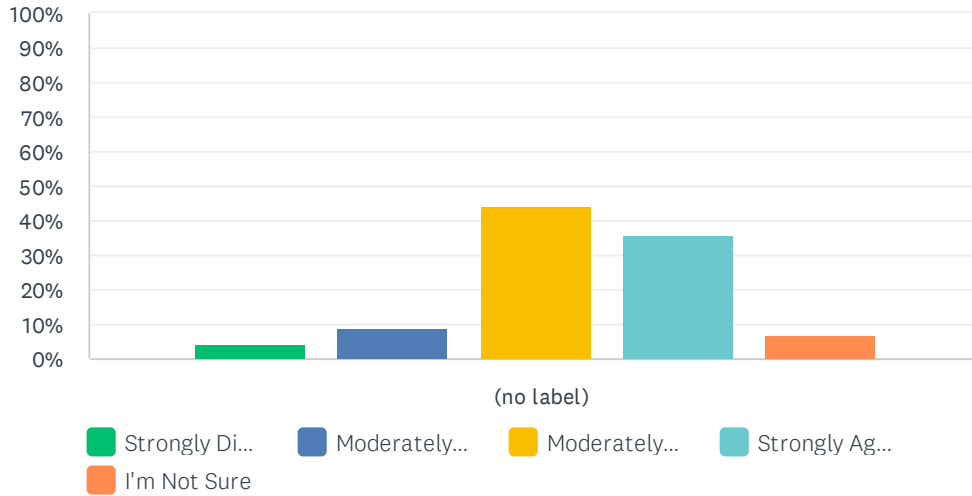
Answered: 46 Skipped: 0



	NOT VERY IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Regular cost of living adjustments	0.00% 0	6.52% 3	93.48% 43	46	2.93
Increases in base salaries	0.00% 0	19.57% 9	80.43% 37	46	2.80
Annual salary step increases	4.35% 2	13.04% 6	82.61% 38	46	2.78
Regular performance-based merit increases	6.52% 3	28.26% 13	65.22% 30	46	2.59
Lower out-of-pocket health care expenses	4.35% 2	39.13% 18	56.52% 26	46	2.52
Lower employee health care insurance premiums	23.91% 11	36.96% 17	39.13% 18	46	2.15
Higher employer contribution to retirement plan	21.74% 10	47.83% 22	30.43% 14	46	2.09
Restoration of long-term disability insurance	24.44% 11	46.67% 21	28.89% 13	45	2.04
Less expensive dependent health care coverage	41.30% 19	23.91% 11	34.78% 16	46	1.93
Higher life insurance benefit	36.96% 17	41.30% 19	21.74% 10	46	1.85
Lower employee contribution to retirement plan	50.00% 23	26.09% 12	23.91% 11	46	1.74

Q7 Relationships between the faculty and administrators are mutually cooperative.

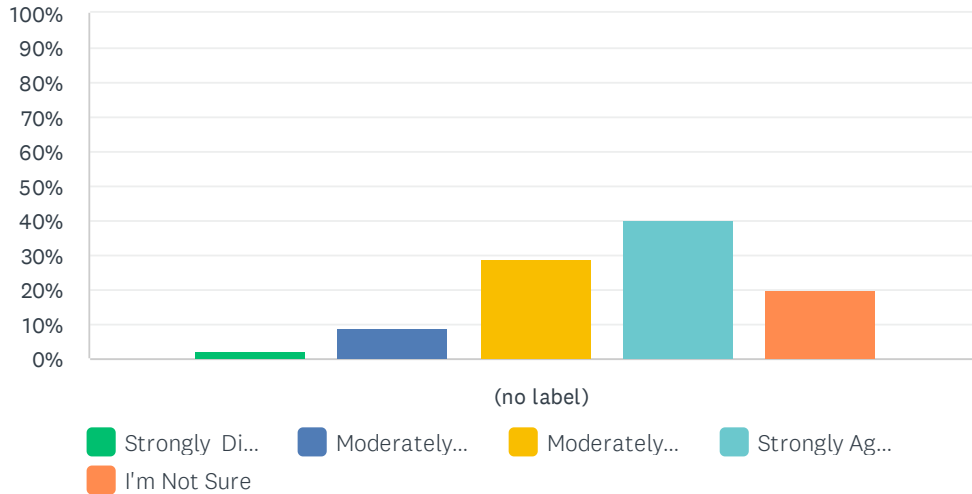
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.44% 2	8.89% 4	44.44% 20	35.56% 16	6.67% 3	45	3.19

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

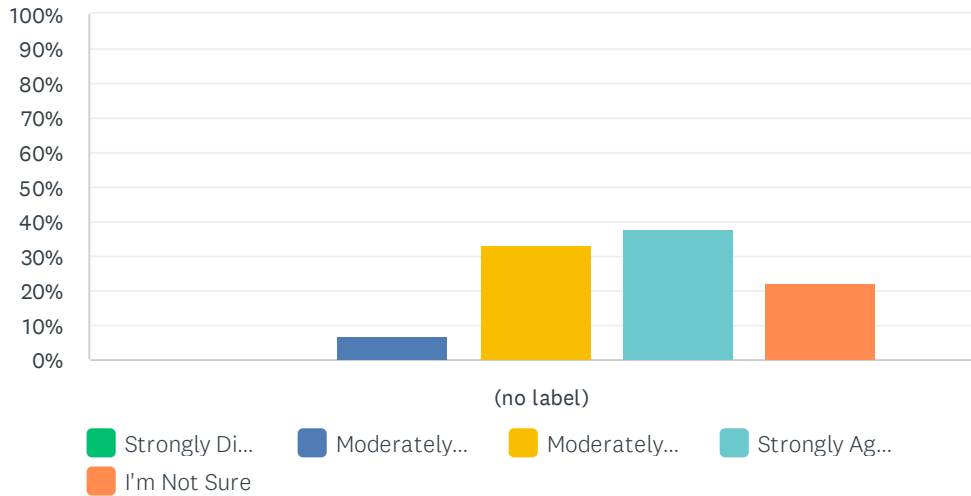
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	2.22% 1	8.89% 4	28.89% 13	40.00% 18	20.00% 9	45	3.33

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

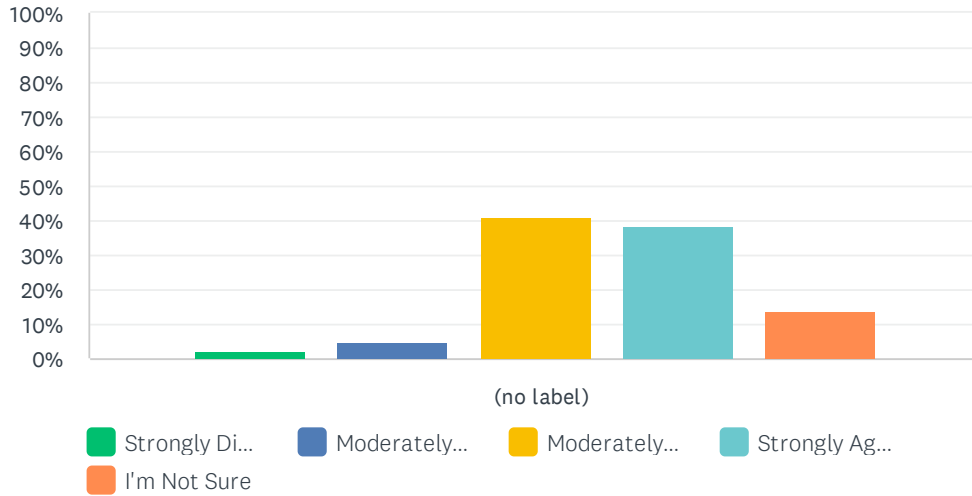
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	6.67% 3	33.33% 15	37.78% 17	22.22% 10	45	3.40

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

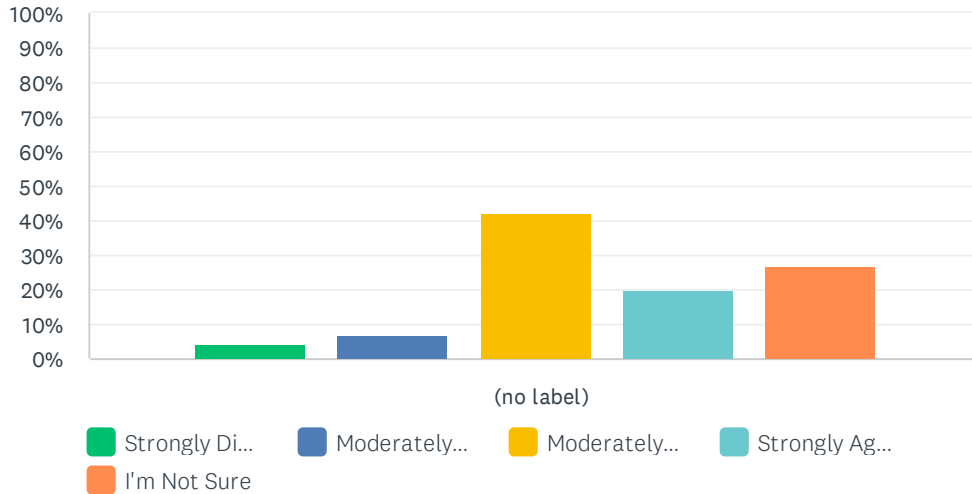
Answered: 44 Skipped: 2



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	2.27% 1	4.55% 2	40.91% 18	38.64% 17	13.64% 6	44	3.34

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

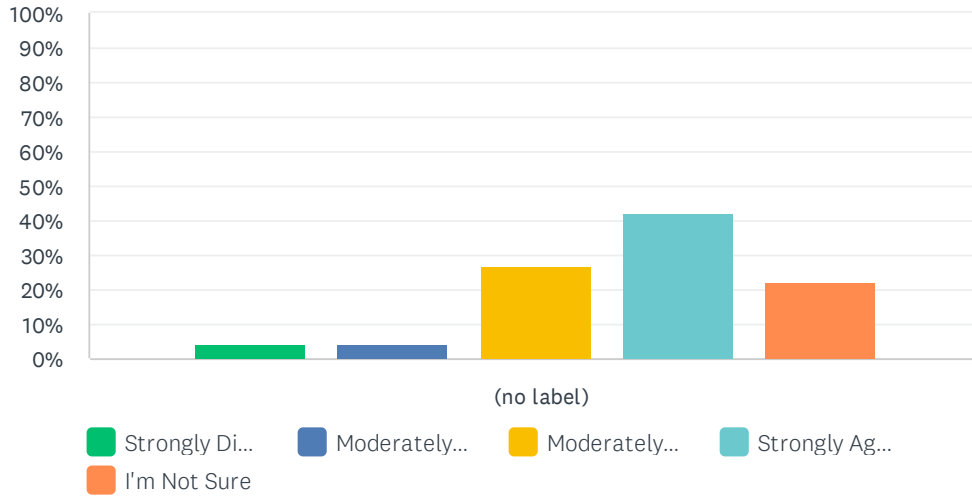
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.44% 2	6.67% 3	42.22% 19	20.00% 9	26.67% 12	45	3.06

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

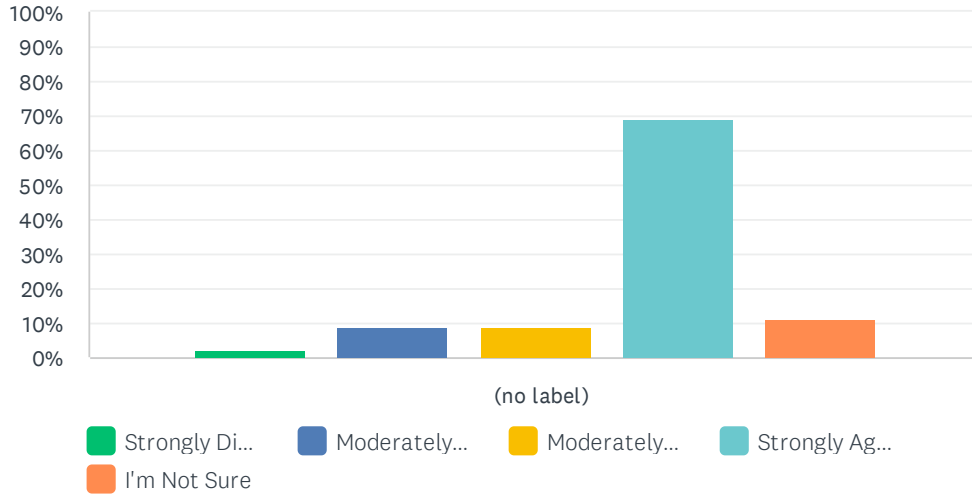
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.44% 2	4.44% 2	26.67% 12	42.22% 19	22.22% 10	45	3.37

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.

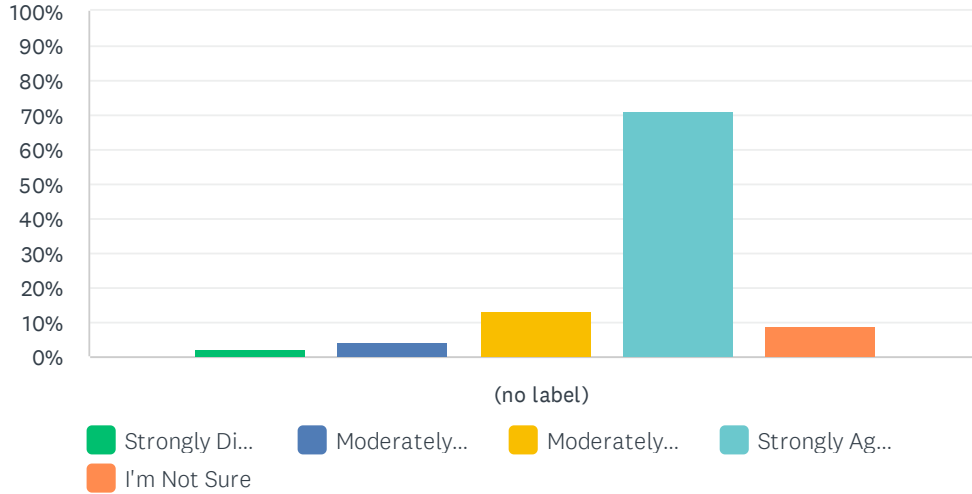
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	2.22%	8.89%	8.89%	68.89%	11.11%	45	3.63
	1	4	4	31	5		

Q14 President Kyle Dalpe affirms the principle of shared governance through his decision-making.

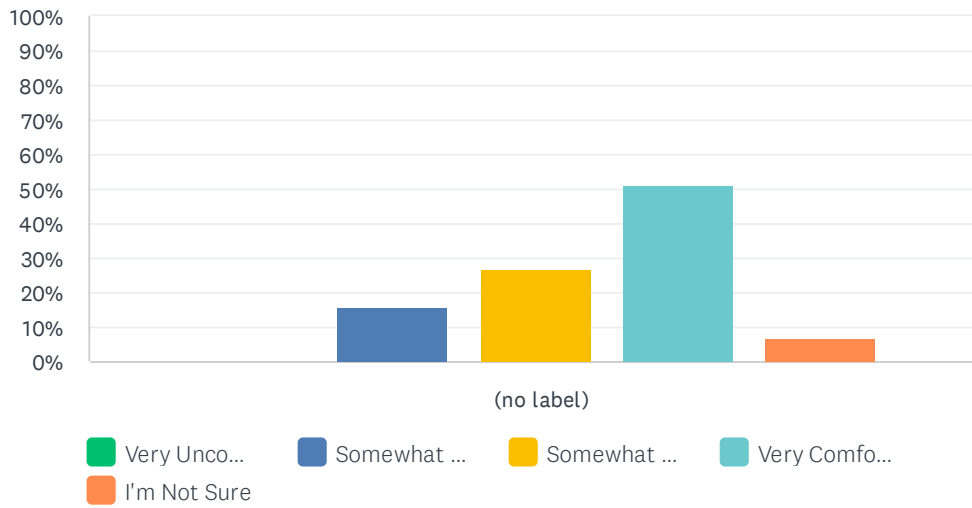
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	2.22% 1	4.44% 2	13.33% 6	71.11% 32	8.89% 4	45	3.68

Q15 How comfortable are you with the overall campus climate?

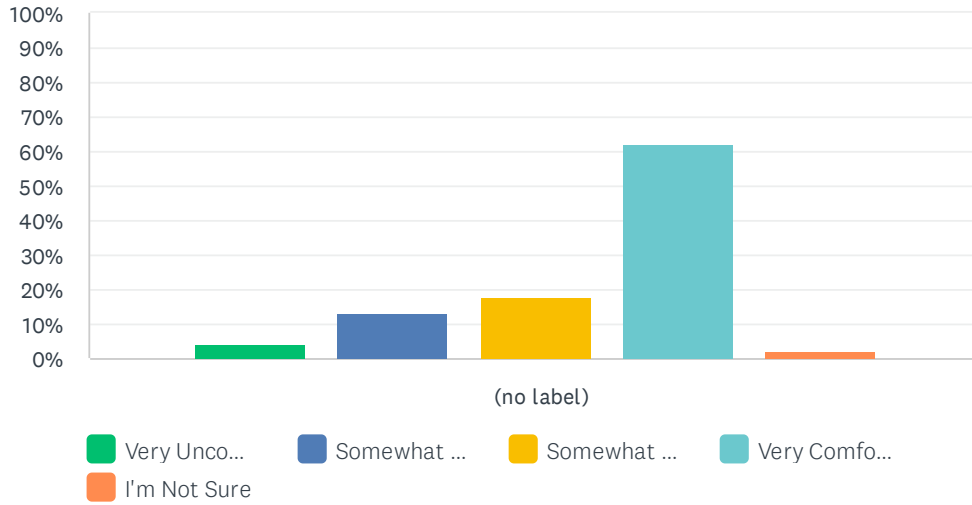
Answered: 45 Skipped: 1



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	15.56%	26.67%	51.11%	6.67%	45	3.38
	0	7	12	23	3		

Q16 How comfortable are you with the climate in your department/program?

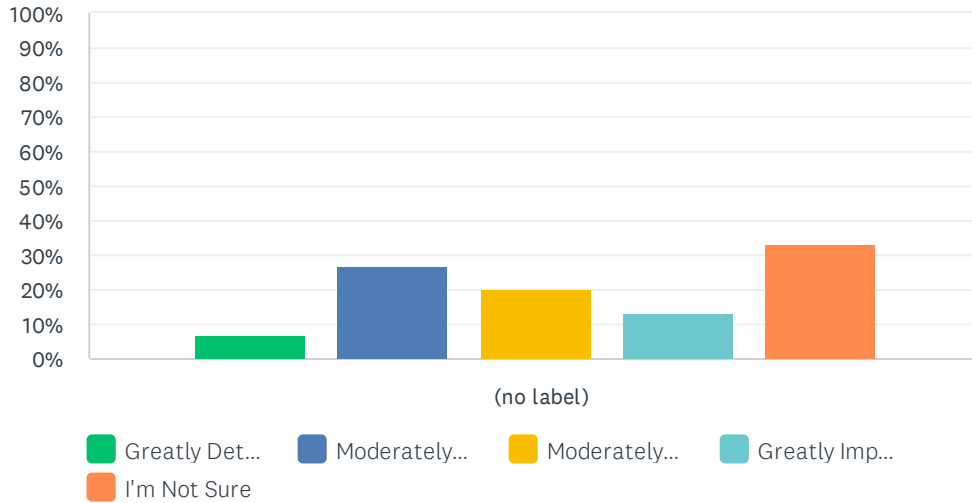
Answered: 45 Skipped: 1



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.44% 2	13.33% 6	17.78% 8	62.22% 28	2.22% 1	45	3.41

Q17 Comparing the past 2 years with prior years, how has the overall campus climate changed?

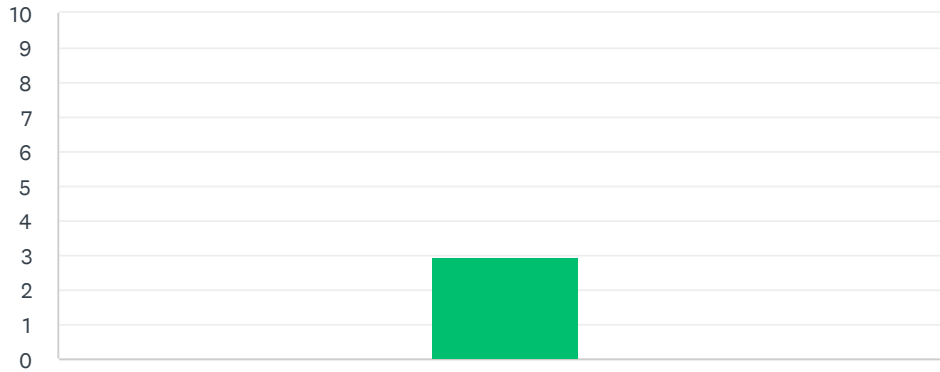
Answered: 45 Skipped: 1



	GREATLY DETERIORATED	MODERATELY DETERIORATED	MODERATELY IMPROVED	GREATLY IMPROVED	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.67% 3	26.67% 12	20.00% 9	13.33% 6	33.33% 15	45	2.60

Q18 How many faculty members do you personally know who have left WNC in the past 2 years for any reason other than normal retirement?

Answered: 36 Skipped: 10

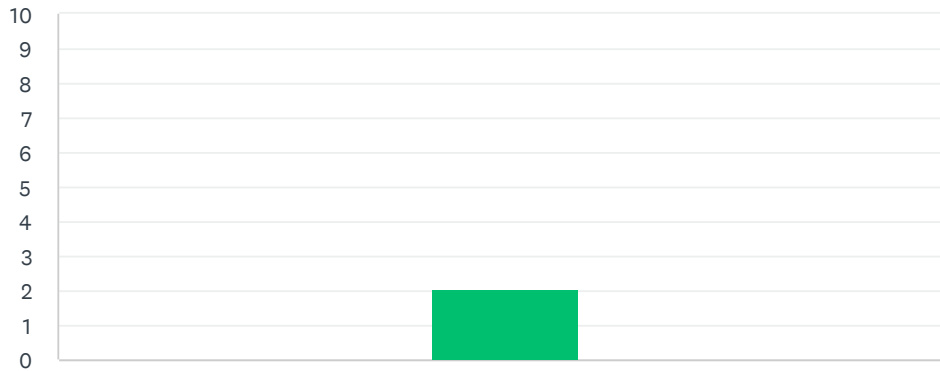


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	107	36
Total Respondents: 36			

BASIC STATISTICS				
MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
0.00	10.00	2.00	2.97	2.57

Q19 How many faculty members do you personally know who have left WNC in the past 2 years because of dissatisfaction with the campus climate or disagreement with the administration?

Answered: 33 Skipped: 13

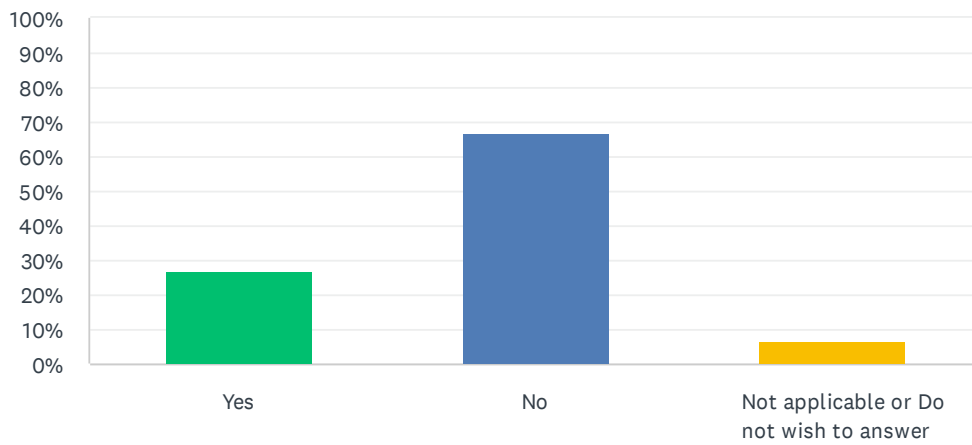


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	68	33
Total Respondents: 33			

BASIC STATISTICS					
MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
0.00	10.00	2.00	2.06	2.33	

Q20 Have you seriously considered leaving WNC within the past 2 years?

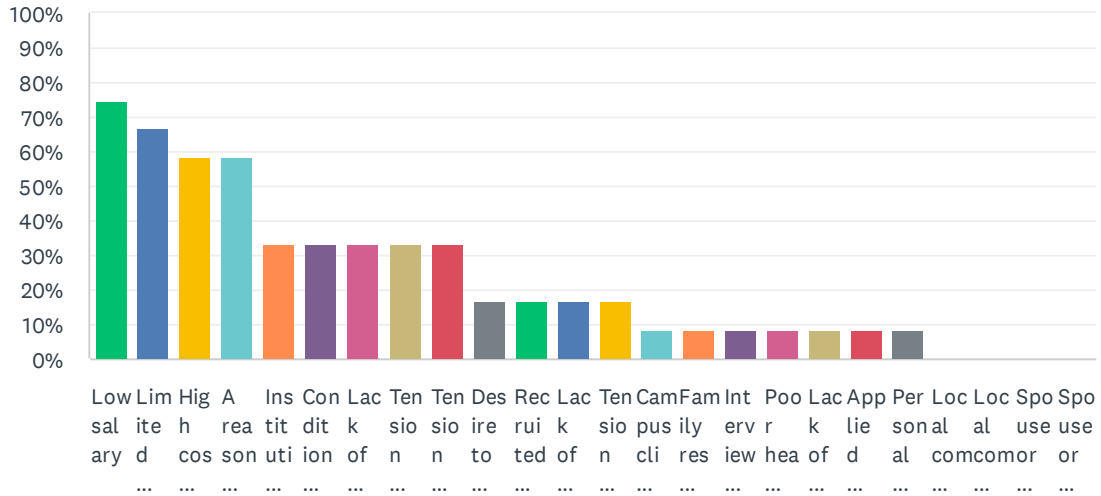
Answered: 45 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	26.67%	12
No	66.67%	30
Not applicable or Do not wish to answer	6.67%	3
TOTAL		45

Q21 Please indicate the reasons you considered leaving WNC (check all that apply):

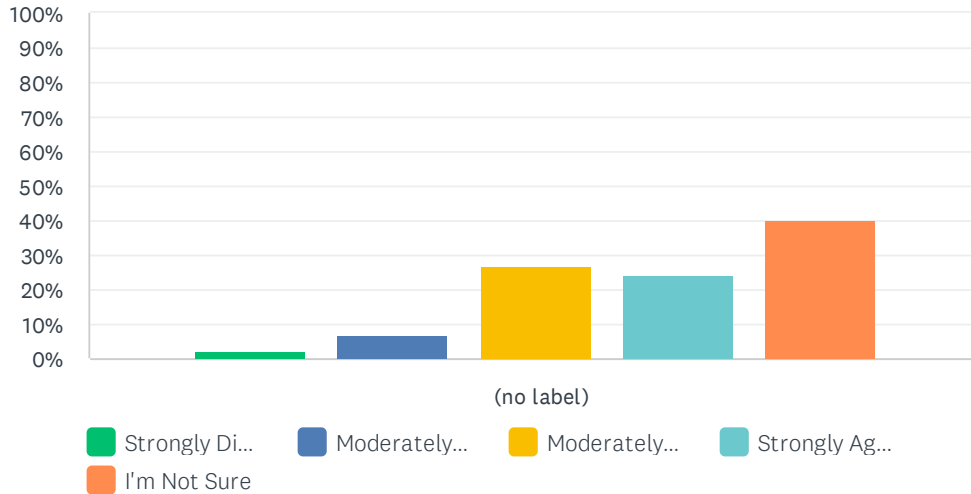
Answered: 12 Skipped: 34



ANSWER CHOICES	RESPONSES	
Low salary	75.00%	9
Limited advancement opportunities	66.67%	8
High cost of living/housing	58.33%	7
A reason not listed above (please specify):	58.33%	7
Institutional support (e.g., technical support, workspace, equipment)	33.33%	4
Conditions due to the pandemic	33.33%	4
Lack of a sense of belonging	33.33%	4
Tension with supervisor/manager	33.33%	4
Tension with upper administration	33.33%	4
Desire to leave academia	16.67%	2
Recruited for or offered a position at another academic institution	16.67%	2
Lack of professional development opportunities	16.67%	2
Tension with coworkers	16.67%	2
Campus climate unwelcoming	8.33%	1
Family responsibilities	8.33%	1
Interviewed for in a position at another academic institution	8.33%	1
Poor health care benefits	8.33%	1
Lack of diversity	8.33%	1
Applied to a position at another academic institution	8.33%	1
Personal reasons (e.g., medical mental health, family emergencies)	8.33%	1
Local community did not meet my or my family's needs	0.00%	0
Local community climate not welcoming	0.00%	0
Spouse or partner relocated	0.00%	0
Spouse or partner unable to find suitable employment	0.00%	0
Total Respondents: 12		

Q22 The WNC administration has faithfully adhered to the NFA-WNC collective bargaining agreement for academic faculty.

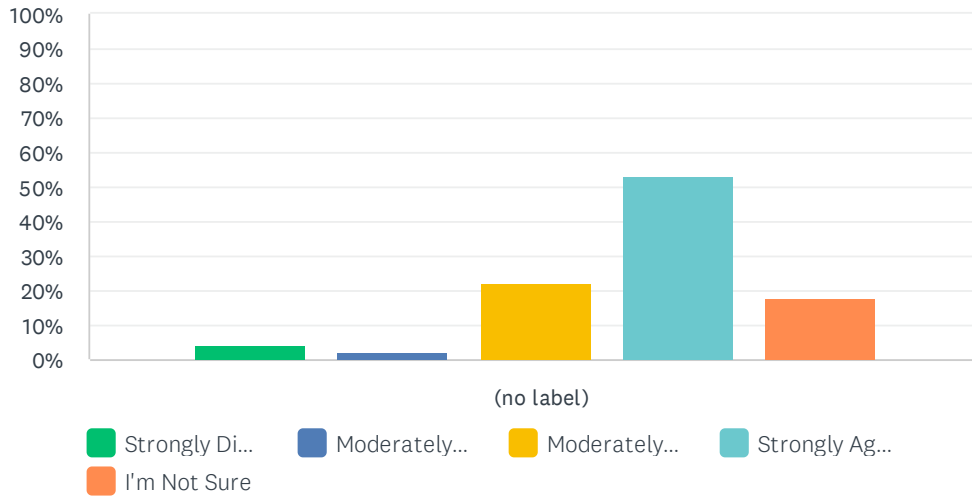
Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	2.22% 1	6.67% 3	26.67% 12	24.44% 11	40.00% 18	45	3.22

Q23 I support formation of a collective bargaining unit for (non-managerial) administrative faculty at WNC to negotiate for improved compensation, benefits, and other working conditions.

Answered: 45 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.44% 2	2.22% 1	22.22% 10	53.33% 24	17.78% 8	45	3.51

Q24 (Optional) Please enter any comments you would like to share with the leadership of the Nevada Faculty Alliance about the campus climate or employment conditions at WNC.

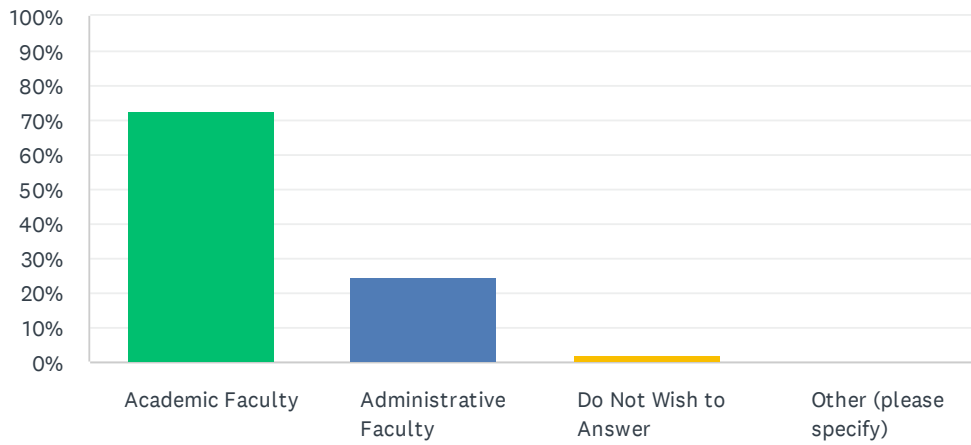
Answered: 15 Skipped: 31

Q25 (Optional) Please enter any comments you have about actions or programs you would like to see from the Nevada Faculty Alliance.

Answered: 9 Skipped: 37

Q26 What is your current position?

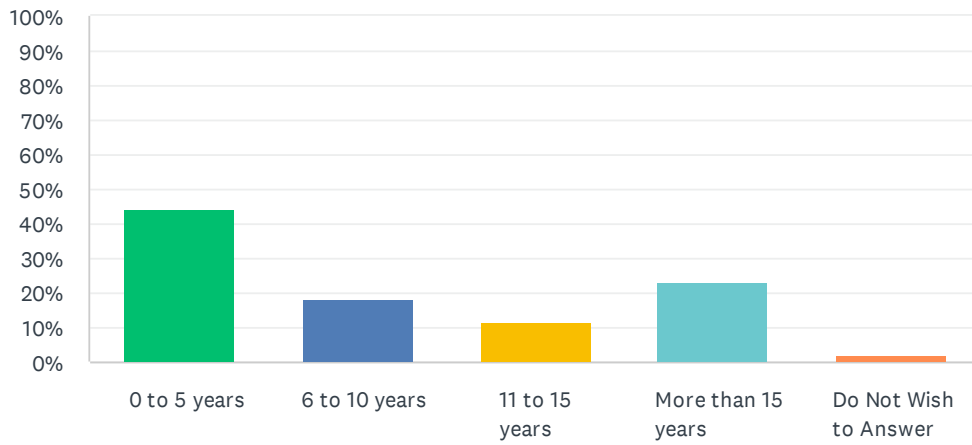
Answered: 44 Skipped: 2



ANSWER CHOICES	RESPONSES	
Academic Faculty	72.73%	32
Administrative Faculty	25.00%	11
Do Not Wish to Answer	2.27%	1
Other (please specify)	0.00%	0
TOTAL		44

Q27 How many years have you worked at WNC?

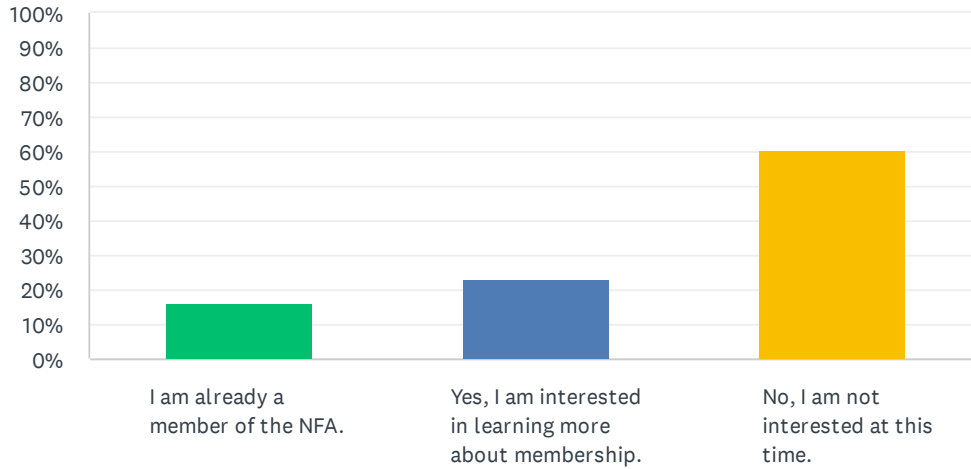
Answered: 43 Skipped: 3



ANSWER CHOICES	RESPONSES	
0 to 5 years	44.19%	19
6 to 10 years	18.60%	8
11 to 15 years	11.63%	5
More than 15 years	23.26%	10
Do Not Wish to Answer	2.33%	1
TOTAL		43

Q28 Are you interested in supporting the work of the Nevada Faculty Alliance by becoming a member?

Answered: 43 Skipped: 3



ANSWER CHOICES	RESPONSES	
I am already a member of the NFA.	16.28%	7
Yes, I am interested in learning more about membership.	23.26%	10
No, I am not interested at this time.	60.47%	26
TOTAL		43