

NFA Faculty Survey Summary

TMCC, UNLV, UNR & WNC surveys conducted November-December 2022

CSN, GBC & NSC surveys conducted January-February 2023

Surveys distributed by email via SurveyMonkey to professional employees as defined in Title 4 Chapter 4 of the NSHE Handbook, based on position titles and descriptions obtained through a public records request to NSHE.

Invitations were sent to institutional email addresses and only one response per invitation could be submitted.

Percentages do not total to 100% because "I'm not sure" or "Do not wish to respond" responses are not listed in this summary.

I am satisfied with my overall compensation.

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	56%	43%	254
GBC	72%	28%	57
NSC	69%	31%	90
TMCC	74%	25%	131
UNLV	60%	39%	887
UNR	68%	32%	885
WNC	43%	54%	46
Combined	64%	36%	2350

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	66%	27%	256
GBC	75%	19%	57
NSC	76%	20%	90
TMCC	81%	12%	130
UNLV	67%	30%	886
UNR	75%	23%	885
WNC	54%	33%	46
Combined	71%	25%	2350

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	58%	30%	257
GBC	67%	26%	57
NSC	62%	29%	90
TMCC	66%	21%	131
UNLV	67%	27%	887
UNR	67%	26%	885
WNC	48%	35%	46
Combined	66%	27%	2353

I am satisfied with my employee health care benefits.

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	43%	53%	256
GBC	54%	46%	57
NSC	56%	42%	90
TMCC	46%	21%	131
UNLV	47%	50%	885
UNR	46%	51%	882
WNC	37%	59%	46
Combined	47%	49%	2347

I am satisfied with my employee retirement plan benefits.

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	25%	72%	257
GBC	25%	72%	57
NSC	19%	74%	90
TMCC	18%	79%	131
UNLV	16%	80%	887
UNR	16%	82%	885
WNC	22%	74%	46
Combined	18%	79%	2353

Please rate the following changes to compensation and benefits by how important they are for NFA to advocate for: (1= Not very important, 2=Somewhat important, 3=Very important)

	CSN	GBC	NSC	TMCC	UNLV	UNR	WNC	Combined
Regular cost of living adjustments	2.91	2.96	2.97	2.93	2.92	2.95	2.93	2.93
Increases in base salaries	2.76	2.91	2.77	2.77	2.75	2.76	2.80	2.76
Annual salary step increases	2.73	2.83	2.83	2.77	2.62	2.71	2.78	2.69
Regular performance-based merit increases	2.55	2.68	2.72	2.50	2.60	2.73	2.59	2.64
Lower out-of-pocket health care expenses	2.53	2.64	2.60	2.45	2.45	2.43	2.52	2.46
Lower employee health care insurance premiums	2.43	2.36	2.43	2.38	2.33	2.28	2.15	2.33
Restoration of long-term disability insurance	2.31	2.21	2.22	2.26	2.13	2.14	2.04	2.16
Less expensive dependent health care coverage	2.03	2.25	2.21	2.06	2.08	2.10	1.93	2.09
Higher employer contribution to retirement plan	2.15	2.06	2.16	1.99	2.07	1.96	2.09	2.04
Higher life insurance benefit	2.08	1.93	1.85	1.91	1.87	1.83	1.85	1.88
Lower employee contribution to retirement plan	1.79	1.79	1.72	1.55	1.67	1.69	1.74	1.69
	<i>N</i>							
	253	56	87	130	874	881	46	2327

Relationships between the faculty and administrators are mutually cooperative.

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	47%	47%	242
GBC	68%	28%	53
NSC	33%	57%	83
TMCC	46%	51%	127
UNLV	29%	61%	844
UNR	39%	52%	860
WNC	13%	80%	45
Combined	37%	55%	2254

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	26%	62%	241
GBC	51%	42%	53
NSC	20%	63%	83
TMCC	27%	63%	128
UNLV	16%	61%	843
UNR	21%	50%	855
WNC	11%	69%	45
Combined	21%	57%	2248

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	18%	63%	241
GBC	42%	43%	53
NSC	8%	61%	83
TMCC	27%	48%	127
UNLV	14%	57%	843
UNR	17%	51%	855
WNC	7%	71%	45
Combined	17%	55%	2247

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	20%	63%	240
GBC	60%	32%	53
NSC	6%	70%	83
TMCC	15%	65%	128
UNLV	14%	64%	842
UNR	17%	80%	857
WNC	7%	80%	44
Combined	16%	70%	2247

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	41%	32%	242
GBC	60%	26%	53
NSC	22%	43%	83
TMCC	27%	44%	128
UNLV	25%	45%	840
UNR	32%	39%	854
WNC	11%	62%	45
Combined	30%	41%	2245

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

	<i>Moderately or Strongly Disagree</i>	<i>Moderately or Strongly Agree</i>	<i>N</i>
CSN	19%	65%	240
GBC	42%	45%	53
NSC	12%	58%	84
TMCC	32%	53%	128
UNLV	17%	56%	841
UNR	17%	52%	858
WNC	9%	69%	45
Combined	18%	56%	2249

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, age, or disability.*

	Moderately or Strongly Disagree	Moderately or Strongly Agree	N
CSN	22%	65%	241
GBC	28%	57%	54
NSC	18%	70%	84
TMCC	17%	68%	128
UNLV	22%	63%	836
UNR	21%	65%	861
WNC	11%	78%	45
Combined	21%	65%	2249

*"disability" added for CSN, GBC, & NSC surveys.

President/Provost/VP _____ affirms the principle of shared governance through their decision-making.

	Moderately or Strongly Disagree	Moderately or Strongly Agree	N
CSN/Zaragoza	42%	42%	242
CSN/McCoy	23%	61%	242
GBC/Helens	70%	19%	53
GBC/Hinton-Rivera	68%	21%	53
NSC/Pollard	21%	49%	84
NSC/Shields	15%	75%	84
WNC/Dalpe	7%	84%	45
UNLV/Whitfield	12%	50%	841
UNLV/Heavey	20%	48%	841
UNR/Sandoval	24%	44%	855
UNR/Thompson	30%	38%	853
TMCC/Hilgersom	48%	31%	128

How comfortable are you with the overall campus climate at ____?

	Moderately or Very Uncomfortable	Moderately or Very Comfortable	N
CSN	36%	63%	240
GBC	50%	50%	52
NSC	24%	75%	84
TMCC	48%	51%	128
UNLV	25%	73%	839
UNR	33%	64%	855
WNC	16%	78%	45
Combined	31%	67%	2243

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

	Moderately or Very Uncomfortable	Moderately or Very Comfortable	N
CSN	27%	72%	240
GBC	13%	85%	52
NSC	13%	86%	84
TMCC	19%	81%	128
UNLV	32%	68%	838
UNR	29%	71%	856
WNC	18%	80%	45
Combined	28%	72%	2243

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

	<i>Moderately or Greatly Detoriated</i>	<i>Moderately or Greatly Improved</i>	<i>N</i>
CSN	60%	21%	240
GBC	73%	15%	52
NSC	35%	27%	84
TMCC	61%	18%	127
UNLV	40%	33%	835
UNR	49%	27%	854
WNC	33%	33%	45
Combined	47%	28%	2237

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

	Average	0	1 or 2	3 to 5	6 or more	<i>N</i>
CSN	4.2					225
GBC	6.6					50
NSC	4.7					79
TMCC	*	12%	25%	32%	31%	125
UNLV	*	20%	28%	31%	21%	833
UNR	5.8					809
WNC	3.0					36

*Different answer format for TMCC & UNLV; any number from 0 to 20 for other campuses

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

	Average	0%	1 or 2	3 to 5	6 or more	<i>N</i>
CSN	3.6					211
GBC	5.6					47
NSC	3.2					75
TMCC	*	26%	25%	27.20%	21.60%	125
UNLV	*	36%	31%	21.37%	11.84%	819
UNR	4.3					731
WNC	2.1					33

*Different answer format for TMCC & UNLV; any number from 0 to 20 for other campuses

Have you seriously considered leaving _____ within the past 2 years?

	<i>Yes</i>	<i>No</i>	<i>N</i>
CSN	40%	41%	240
GBC	62%	21%	52
NSC	54%	31%	84
TMCC	49%	34%	128
UNLV	50%	29%	838
UNR	59%	24%	858
WNC	27%	67%	45
Combined	52%	29%	2245

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

Answer Choices	CSN	GBC	NSC	TMCC	UNLV	UNR	WNC	combined
Low salary	61%	75%	82%	81%	69%	76%	75%	73%
Limited advancement opportunities	47%	38%	49%	59%	51%	48%	67%	49%
Lack of a sense of belonging	36%	44%	27%	38%	38%	30%	33%	34%
High cost of living/housing	32%	25%	44%	41%	27%	38%	58%	34%
Institutional support (e.g., technical support, workspace, equipment)	34%	41%	9%	29%	26%	33%	33%	30%
Campus climate unwelcoming	45%	59%	16%	52%	29%	24%	8%	29%
Tension with upper administration	39%	53%	18%	40%	27%	27%	33%	29%
Tension with supervisor/manager	32%	13%	20%	25%	26%	24%	33%	25%
Poor health care benefits	16%	25%	22%	25%	28%	16%	8%	21%
Lack of professional development opportunities	19%	25%	9%	17%	21%	22%	17%	20%
Recruited for or offered a position at another academic institution	16%	9%	18%	14%	19%	19%	17%	18%
Tension with coworkers	18%	9%	18%	19%	17%	18%	17%	17%
Interviewed for in a position at another academic institution	8%	13%	16%	11%	21%	17%	8%	17%
Applied to a position at another academic institution	13%	6%	13%	11%	16%	15%	8%	15%
Conditions due to the pandemic	13%	25%	20%	21%	11%	12%	33%	13%
Lack of diversity	8%	3%	9%	5%	12%	13%	8%	11%
Family responsibilities	13%	9%	9%	19%	12%	8%	8%	10%
Desire to leave academia	3%	3%	18%	3%	11%	10%	17%	9%
Personal reasons (e.g., medical, mental health, family emergencies)	16%	0%	4%	6%	6%	6%	8%	7%
Local community did not meet my or my family's needs	6%	9%	9%	2%	6%	4%	0%	5%
Spouse or partner unable to find suitable employment	0%	3%	4%	0%	5%	4%	0%	4%
Local community climate not welcoming	3%	9%	2%	2%	5%	2%	0%	4%
Spouse or partner relocated	2%	0%	0%	0%	2%	1%	0%	1%
	<i>N</i>							
	96	32	45	63	417	506	12	1171

The _____ administration has faithfully adhered to the NFA-_____ collective bargaining agreement.

	Moderately or Strongly Disagree	Moderately or Strongly Agree	<i>N</i>
CSN	18%	49%	241
TMCC	30%	30%	128
WNC	9%	51%	45

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

	Moderately or Strongly Disagree	Moderately or Strongly Agree	<i>N</i>
GBC	19%	75%	84
NSC	2%	89%	84
UNLV	9%	81%	836
UNR	7%	84%	857
Combined	8%	83%	1861

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

	Moderately or Strongly Disagree	Moderately or Strongly Agree	<i>N</i>
CSN	12%	71%	241
WNC	7%	76%	45

What is your current position?

	Academic Faculty	Administrative Faculty	<i>N</i>
CSN	71%	22%	236
GBC	79%	13%	52
NSC	67%	29%	82
TMCC	68%	26%	127
UNLV	63%	32%	816
UNR	54%	43%	844

WNC	73%	25%	44
Combined	61%	34%	2201

How many years have you worked at _____?

	0 to 5 years	6-10 years	11-15 years	>15 years	N
CSN	24%	18%	19%	34%	234
GBC	38%	21%	15%	10%	52
NSC	61%	23%	10%	2%	82
TMCC	41%	25%	6%	32%	126
UNLV	41%	22%	11%	24%	819
UNR	39%	24%	13%	22%	843
WNC	44%	19%	12%	23%	43
Combined	39%	22%	12%	24%	2199

Response Rates	Invitations	Responded	PerCent	Margin of Error (50%)*
CSN	750	258	34%	4.9%
GBC	101	57	56%	8.6%
NSC	204	90	44%	7.7%
TMCC	237	131	55%	5.7%
UNLV	2007	887	44%	2.5%
UNR	1935	885	46%	2.4%
WNC	94	46	49%	10.4%
Combined	5328	2354	44%	1.5%

*Statistical margin of error (+/-95% confidence) for 50%/50% answer based on the number of responses.