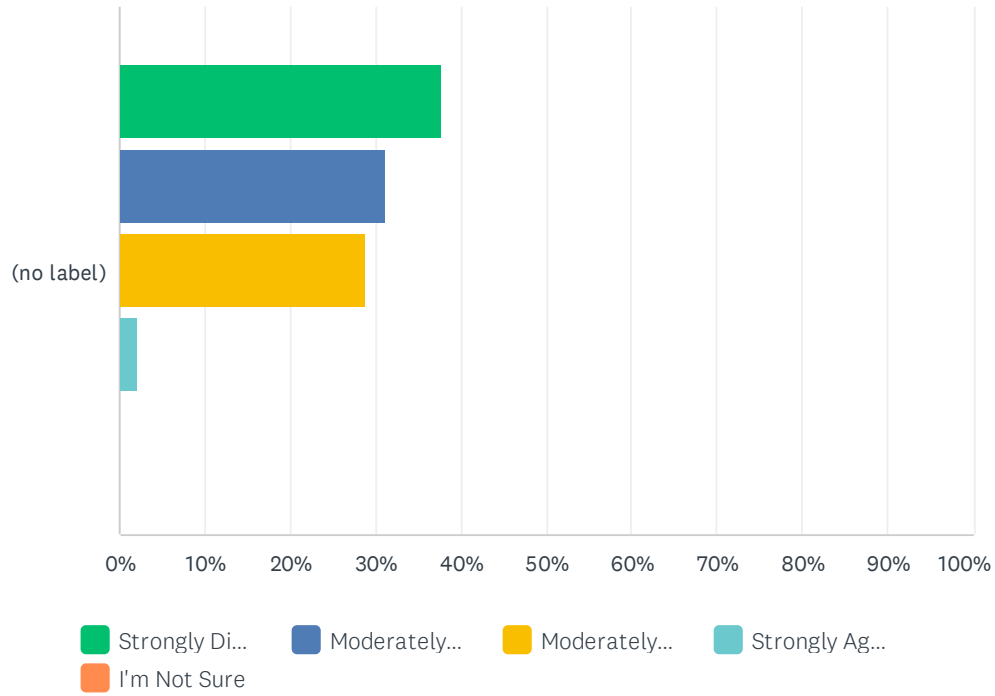


Q1 I am satisfied with my overall compensation.

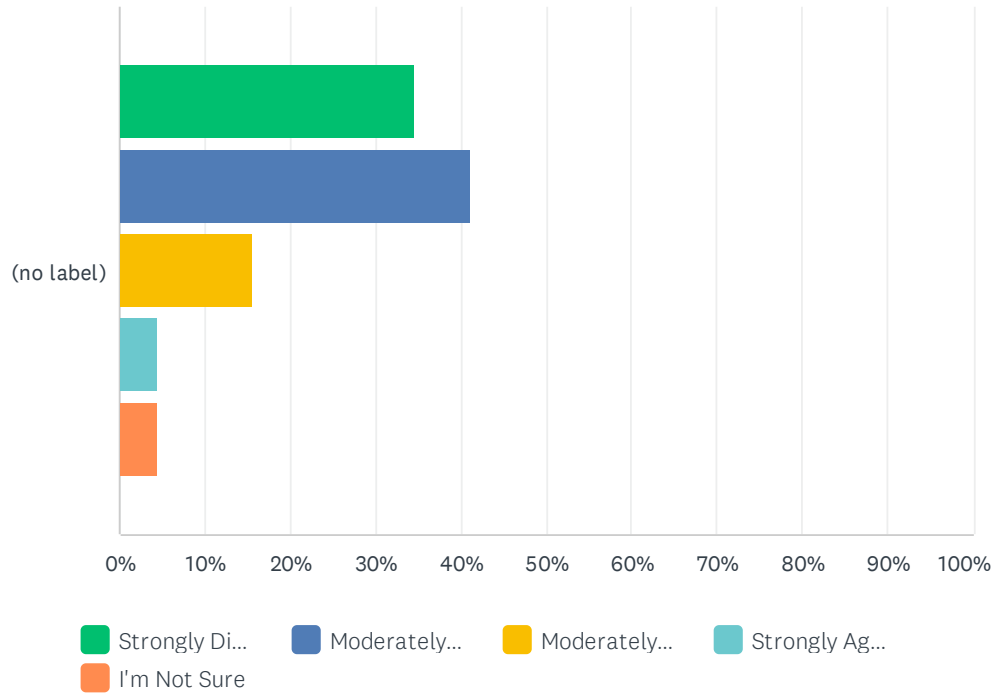
Answered: 90 Skipped: 0



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 37.78% 34 | 31.11% 28 | 28.89% 26 | 2.22% 2 | 0.00% 0 | 90 | 1.96 |

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

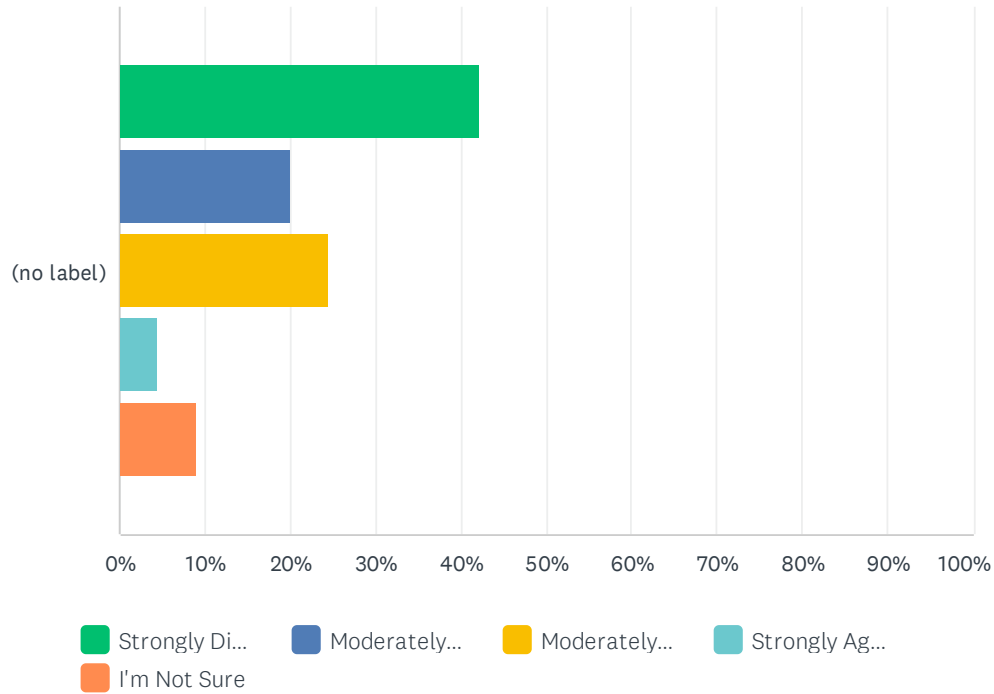
Answered: 90 Skipped: 0



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 34.44% 31 | 41.11% 37 | 15.56% 14 | 4.44% 4 | 4.44% 4 | 90 | 1.90 |

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

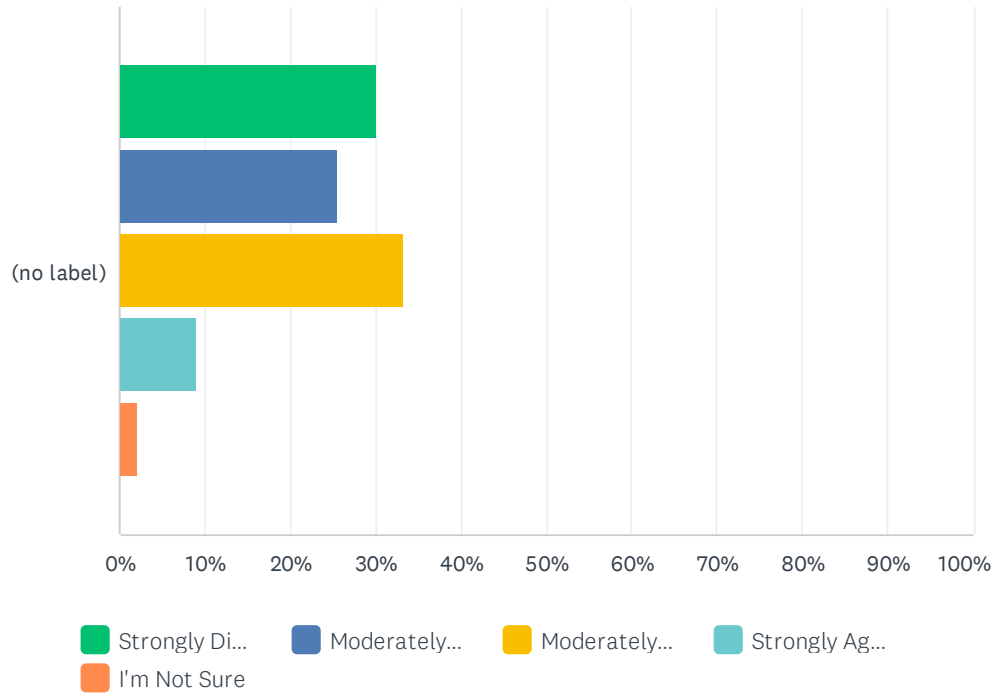
Answered: 90 Skipped: 0



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 42.22% 38 | 20.00% 18 | 24.44% 22 | 4.44% 4 | 8.89% 8 | 90 | 1.90 |

Q4 I am satisfied with my employee health care benefits.

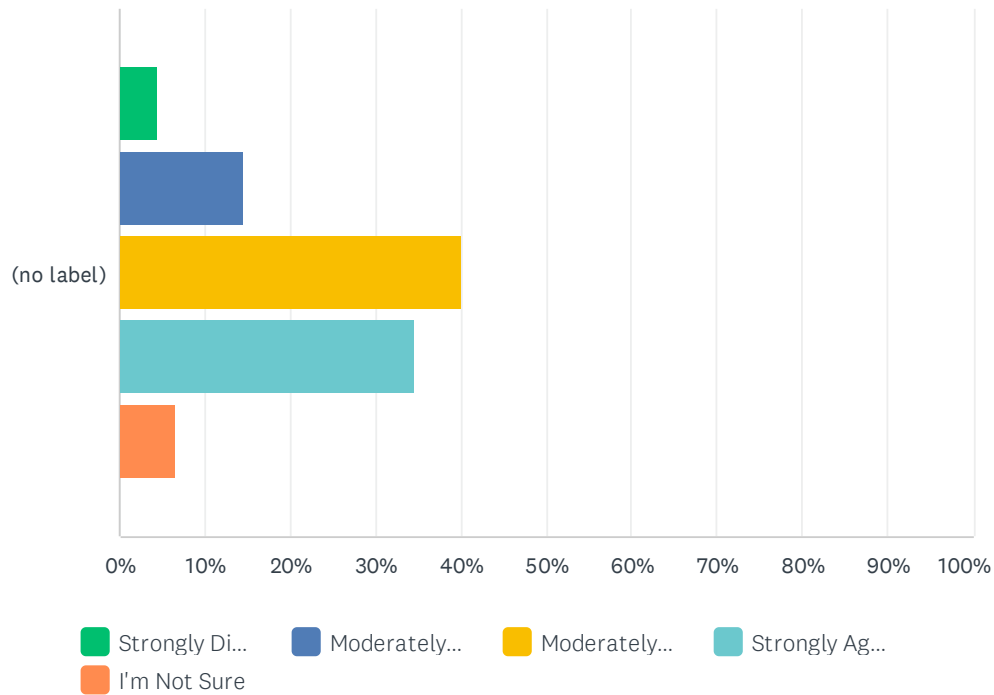
Answered: 90 Skipped: 0



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 30.00% 27 | 25.56% 23 | 33.33% 30 | 8.89% 8 | 2.22% 2 | 90 | 2.22 |

Q5 I am satisfied with my employee retirement plan benefits.

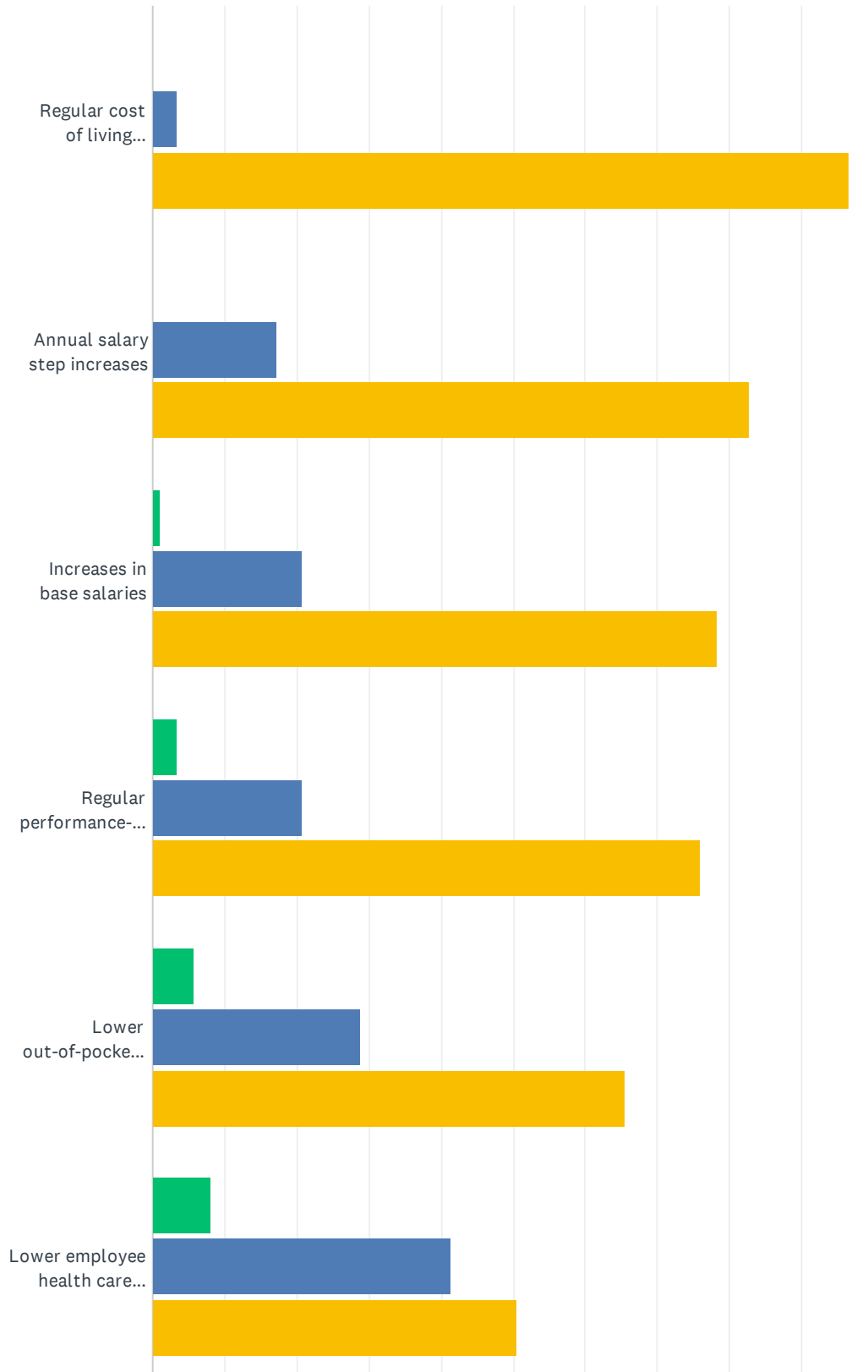
Answered: 90 Skipped: 0

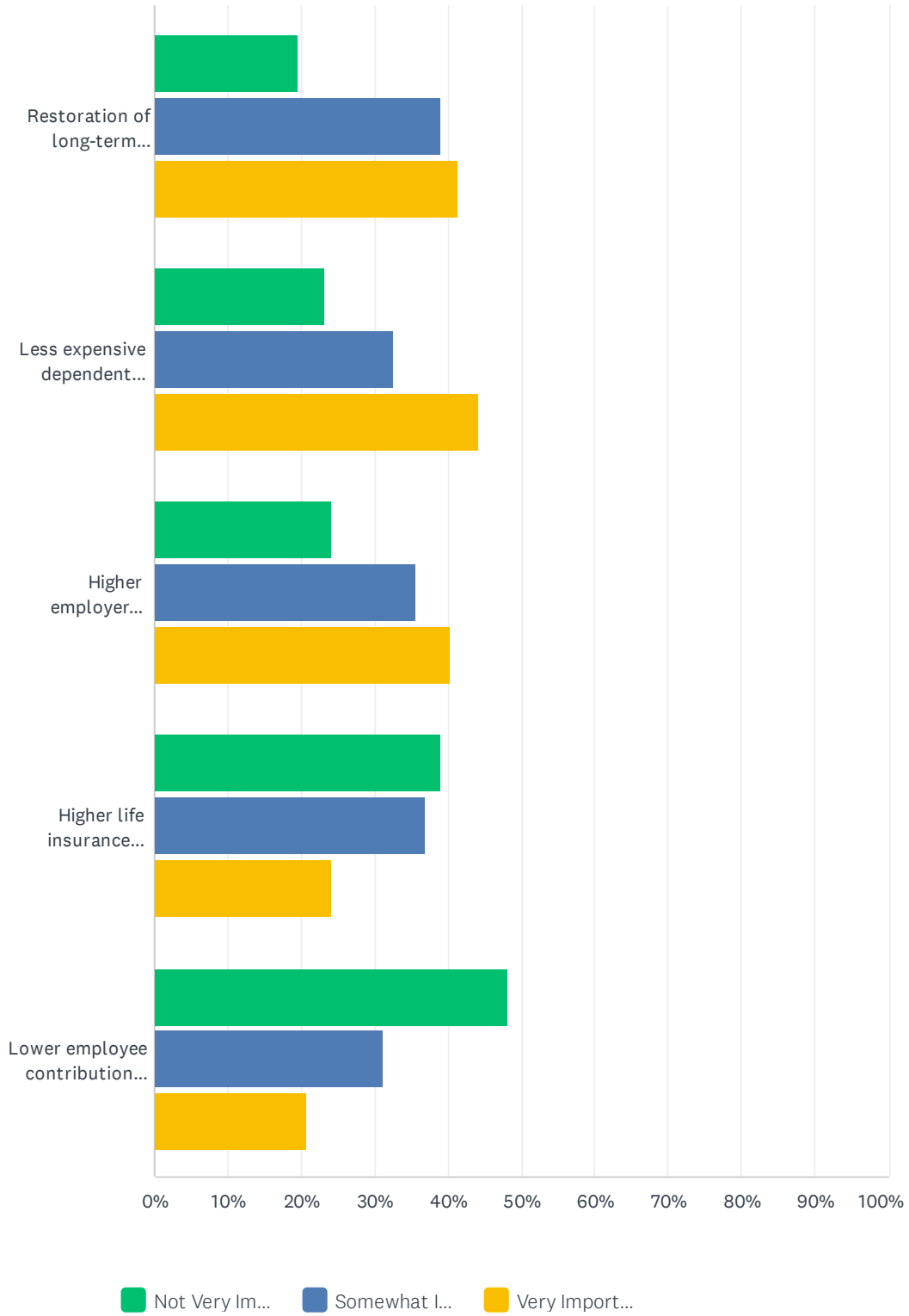


| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 4.44% 4 | 14.44% 13 | 40.00% 36 | 34.44% 31 | 6.67% 6 | 90 | 3.12 |

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

Answered: 87 Skipped: 3

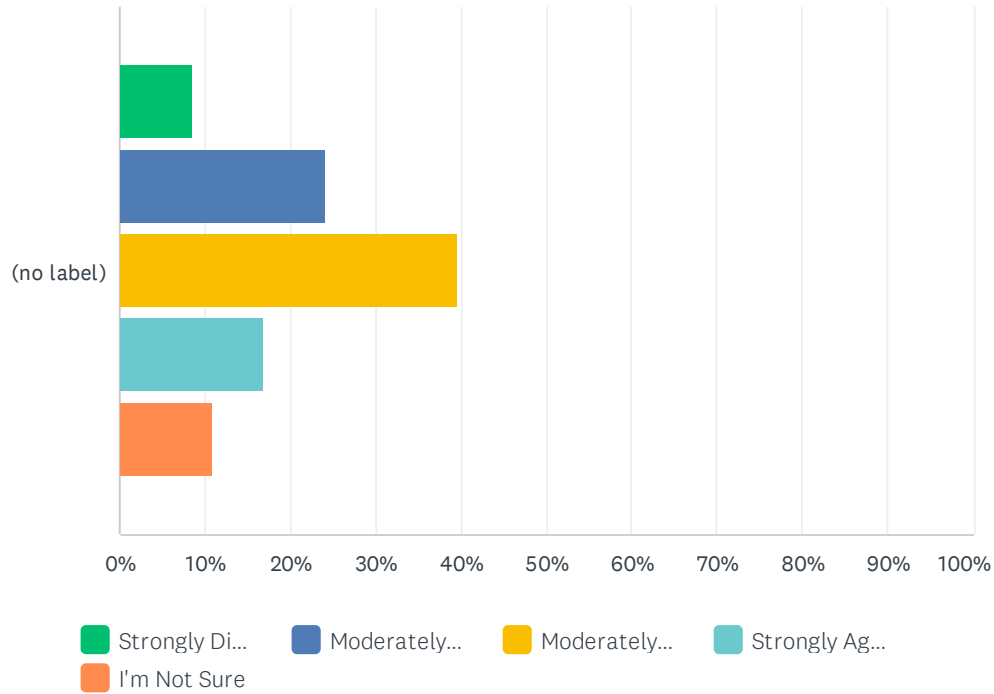




| | NOT VERY IMPORTANT | SOMEWHAT IMPORTANT | VERY IMPORTANT | TOTAL | WEIGHTED AVERAGE |
|-------------------------------------------------|--------------------|--------------------|----------------|-------|------------------|
| Regular cost of living adjustments | 0.00% 0 | 3.45% 3 | 96.55% 84 | 87 | 2.97 |
| Annual salary step increases | 0.00% 0 | 17.24% 15 | 82.76% 72 | 87 | 2.83 |
| Increases in base salaries | 1.15% 1 | 20.69% 18 | 78.16% 68 | 87 | 2.77 |
| Regular performance-based merit increases | 3.45% 3 | 20.69% 18 | 75.86% 66 | 87 | 2.72 |
| Lower out-of-pocket health care expenses | 5.75% 5 | 28.74% 25 | 65.52% 57 | 87 | 2.60 |
| Lower employee health care insurance premiums | 8.05% 7 | 41.38% 36 | 50.57% 44 | 87 | 2.43 |
| Restoration of long-term disability insurance | 19.54% 17 | 39.08% 34 | 41.38% 36 | 87 | 2.22 |
| Less expensive dependent health care coverage | 23.26% 20 | 32.56% 28 | 44.19% 38 | 86 | 2.21 |
| Higher employer contribution to retirement plan | 24.14% 21 | 35.63% 31 | 40.23% 35 | 87 | 2.16 |
| Higher life insurance benefit | 39.08% 34 | 36.78% 32 | 24.14% 21 | 87 | 1.85 |
| Lower employee contribution to retirement plan | 48.28% 42 | 31.03% 27 | 20.69% 18 | 87 | 1.72 |

Q7 Relationships between the faculty and administrators are mutually cooperative.

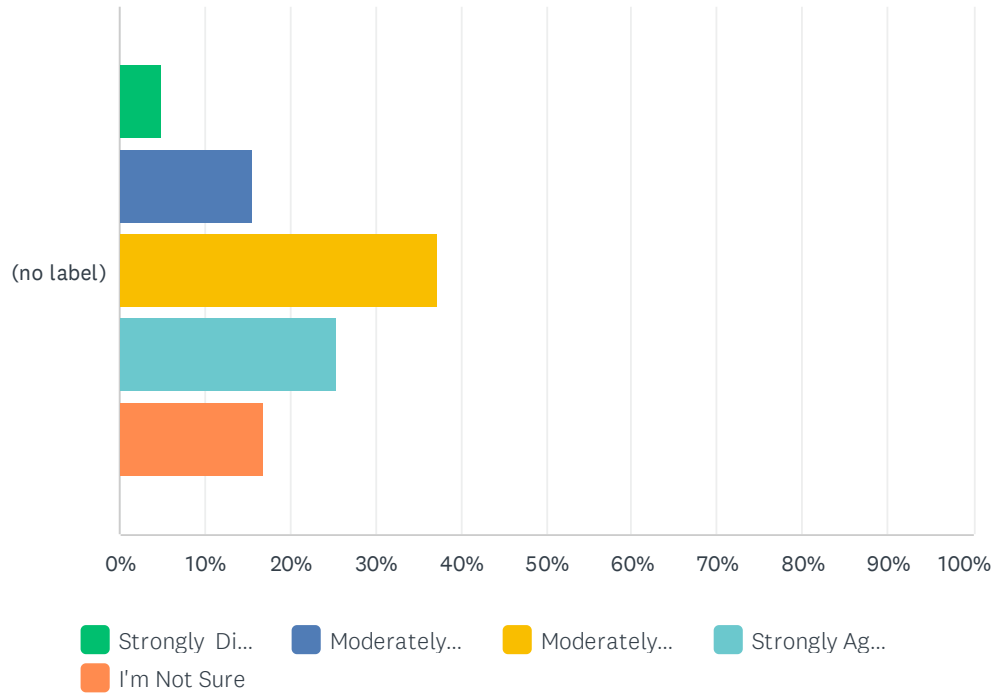
Answered: 83 Skipped: 7



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 8.43% 7 | 24.10% 20 | 39.76% 33 | 16.87% 14 | 10.84% 9 | 83 | 2.73 |

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

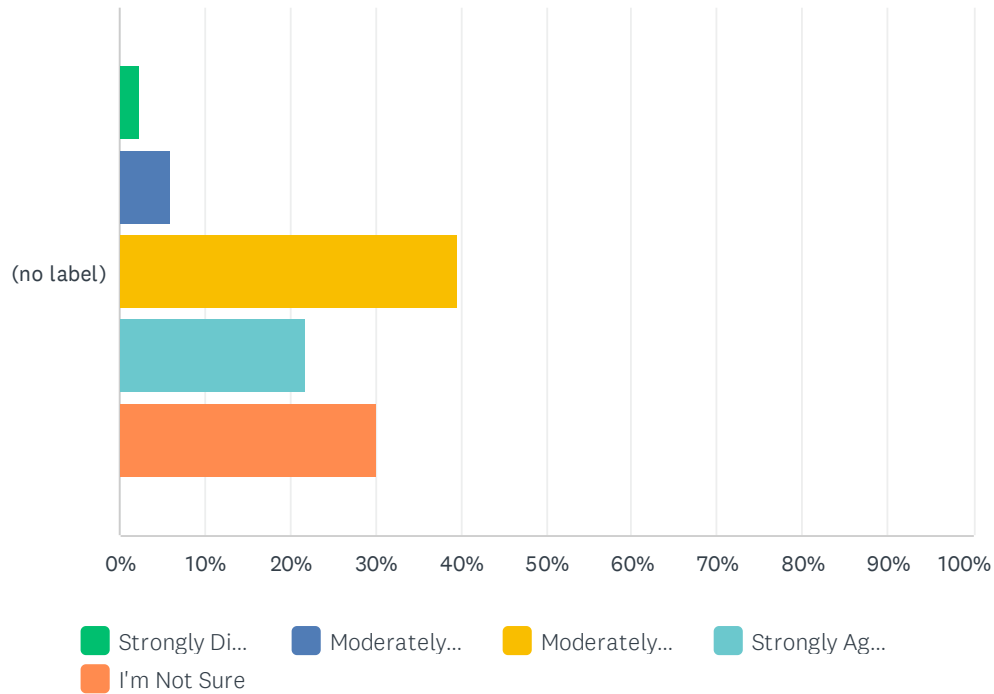
Answered: 83 Skipped: 7



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 4.82% 4 | 15.66% 13 | 37.35% 31 | 25.30% 21 | 16.87% 14 | 83 | 3.00 |

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

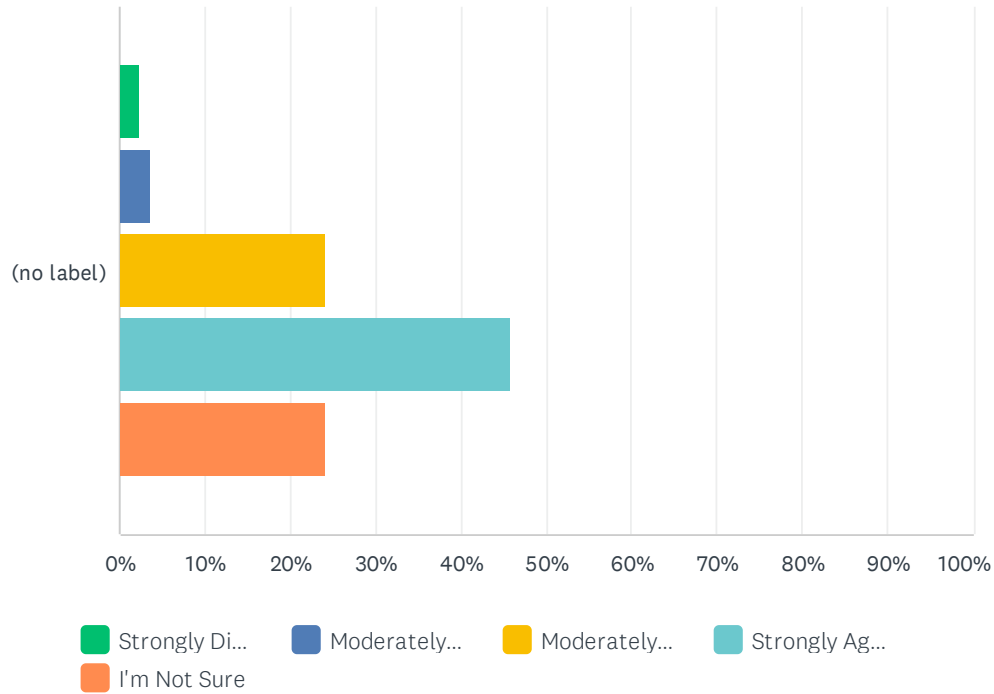
Answered: 83 Skipped: 7



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 2.41% 2 | 6.02% 5 | 39.76% 33 | 21.69% 18 | 30.12% 25 | 83 | 3.16 |

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

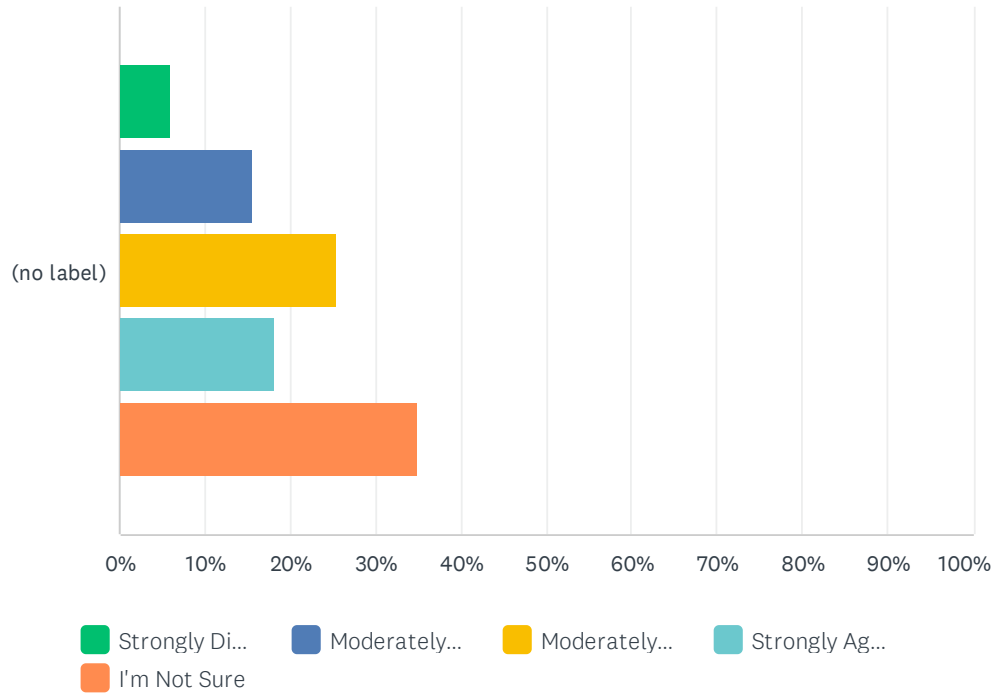
Answered: 83 Skipped: 7



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 2.41% 2 | 3.61% 3 | 24.10% 20 | 45.78% 38 | 24.10% 20 | 83 | 3.49 |

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

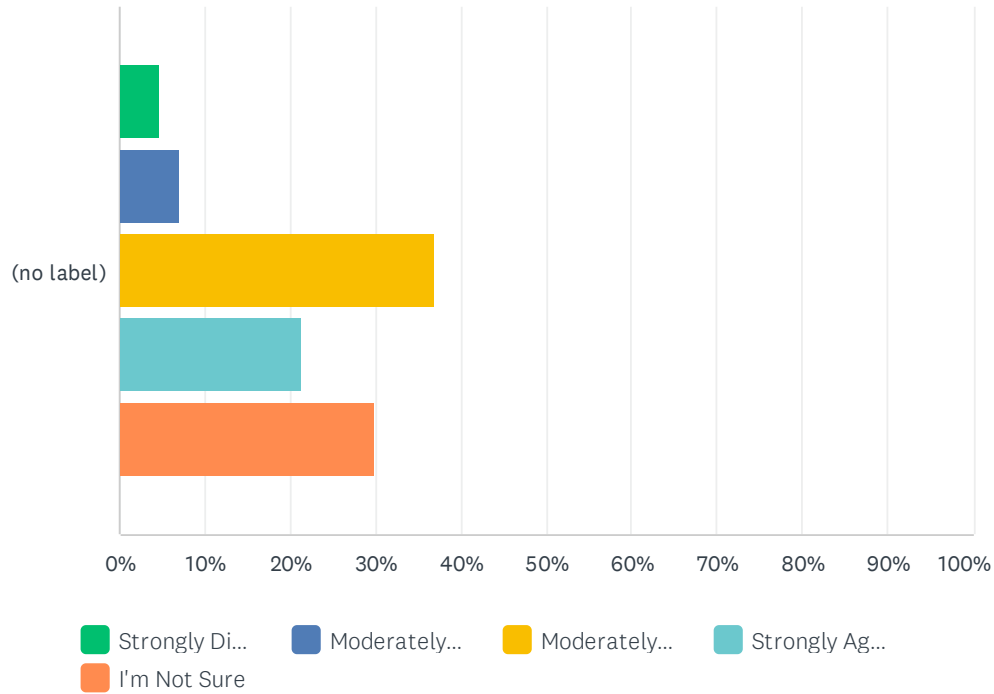
Answered: 83 Skipped: 7



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 6.02% 5 | 15.66% 13 | 25.30% 21 | 18.07% 15 | 34.94% 29 | 83 | 2.85 |

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

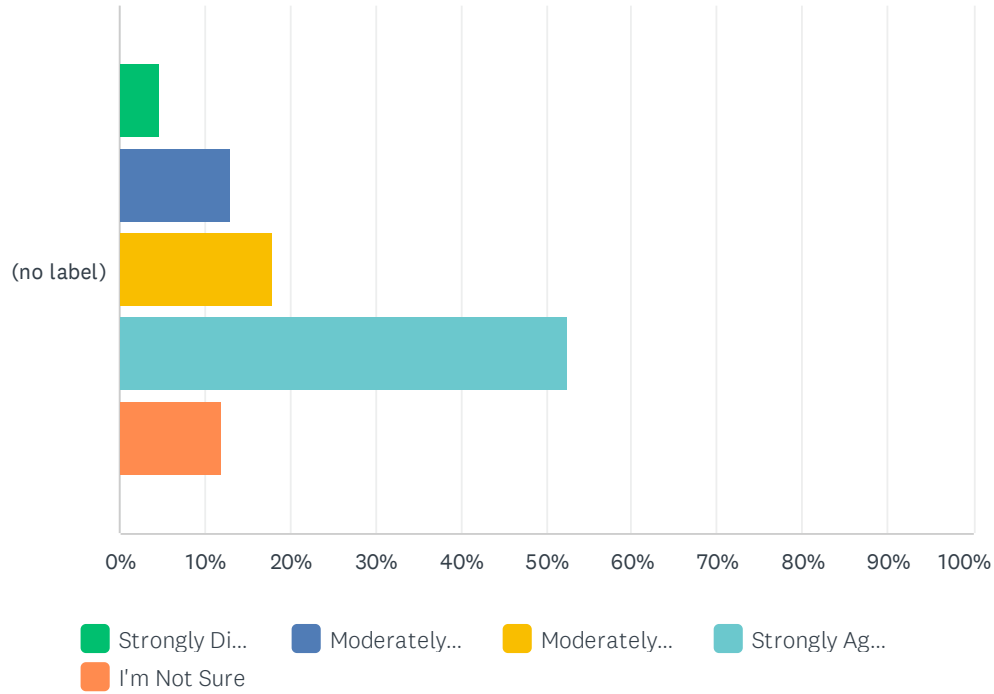
Answered: 84 Skipped: 6



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 4.76% 4 | 7.14% 6 | 36.90% 31 | 21.43% 18 | 29.76% 25 | 84 | 3.07 |

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, religion, age, or disability.

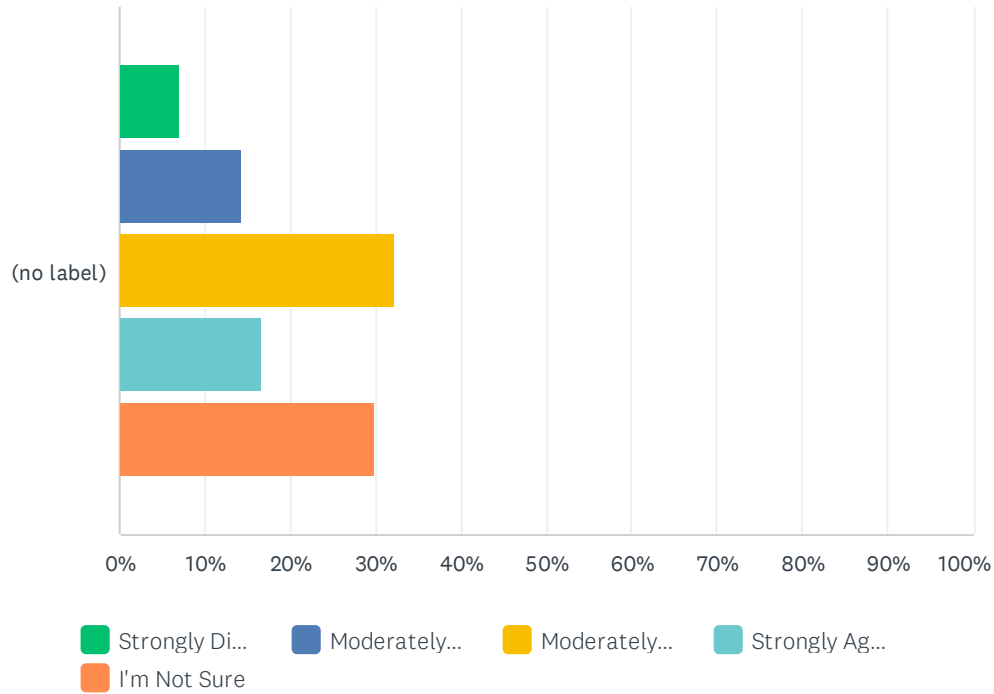
Answered: 84 Skipped: 6



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 4.76% | 13.10% | 17.86% | 52.38% | 11.90% | 84 | 3.34 |
| | 4 | 11 | 15 | 44 | 10 | | |

Q14 President DeRionne Pollard affirms the principle of shared governance through her decision-making.

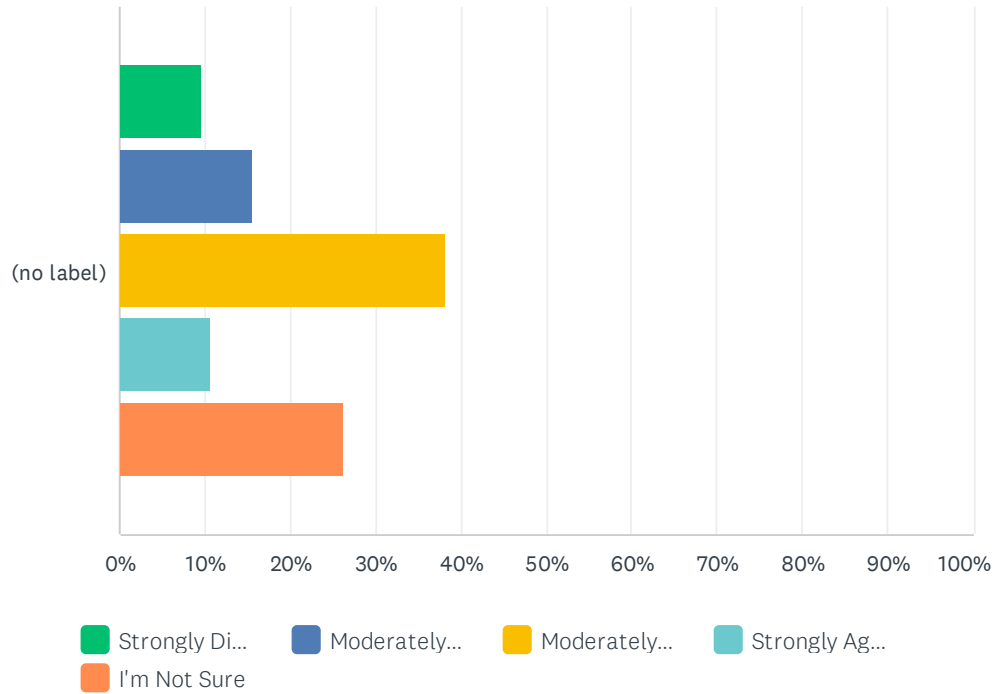
Answered: 84 Skipped: 6



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 7.14% 6 | 14.29% 12 | 32.14% 27 | 16.67% 14 | 29.76% 25 | 84 | 2.83 |

Q15 Provost Vicki Shields affirms the principles of shared governance through her decision-making.

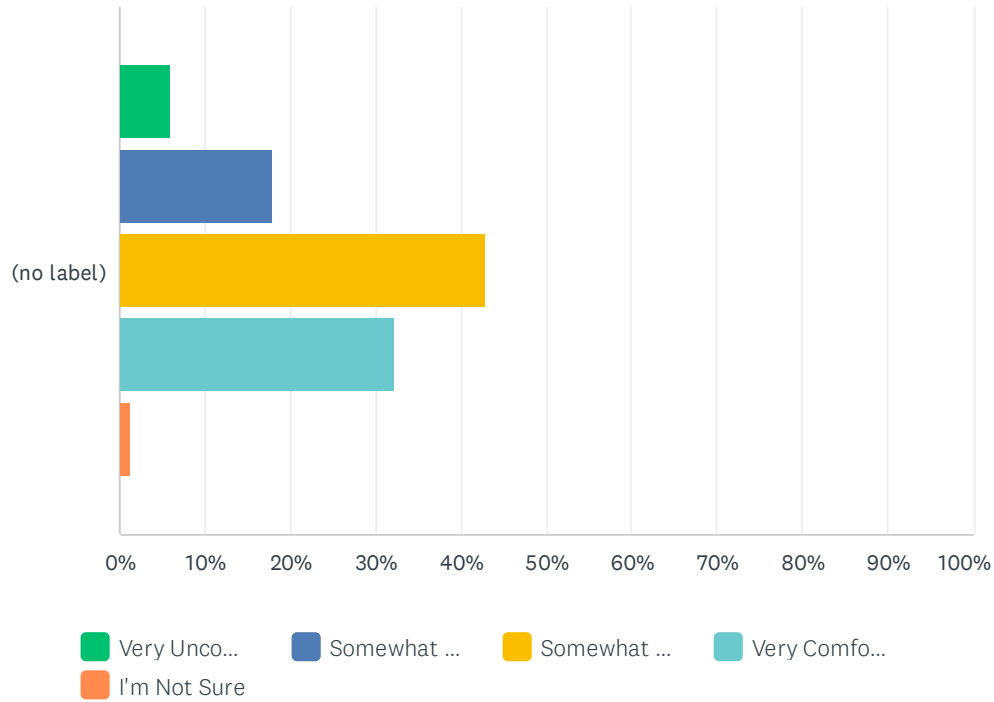
Answered: 84 Skipped: 6



| | STRONGLY DISAGREE | MODERATELY DIASGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 9.52% 8 | 15.48% 13 | 38.10% 32 | 10.71% 9 | 26.19% 22 | 84 | 2.68 |

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

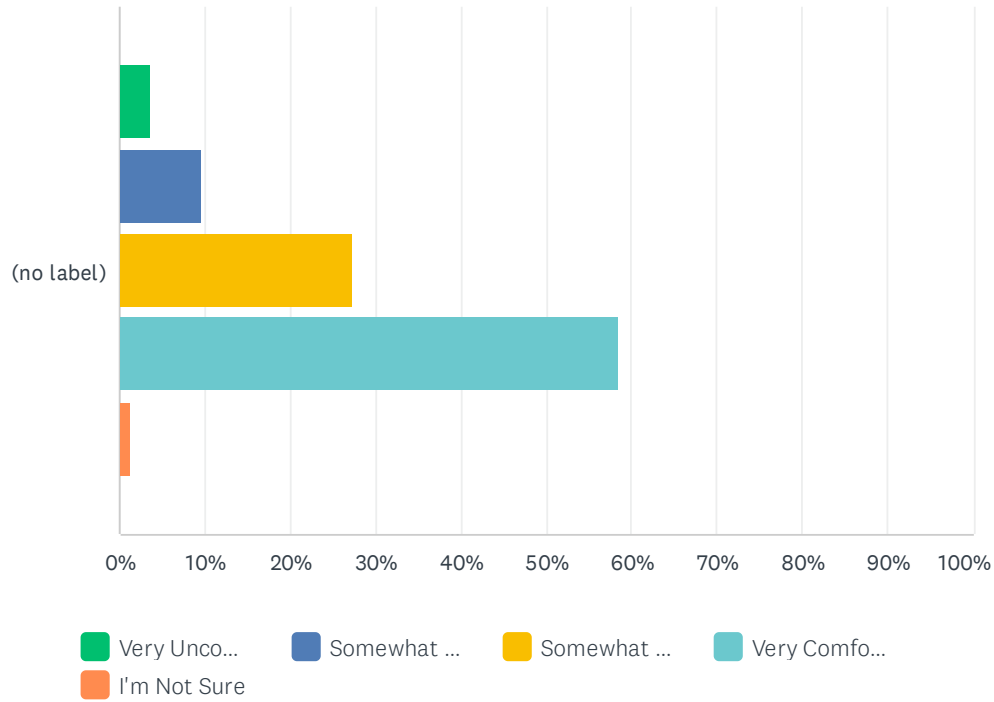
Answered: 84 Skipped: 6



| | VERY UNCOMFORTABLE | SOMEWHAT UNCOMFORTABLE | SOMEWHAT COMFORTABLE | VERY COMFORTABLE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|--------------------|------------------------|----------------------|------------------|--------------|-------|------------------|
| (no label) | 5.95% 5 | 17.86% 15 | 42.86% 36 | 32.14% 27 | 1.19% 1 | 84 | 3.02 |

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

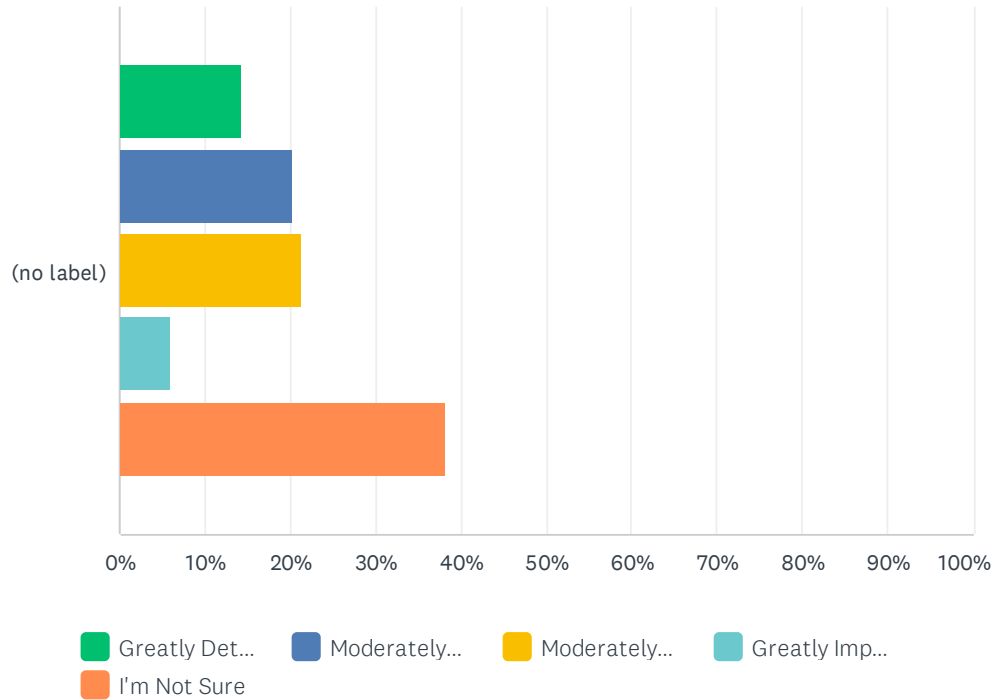
Answered: 84 Skipped: 6



| | VERY UNCOMFORTABLE | SOMEWHAT UNCOMFORTABLE | SOMEWHAT COMFORTABLE | VERY COMFORTABLE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|--------------------|------------------------|----------------------|------------------|--------------|-------|------------------|
| (no label) | 3.57% 3 | 9.52% 8 | 27.38% 23 | 58.33% 49 | 1.19% 1 | 84 | 4.29 |

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

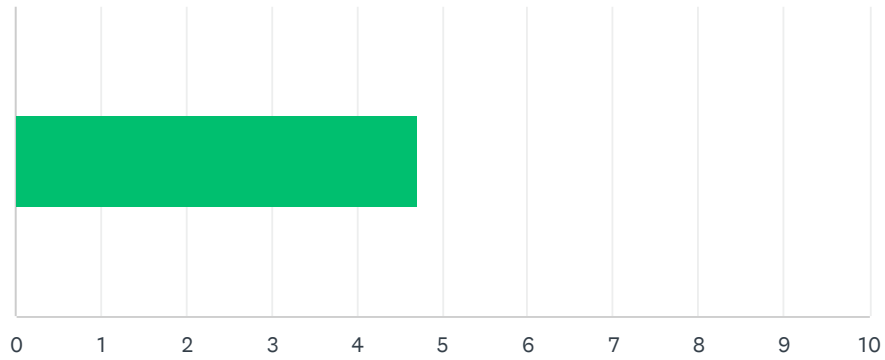
Answered: 84 Skipped: 6



| | GREATLY DETERIORATED | MODERATELY DETERIORATED | MODERATELY IMPROVED | GREATLY IMPROVED | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|----------------------|-------------------------|---------------------|------------------|--------------|-------|------------------|
| (no label) | 14.29% 12 | 20.24% 17 | 21.43% 18 | 5.95% 5 | 38.10% 32 | 84 | 2.31 |

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

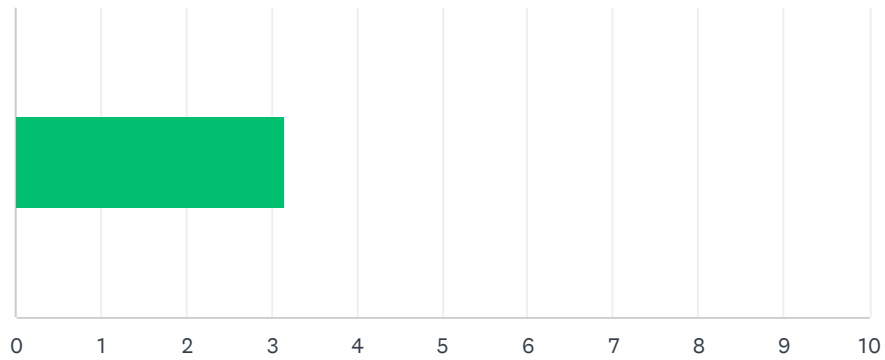
Answered: 79 Skipped: 11



| ANSWER CHOICES | AVERAGE NUMBER | TOTAL NUMBER | RESPONSES |
|-----------------------|----------------|--------------|-----------|
| | 5 | 372 | 79 |
| Total Respondents: 79 | | | |

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

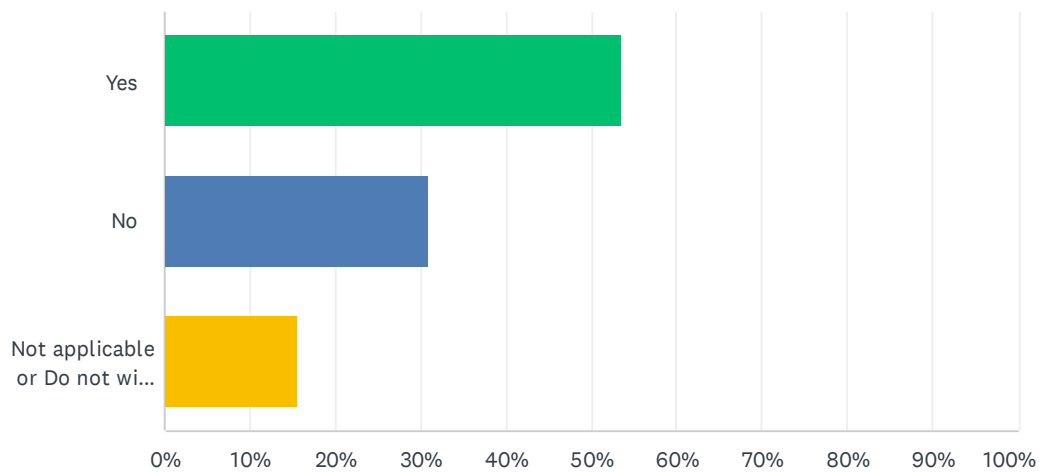
Answered: 75 Skipped: 15



| ANSWER CHOICES | AVERAGE NUMBER | TOTAL NUMBER | RESPONSES |
|-----------------------|----------------|--------------|-----------|
| | 3 | 237 | 75 |
| Total Respondents: 75 | | | |

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

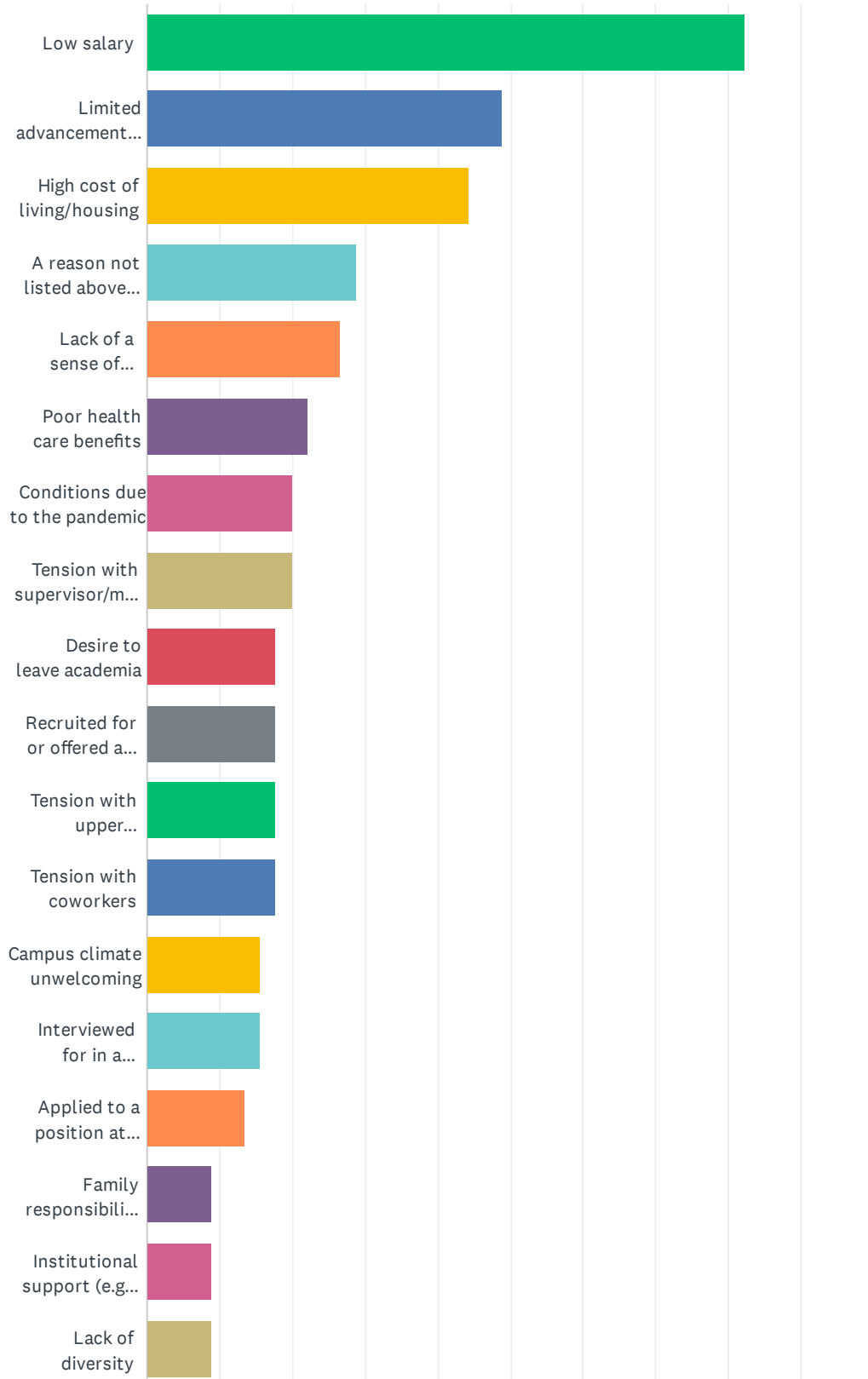
Answered: 84 Skipped: 6

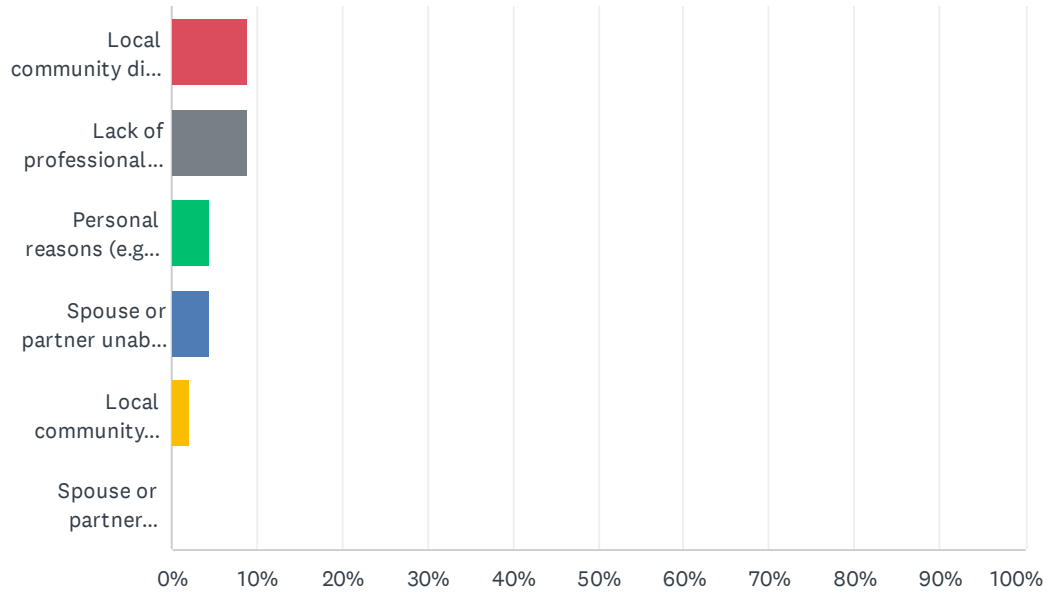


| ANSWER CHOICES | RESPONSES |
|-----------------------------------------|-----------|
| Yes | 53.57% 45 |
| No | 30.95% 26 |
| Not applicable or Do not wish to answer | 15.48% 13 |
| TOTAL | 84 |

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

Answered: 45 Skipped: 45

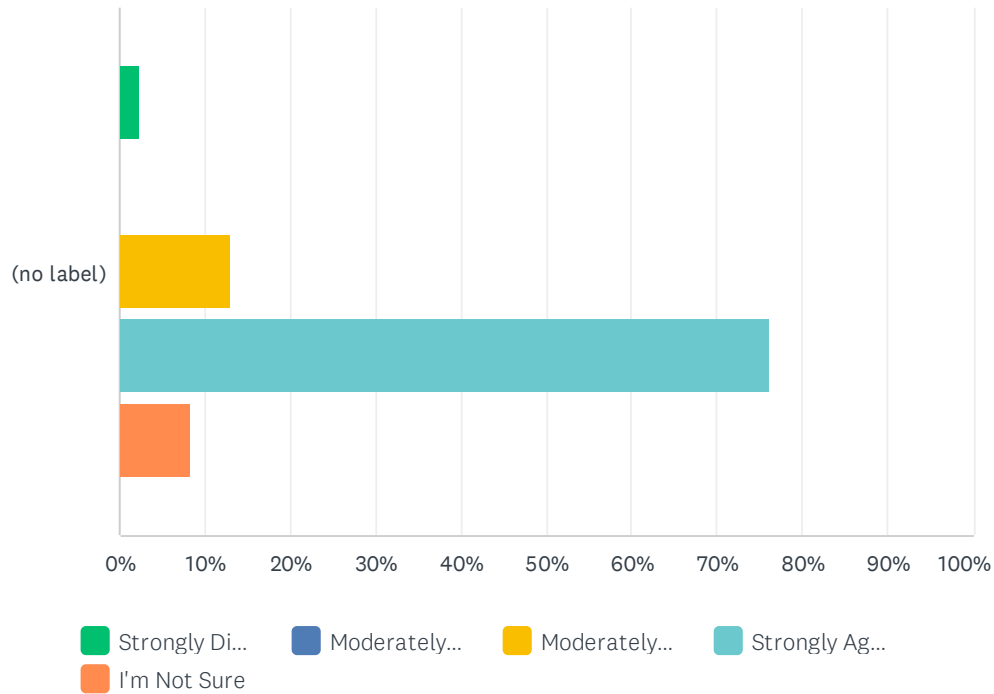




| ANSWER CHOICES | RESPONSES | |
|-----------------------------------------------------------------------|-----------|----|
| Low salary | 82.22% | 37 |
| Limited advancement opportunities | 48.89% | 22 |
| High cost of living/housing | 44.44% | 20 |
| A reason not listed above (please specify): | 28.89% | 13 |
| Lack of a sense of belonging | 26.67% | 12 |
| Poor health care benefits | 22.22% | 10 |
| Conditions due to the pandemic | 20.00% | 9 |
| Tension with supervisor/manager | 20.00% | 9 |
| Desire to leave academia | 17.78% | 8 |
| Recruited for or offered a position at another academic institution | 17.78% | 8 |
| Tension with upper administration | 17.78% | 8 |
| Tension with coworkers | 17.78% | 8 |
| Campus climate unwelcoming | 15.56% | 7 |
| Interviewed for in a position at another academic institution | 15.56% | 7 |
| Applied to a position at another academic institution | 13.33% | 6 |
| Family responsibilities | 8.89% | 4 |
| Institutional support (e.g., technical support, workspace, equipment) | 8.89% | 4 |
| Lack of diversity | 8.89% | 4 |
| Local community did not meet my or my family's needs | 8.89% | 4 |
| Lack of professional development opportunities | 8.89% | 4 |
| Personal reasons (e.g., medical mental health, family emergencies) | 4.44% | 2 |
| Spouse or partner unable to find suitable employment | 4.44% | 2 |
| Local community climate not welcoming | 2.22% | 1 |
| Spouse or partner relocated | 0.00% | 0 |
| Total Respondents: 45 | | |

Q24 I support formation of a collective bargaining unit for faculty at NSC to negotiate for improved compensation, benefits, and other working conditions.

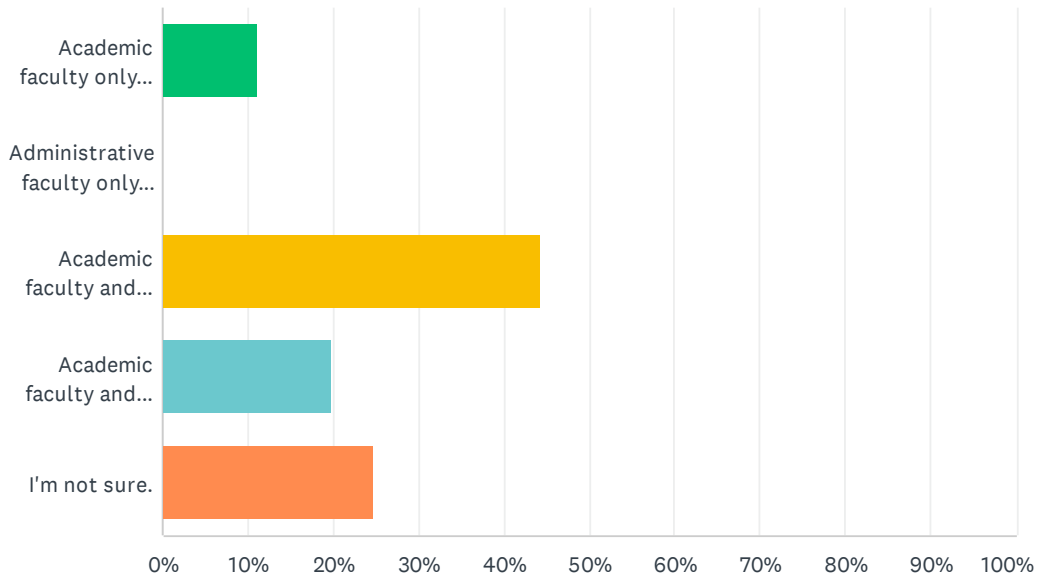
Answered: 84 Skipped: 6



| | STRONGLY DISAGREE | MODERATELY DISAGREE | MODERATELY AGREE | STRONGLY AGREE | I'M NOT SURE | TOTAL | WEIGHTED AVERAGE |
|------------|-------------------|---------------------|------------------|----------------|--------------|-------|------------------|
| (no label) | 2.38% 2 | 0.00% 0 | 13.10% 11 | 76.19% 64 | 8.33% 7 | 84 | 3.78 |

Q25 NSHE Handbook regulations allow collective bargaining units for academic faculty and (non-managerial) administrative faculty. What do you believe would be the ideal configuration for collective bargaining units at NSC?

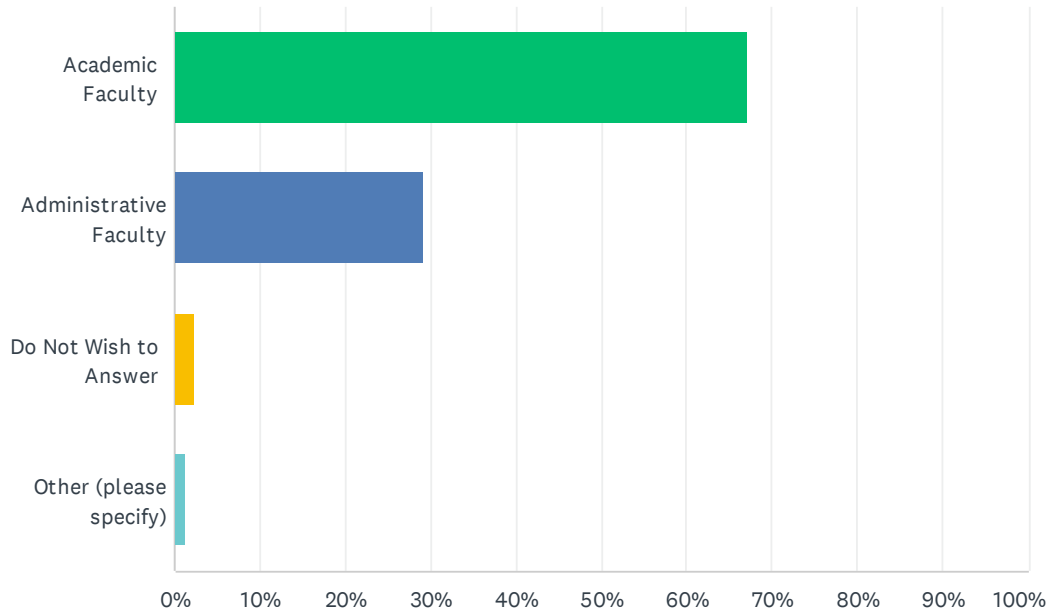
Answered: 81 Skipped: 9



| ANSWER CHOICES | RESPONSES | |
|-------------------------------------------------------------------------------|-----------|-----------|
| Academic faculty only in a bargaining unit. | 11.11% | 9 |
| Administrative faculty only in a bargaining unit. | 0.00% | 0 |
| Academic faculty and administrative faculty in two separate bargaining units. | 44.44% | 36 |
| Academic faculty and administrative faculty in one combined bargaining unit. | 19.75% | 16 |
| I'm not sure. | 24.69% | 20 |
| TOTAL | | 81 |

Q28 What is your current position?

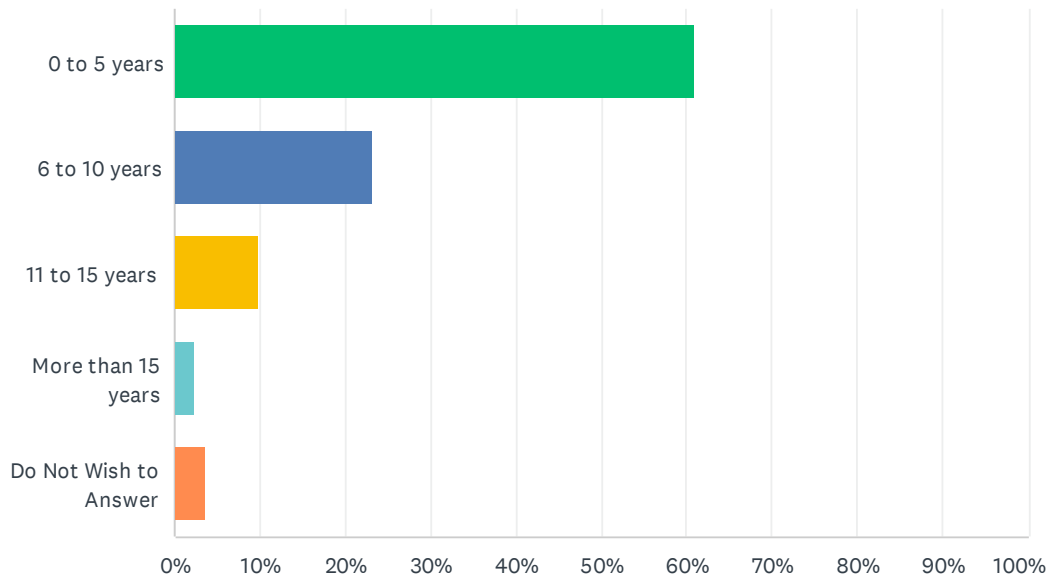
Answered: 82 Skipped: 8



| ANSWER CHOICES | RESPONSES |
|------------------------|-----------|
| Academic Faculty | 67.07% 55 |
| Administrative Faculty | 29.27% 24 |
| Do Not Wish to Answer | 2.44% 2 |
| Other (please specify) | 1.22% 1 |
| TOTAL | 82 |

Q29 How many years have you worked at NSC?

Answered: 82 Skipped: 8



| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|-----------|
| 0 to 5 years | 60.98% | 50 |
| 6 to 10 years | 23.17% | 19 |
| 11 to 15 years | 9.76% | 8 |
| More than 15 years | 2.44% | 2 |
| Do Not Wish to Answer | 3.66% | 3 |
| TOTAL | | 82 |