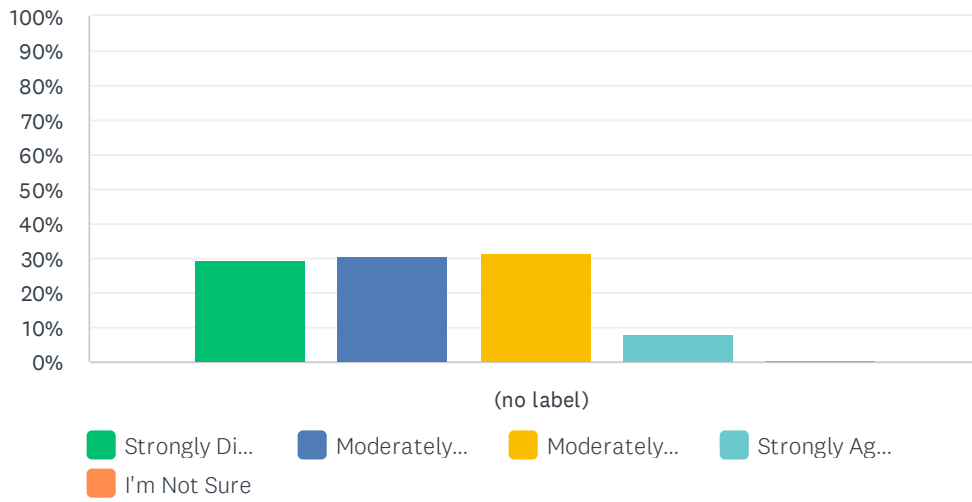


# Q1 I am satisfied with my overall compensation.

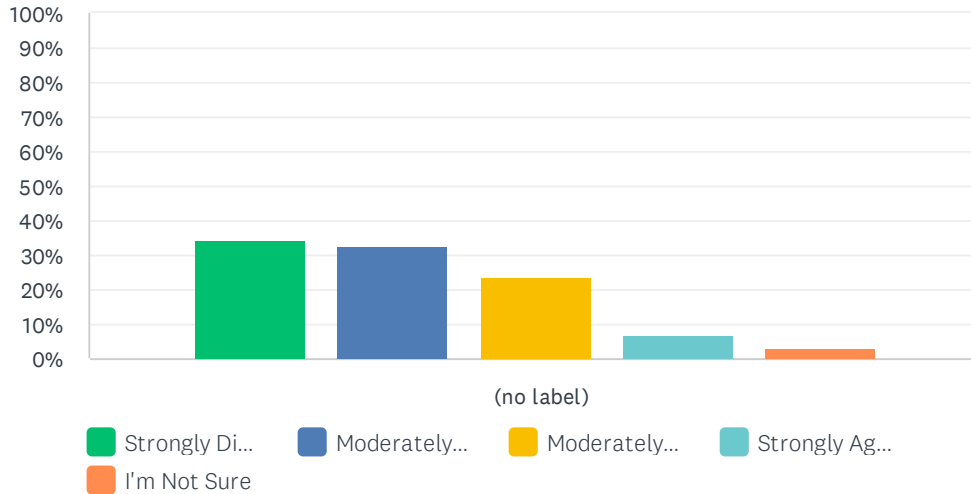
Answered: 887 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	29.65% 263	30.55% 271	31.34% 278	8.00% 71	0.45% 4	887	2.18

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

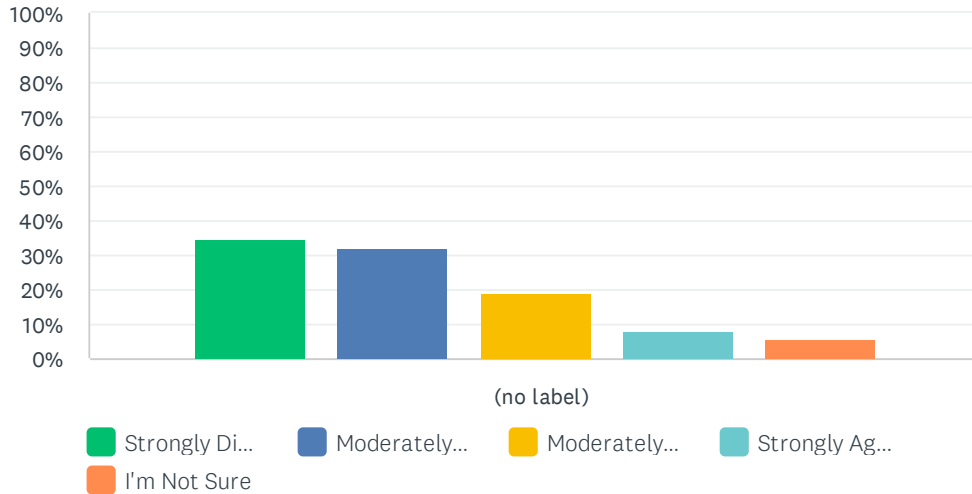
Answered: 886 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	34.31% 304	32.39% 287	23.48% 208	6.88% 61	2.93% 26	886	2.03

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

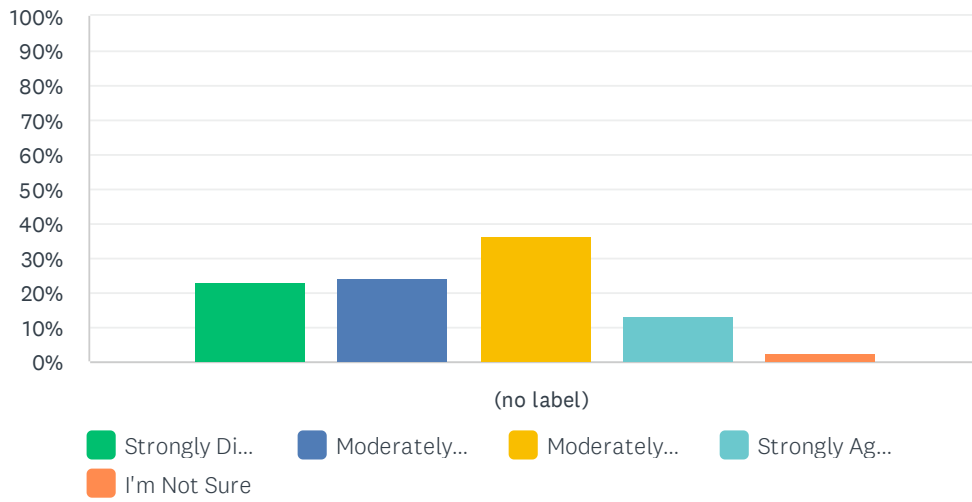
Answered: 887 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	34.95% 310	32.13% 285	19.17% 170	7.78% 69	5.98% 53	887	2.00

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

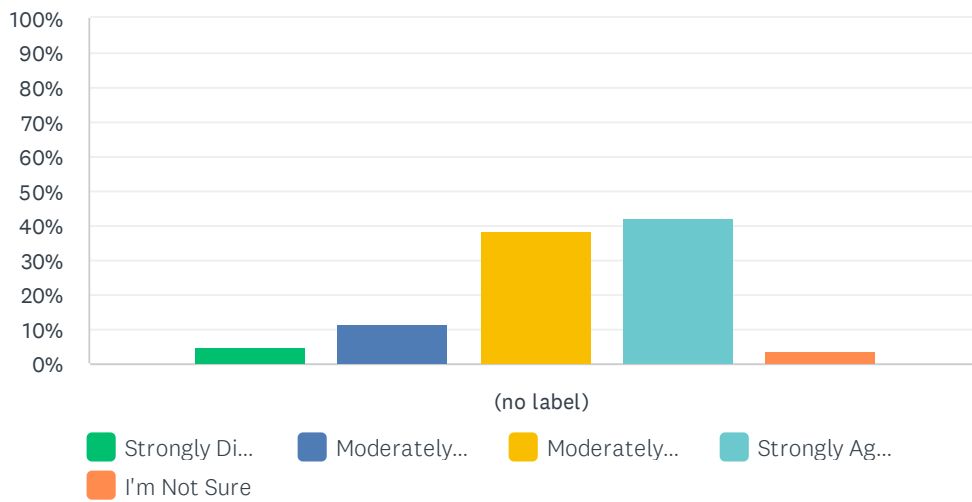
Answered: 885 Skipped: 2



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	23.28% 206	24.07% 213	36.50% 323	13.33% 118	2.82% 25	885	2.41

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

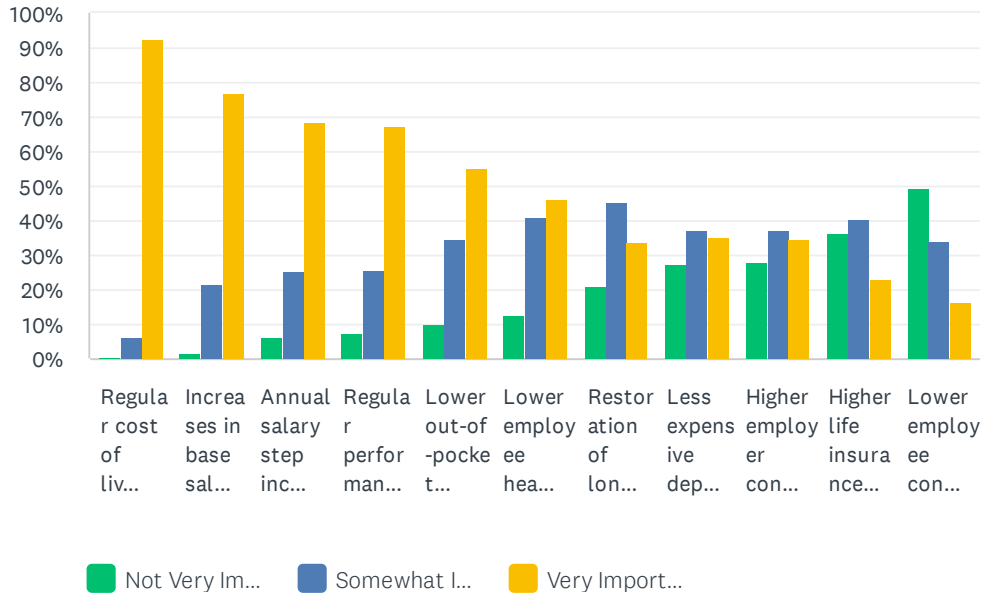
Answered: 887 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.74%	11.61%	38.22%	41.94%	3.49%	887	3.22
	42	103	339	372	31		

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

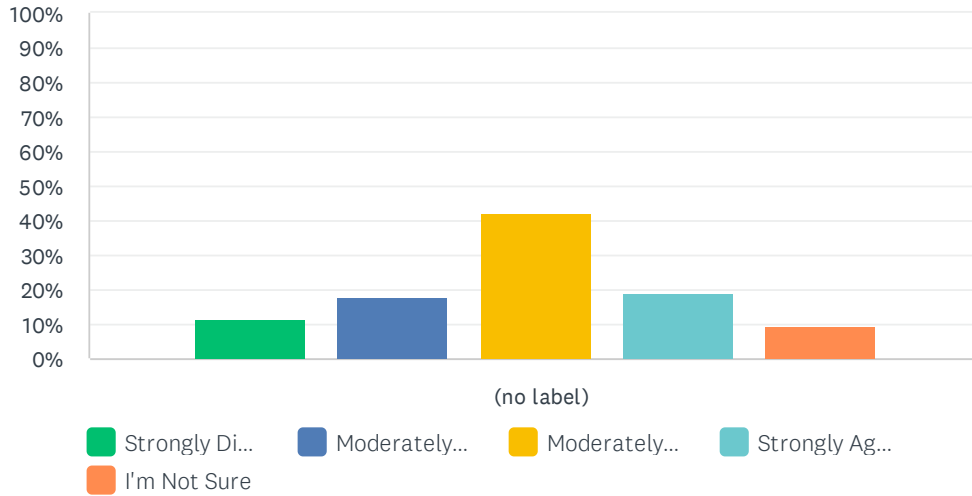
Answered: 874 Skipped: 13



	NOT VERY IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Regular cost of living adjustments	0.69% 6	6.43% 56	92.88% 809	871	2.92
Increases in base salaries	1.60% 14	21.76% 190	76.63% 669	873	2.75
Annual salary step increases	6.46% 56	25.14% 218	68.40% 593	867	2.62
Regular performance-based merit increases	7.12% 62	25.72% 224	67.16% 585	871	2.60
Lower out-of-pocket health care expenses	10.01% 87	34.75% 302	55.24% 480	869	2.45
Lower employee health care insurance premiums	12.76% 111	41.03% 357	46.21% 402	870	2.33
Restoration of long-term disability insurance	20.87% 182	45.30% 395	33.83% 295	872	2.13
Less expensive dependent health care coverage	27.27% 237	37.28% 324	35.44% 308	869	2.08
Higher employer contribution to retirement plan	28.05% 244	37.24% 324	34.71% 302	870	2.07
Higher life insurance benefit	36.09% 314	40.57% 353	23.33% 203	870	1.87
Lower employee contribution to retirement plan	49.54% 431	34.25% 298	16.21% 141	870	1.67

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

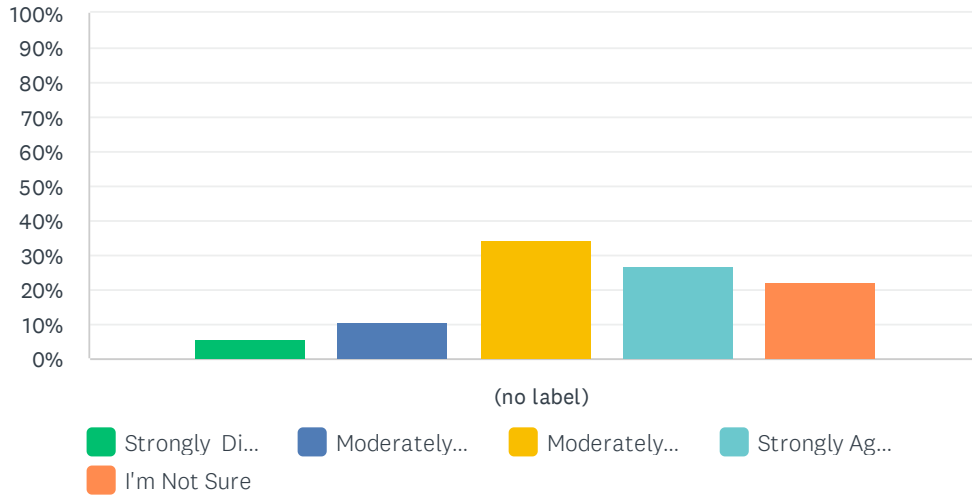
Answered: 844 Skipped: 43



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.61% 98	17.77% 150	42.30% 357	18.84% 159	9.48% 80	844	2.76

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

Answered: 843 Skipped: 44

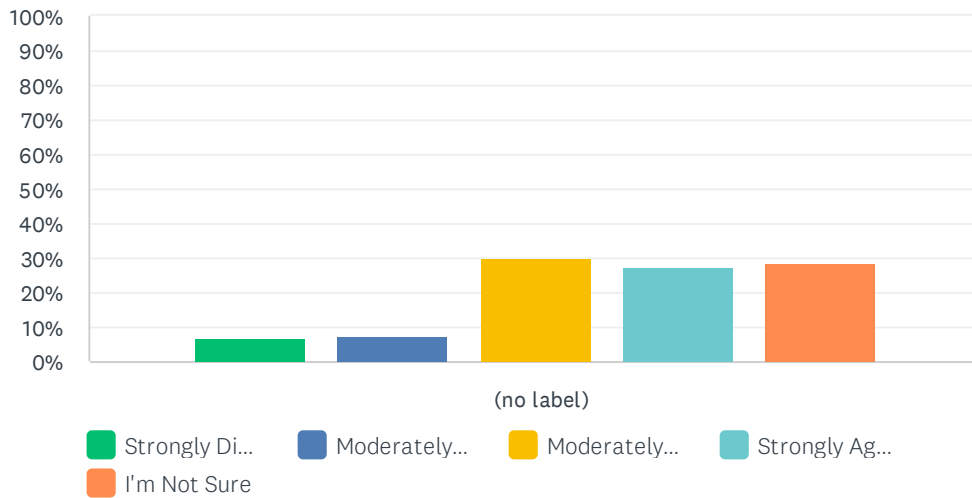


	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.05% 51	10.32% 87	34.28% 289	27.05% 228	22.30% 188	843	3.06



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

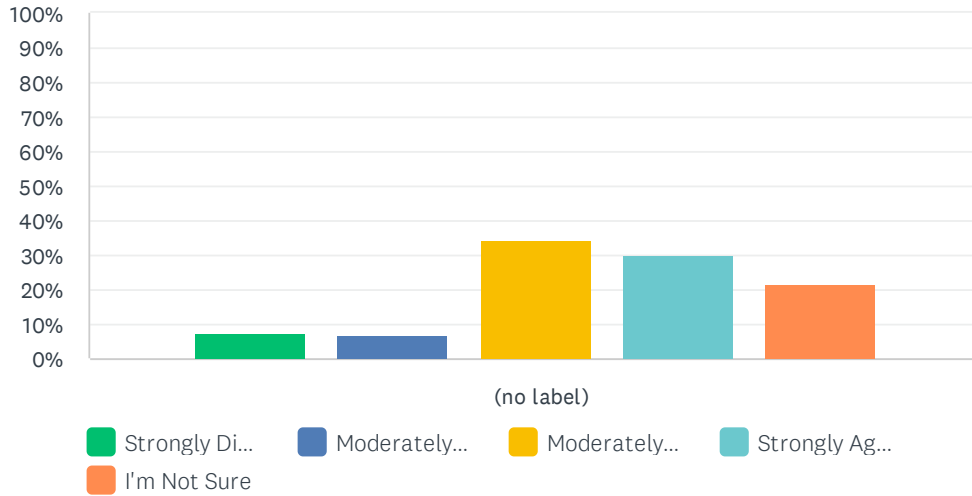
Answered: 840 Skipped: 47



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.90% 58	7.38% 62	29.88% 251	27.38% 230	28.45% 239	840	3.09

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

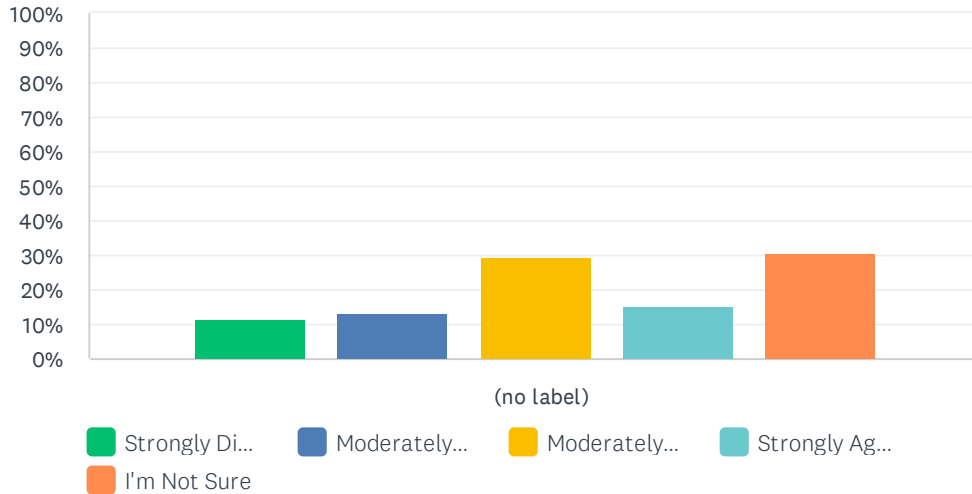
Answered: 842 Skipped: 45



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	7.13% 60	7.01% 59	33.97% 286	30.17% 254	21.73% 183	842	3.11

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

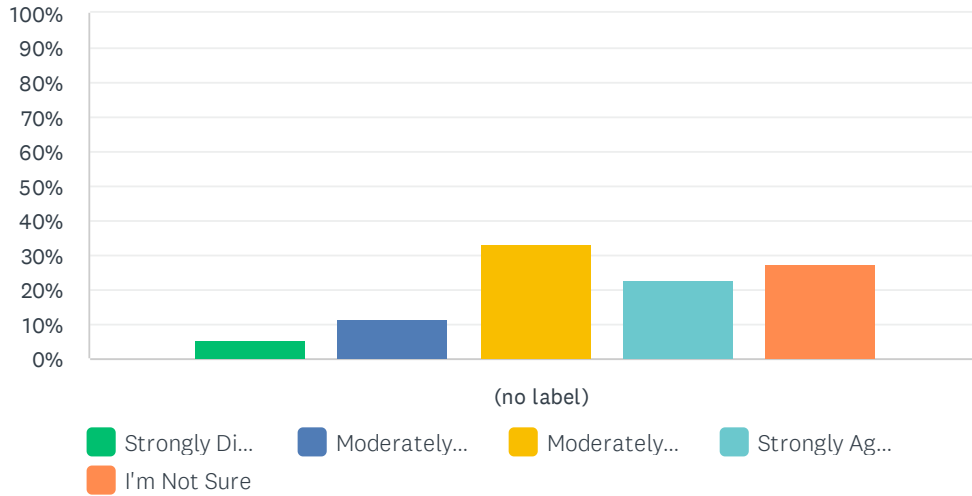
Answered: 840 Skipped: 47



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.67% 98	13.21% 111	29.29% 246	15.36% 129	30.48% 256	840	2.70

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

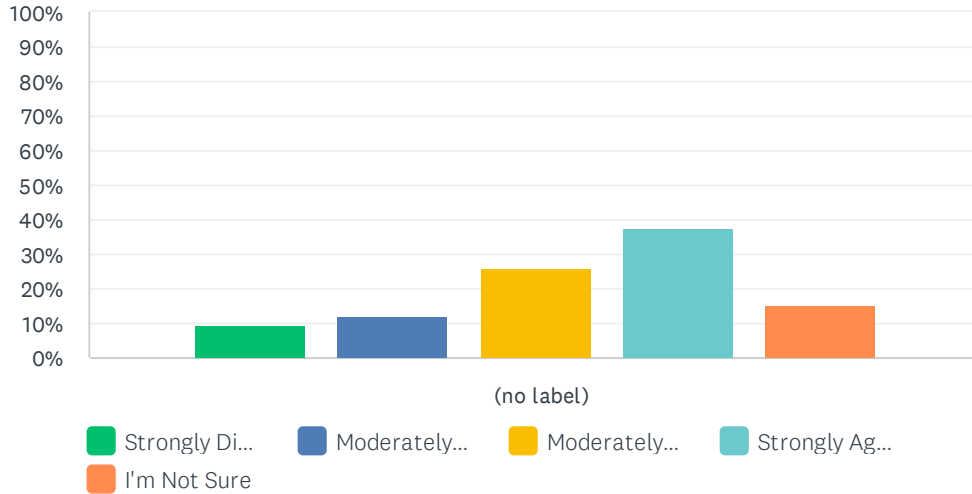
Answered: 841 Skipped: 46



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	5.23% 44	11.65% 98	33.29% 280	22.59% 190	27.23% 229	841	3.01

**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.**

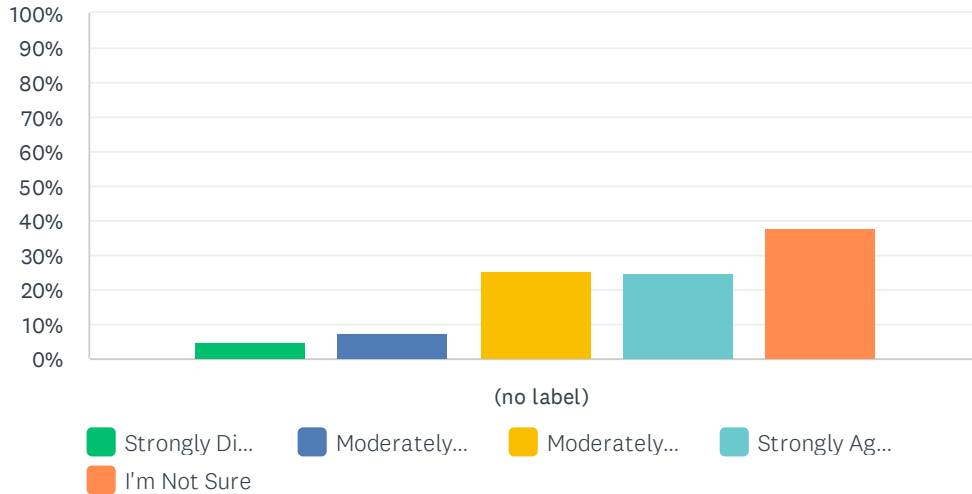
Answered: 836 Skipped: 51



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	9.45% 79	12.20% 102	25.84% 216	37.32% 312	15.19% 127	836	3.07

# Q14 President Keith Whitfield affirms the principle of shared governance through his decision-making.

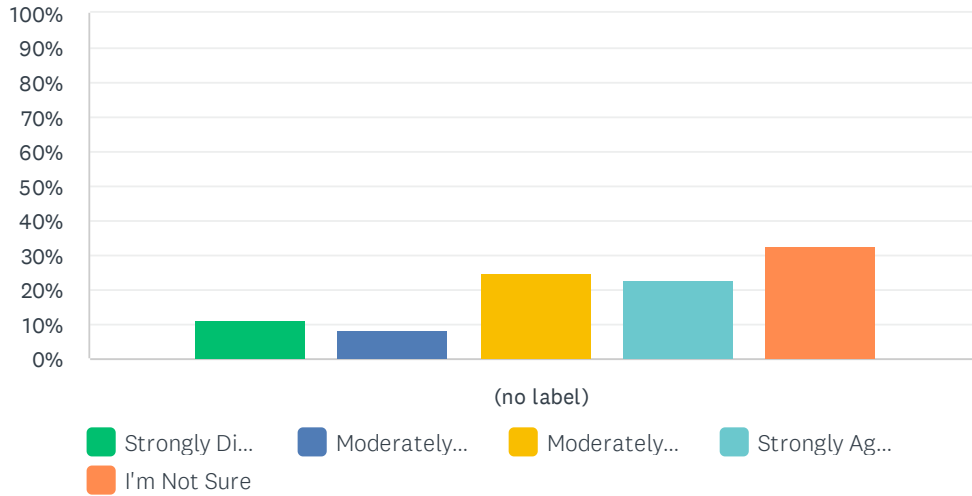
Answered: 841 Skipped: 46



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	4.88% 41	7.13% 60	25.21% 212	24.97% 210	37.81% 318	841	3.13

### Q15 Provost Chris Heavey affirms the principles of shared governance through his decision-making.

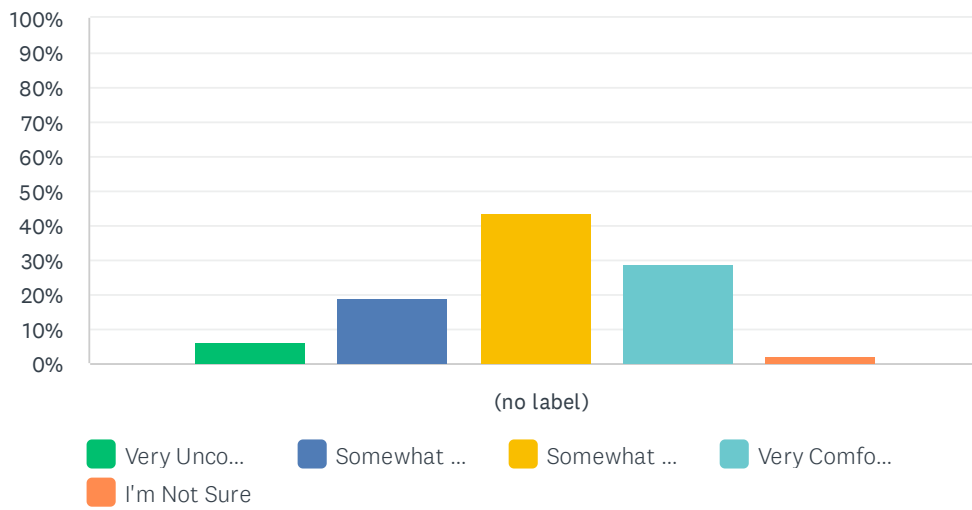
Answered: 841 Skipped: 46



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.18% 94	8.56% 72	24.85% 209	22.71% 191	32.70% 275	841	2.88

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

Answered: 839 Skipped: 48

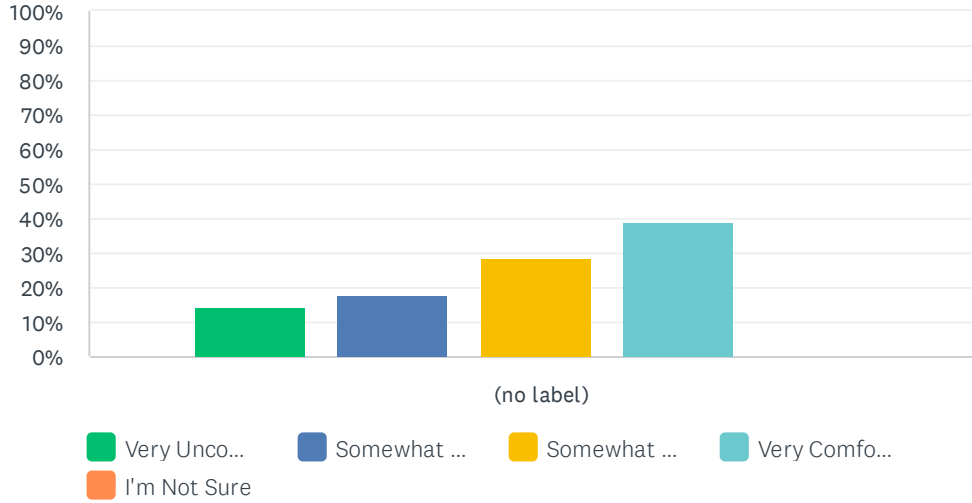


	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.32%	18.95%	43.74%	28.96%	2.03%	839	2.97
	53	159	367	243	17		



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

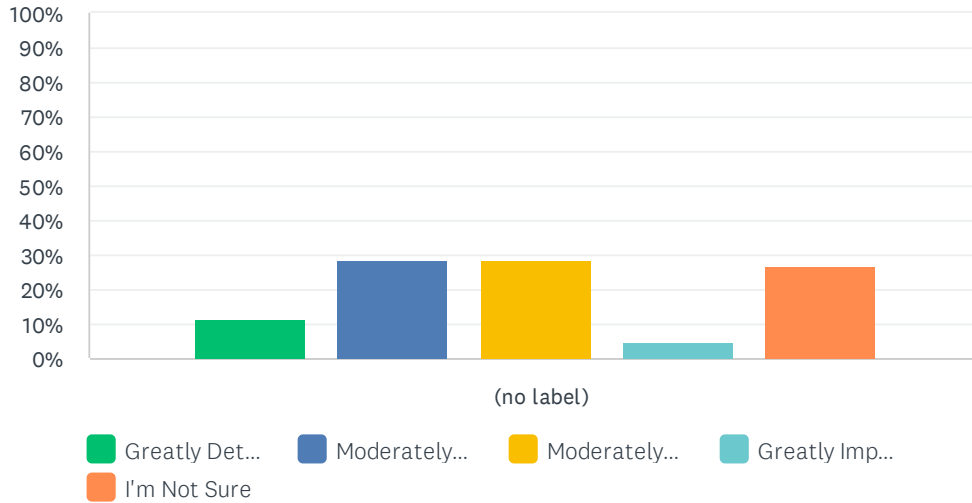
Answered: 838 Skipped: 49



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	14.08% 118	18.02% 151	28.64% 240	39.02% 327	0.24% 2	838	3.61

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

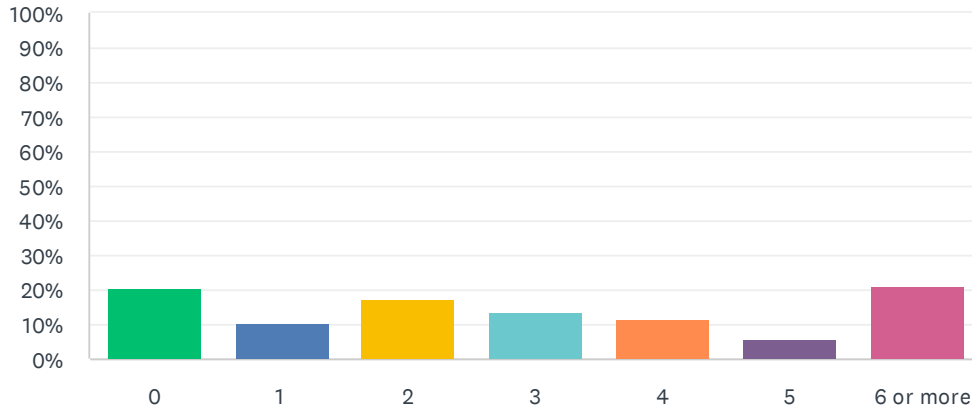
Answered: 835 Skipped: 52



	GREATLY DETERIORATED	MODERATELY DETERIORATED	MODERATELY IMPROVED	GREATLY IMPROVED	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.62% 97	28.62% 239	28.38% 237	4.55% 38	26.83% 224	835	2.35

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

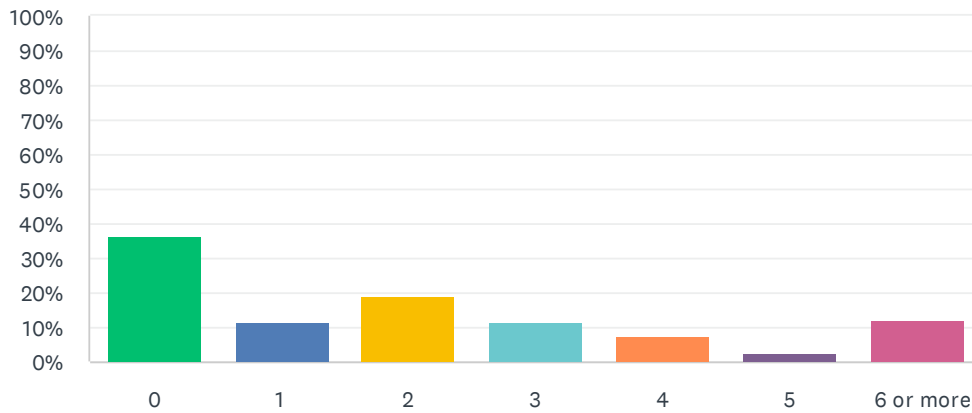
Answered: 833 Skipped: 54



ANSWER CHOICES	RESPONSES	
0	20.41%	170
1	10.44%	87
2	17.17%	143
3	13.45%	112
4	11.52%	96
5	5.88%	49
6 or more	21.13%	176
<b>TOTAL</b>		<b>833</b>

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

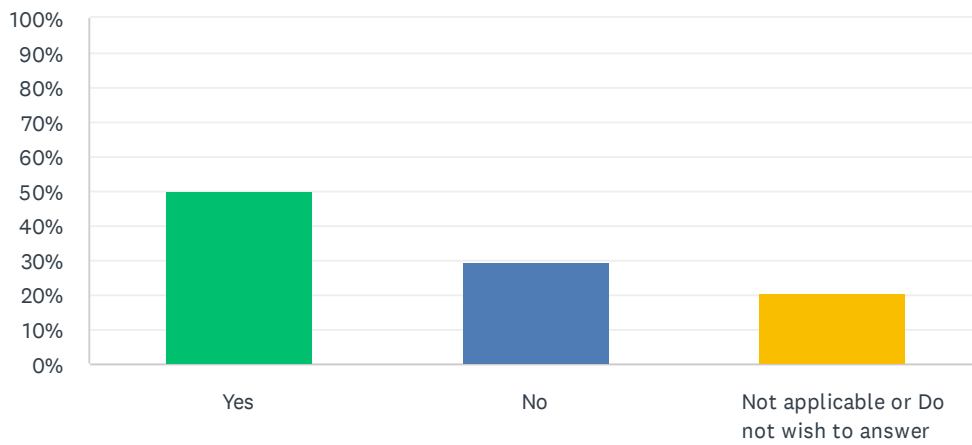
Answered: 819 Skipped: 68



ANSWER CHOICES	RESPONSES	
0	36.14%	296
1	11.48%	94
2	19.17%	157
3	11.36%	93
4	7.20%	59
5	2.81%	23
6 or more	11.84%	97
<b>TOTAL</b>		<b>819</b>

## Q21 Have you seriously considered leaving UNLV in the past two years?

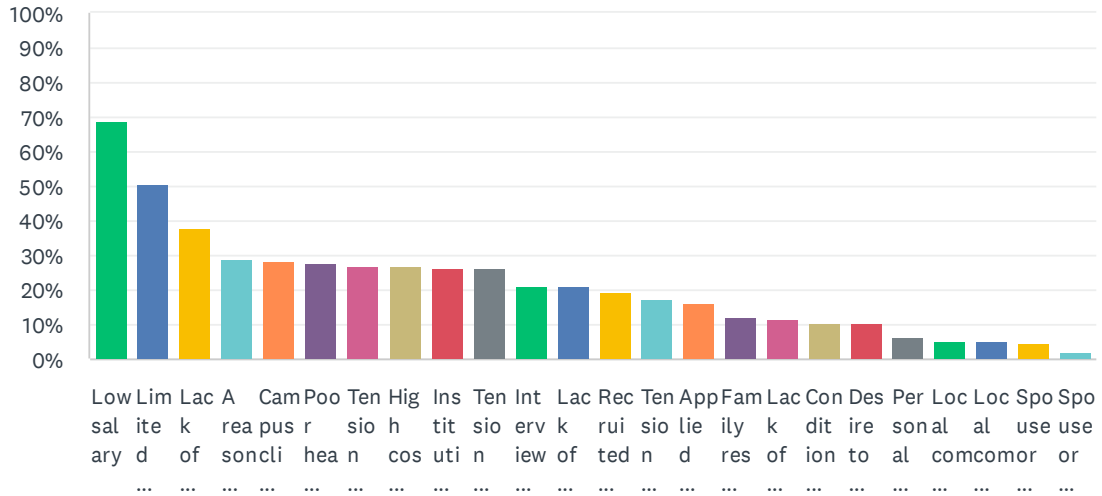
Answered: 838 Skipped: 49



ANSWER CHOICES	RESPONSES	
Yes	50.12%	420
No	29.24%	245
Not applicable or Do not wish to answer	20.64%	173
<b>TOTAL</b>		<b>838</b>

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

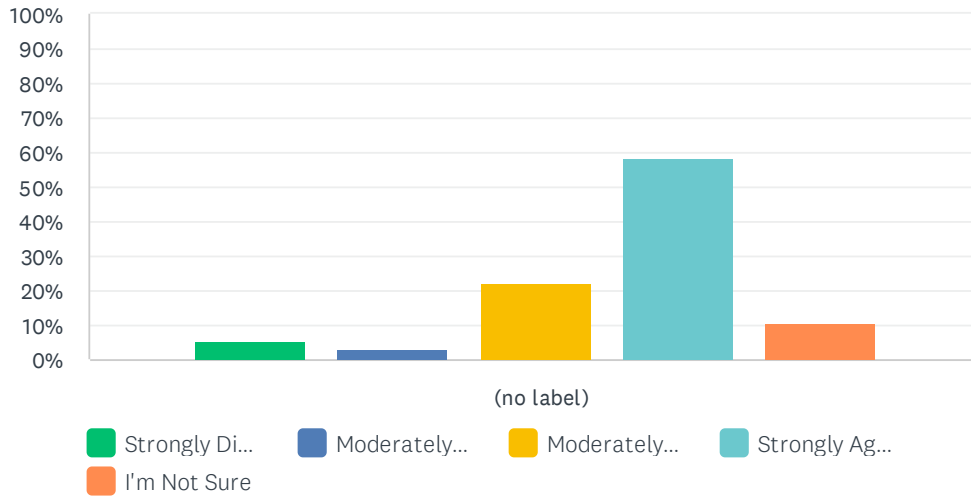
Answered: 417 Skipped: 470



ANSWER CHOICES	RESPONSES	
Low salary	69.06%	288
Limited advancement opportunities	50.60%	211
Lack of a sense of belonging	37.65%	157
A reason not listed above (please specify):	28.78%	120
Campus climate unwelcoming	28.54%	119
Poor health care benefits	27.82%	116
Tension with upper administration	27.10%	113
High cost of living/housing	26.62%	111
Institutional support (e.g., technical support, workspace, equipment)	26.38%	110
Tension with supervisor/manager	26.14%	109
Interviewed for in a position at another academic institution	20.86%	87
Lack of professional development opportunities	20.86%	87
Recruited for or offered a position at another academic institution	19.42%	81
Tension with coworkers	17.27%	72
Applied to a position at another academic institution	16.31%	68
Family responsibilities	11.99%	50
Lack of diversity	11.75%	49
Conditions due to the pandemic	10.55%	44
Desire to leave academia	10.55%	44
Personal reasons (e.g., medical mental health, family emergencies)	6.24%	26
Local community did not meet my or my family's needs	5.52%	23
Local community climate not welcoming	5.28%	22
Spouse or partner unable to find suitable employment	4.56%	19
Spouse or partner relocated	1.92%	8
Total Respondents: 417		

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

Answered: 836 Skipped: 51

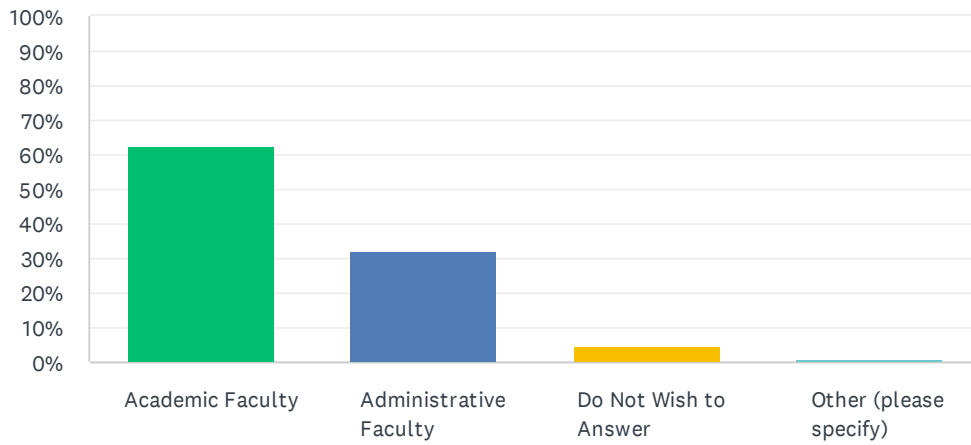


	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	5.50% 46	3.11% 26	22.37% 187	58.37% 488	10.65% 89	836	3.50



## Q26 What is your current position?

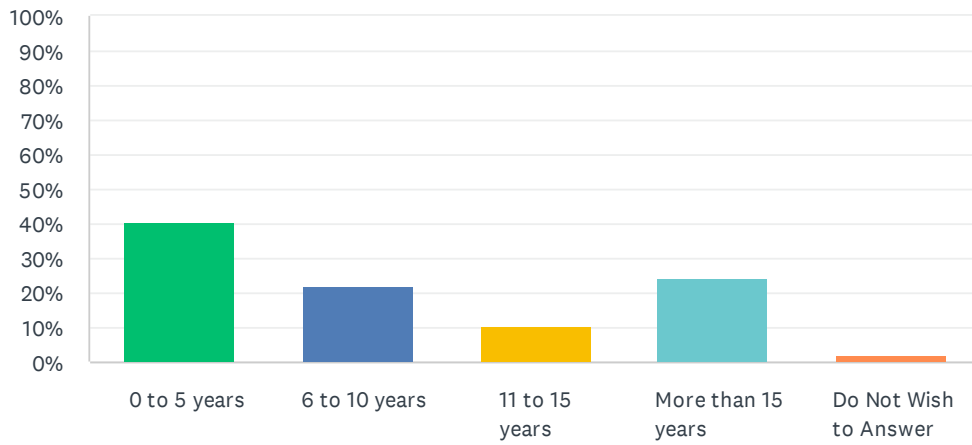
Answered: 816 Skipped: 71



ANSWER CHOICES	RESPONSES	
Academic Faculty	62.50%	510
Administrative Faculty	31.86%	260
Do Not Wish to Answer	4.66%	38
Other (please specify)	0.98%	8
<b>TOTAL</b>		<b>816</b>

## Q27 How many years have you worked at UNLV?

Answered: 819 Skipped: 68



ANSWER CHOICES	RESPONSES	
0 to 5 years	40.78%	334
6 to 10 years	22.10%	181
11 to 15 years	10.74%	88
More than 15 years	24.18%	198
Do Not Wish to Answer	2.20%	18
<b>TOTAL</b>		<b>819</b>