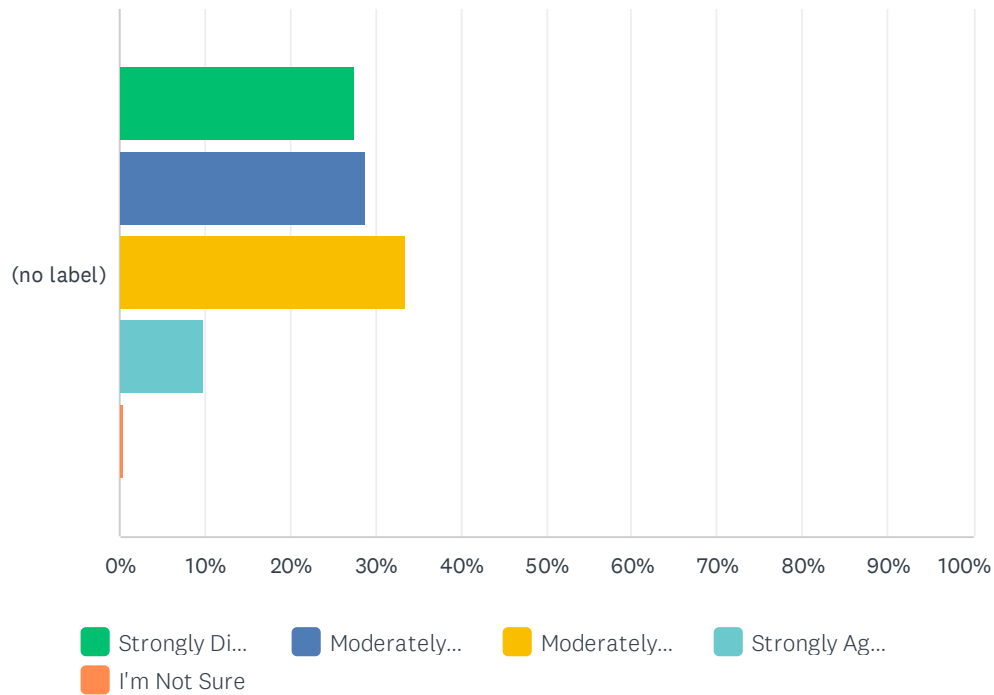


# Q1 I am satisfied with my overall compensation.

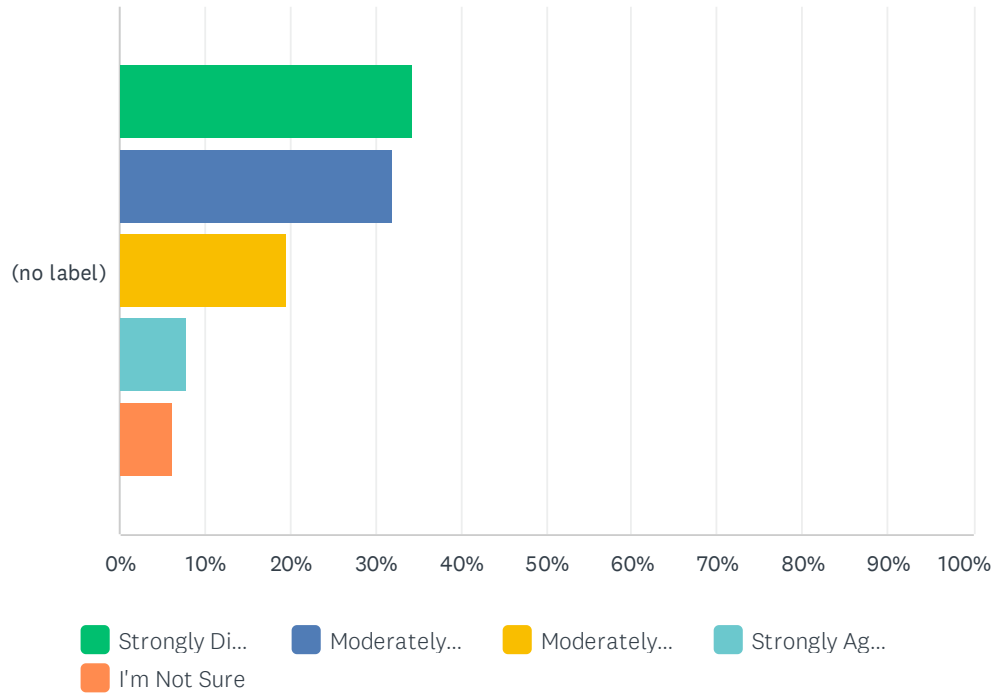
Answered: 254 Skipped: 3



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	27.56% 70	28.74% 73	33.46% 85	9.84% 25	0.39% 1	254	2.26

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

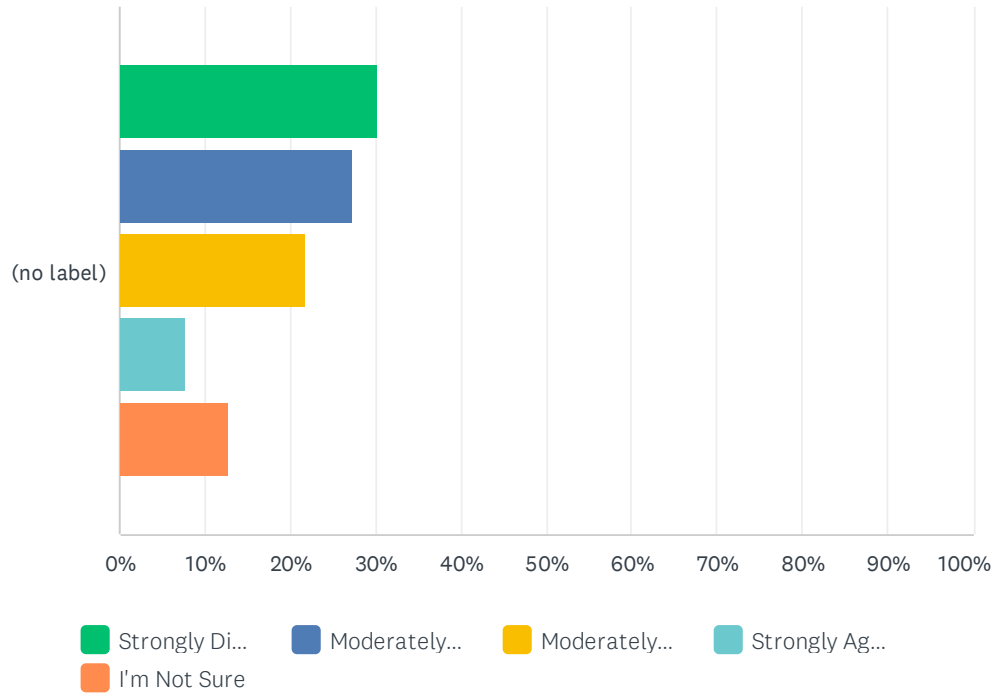
Answered: 256 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	34.38% 88	32.03% 82	19.53% 50	7.81% 20	6.25% 16	256	2.01

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

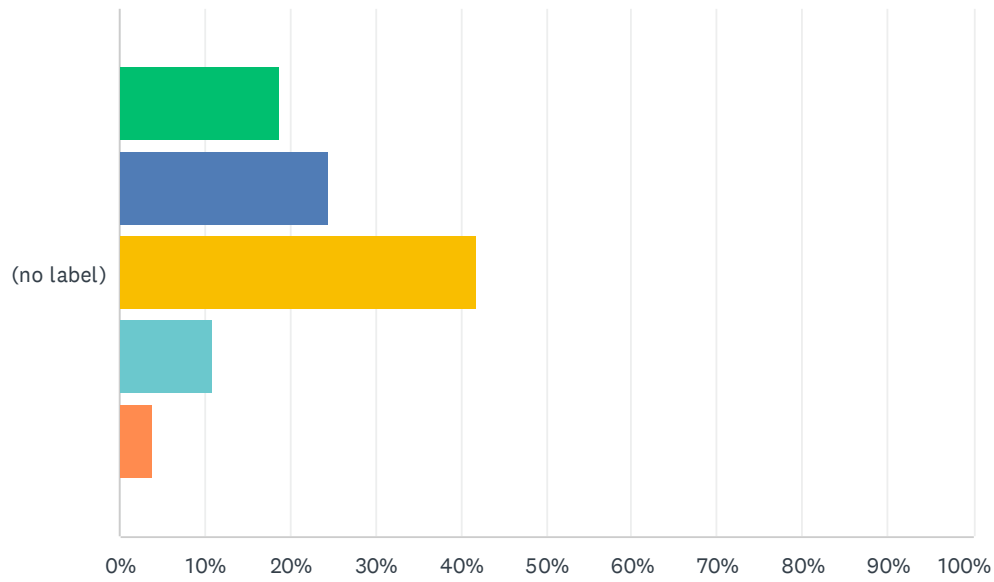
Answered: 257 Skipped: 0



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	30.35% 78	27.24% 70	21.79% 56	7.78% 20	12.84% 33	257	2.08

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

Answered: 256 Skipped: 1

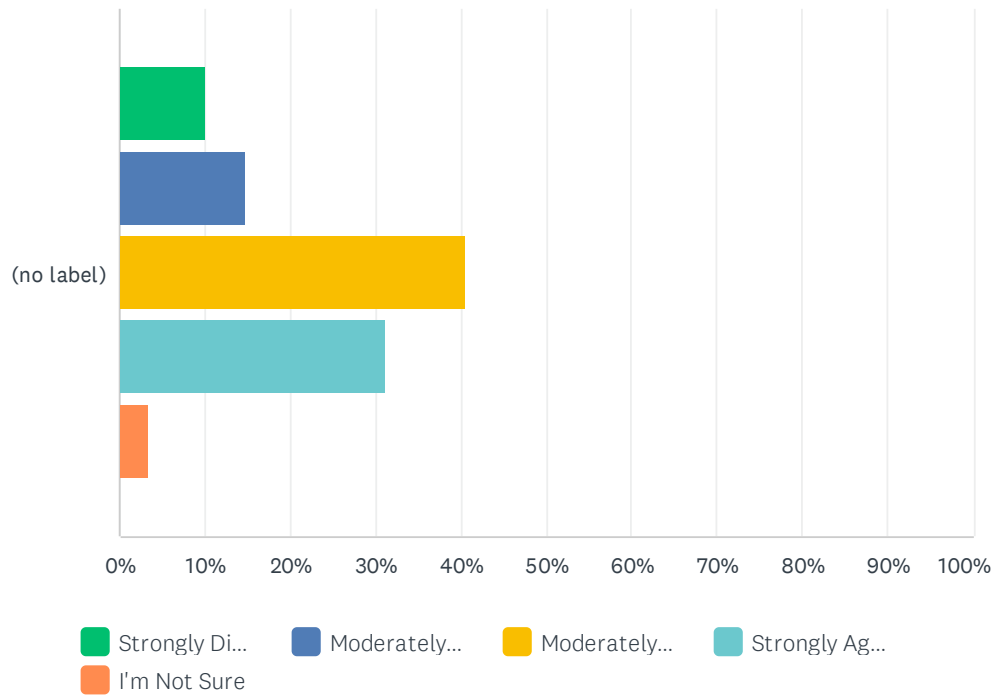


■ Strongly Di... 
 ■ Moderately... 
 ■ Moderately... 
 ■ Strongly Ag... 
 ■ I'm Not Sure

	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	18.75% 48	24.61% 63	41.80% 107	10.94% 28	3.91% 10	256	2.47

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

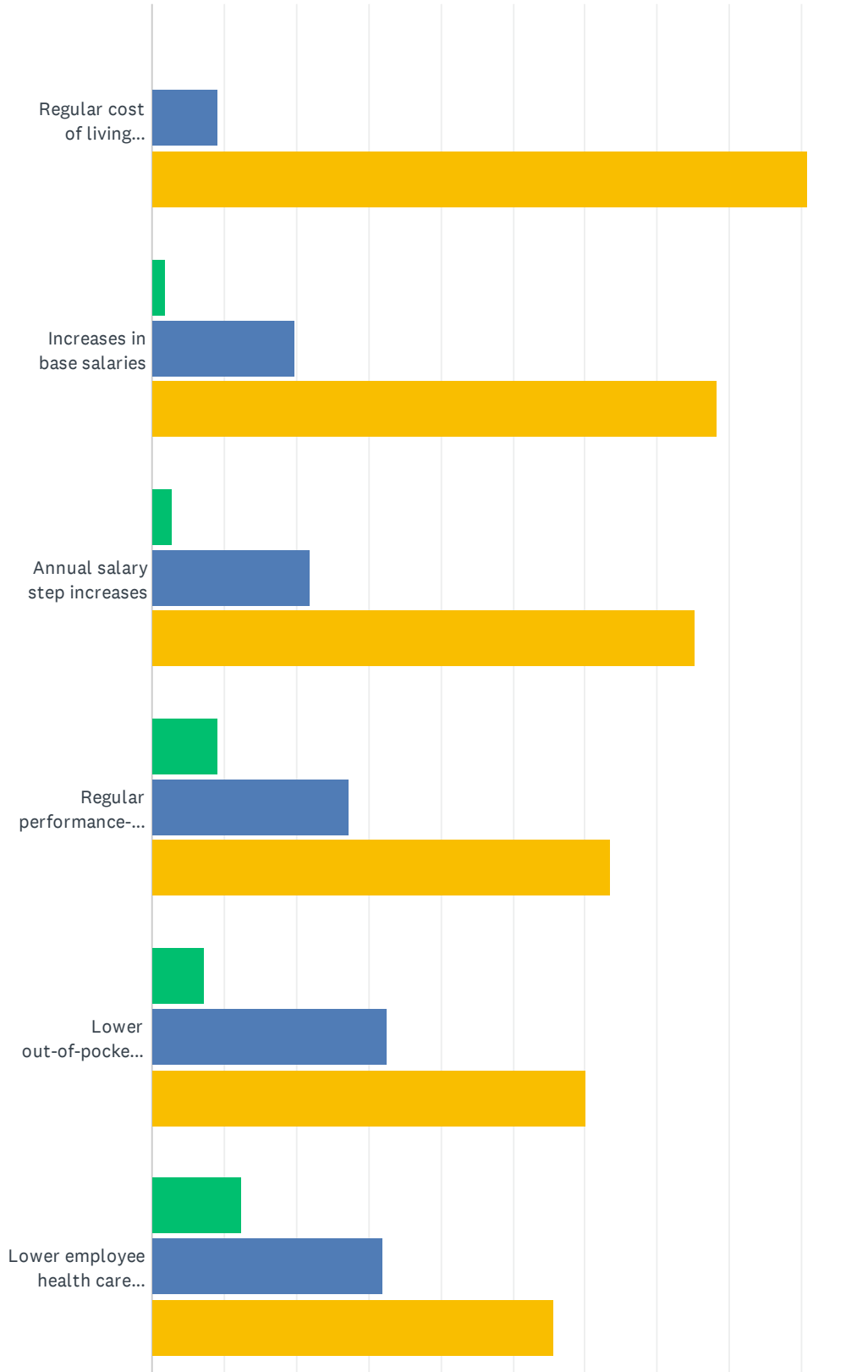
Answered: 257 Skipped: 0

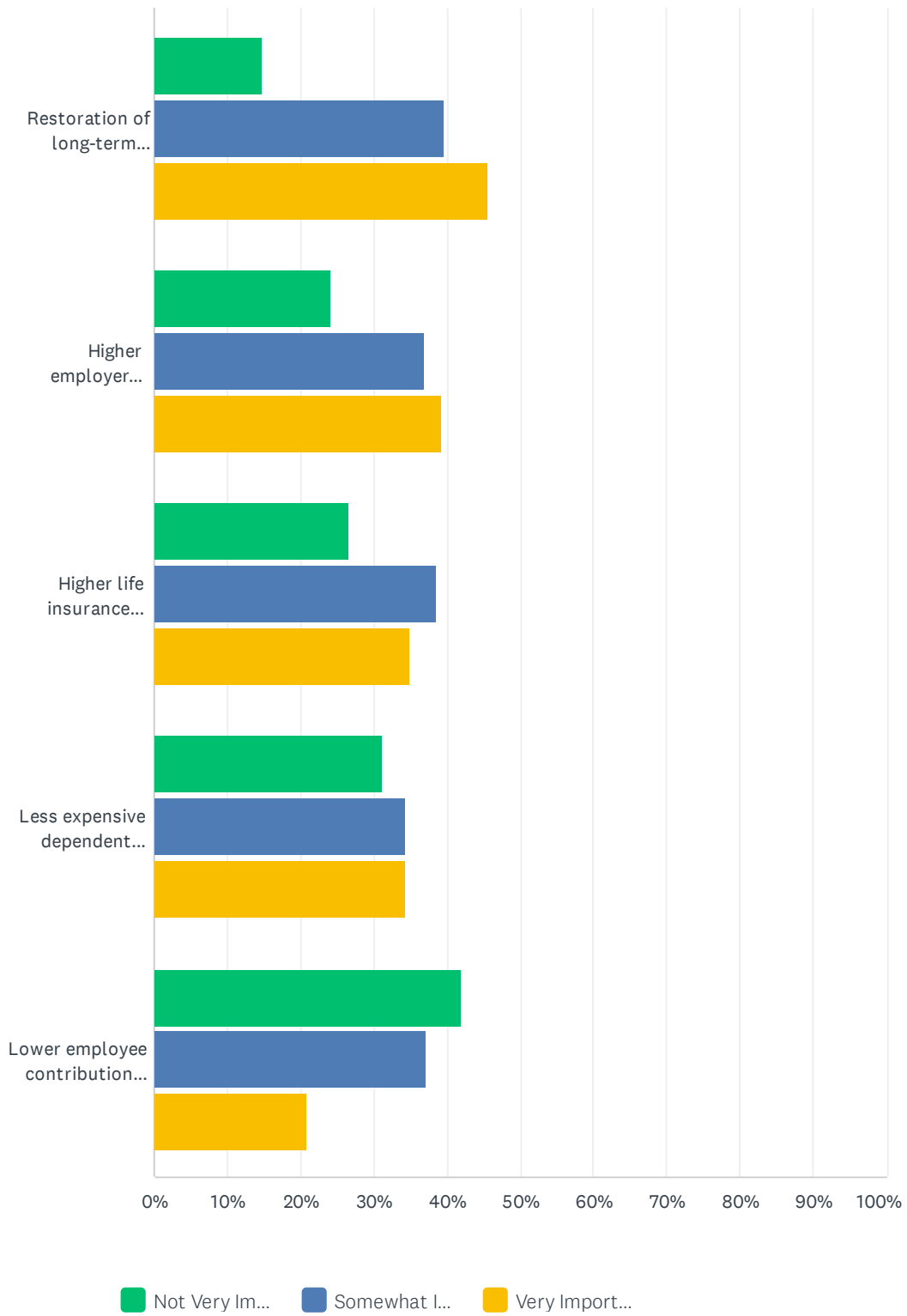


	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.12% 26	14.79% 38	40.47% 104	31.13% 80	3.50% 9	257	2.96

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

Answered: 253 Skipped: 4



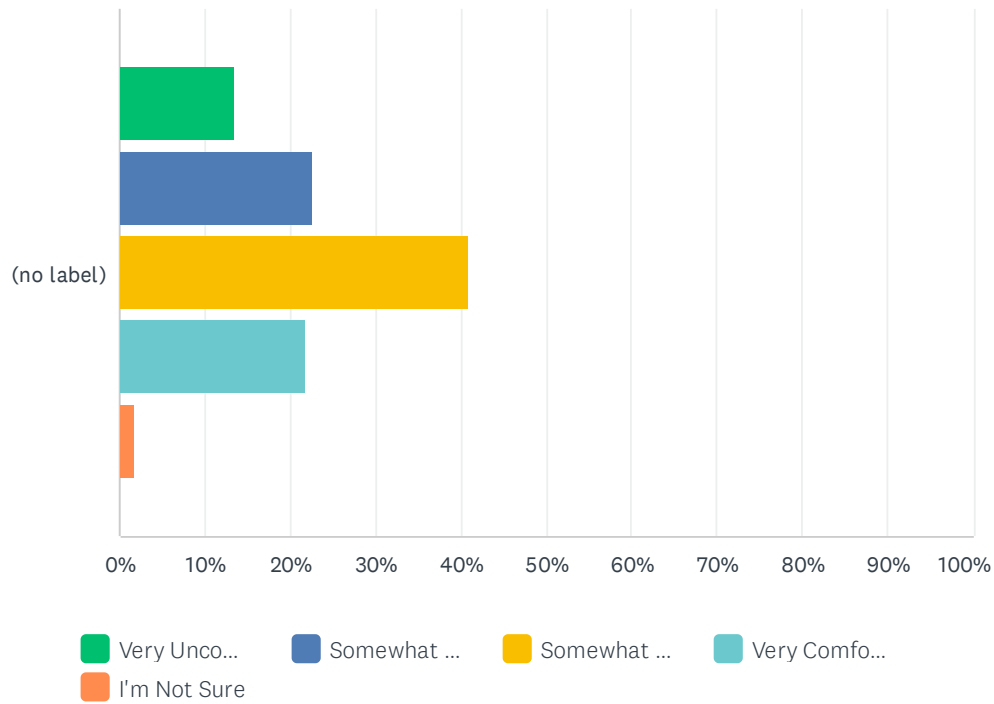


	NOT VERY IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Regular cost of living adjustments	0.00% 0	9.09% 23	90.91% 230	253	2.91
Increases in base salaries	1.98% 5	19.84% 50	78.17% 197	252	2.76
Annual salary step increases	2.79% 7	21.91% 55	75.30% 189	251	2.73
Regular performance-based merit increases	9.09% 23	27.27% 69	63.64% 161	253	2.55
Lower out-of-pocket health care expenses	7.17% 18	32.67% 82	60.16% 151	251	2.53
Lower employee health care insurance premiums	12.40% 31	32.00% 80	55.60% 139	250	2.43
Restoration of long-term disability insurance	14.68% 37	39.68% 100	45.63% 115	252	2.31
Higher employer contribution to retirement plan	24.00% 60	36.80% 92	39.20% 98	250	2.15
Higher life insurance benefit	26.59% 67	38.49% 97	34.92% 88	252	2.08
Less expensive dependent health care coverage	31.20% 78	34.40% 86	34.40% 86	250	2.03
Lower employee contribution to retirement plan	42.00% 105	37.20% 93	20.80% 52	250	1.79



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

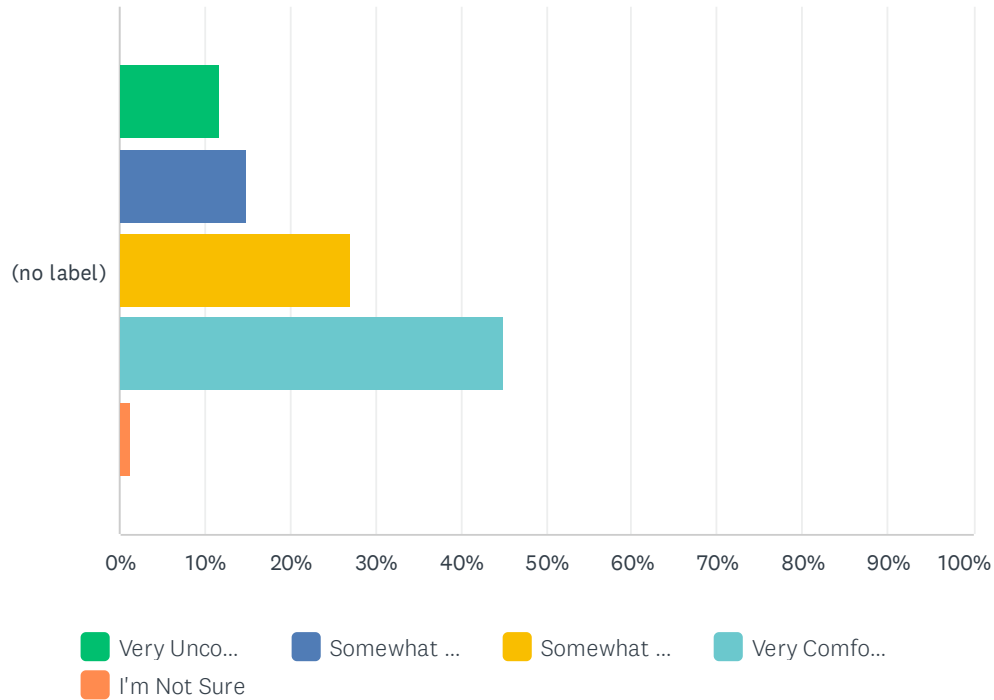
Answered: 240 Skipped: 17



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	13.33% 32	22.50% 54	40.83% 98	21.67% 52	1.67% 4	240	2.72

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

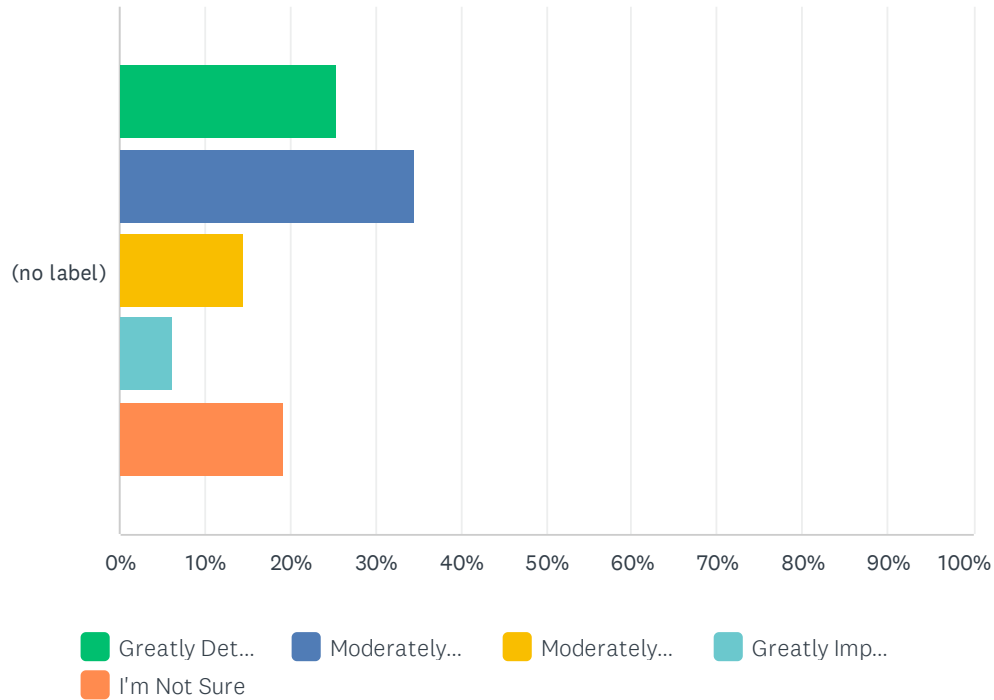
Answered: 240 Skipped: 17



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.67% 28	15.00% 36	27.08% 65	45.00% 108	1.25% 3	240	3.07

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

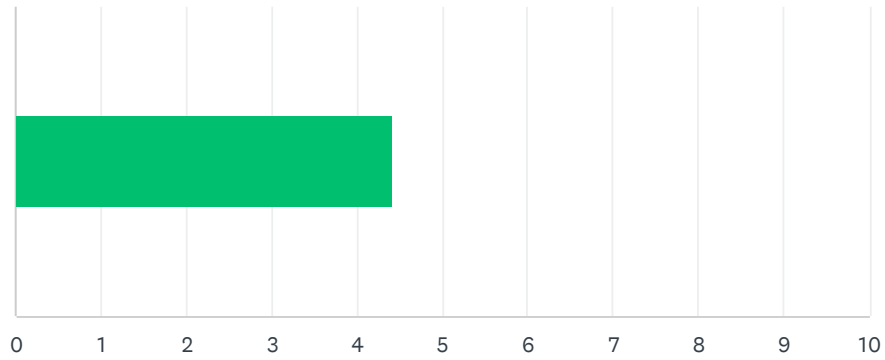
Answered: 240 Skipped: 17



	GREATLY DETERIORATED	MODERATELY DETERIORATED	MODERATELY IMPROVED	GREATLY IMPROVED	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	25.42% 61	34.58% 83	14.58% 35	6.25% 15	19.17% 46	240	2.02

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

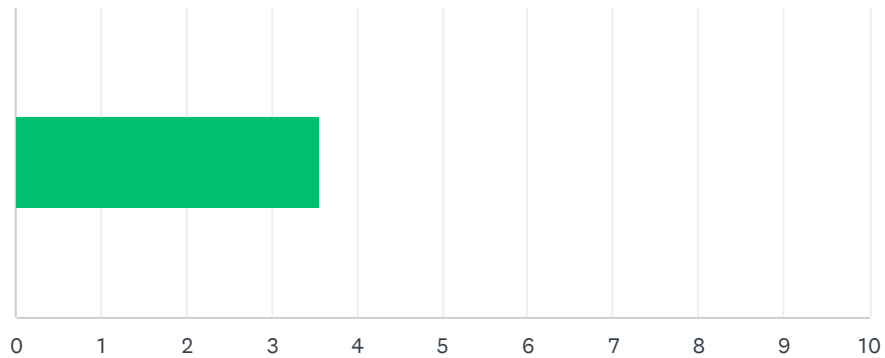
Answered: 225 Skipped: 32



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	995	225
Total Respondents: 225			

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

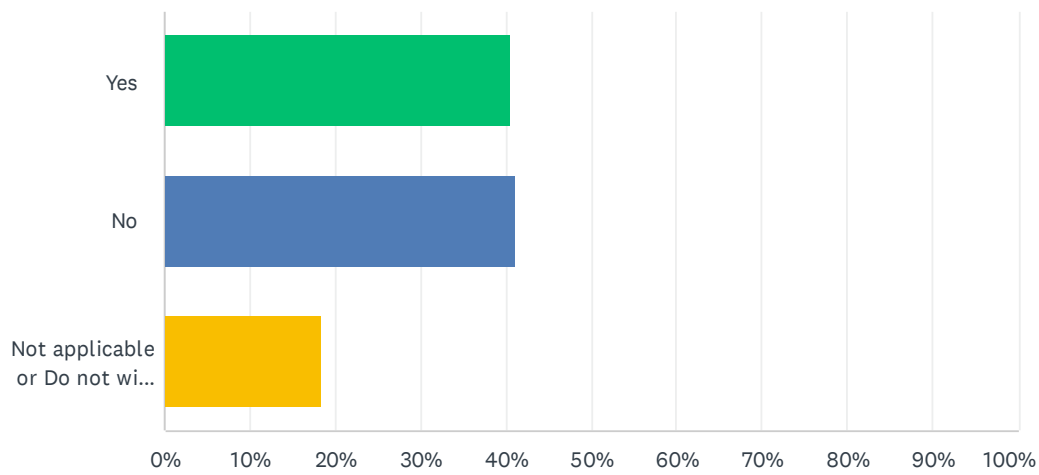
Answered: 211 Skipped: 46



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	752	211
Total Respondents: 211			

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

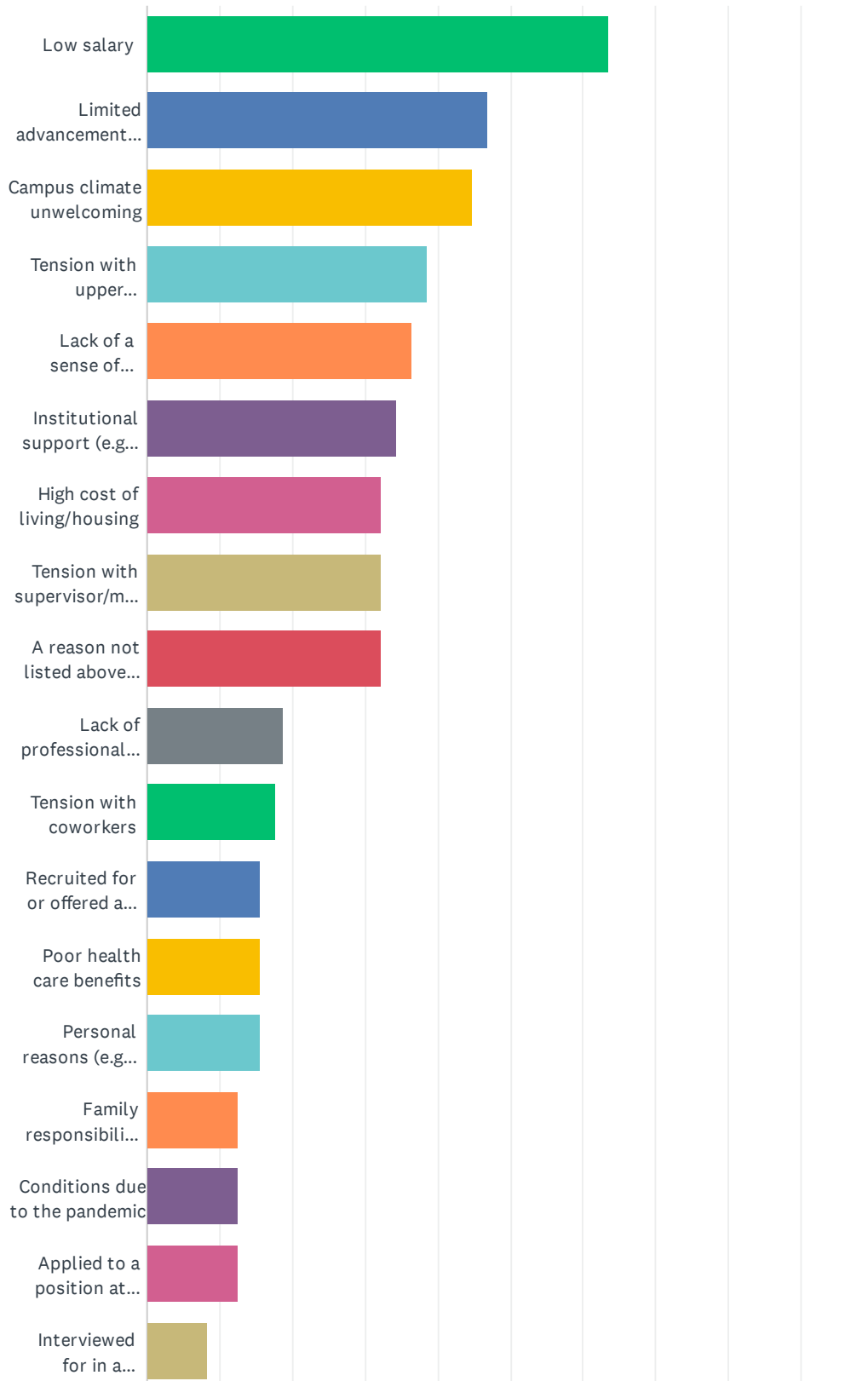
Answered: 240 Skipped: 17

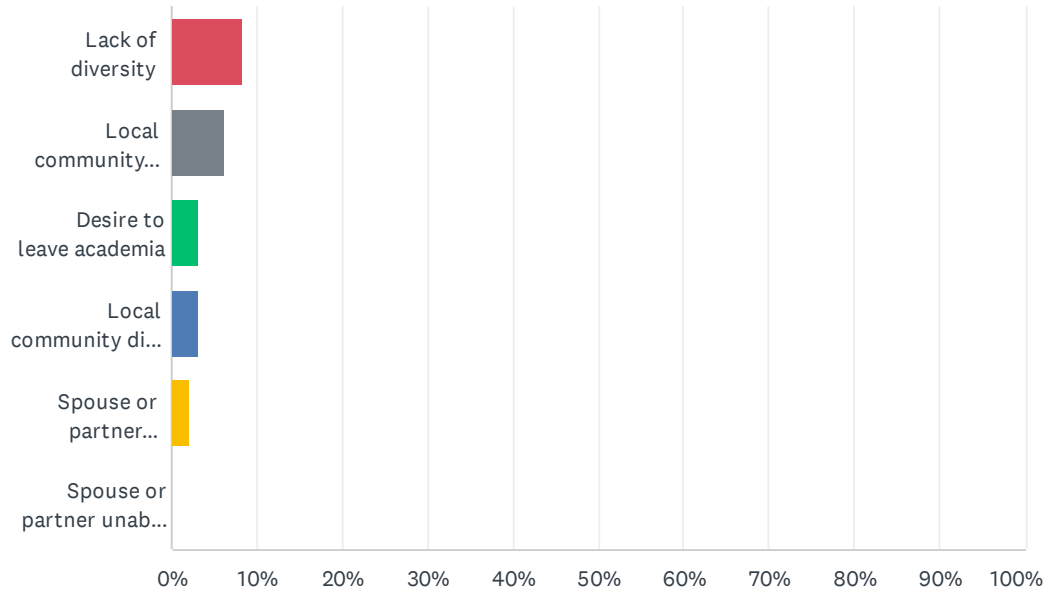


ANSWER CHOICES	RESPONSES	
Yes	40.42%	97
No	41.25%	99
Not applicable or Do not wish to answer	18.33%	44
<b>TOTAL</b>		<b>240</b>

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

Answered: 96 Skipped: 161



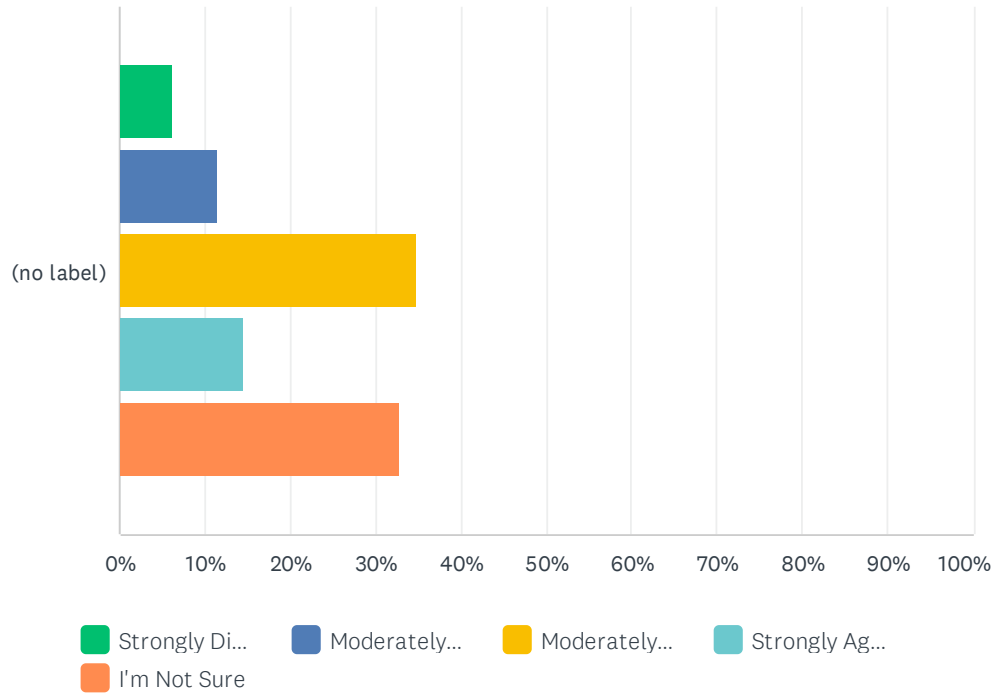




ANSWER CHOICES	RESPONSES	
Low salary	63.54%	61
Limited advancement opportunities	46.88%	45
Campus climate unwelcoming	44.79%	43
Tension with upper administration	38.54%	37
Lack of a sense of belonging	36.46%	35
Institutional support (e.g., technical support, workspace, equipment)	34.38%	33
High cost of living/housing	32.29%	31
Tension with supervisor/manager	32.29%	31
A reason not listed above (please specify):	32.29%	31
Lack of professional development opportunities	18.75%	18
Tension with coworkers	17.71%	17
Recruited for or offered a position at another academic institution	15.63%	15
Poor health care benefits	15.63%	15
Personal reasons (e.g., medical mental health, family emergencies)	15.63%	15
Family responsibilities	12.50%	12
Conditions due to the pandemic	12.50%	12
Applied to a position at another academic institution	12.50%	12
Interviewed for in a position at another academic institution	8.33%	8
Lack of diversity	8.33%	8
Local community climate not welcoming	6.25%	6
Desire to leave academia	3.13%	3
Local community did not meet my or my family's needs	3.13%	3
Spouse or partner relocated	2.08%	2
Spouse or partner unable to find suitable employment	0.00%	0
Total Respondents: 96		

### Q23 The CSN administration has faithfully adhered to the NFA-CSN collective bargaining agreement for academic faculty.

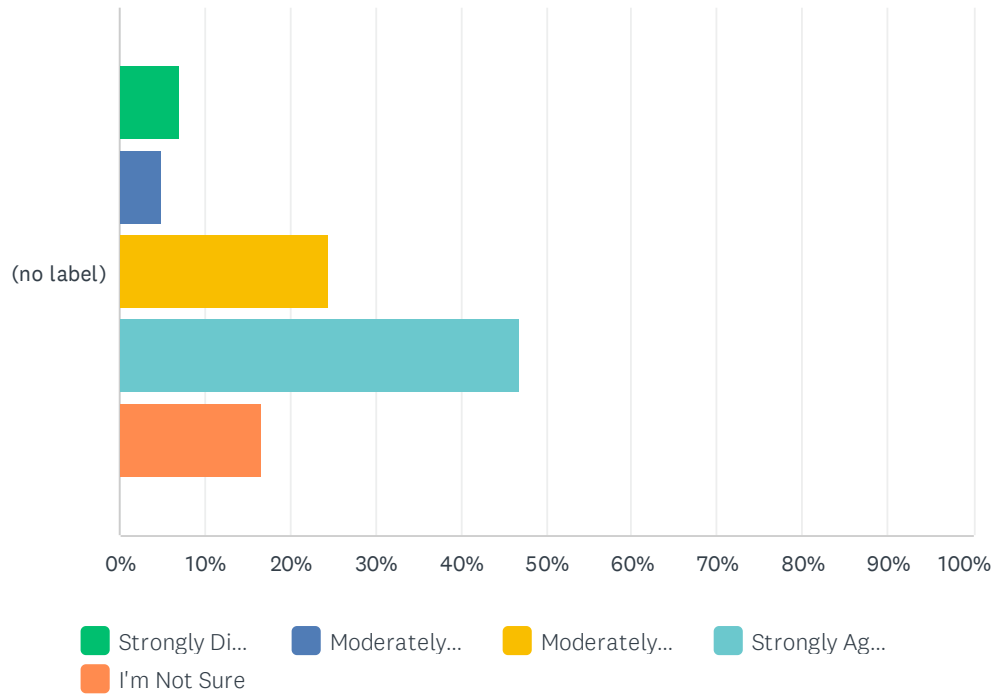
Answered: 241 Skipped: 16



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	6.22% 15	11.62% 28	34.85% 84	14.52% 35	32.78% 79	241	2.86

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

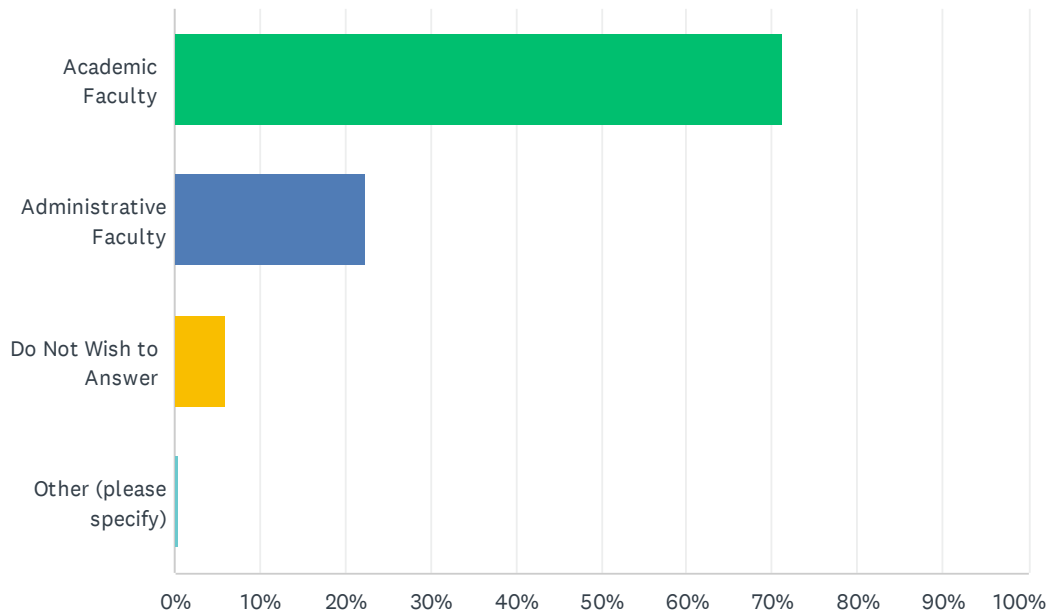
Answered: 241 Skipped: 16



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	7.05% 17	4.98% 12	24.48% 59	46.89% 113	16.60% 40	241	3.33

## Q27 What is your current position?

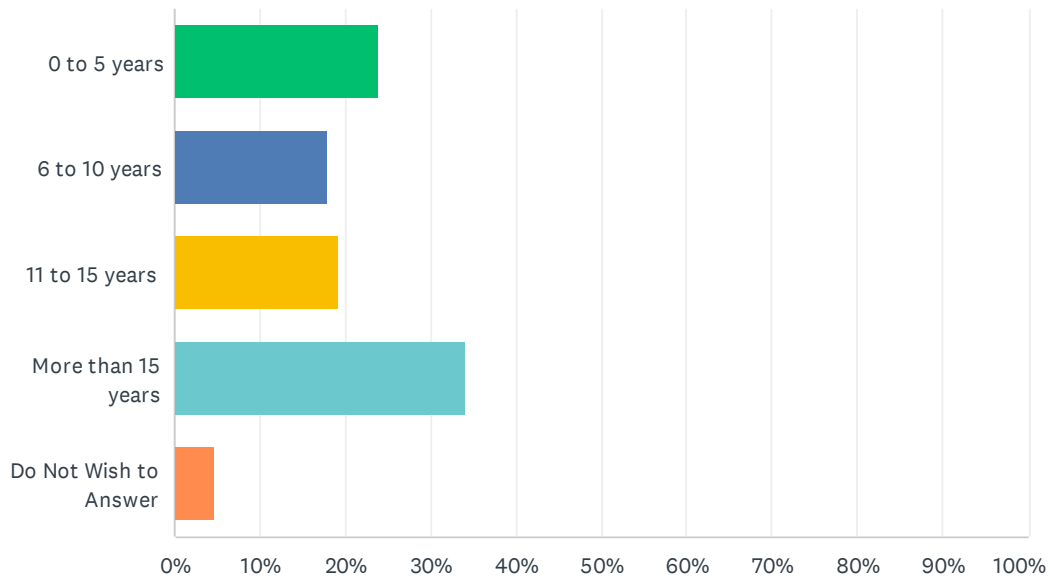
Answered: 236 Skipped: 21



ANSWER CHOICES	RESPONSES	
Academic Faculty	71.19%	168
Administrative Faculty	22.46%	53
Do Not Wish to Answer	5.93%	14
Other (please specify)	0.42%	1
<b>TOTAL</b>		<b>236</b>

## Q28 How many years have you worked at CSN?

Answered: 234 Skipped: 23



ANSWER CHOICES	RESPONSES	
0 to 5 years	23.93%	56
6 to 10 years	17.95%	42
11 to 15 years	19.23%	45
More than 15 years	34.19%	80
Do Not Wish to Answer	4.70%	11
<b>TOTAL</b>		<b>234</b>