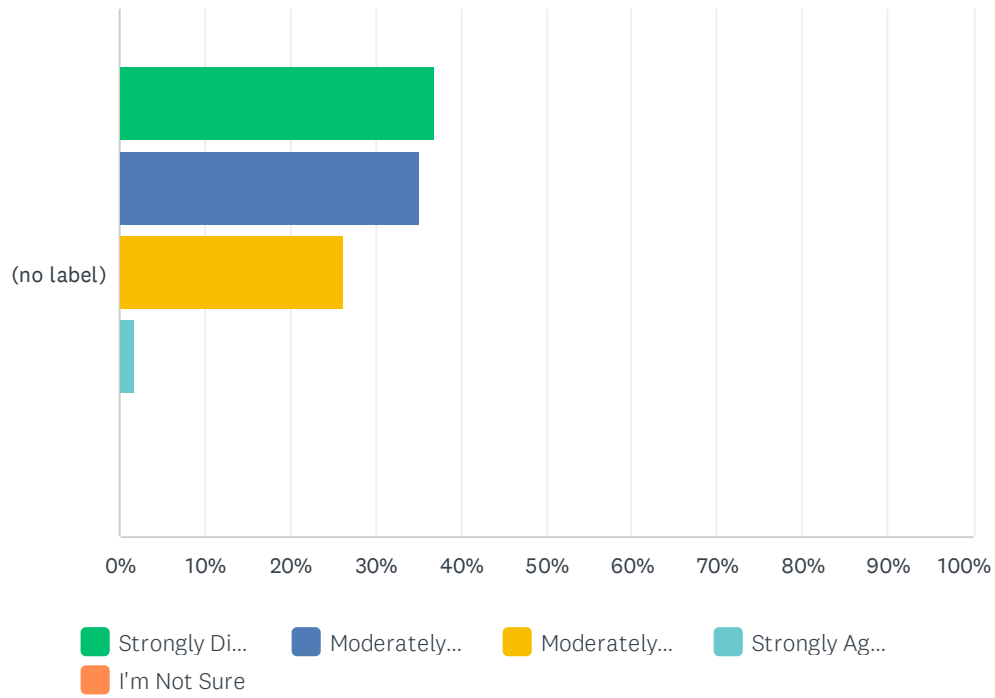


# Q1 I am satisfied with my overall compensation.

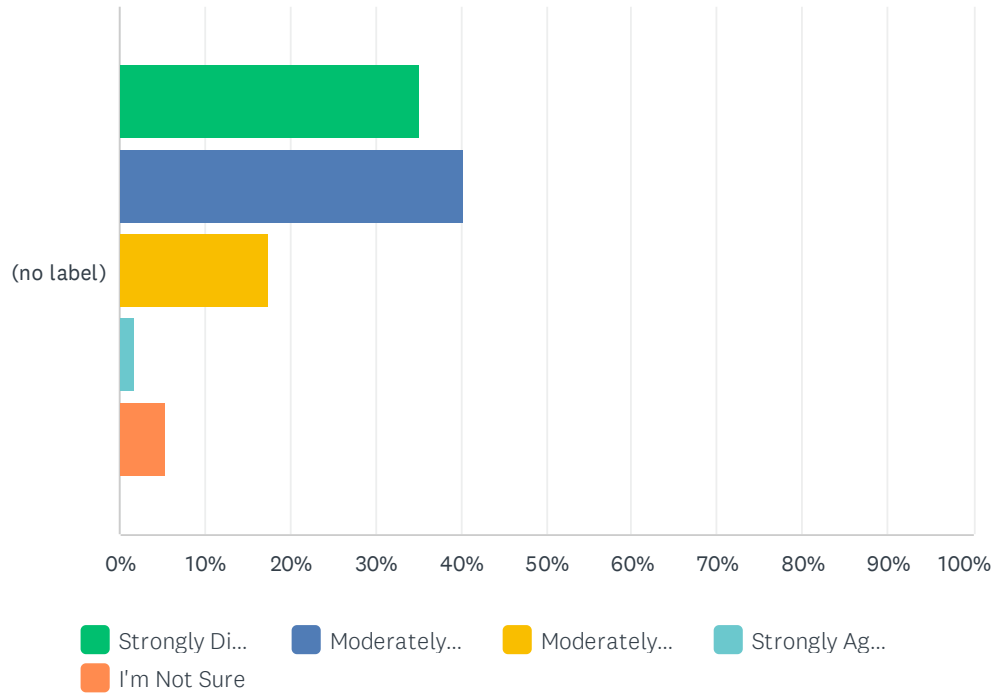
Answered: 57 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	36.84% 21	35.09% 20	26.32% 15	1.75% 1	0.00% 0	57	1.93

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

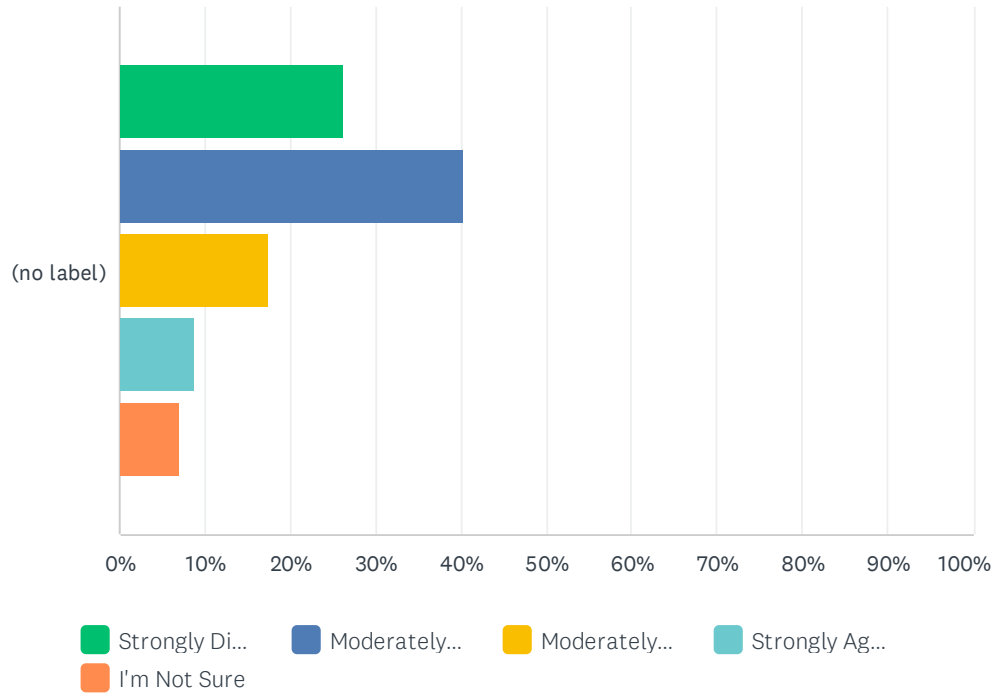
Answered: 57 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	35.09% 20	40.35% 23	17.54% 10	1.75% 1	5.26% 3	57	1.85

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

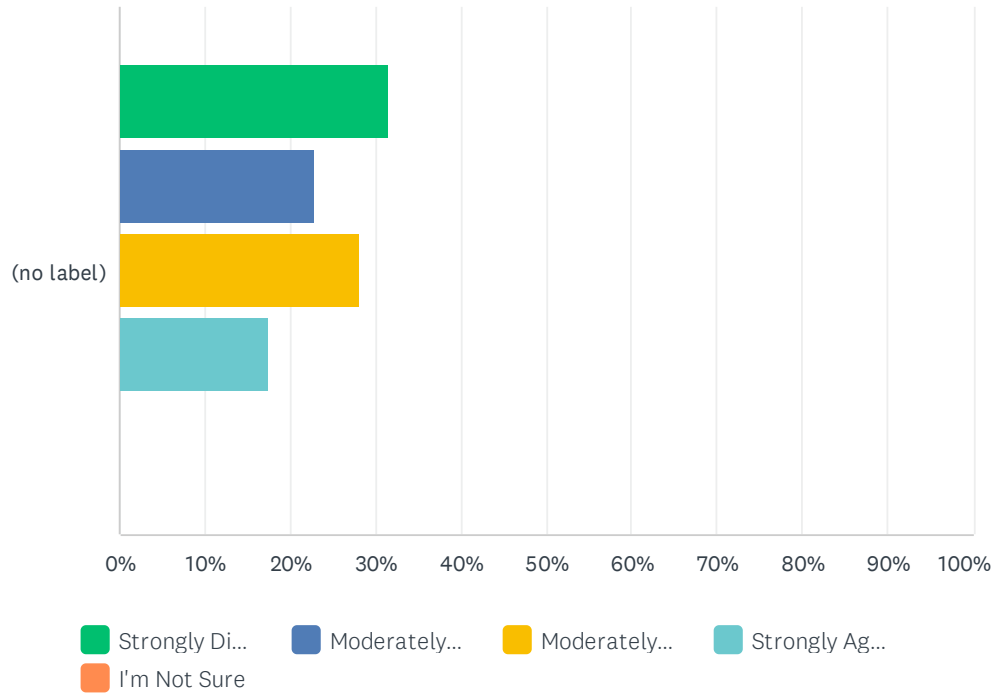
Answered: 57 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	26.32% 15	40.35% 23	17.54% 10	8.77% 5	7.02% 4	57	2.09

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

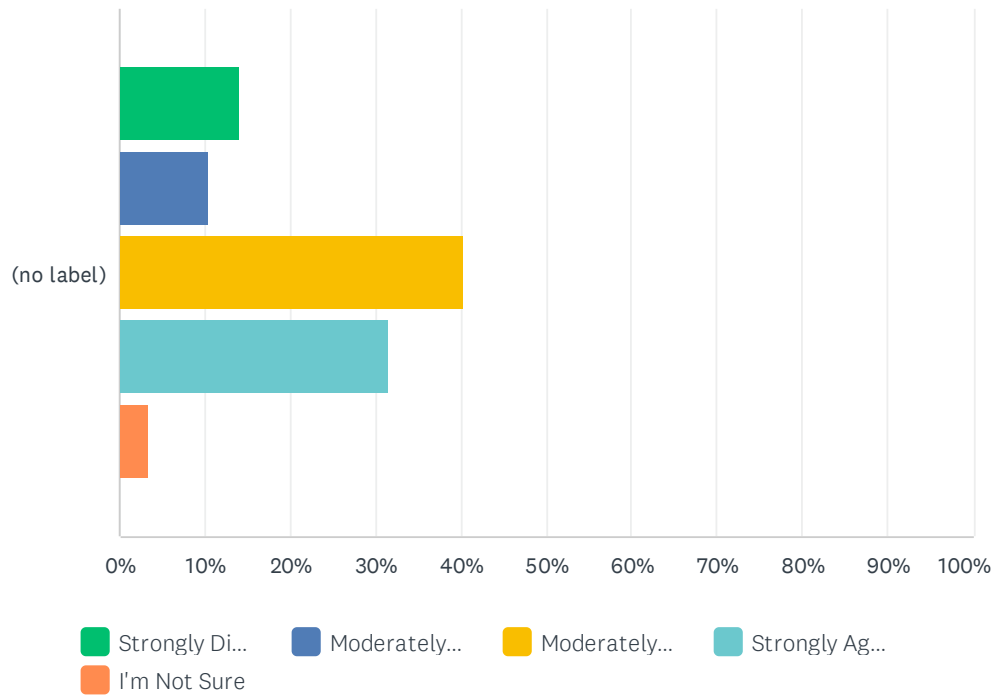
Answered: 57 Skipped: 1



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	31.58% 18	22.81% 13	28.07% 16	17.54% 10	0.00% 0	57	2.32

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

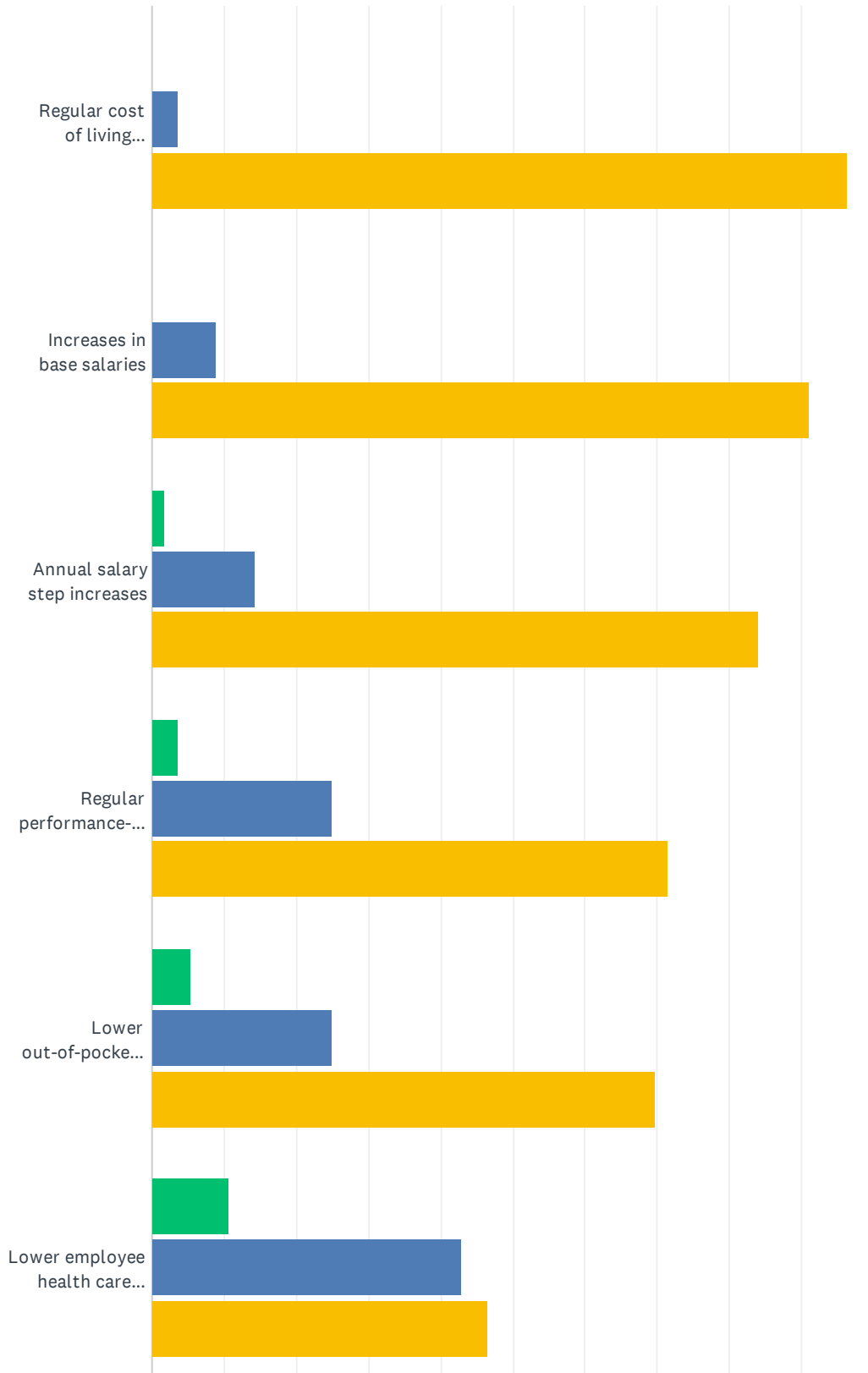
Answered: 57 Skipped: 1

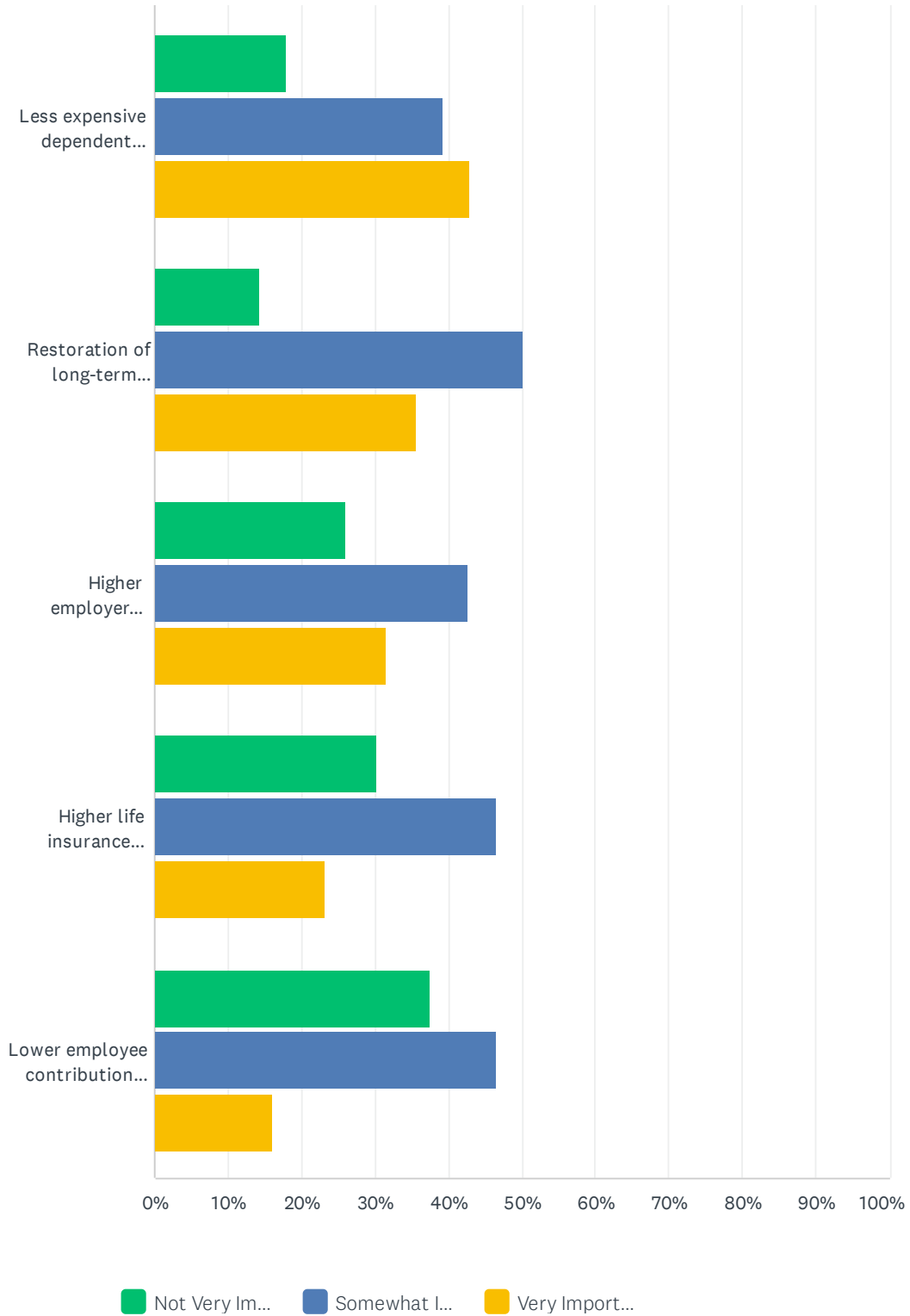


	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	14.04% 8	10.53% 6	40.35% 23	31.58% 18	3.51% 2	57	2.93

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

Answered: 56 Skipped: 2



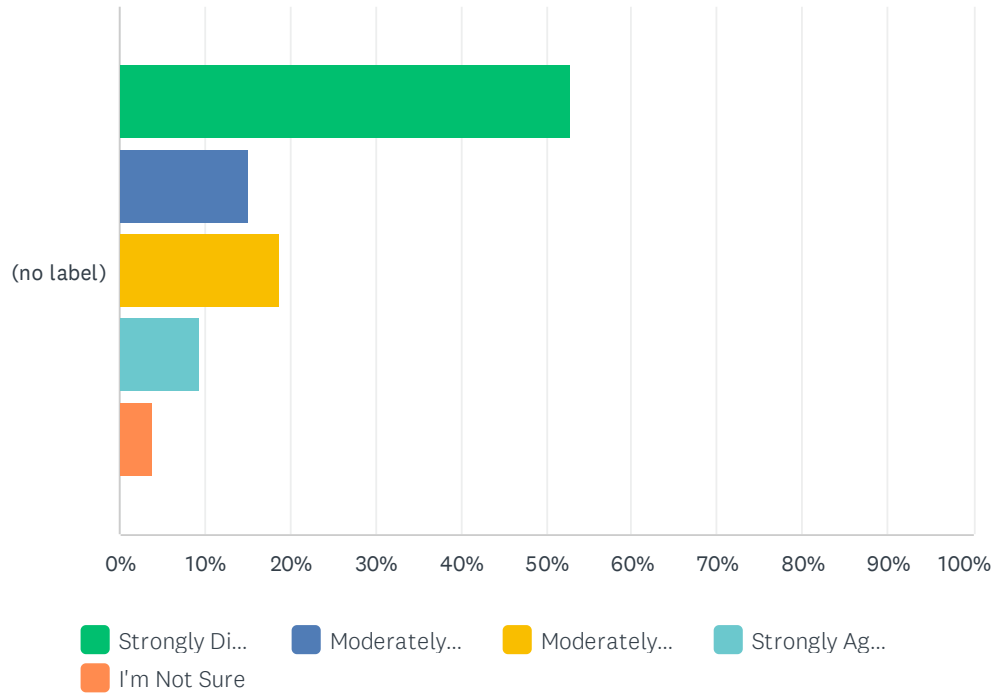


	NOT VERY IMPORTANT	SOMEWHAT IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Regular cost of living adjustments	0.00% 0	3.57% 2	96.43% 54	56	2.96
Increases in base salaries	0.00% 0	8.93% 5	91.07% 51	56	2.91
Annual salary step increases	1.79% 1	14.29% 8	83.93% 47	56	2.82
Regular performance-based merit increases	3.57% 2	25.00% 14	71.43% 40	56	2.68
Lower out-of-pocket health care expenses	5.36% 3	25.00% 14	69.64% 39	56	2.64
Lower employee health care insurance premiums	10.71% 6	42.86% 24	46.43% 26	56	2.36
Less expensive dependent health care coverage	17.86% 10	39.29% 22	42.86% 24	56	2.25
Restoration of long-term disability insurance	14.29% 8	50.00% 28	35.71% 20	56	2.21
Higher employer contribution to retirement plan	25.93% 14	42.59% 23	31.48% 17	54	2.06
Higher life insurance benefit	30.36% 17	46.43% 26	23.21% 13	56	1.93
Lower employee contribution to retirement plan	37.50% 21	46.43% 26	16.07% 9	56	1.79



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

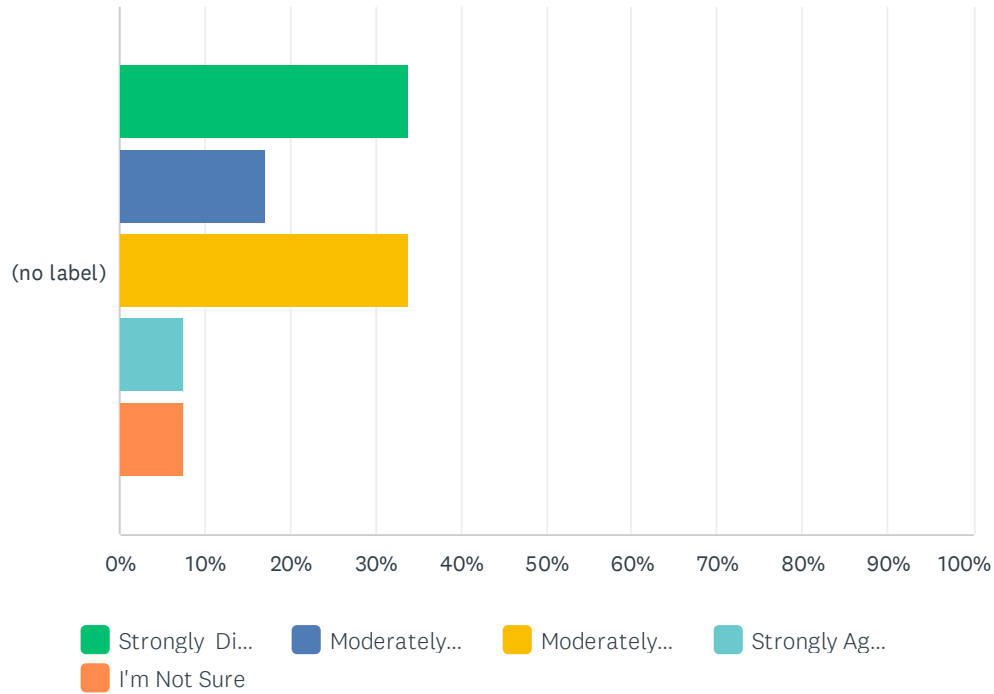
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	52.83% 28	15.09% 8	18.87% 10	9.43% 5	3.77% 2	53	1.84

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

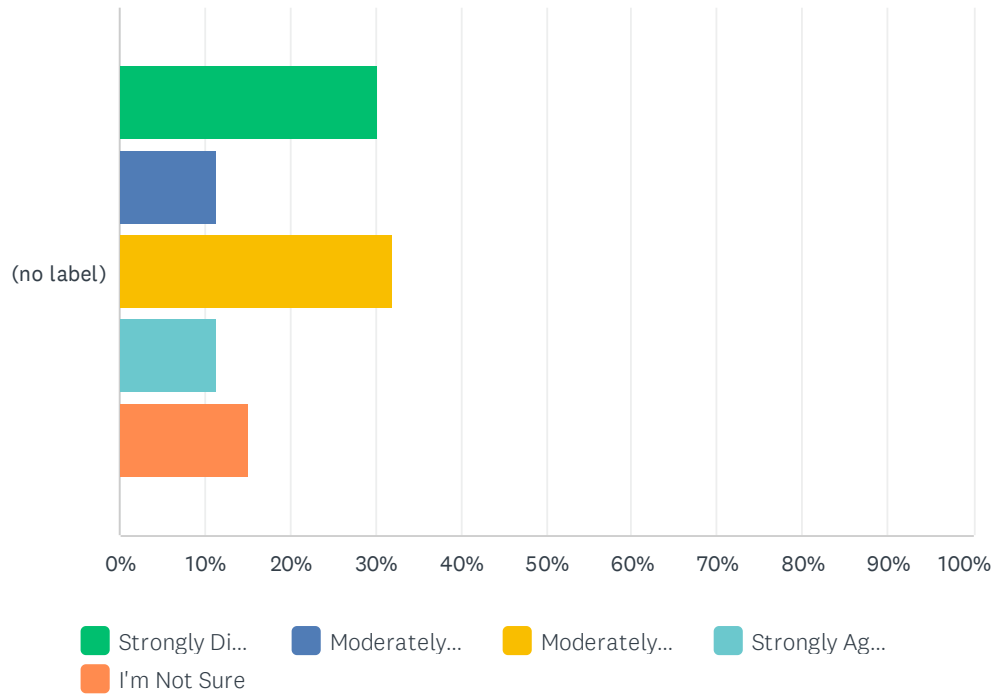
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	33.96% 18	16.98% 9	33.96% 18	7.55% 4	7.55% 4	53	2.16

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

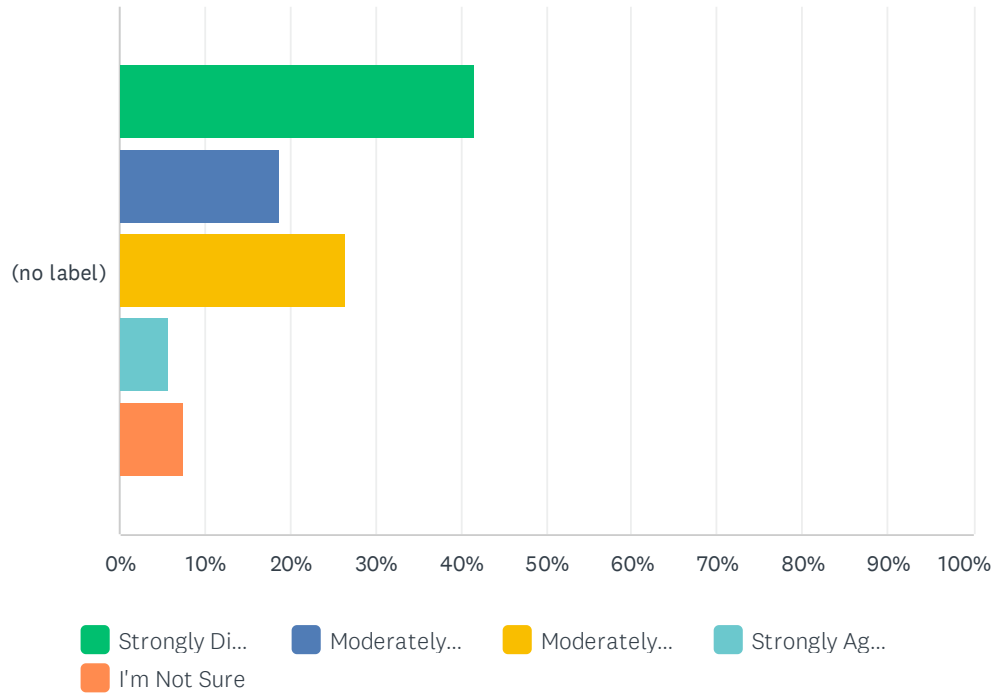
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	30.19% 16	11.32% 6	32.08% 17	11.32% 6	15.09% 8	53	2.29

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

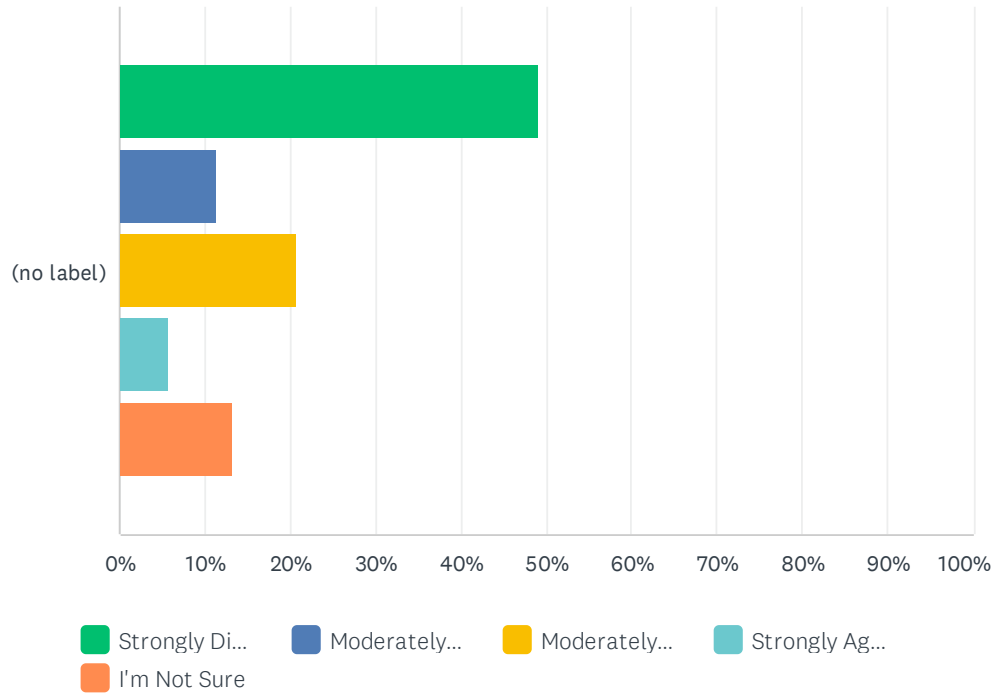
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	41.51% 22	18.87% 10	26.42% 14	5.66% 3	7.55% 4	53	1.96

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

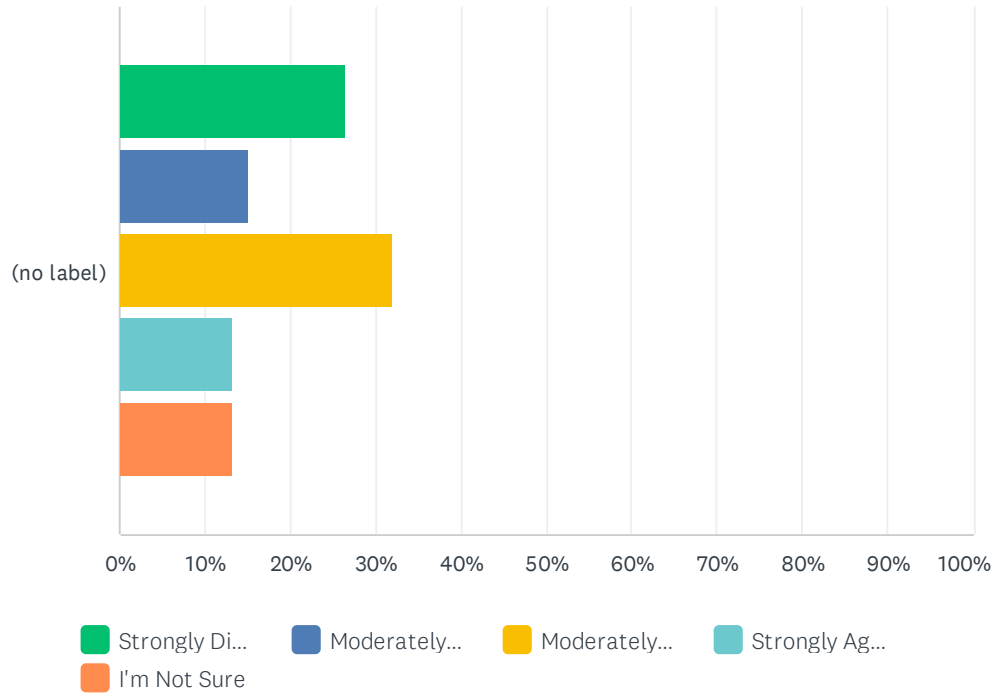
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	49.06% 26	11.32% 6	20.75% 11	5.66% 3	13.21% 7	53	1.80

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

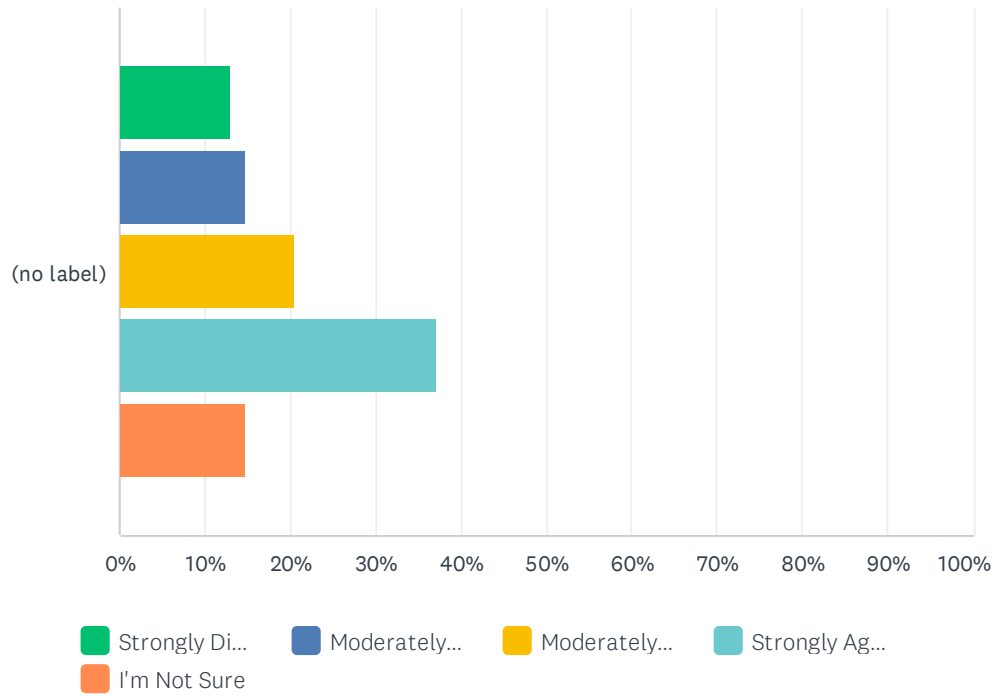
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	26.42% 14	15.09% 8	32.08% 17	13.21% 7	13.21% 7	53	2.37

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, religion, age, or disability.

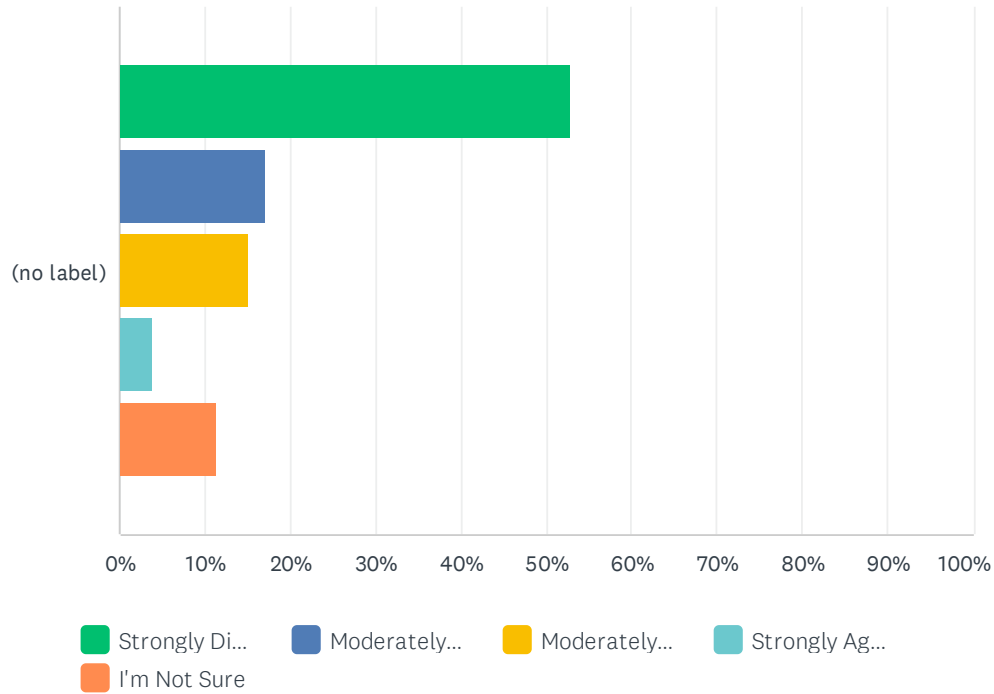
Answered: 54 Skipped: 4



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	12.96% 7	14.81% 8	20.37% 11	37.04% 20	14.81% 8	54	2.96

### Q14 President Joyce Helens affirms the principle of shared governance through her decision-making.

Answered: 53 Skipped: 5

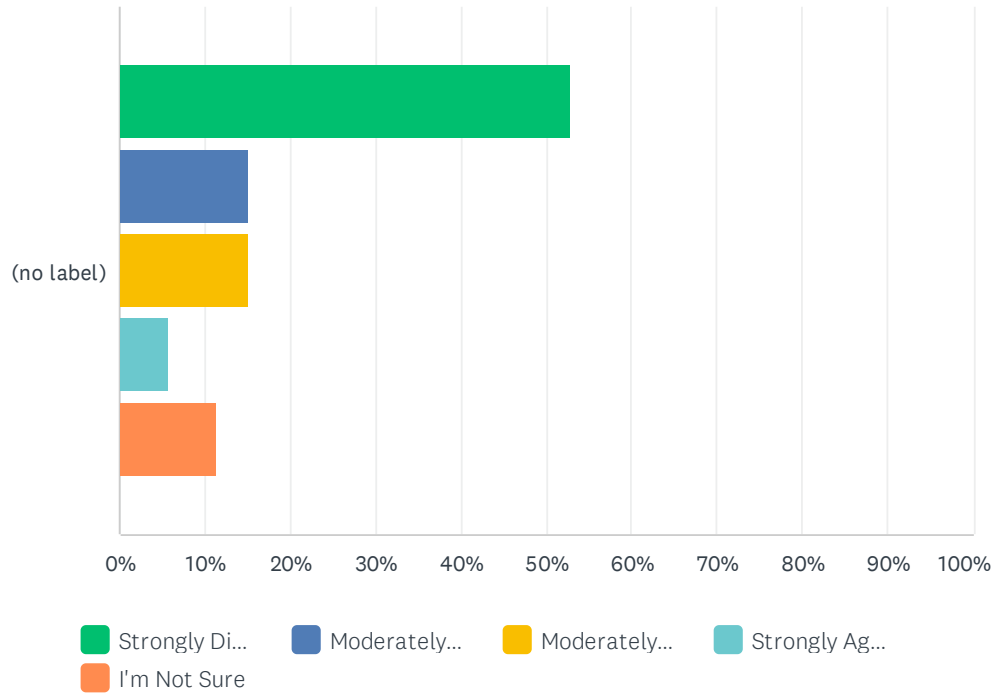


	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	52.83% 28	16.98% 9	15.09% 8	3.77% 2	11.32% 6	53	1.66



### Q15 VPSAA Jake Hinton-Rivera affirms the principles of shared governance through his decision-making.

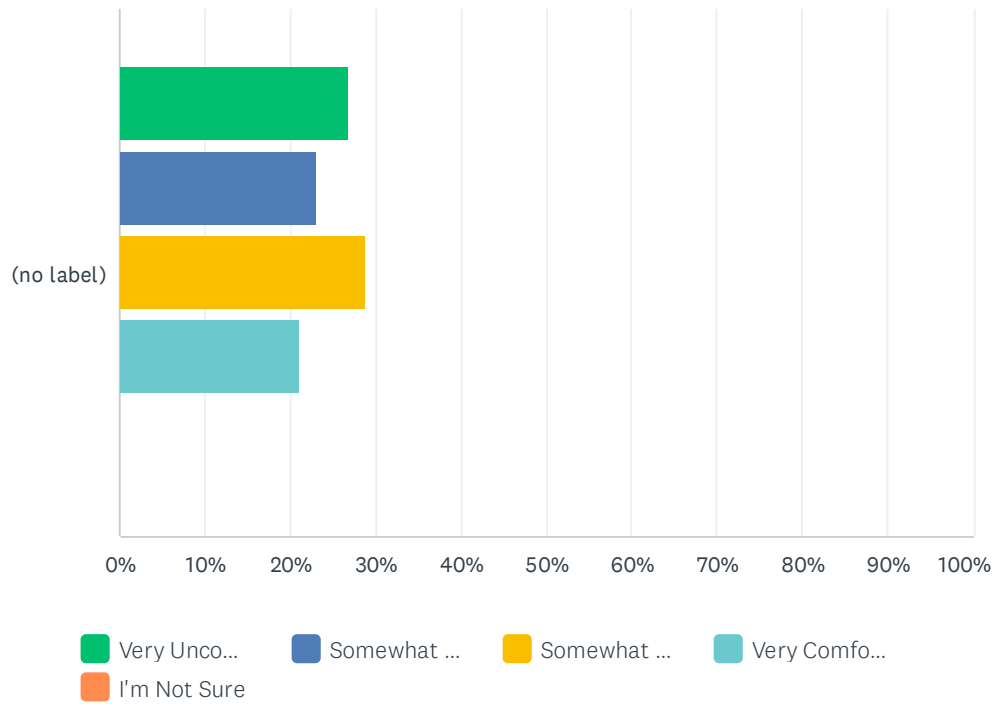
Answered: 53 Skipped: 5



	STRONGLY DISAGREE	MODERATELY DIASGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	52.83% 28	15.09% 8	15.09% 8	5.66% 3	11.32% 6	53	1.70

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

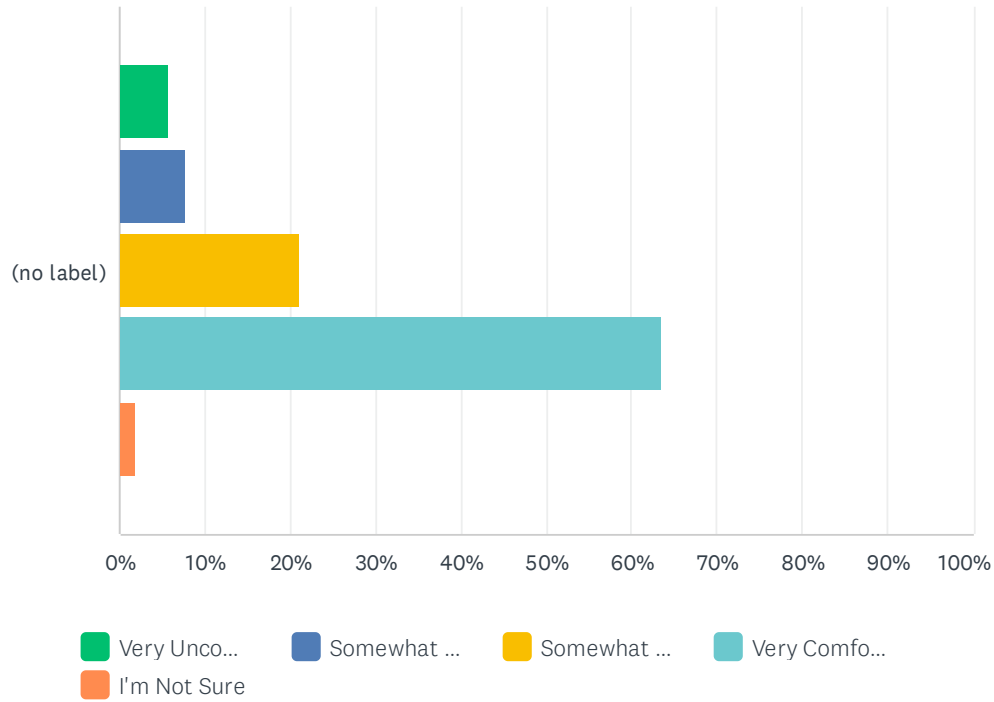
Answered: 52 Skipped: 6



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	26.92% 14	23.08% 12	28.85% 15	21.15% 11	0.00% 0	52	2.44

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

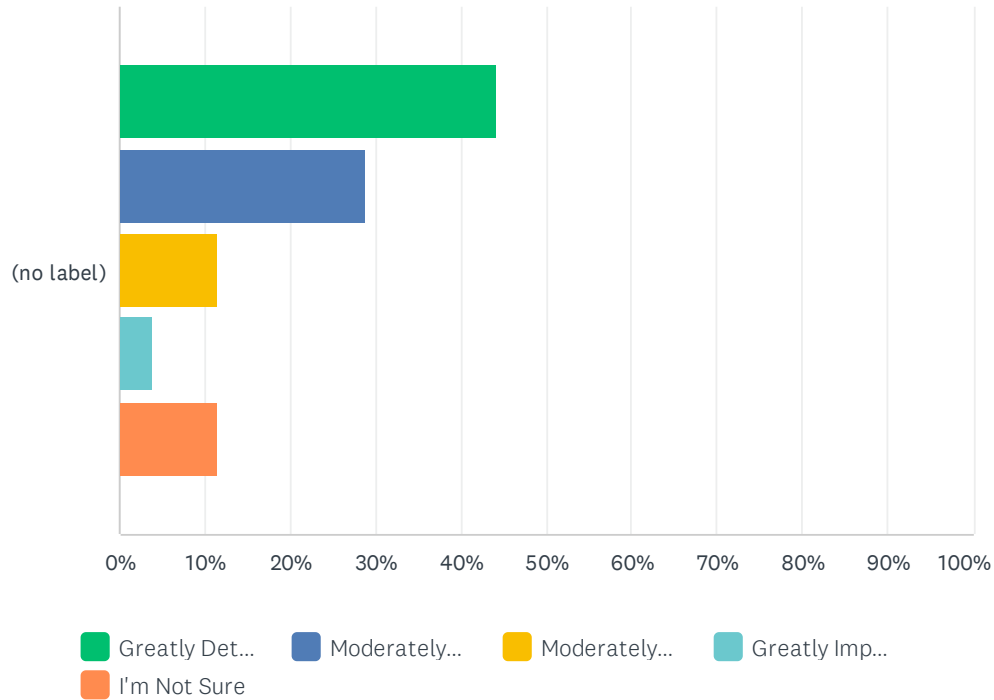
Answered: 52 Skipped: 6



	VERY UNCOMFORTABLE	SOMEWHAT UNCOMFORTABLE	SOMEWHAT COMFORTABLE	VERY COMFORTABLE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	5.77% 3	7.69% 4	21.15% 11	63.46% 33	1.92% 1	52	4.31

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

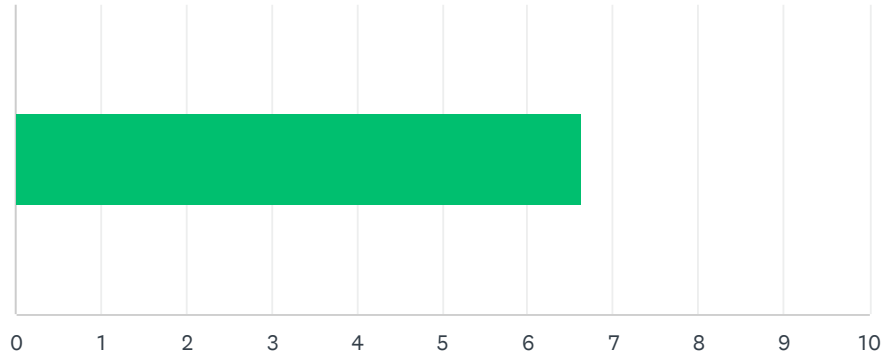
Answered: 52 Skipped: 6



	GREATLY DETERIORATED	MODERATELY DETERIORATED	MODERATELY IMPROVED	GREATLY IMPROVED	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	44.23% 23	28.85% 15	11.54% 6	3.85% 2	11.54% 6	52	1.72

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

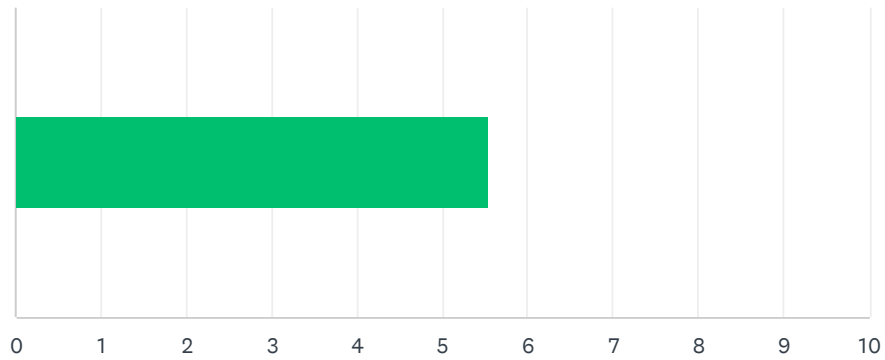
Answered: 50 Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	332	50
Total Respondents: 50			

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

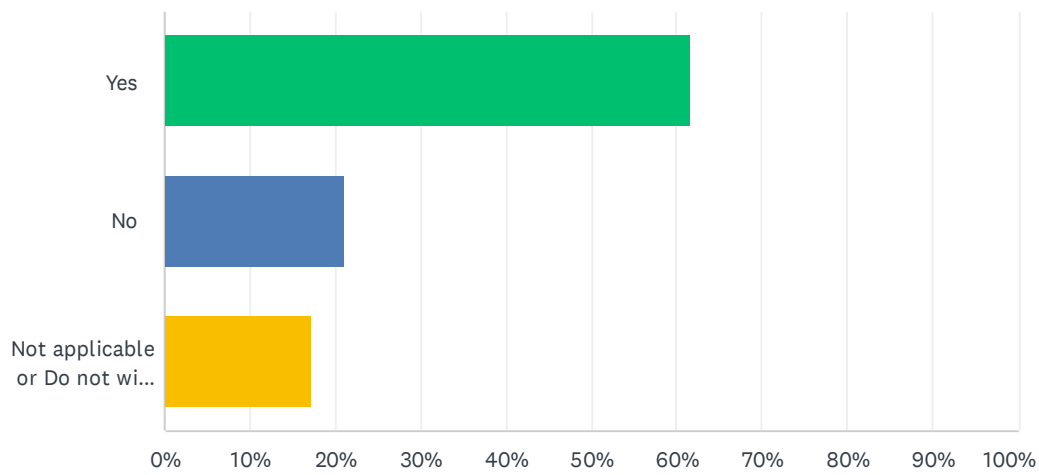
Answered: 47 Skipped: 11



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	261	47
Total Respondents: 47			

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

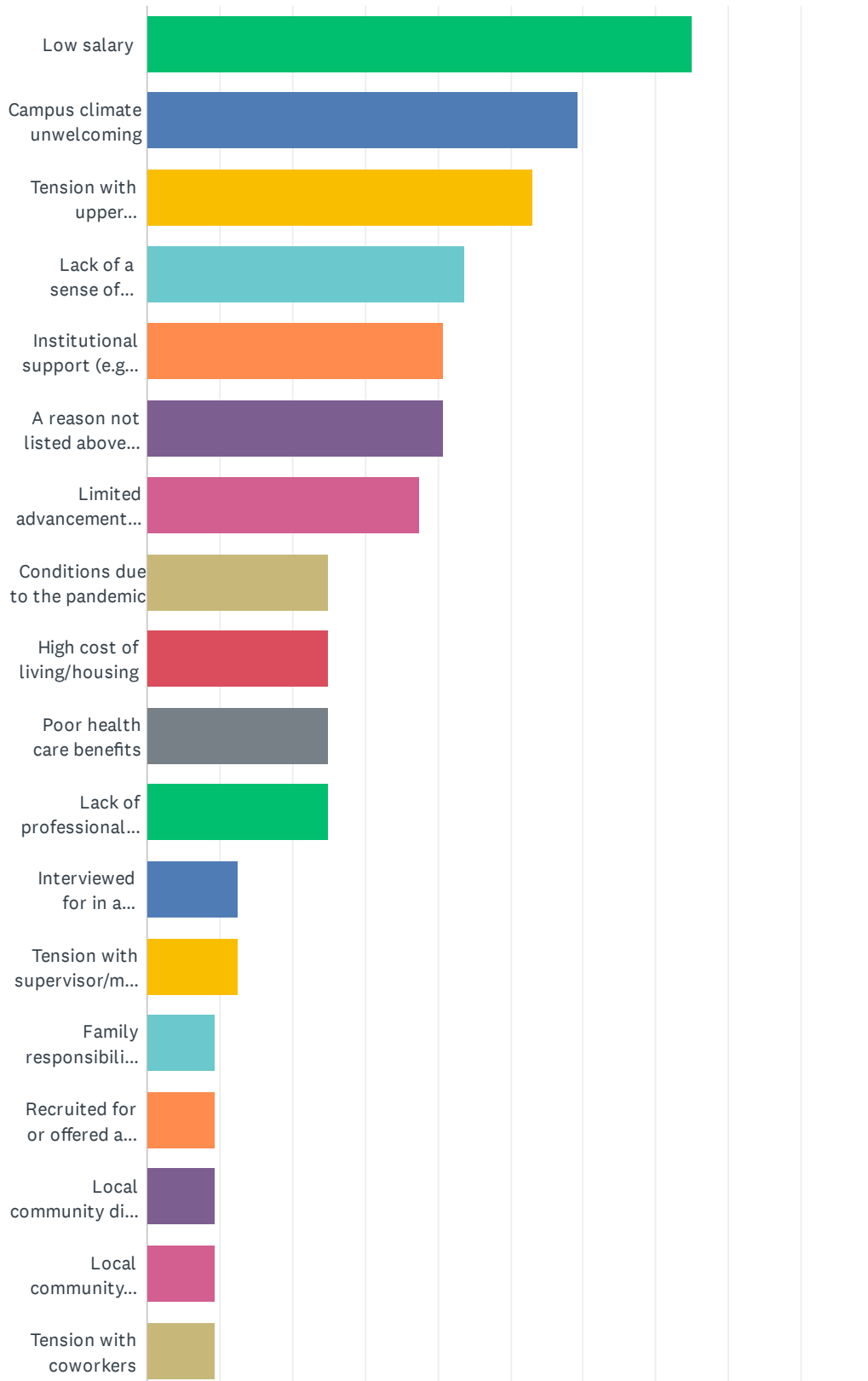
Answered: 52 Skipped: 6



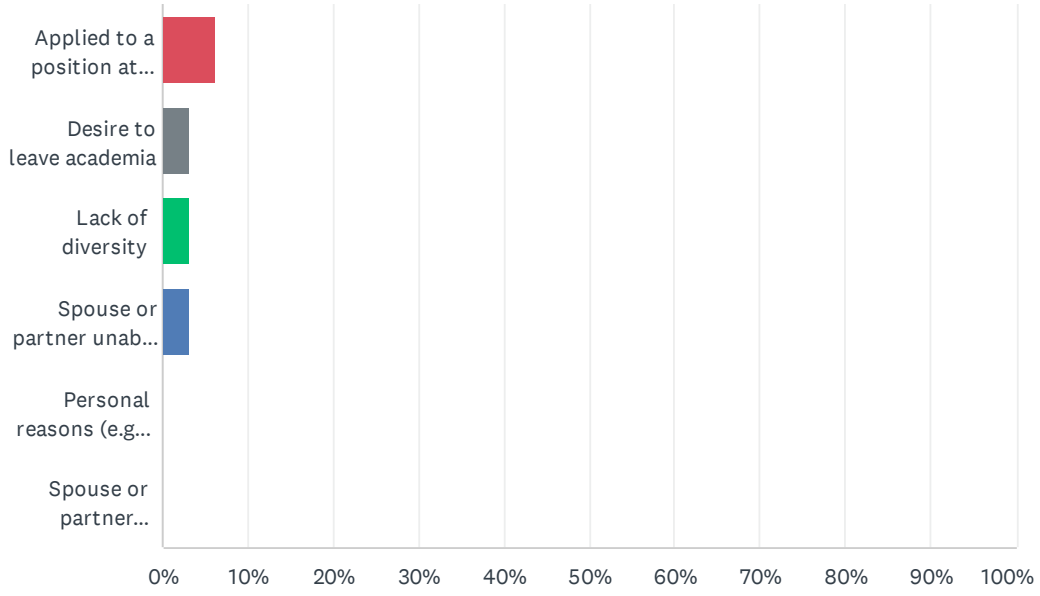
ANSWER CHOICES	RESPONSES	
Yes	61.54%	32
No	21.15%	11
Not applicable or Do not wish to answer	17.31%	9
<b>TOTAL</b>		<b>52</b>

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

Answered: 32 Skipped: 26



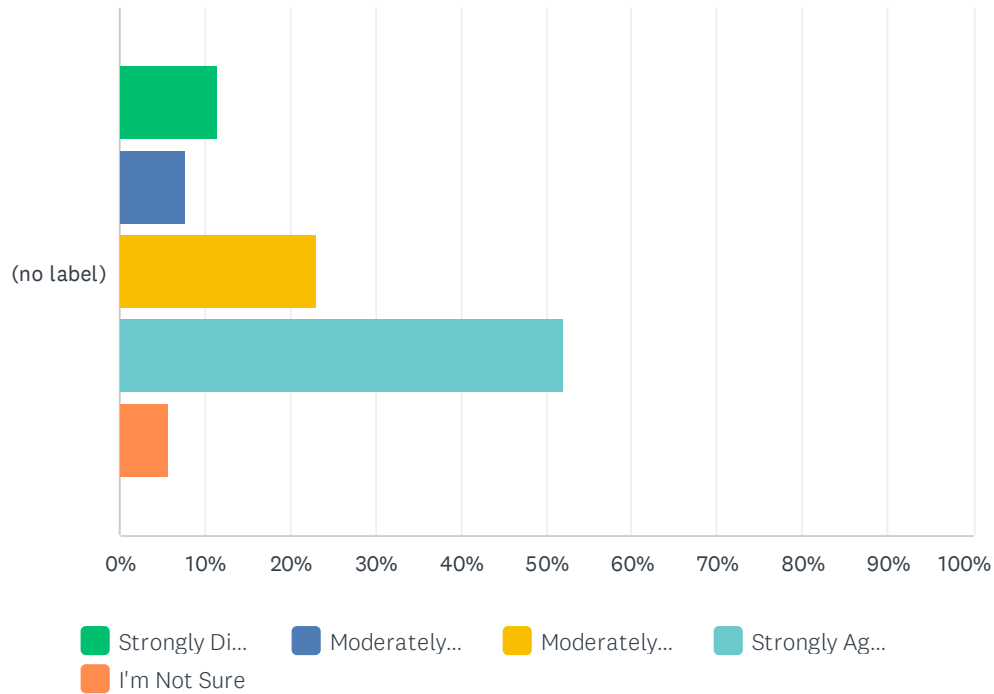




ANSWER CHOICES	RESPONSES	
Low salary	75.00%	24
Campus climate unwelcoming	59.38%	19
Tension with upper administration	53.13%	17
Lack of a sense of belonging	43.75%	14
Institutional support (e.g., technical support, workspace, equipment)	40.63%	13
A reason not listed above (please specify):	40.63%	13
Limited advancement opportunities	37.50%	12
Conditions due to the pandemic	25.00%	8
High cost of living/housing	25.00%	8
Poor health care benefits	25.00%	8
Lack of professional development opportunities	25.00%	8
Interviewed for in a position at another academic institution	12.50%	4
Tension with supervisor/manager	12.50%	4
Family responsibilities	9.38%	3
Recruited for or offered a position at another academic institution	9.38%	3
Local community did not meet my or my family's needs	9.38%	3
Local community climate not welcoming	9.38%	3
Tension with coworkers	9.38%	3
Applied to a position at another academic institution	6.25%	2
Desire to leave academia	3.13%	1
Lack of diversity	3.13%	1
Spouse or partner unable to find suitable employment	3.13%	1
Personal reasons (e.g., medical mental health, family emergencies)	0.00%	0
Spouse or partner relocated	0.00%	0
Total Respondents: 32		

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

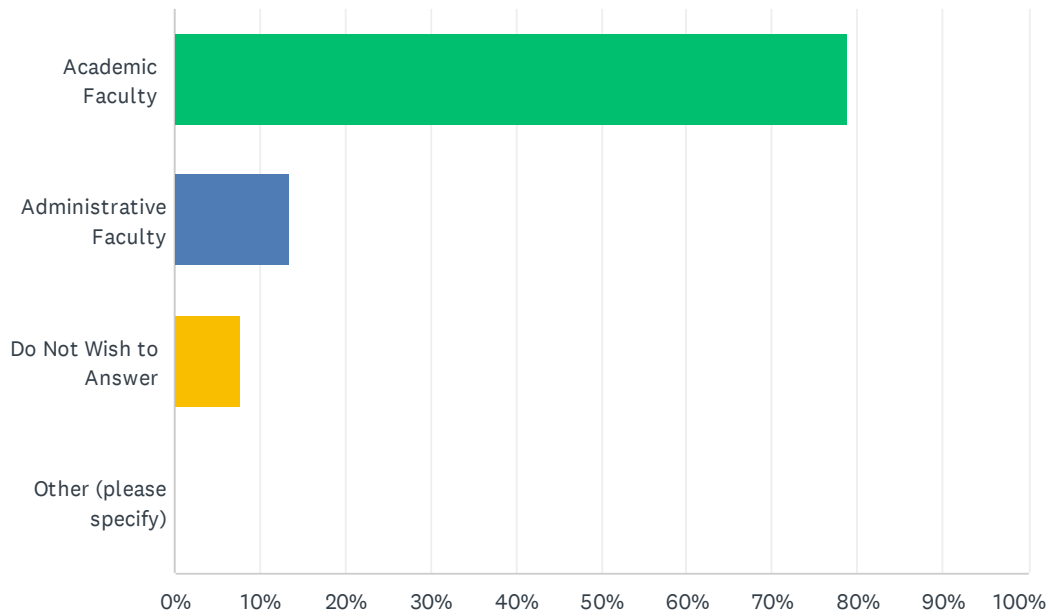
Answered: 52 Skipped: 6



	STRONGLY DISAGREE	MODERATELY DISAGREE	MODERATELY AGREE	STRONGLY AGREE	I'M NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.54% 6	7.69% 4	23.08% 12	51.92% 27	5.77% 3	52	3.22

## Q27 What is your current position?

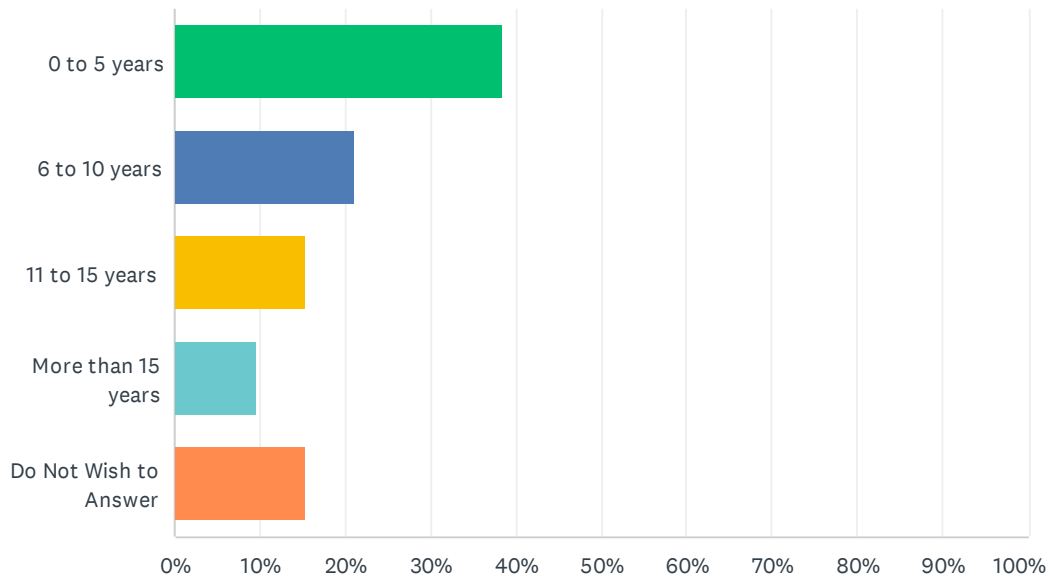
Answered: 52 Skipped: 6



ANSWER CHOICES	RESPONSES	
Academic Faculty	78.85%	41
Administrative Faculty	13.46%	7
Do Not Wish to Answer	7.69%	4
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>52</b>

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

Answered: 52 Skipped: 6



ANSWER CHOICES	RESPONSES	
0 to 5 years	38.46%	20
6 to 10 years	21.15%	11
11 to 15 years	15.38%	8
More than 15 years	9.62%	5
Do Not Wish to Answer	15.38%	8
<b>TOTAL</b>		<b>52</b>