

GBC-NFA Faculty Survey

This survey was conducted by the State Board of the Nevada Faculty Alliance. Survey invitations were sent to all academic and administrative faculty (N=121) at Great Basin using an institutional email address list from public records. Administrators defined as Deans and above and direct reports to the President's Office were not included. Only the invited faculty members could respond through individual email links. The survey invitation was sent on March 2, 2020, with reminders to non-respondents on March 4 and March 9. The survey was closed on March 14. A total of 77 responses were collected. The average completion time was 4 minutes. The full completion rate was 82%, but partial completions were kept for the questions answered.

The response rate was 64% overall (N=77).

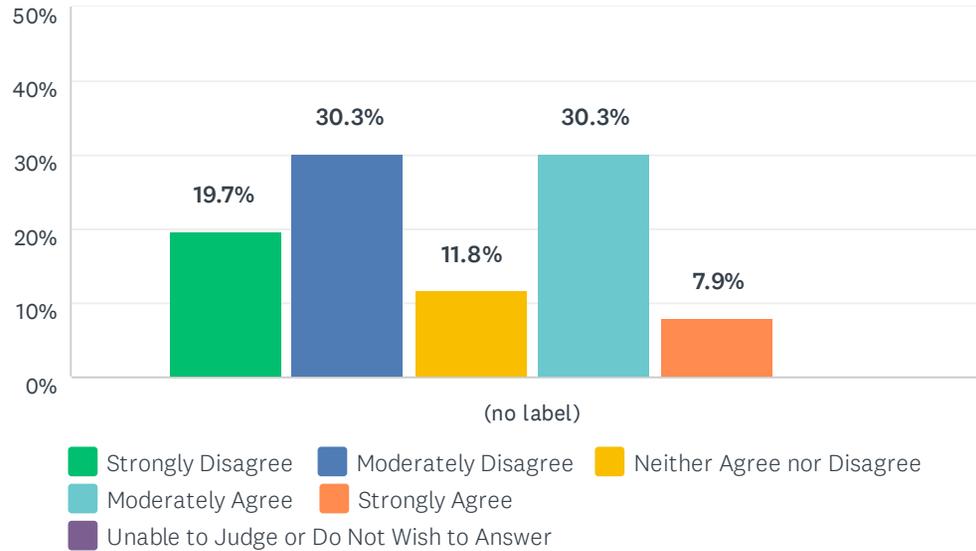
To ensure confidentiality, only aggregated survey results are being reported.

GBC-NFA Faculty Survey. Conducted March 2020. All academic and administrative faculty excluding Administrators (Deans and above).

Please state your agreement or disagreement with the following statements	Moderately Agree or Strongly Agree	Moderately Disagree or Strongly Disagree	Number of Responses
I am satisfied with my overall compensation at GBC.	38.2%	50.0%	76
I am satisfied with my employee benefits at GBC.	48.0%	33.3%	75
My compensation is appropriate compared with others in my field and stage of career nationally.	26.1%	56.5%	69
Considering my performance and years of service, my compensation is appropriate compared with others at GBC hired before or after me.	31.0%	47.9%	71
Relationships between the faculty and administrators at GBC are mutually cooperative.	23.9%	70.4%	71
Faculty committees largely determine educational policy, curriculum design, curriculum review, and academic standards at GBC.	29.9%	52.2%	67
Recommendations of faculty committees largely determine the nature of decisions regarding the evaluation and tenure or promotion of individual faculty members at GBC.	34.9%	49.2%	63
Recommendations of faculty committees have a decisive influence on the outcome of searches for faculty and administrative hires at GBC.	20.3%	69.6%	69
The academic freedom of faculty members is protected at GBC.	35.9%	35.9%	64
In its relations with faculty and in its faculty employment practices, the GBC administration does not discriminate on the basis of gender, ethnicity, or age.	54.5%	34.8%	66
President Joyce Helens affirms the principle of shared governance through her decision-making.	13.4%	73.1%	67
Question	Comfortable or Very Comfortable	Uncomfortable or Very Uncomfortable	Number of Responses
Overall, how comfortable are you with the climate at GBC?	28.2%	56.3%	71
Overall, how comfortable are you with the climate in your department/program at GBC?	66.7%	20.3%	69
Question	Moderately or Greatly Improved	Moderately or Greatly Deteriorated	Number of Responses
Comparing the past 3 years with prior years, how has the overall campus climate at GBC changed?	7.3%	83.6%	55
Question	Yes	No	Number of Responses
Have you seriously considered leaving GBC within the past 3 years?	56.3%	43.7%	71
Top reasons for considering leaving	Percentage		Number
Campus environment not welcoming	65.0%		26
Lack of a sense of belonging	45.0%		18
Tension with supervisor/manager	42.5%		17
Low salary	40.0%		16
Limited advancement opportunities	37.5%		15
Increased workload	35.0%		14

Q1 I am satisfied with my overall compensation at GBC.

Answered: 76 Skipped: 1

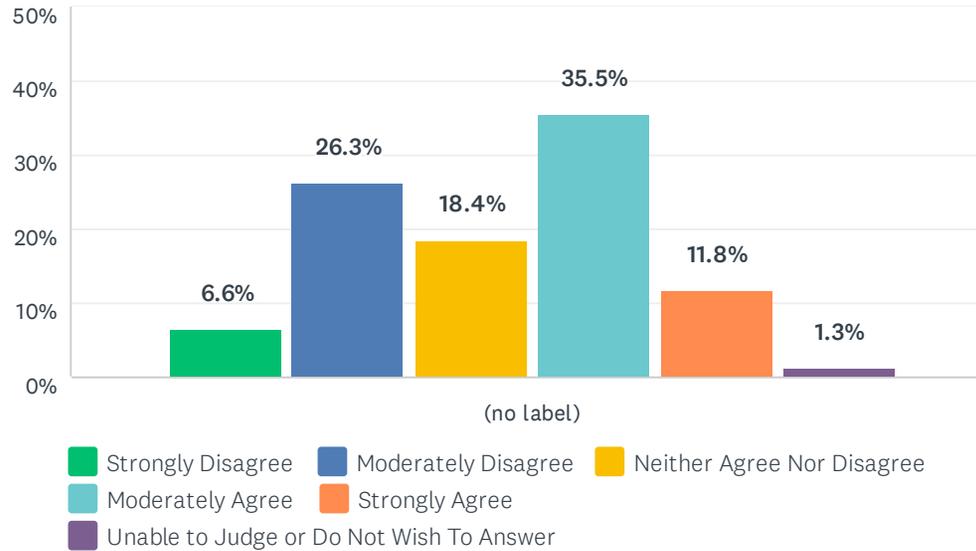


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	19.7% 15	30.3% 23	11.8% 9	30.3% 23	7.9% 6	0.0% 0	76	2.76

BASIC STATISTICS					
Minimum		Maximum	Median	Mean	Standard Deviation
1.00		5.00	2.50	2.76	1.29

Q2 I am satisfied with my employee benefits at GBC.

Answered: 76 Skipped: 1

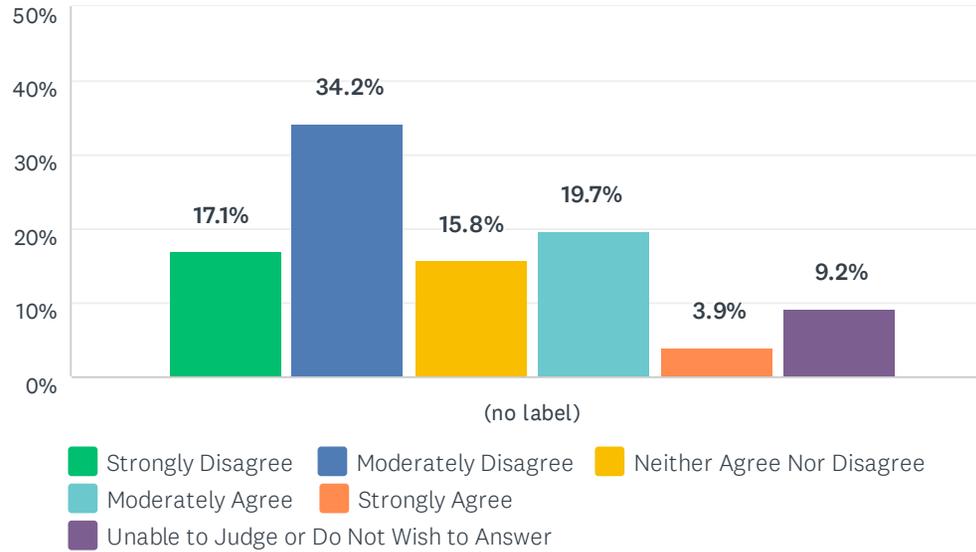


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	6.6%	26.3%	18.4%	35.5%	11.8%	1.3%	76	3.20
	5	20	14	27	9	1		

BASIC STATISTICS					
Minimum		Maximum	Median	Mean	Standard Deviation
1.00		5.00	3.00	3.20	1.15

Q3 My compensation is appropriate compared with others in my field and stage of career nationally.

Answered: 76 Skipped: 1

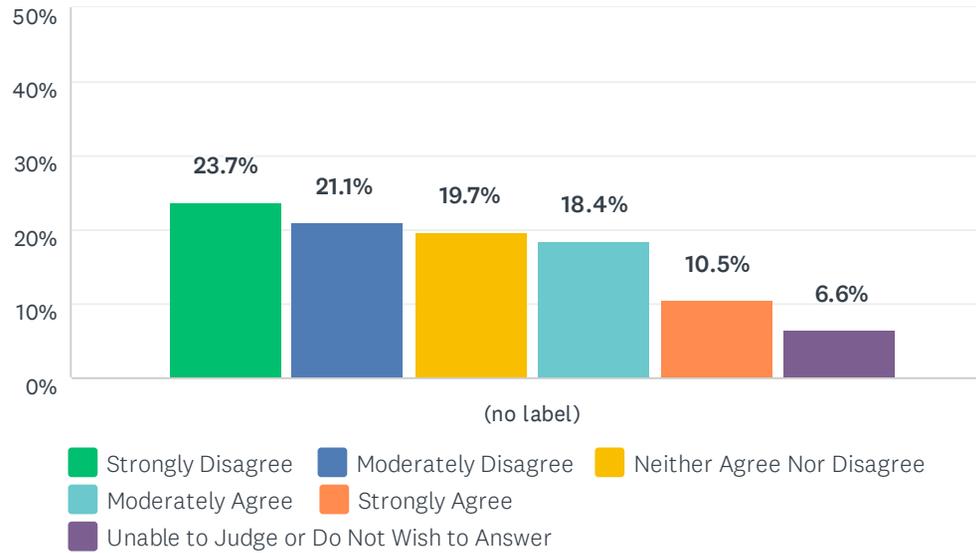


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	17.1% 13	34.2% 26	15.8% 12	19.7% 15	3.9% 3	9.2% 7	76	2.55

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	2.00	2.55	1.15	

Q4 Considering my performance and years of service, my compensation is appropriate compared with others at GBC hired before or after me.

Answered: 76 Skipped: 1

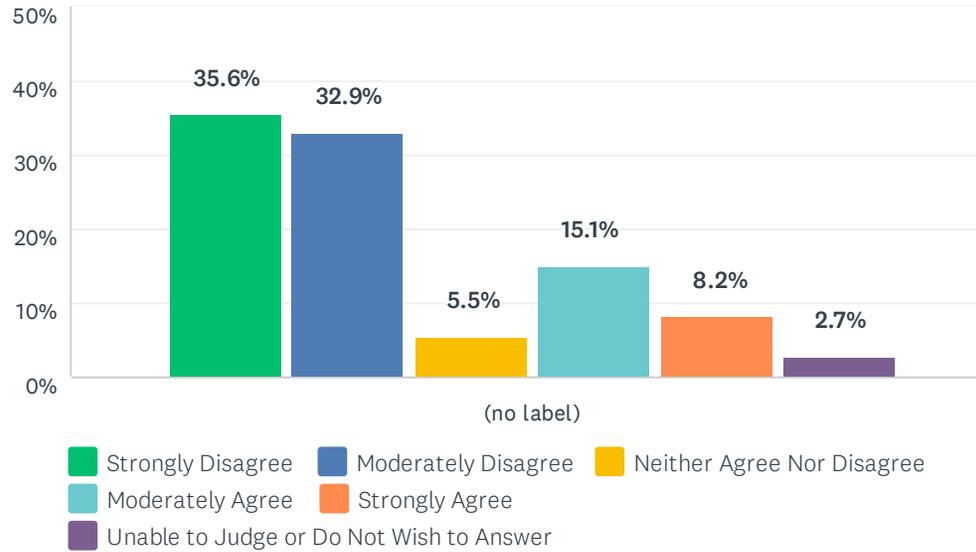


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	23.7%	21.1%	19.7%	18.4%	10.5%	6.6%	76	2.69
	18	16	15	14	8	5		

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	3.00	2.69	1.34	

Q5 Relationships between the faculty and administrators at GBC are mutually cooperative.

Answered: 73 Skipped: 4

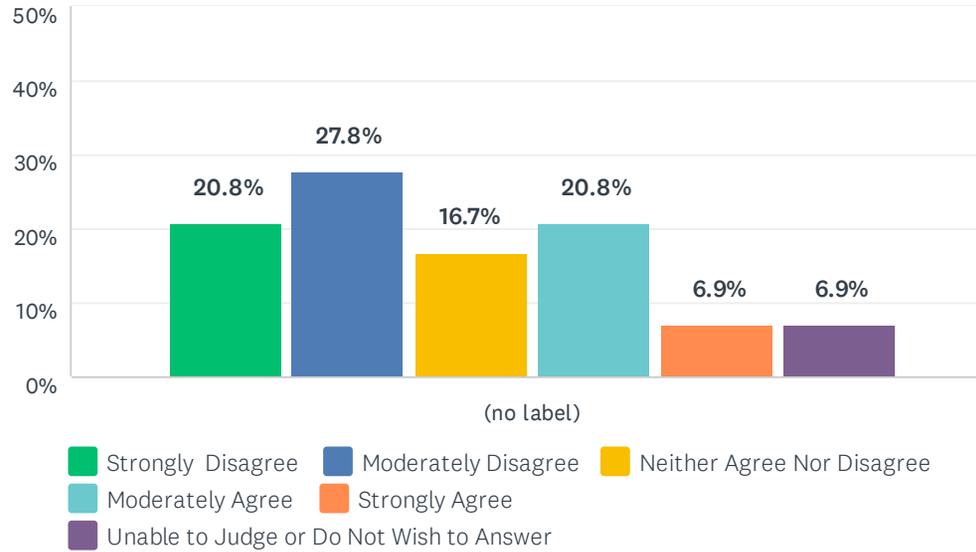


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	35.6% 26	32.9% 24	5.5% 4	15.1% 11	8.2% 6	2.7% 2	73	2.25

BASIC STATISTICS					
Minimum		Maximum	Median	Mean	Standard Deviation
1.00		5.00	2.00	2.25	1.32

Q6 Faculty committees largely determine educational policy, curriculum design, curriculum review, and academic standards at GBC.

Answered: 72 Skipped: 5

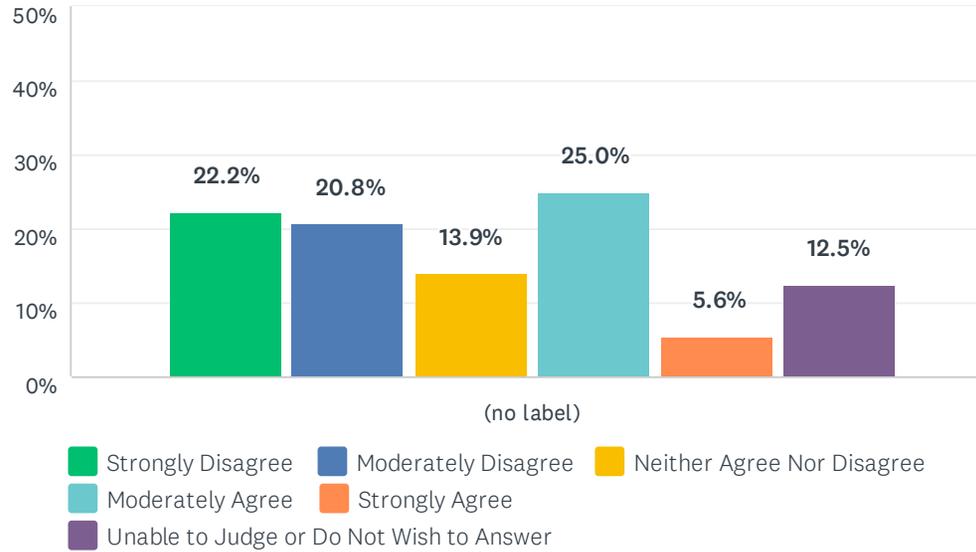


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	20.8% 15	27.8% 20	16.7% 12	20.8% 15	6.9% 5	6.9% 5	72	2.63

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	2.00	2.63	1.26	

Q7 Recommendations of faculty committees largely determine the nature of decisions regarding the evaluation and tenure or promotion of individual faculty members at GBC.

Answered: 72 Skipped: 5

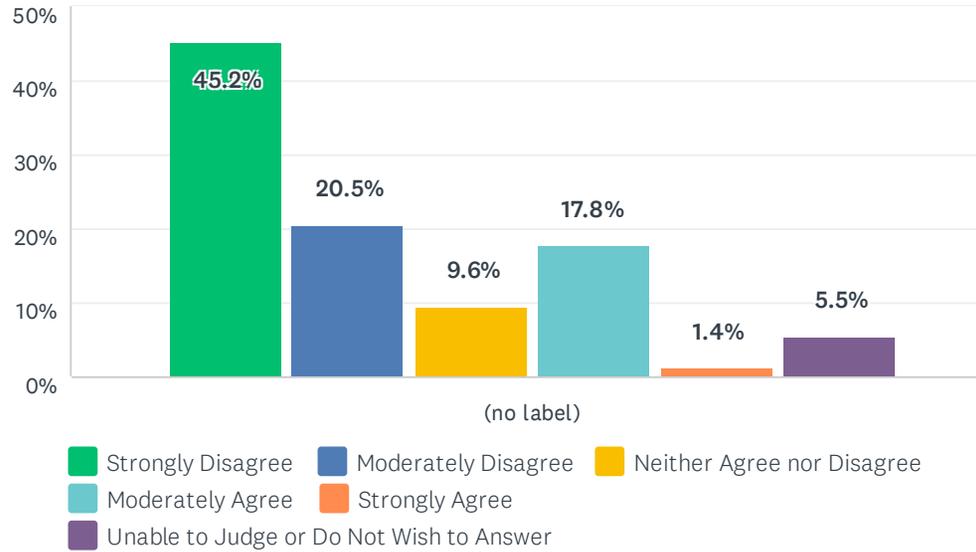


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	22.2%	20.8%	13.9%	25.0%	5.6%	12.5%	72	2.67
	16	15	10	18	4	9		

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	3.00	2.67	1.30	

Q8 Recommendations of faculty committees have a decisive influence on the outcome of searches for faculty and administrative hires at GBC.

Answered: 73 Skipped: 4

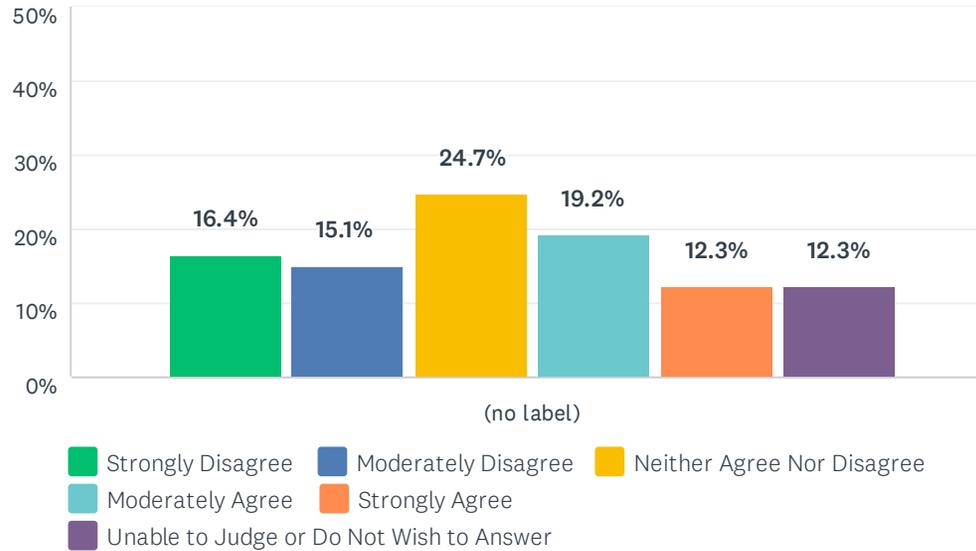


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	45.2%	20.5%	9.6%	17.8%	1.4%	5.5%	73	2.04
	33	15	7	13	1	4		

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	2.00	2.04	1.21	

Q9 The academic freedom of faculty members is protected at GBC.

Answered: 73 Skipped: 4

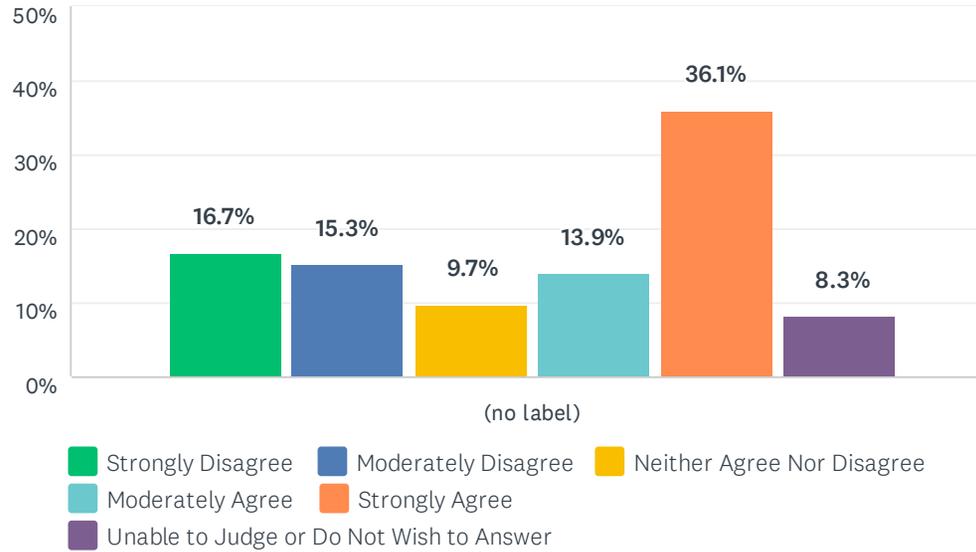


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	16.4% 12	15.1% 11	24.7% 18	19.2% 14	12.3% 9	12.3% 9	73	2.95

BASIC STATISTICS								
Minimum			Maximum	Median	Mean	Standard Deviation		
1.00			5.00	3.00	2.95	1.30		

Q10 In its relations with faculty and in its faculty employment practices, the GBC administration does not discriminate on the basis of gender, ethnicity, or age.

Answered: 72 Skipped: 5

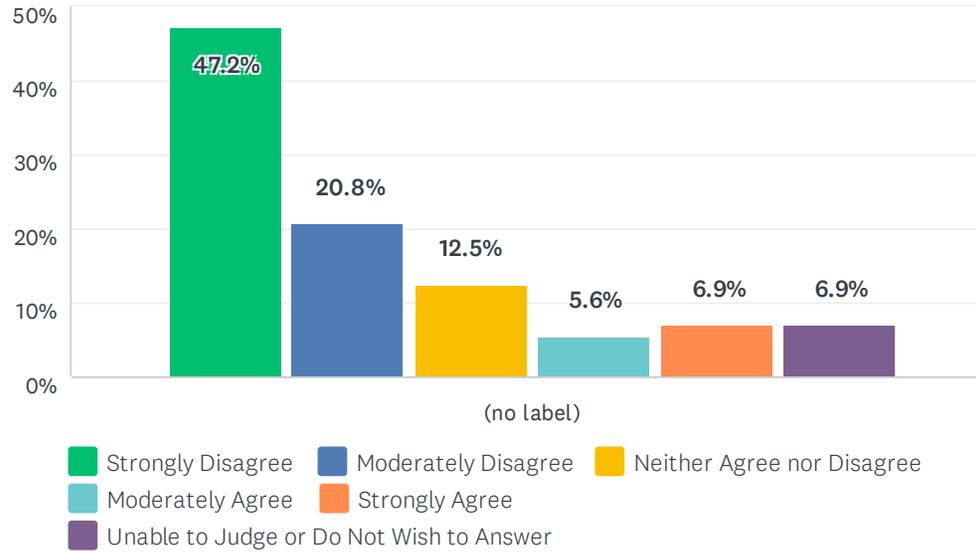


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	16.7%	15.3%	9.7%	13.9%	36.1%	8.3%	72	3.41
	12	11	7	10	26	6		

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	4.00	3.41	1.57	

Q11 President Joyce Helens affirms the principle of shared governance through her decision-making.

Answered: 72 Skipped: 5

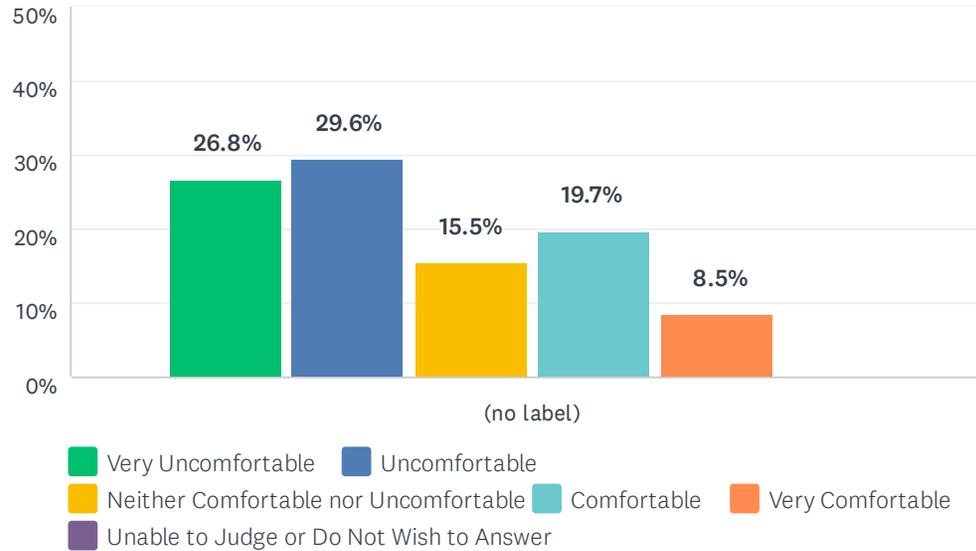


	STRONGLY DISAGREE (1)	MODERATELY DISAGREE (2)	NEITHER AGREE NOR DISAGREE (3)	MODERATELY AGREE (4)	STRONGLY AGREE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	47.2%	20.8%	12.5%	5.6%	6.9%	6.9%	72	1.97
	34	15	9	4	5	5		

BASIC STATISTICS						
Minimum		Maximum	Median	Mean	Standard Deviation	
1.00		5.00	1.00	1.97	1.25	

Q12 Overall, how comfortable are you with the climate at GBC?

Answered: 71 Skipped: 6

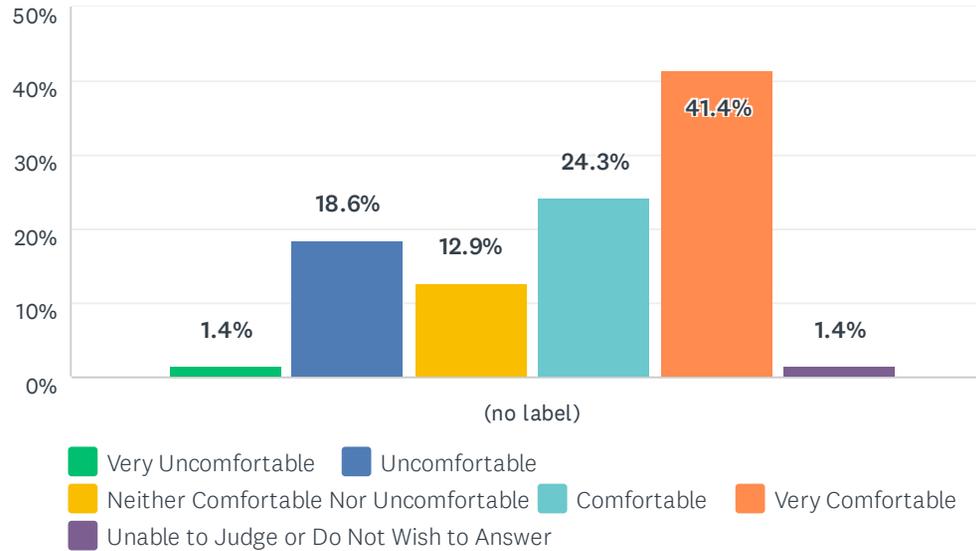


	VERY UNCOMFORTABLE (1)	UNCOMFORTABLE (2)	NEITHER COMFORTABLE NOR UNCOMFORTABLE (3)	COMFORTABLE (4)	VERY COMFORTABLE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	26.8% 19	29.6% 21	15.5% 11	19.7% 14	8.5% 6	0.0% 0	71	2.54

BASIC STATISTICS						
Minimum	Maximum	Median	Mean	Standard Deviation		
1.00	5.00	2.00	2.54	1.30		

Q13 Overall, how comfortable are you with the climate in your department/program at GBC?

Answered: 70 Skipped: 7

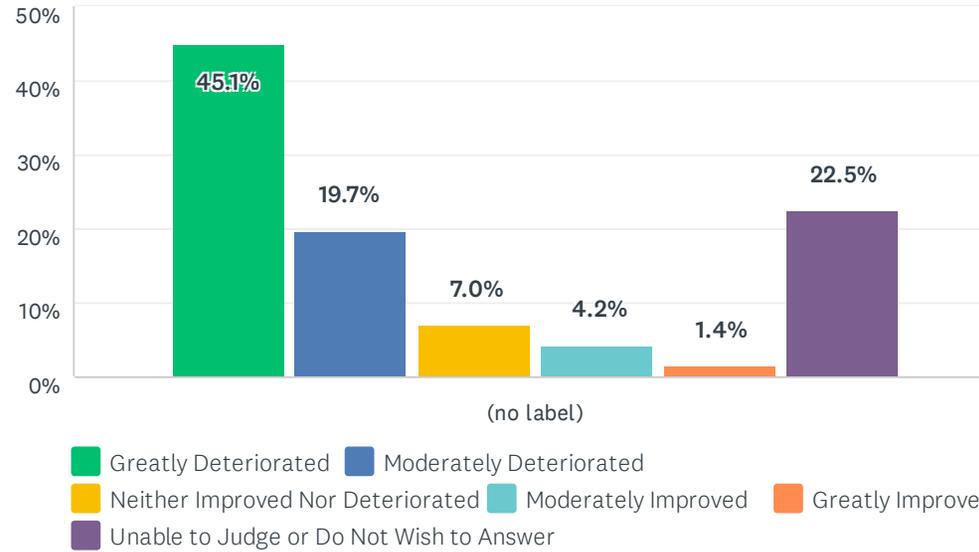


	VERY UNCOMFORTABLE (1)	UNCOMFORTABLE (2)	NEITHER COMFORTABLE NOR UNCOMFORTABLE (3)	COMFORTABLE (4)	VERY COMFORTABLE (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	1.4% 1	18.6% 13	12.9% 9	24.3% 17	41.4% 29	1.4% 1	70	3.87

BASIC STATISTICS						
Minimum	Maximum	Median	Mean	Standard Deviation		
1.00	5.00	4.00	3.87	1.19		

Q14 Comparing the past 3 years with prior years, how has the overall campus climate at GBC changed?

Answered: 71 Skipped: 6

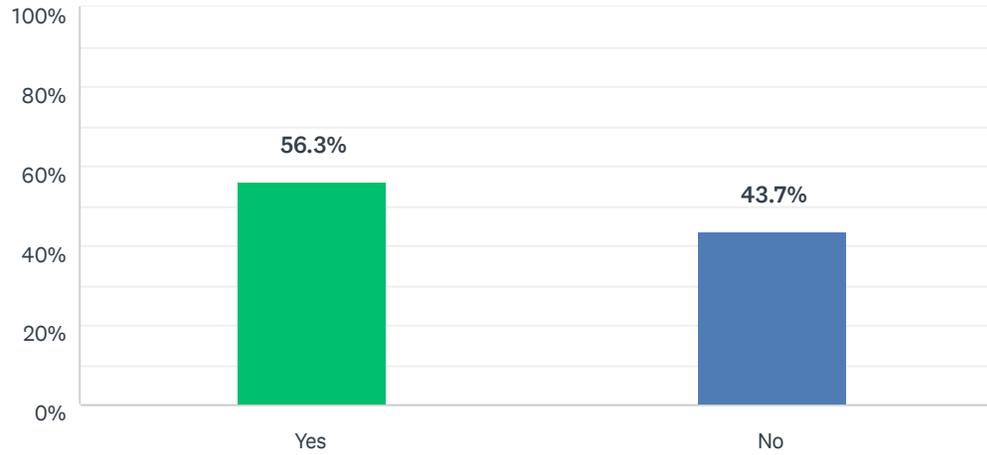


	GREATLY DETERIORATED (1)	MODERATELY DETERIORATED (2)	NEITHER IMPROVED NOR DETERIORATED (3)	MODERATELY IMPROVED (4)	GREATLY IMPROVED (5)	UNABLE TO JUDGE OR DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
(no label)	45.1% 32	19.7% 14	7.0% 5	4.2% 3	1.4% 1	22.5% 16	71	1.67

BASIC STATISTICS						
Minimum	Maximum	Median	Mean	Standard Deviation		
1.00	5.00	1.00	1.67	0.97		

Q16 Have you seriously considered leaving GBC within the past 3 years?

Answered: 71 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes (1)	56.3%	40
No (2)	43.7%	31
TOTAL		71

BASIC STATISTICS					
Minimum	Maximum	Median	Mean	Standard Deviation	
1.00	2.00	1.00	1.44	0.50	

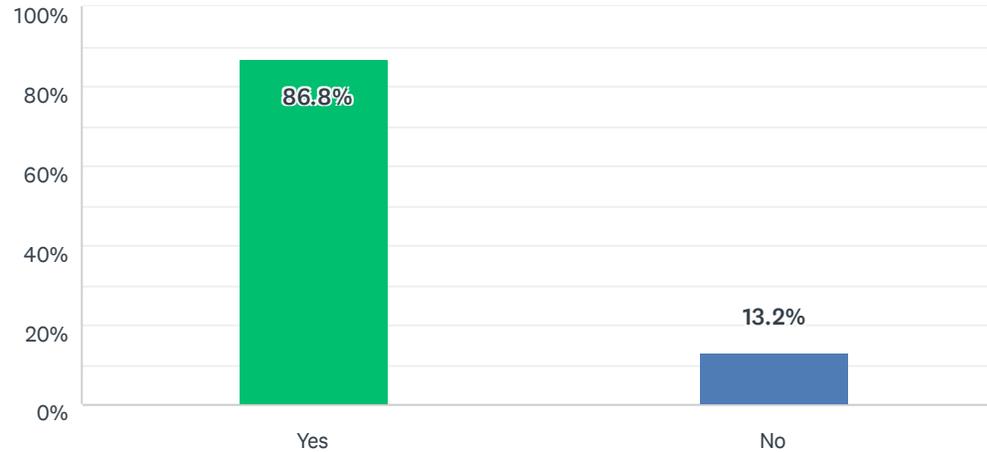
Q17 If you answered yes, please give the reasons you considered leaving GBC (check all that apply):

Answered: 40 Skipped: 37

ANSWER CHOICES	RESPONSES	
Campus climate unwelcoming	65.0%	26
Lack of a sense of belonging	45.0%	18
Tension with supervisor/manager	42.5%	17
Low salary	40.0%	16
Limited advancement opportunities	37.5%	15
Increased workload	35.0%	14
Lack of professional development opportunities	25.0%	10
Institutional support (e.g., technical support, workspace, equipment)	22.5%	9
Interested in a position at another institution	22.5%	9
Lack of benefits	17.5%	7
Recruited or offered a position at another institution/organization	12.5%	5
Tension with coworkers	12.5%	5
A reason not listed above (please specify):	10.0%	4
Family responsibilities	5.0%	2
Local community did not meet my (my family's) needs	5.0%	2
Spouse or partner relocated	5.0%	2
Spouse or partner unable to find suitable employment	5.0%	2
Lack of diversity	2.5%	1
Local community climate not welcoming	2.5%	1
Personal reasons (e.g., medical mental health, family emergencies)	2.5%	1
Total Respondents: 40		

Q18 I would support the formation of an active chapter of the Nevada Faculty Alliance at GBC to advocate for improved compensation, benefits, and work conditions, and to protect faculty rights

Answered: 68 Skipped: 9

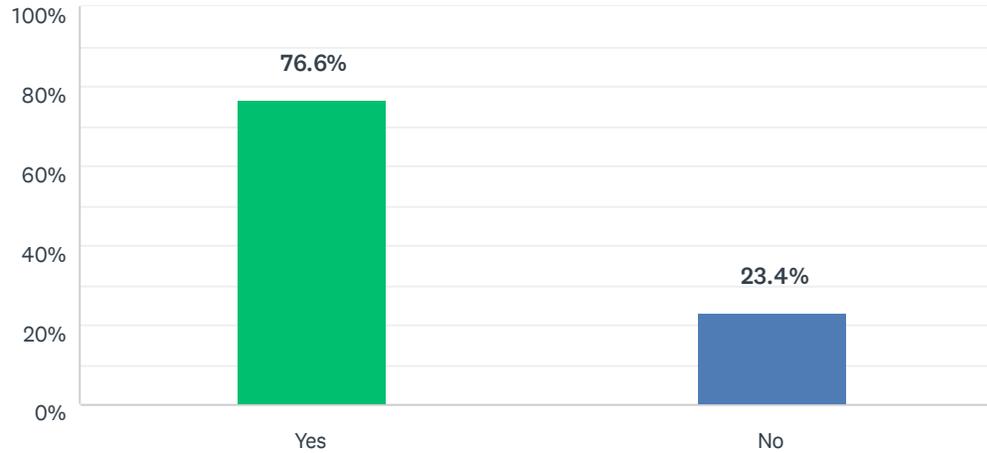


ANSWER CHOICES	RESPONSES	
Yes (1)	86.8%	59
No (2)	13.2%	9
TOTAL		68

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.13	0.34

Q19 I would support the formation of a collective bargaining unit (union) for faculty at GBC to negotiate for improved compensation, benefits, and work conditions, and to protect faculty rights.

Answered: 64 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes (1)	76.6%	49
No (2)	23.4%	15
TOTAL		64

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.23	0.42