



NEVADA FACULTY ALLIANCE

The independent statewide association for NSHE Faculty. Affiliated with the American Association of University Professors.

YOUR ALLY - YOUR VOICE

We work to empower faculty to be fully engaged in our mission to help students succeed.

*Presentation to the Faculty Senate of Great Basin College
4/17/2020*

The Nevada Faculty Alliance:

- Is the Nevada affiliate of the AAUP, the longest existing national organization for advocacy of faculty.
- Protects the rights of faculty for free and open investigation, speech and thought.
- Promotes shared governance in our colleges and universities.
- Provides an effective voice for faculty and higher education in the Nevada Legislature.
- Advocates for faculty salary and benefits.
- Provides guidance and may provide legal services in employment-related matters to NFA members.
- ***Serves to protect and promote the integrity of our public higher education institutions in Nevada.***

Nevada Faculty Alliance

Brief activity reports:

- Legislative Advocacy

Kent Ervin, NFA Legislative Liaison

- Legal Defense Program

John Nolan, NFA General Counsel

- Collective Bargaining Chapters

Scott Huber, TMCC Chapter President

- Hosting the ~~2020~~ **2021** AAUP Summer Institute at UNR

NFA Legislative Advocacy

- 2021 session—tentative legislative goals (before COVID-19 and depending on AJR5)
 - Budget and compensation issues
 - Collective bargaining bills
 - Representation in faculty disciplinary processes
- Post COVID-19 pandemic
 - Budget cuts, hiring freezes, furloughs, pay cuts—depends on state revenue and decisions by Governor
 - Faculty rights and responsibilities during Alternative Operations
 - Changes to faculty compensation should be discussed through shared governance process
- PEBP
 - Higher employee premiums for FY2021 approved 4/7/2020
 - Additional 10% budget cut (\$25M) being requested by Governor's Finance Office
- AJR5
 - Nevada constitutional amendment (1) to remove Board of Regents from constitutional status and (2) to give Legislature role in protecting academic freedom
 - Accountability for NSHE
 - Final vote in November 2020 general election.

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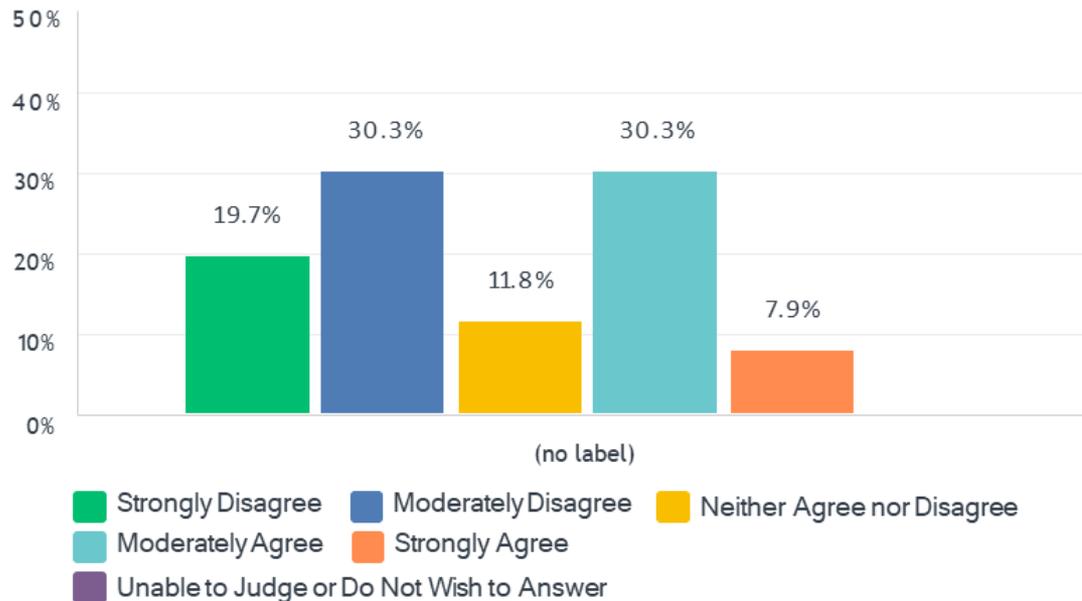
Survey of GBC Faculty

- Conducted by the State NFA to gauge the temperature of the faculty and campus climate at Great Basin College.
- Invitation to all academic and administrative faculty, except Administrators. Only invited faculty members could respond.
- Responses collected March 3 to March 14, 2020, with three reminders. Response rate 64% (77 of 121).
- Questions similar to surveys at UNR in 2017 and TMCC in 2020.
- Only aggregate results are reported to ensure confidentiality
- Full survey report provided to Faculty Senate.

Overall Compensation

Q1 I am satisfied with my overall compensation at GBC.

Answered: 76 Skipped: 1



Of those answering:

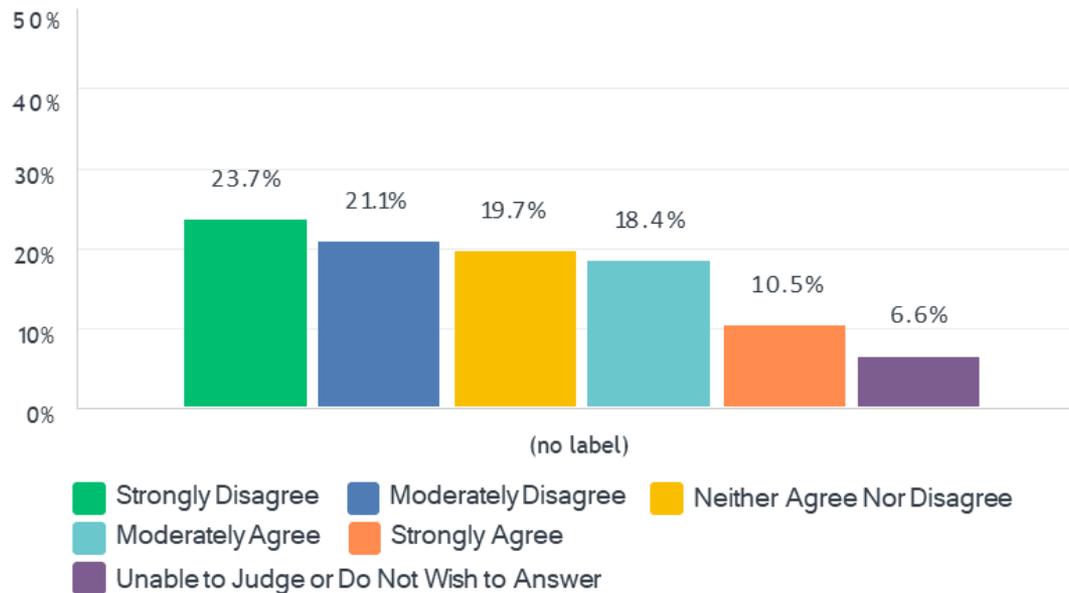
50% moderately or strongly agree

38% moderately or strongly disagree

Salary compression

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



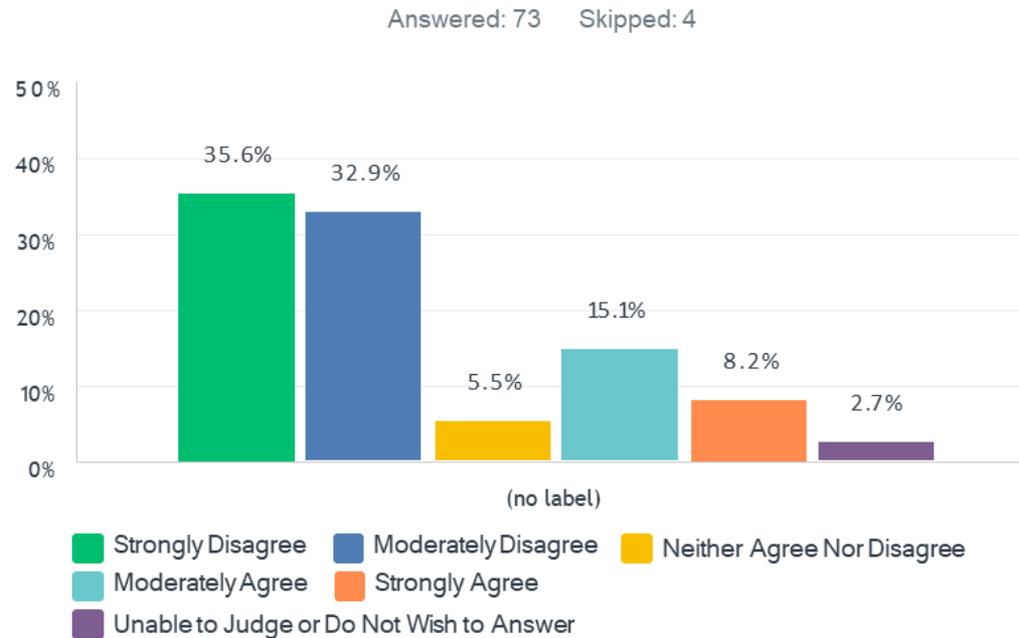
Of those answering:

31% moderately or strongly agree

48% moderately or strongly disagree

Faculty – Administration Relationships

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



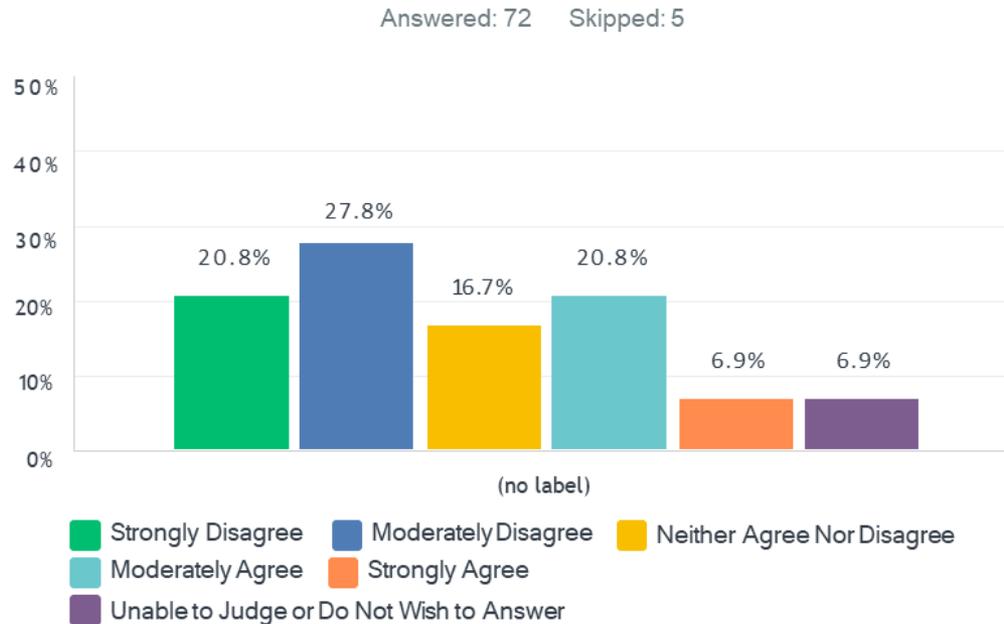
Of those answering:

24% moderately or strongly agree

70% moderately or strongly disagree

Shared governance on academic issues

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



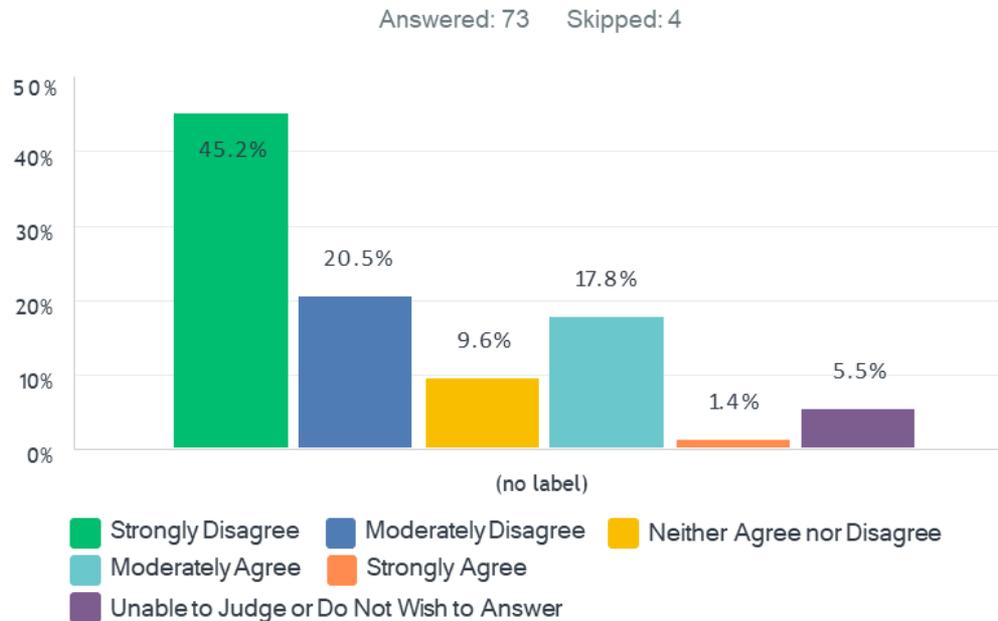
Of those answering:

30% moderately or strongly agree

52% moderately or strongly disagree

Shared governance on faculty searches

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



Of those answering:

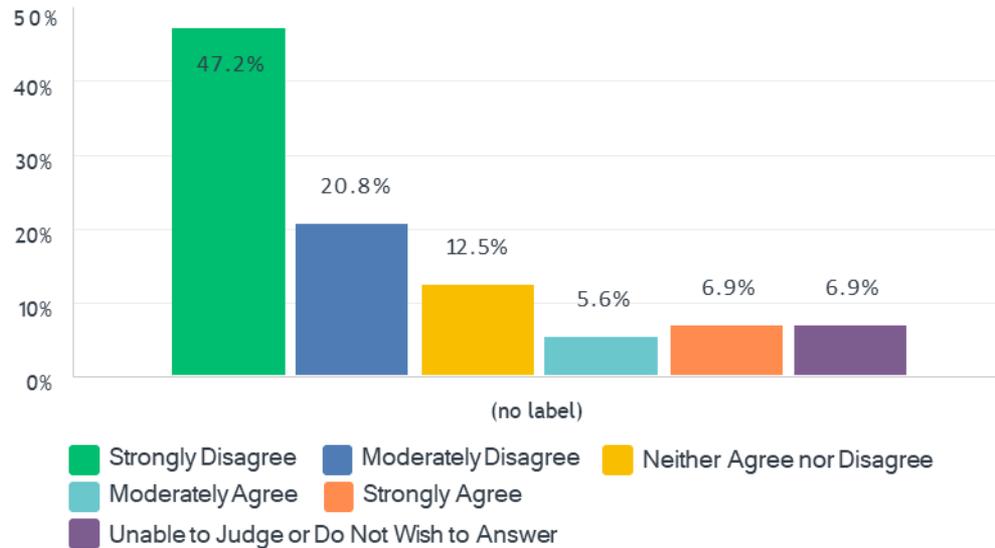
20% moderately or strongly agree

70% moderately or strongly disagree

Support of shared governance by the President of GBC

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

Answered: 72 Skipped: 5



Of those answering:

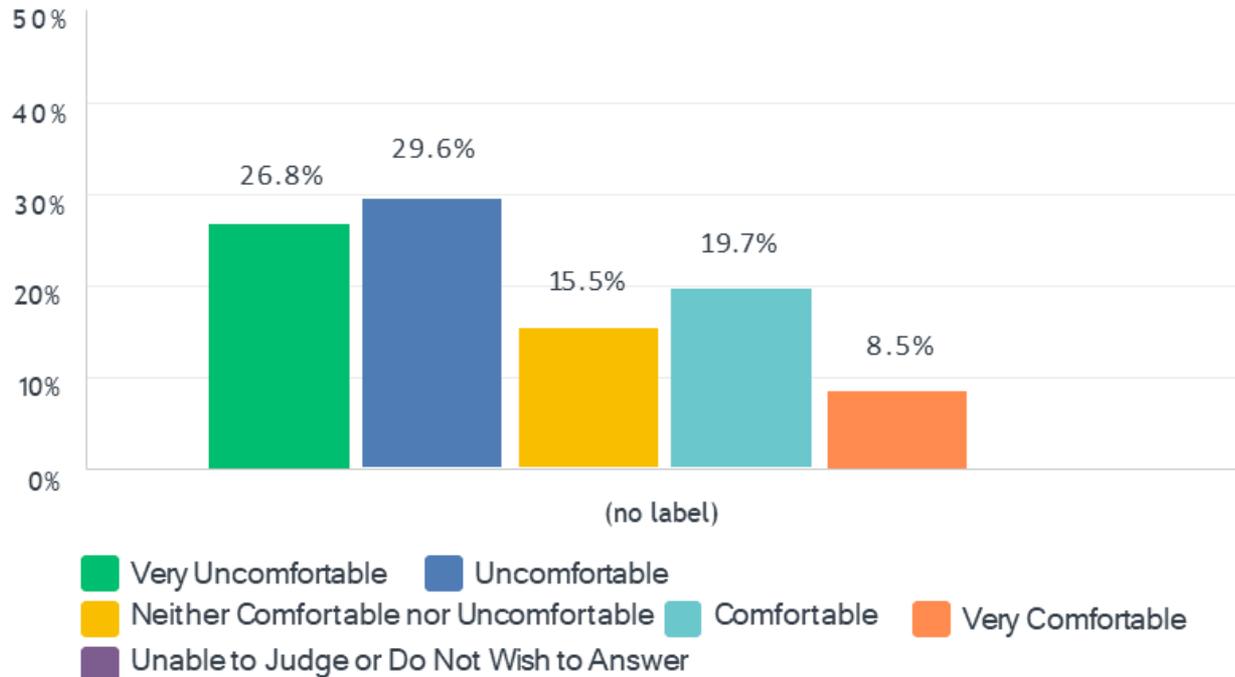
13% moderately or strongly agree

73% moderately or strongly disagree

Overall campus climate

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

Answered: 71 Skipped: 6



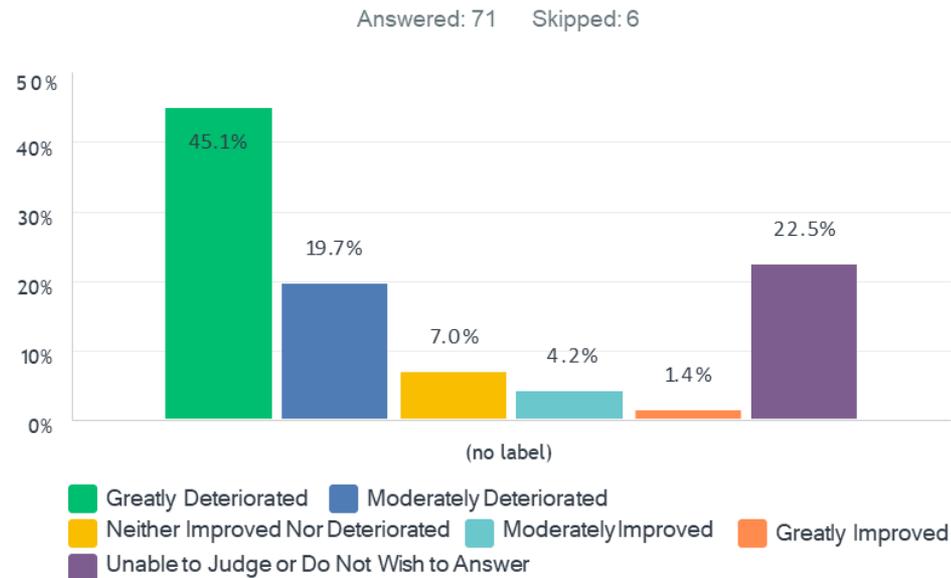
Of those answering:

28% comfortable or very comfortable

56% uncomfortable or very uncomfortable

Change of campus climate in past three years

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



Of those answering:

7% moderately or greatly improved

84% moderately or greatly deteriorated

56% of faculty respondents have seriously considered leaving GBC within past 3 years

- Top reasons:

| 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 |

| Great Basin College Faculty, Staff, and Students | | | |
|--|-------------------|-------------------|---------------|
| | 6/29/2007* | 4/10/2020* | Change |
| TOTAL STAFF | 206 | 200 | -3% |
| Academic Faculty | 66 | 69 | 5% |
| President/Vice Presidents/Deans | 5 | 7 | 40% |
| Other (Administrative & Classified) | 135 | 124 | -8% |
| Percent of Academic Faculty Tenured | 58% | 45% | |
| | FY2007 | FY2019 | |
| Student FTE** | 1,589 | 2,069 | 30% |
| Student:Faculty Ratio | 24.1 | 30.0 | 25% |
| * www.gbcnv.edu/directories/facstaff.html (access date) | | | |
| **NSHE Annual Operating Budget Reports | | | |

NSHE Faculty Attrition Rates

| Institution | Faculty as of 10/1/2017 | Terminated before 10/1/2018 | Attrition Rate 2017-2018 | Faculty as of 10/1/2018 | Terminated before 10/1/2019 | Attrition Rate 2018-2019 |
|-----------------------------------|-------------------------|-----------------------------|--------------------------|-------------------------|-----------------------------|--------------------------|
| College of Southern Nevada | 842 | 44 | 5.2% | 858 | 41 | 4.8% |
| Great Basin College | 129 | 5 | 3.9% | 145 | 18 | 12.4% |
| Nevada State College | 181 | 12 | 6.6% | 191 | 9 | 4.7% |
| Truckee Meadows Community College | 339 | 19 | 5.6% | 338 | 20 | 5.9% |
| University of Nevada, Las Vegas | 2531 | 204 | 8.1% | 2589 | 201 | 7.8% |
| University of Nevada, Reno | 2077 | 173 | 8.3% | 2126 | 185 | 8.7% |
| Western Nevada College | 124 | 14 | 11.3% | 124 | 8 | 6.5% |
| NSHE combined | 6530 | 488 | 7.5% | 6682 | 509 | 7.6% |

Source: NSHE Public Records Request, Workday data with hire and termination dates for all academic and administrative faculty. Analysis by Nevada Faculty Alliance 11/2019.

NFA role at GBC

- 87% (59/68) would support reactivation of a GBC-NFA advocacy chapter
- 77% (49/64) would support formation of a collective bargaining unit

NFA Chapter at Great Basin College

- The GBC-NFA Chapter has been inactive for several years.
- At a recent meeting, GBC-NFA members voted unanimously to reactivate and advocacy chapter—approved by the state board of the NFA.
- Election of GBC chapter officers currently underway.

NFA SUPPORTS ACADEMIC FREEDOM

As an AAUP chapter, we uphold the AAUP Statement of Principles on Academic Freedom and Tenure and support:

- Faculty facing harassment
- Members dealing with outside pressure on research or teaching
- Resisting administrative overreach in the classroom or in research
- Principles of shared governance

NFA STANDS WITH OUR MEMBERS

NFA can stand by your side when dealing with:

- Reconsiderations of annual evaluations
- Promotion and tenure concerns
- Grievances and disciplinary issues
- Legal issues, up to and including legal counsel if deemed necessary

NFA IS YOUR VOICE IN THE NEVADA LEGISLATURE

NFA works to empower faculty in our mission to help students succeed by ensuring:

- Lobbyist presence during Legislative session
- Direct contact with legislators
- Legislative updates before, during, and after the session

Nevada Faculty Alliance

- You can join!

www.nevadafacultyalliance.org

- **Why join now?**

- Reactivated GBC Chapter to promote Great Basin College and the interests of its faculty members—numbers mean influence.
- New simplified membership dues structure.
- Support NFA advocacy at Legislature during COVID-19 budget crisis.
- NFA Legal Defense Services support members facing employment challenges.



Thank you. Questions?

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- John Nolan, NFA General Counsel and Legal Defense Coordinator, john.nolan@nevadafacultyalliance.org