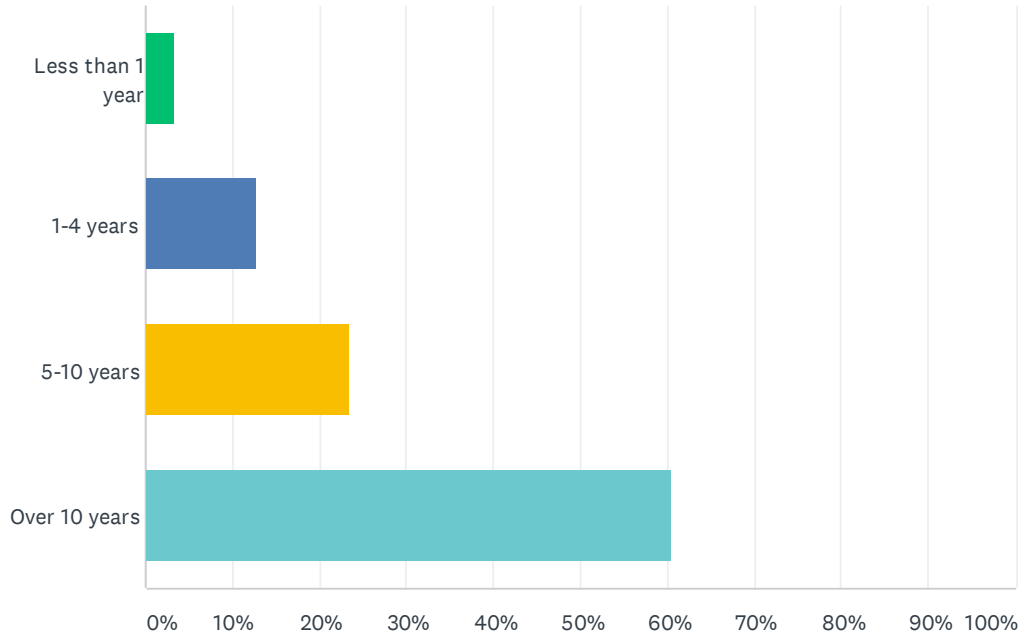


Q1 How long have you been employed at CSN?

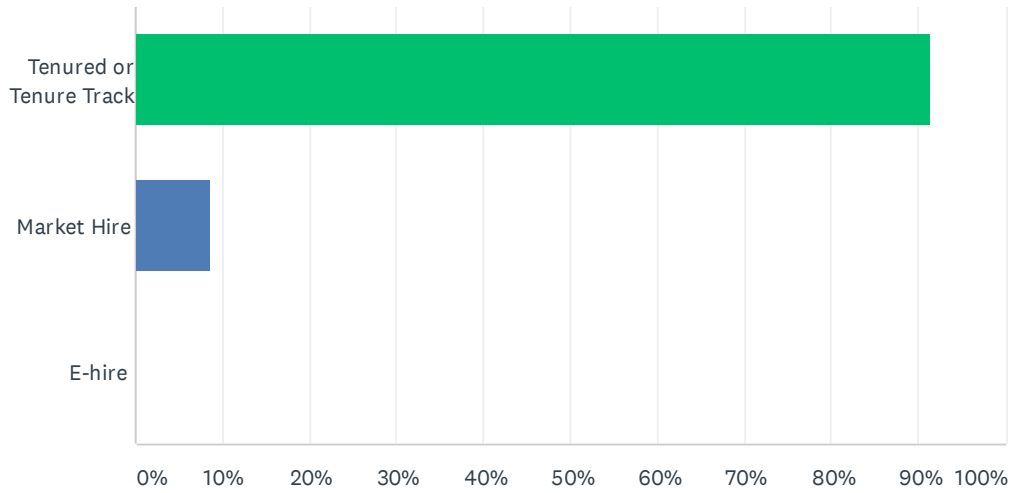
Answered: 235 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	3.40%	8
1-4 years	12.77%	30
5-10 years	23.40%	55
Over 10 years	60.43%	142
TOTAL		235

Q2 What is your current employment status?

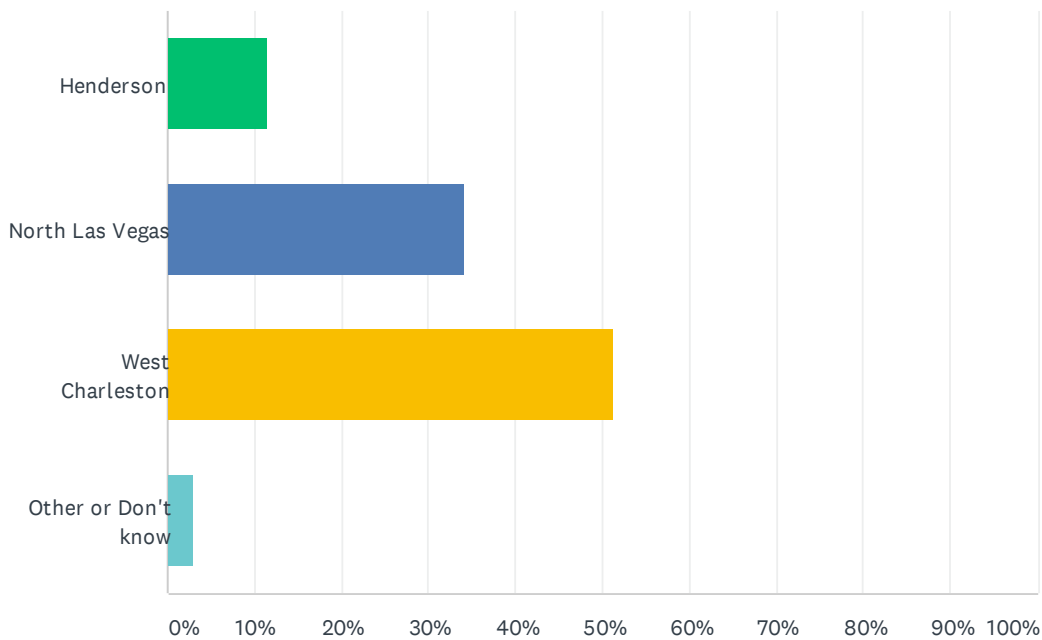
Answered: 234 Skipped: 1



ANSWER CHOICES	RESPONSES	
Tenured or Tenure Track	91.45%	214
Market Hire	8.55%	20
E-hire	0.00%	0
TOTAL		234

Q3 What campus would you normally be affiliated with?

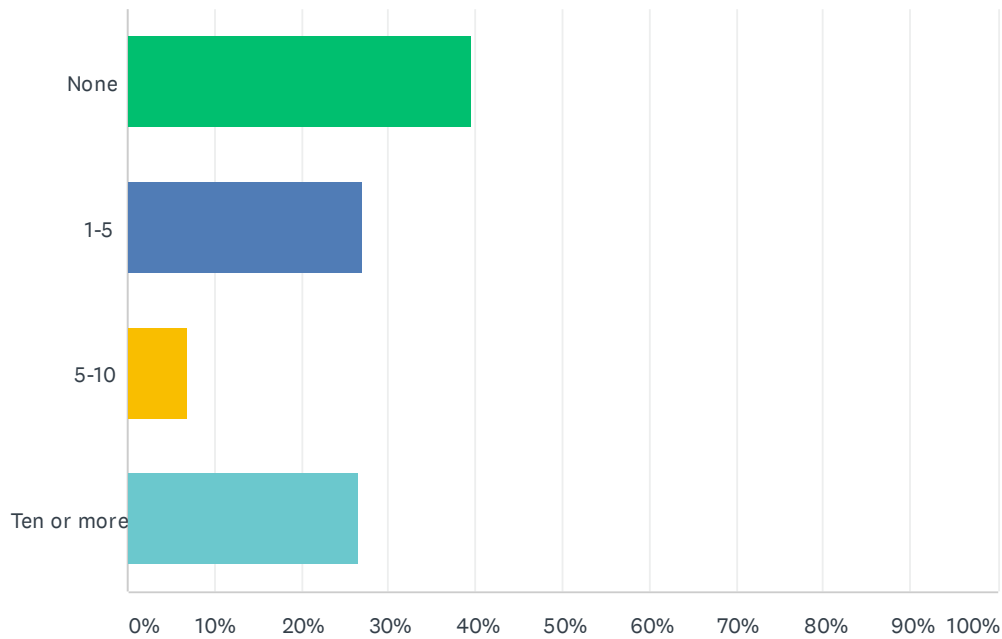
Answered: 234 Skipped: 1



ANSWER CHOICES	RESPONSES	
Henderson	11.54%	27
North Las Vegas	34.19%	80
West Charleston	51.28%	120
Other or Don't know	2.99%	7
TOTAL		234

Q4 How many times have you been on a campus this semester?

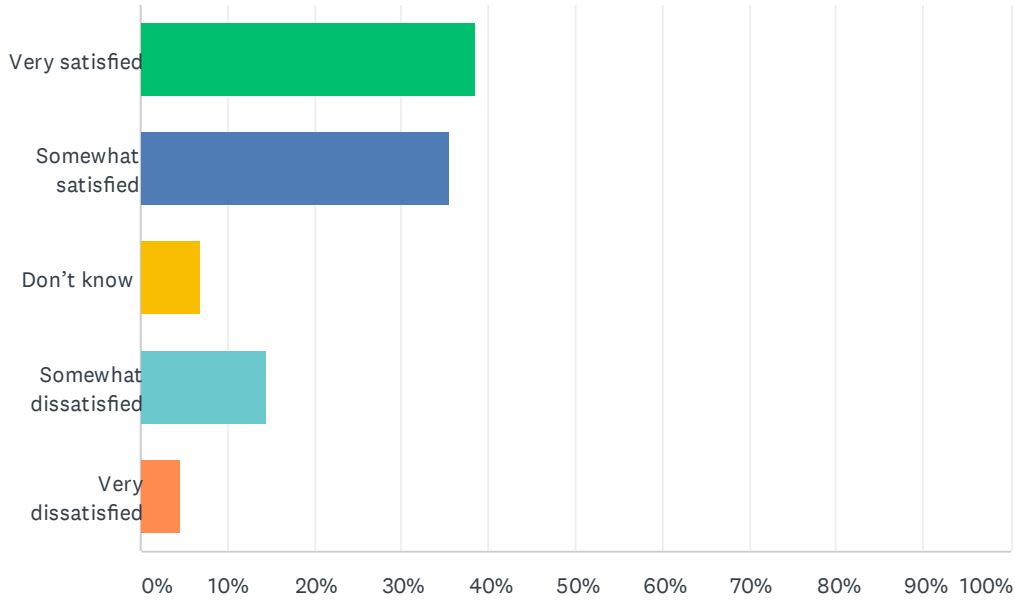
Answered: 233 Skipped: 2



ANSWER CHOICES	RESPONSES	
None	39.48%	92
1-5	27.04%	63
5-10	6.87%	16
Ten or more	26.61%	62
TOTAL		233

Q5 How satisfied are you with the CSN Administration's Covid-19 response so far

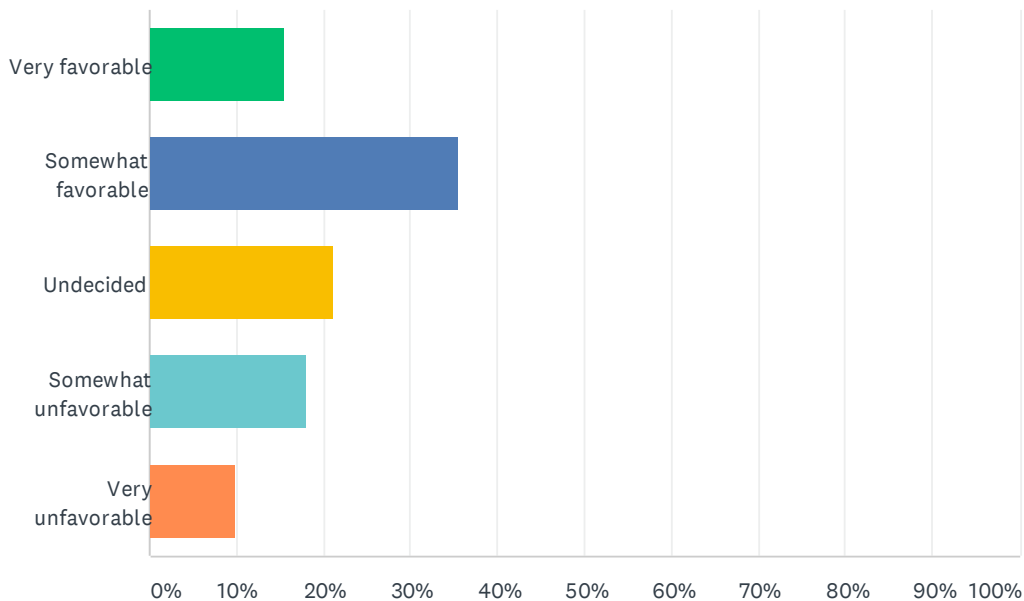
Answered: 234 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very satisfied	38.46%	90
Somewhat satisfied	35.47%	83
Don't know	6.84%	16
Somewhat dissatisfied	14.53%	34
Very dissatisfied	4.70%	11
TOTAL		234

Q6 Overall, how favorably do you view the CSN Administration?

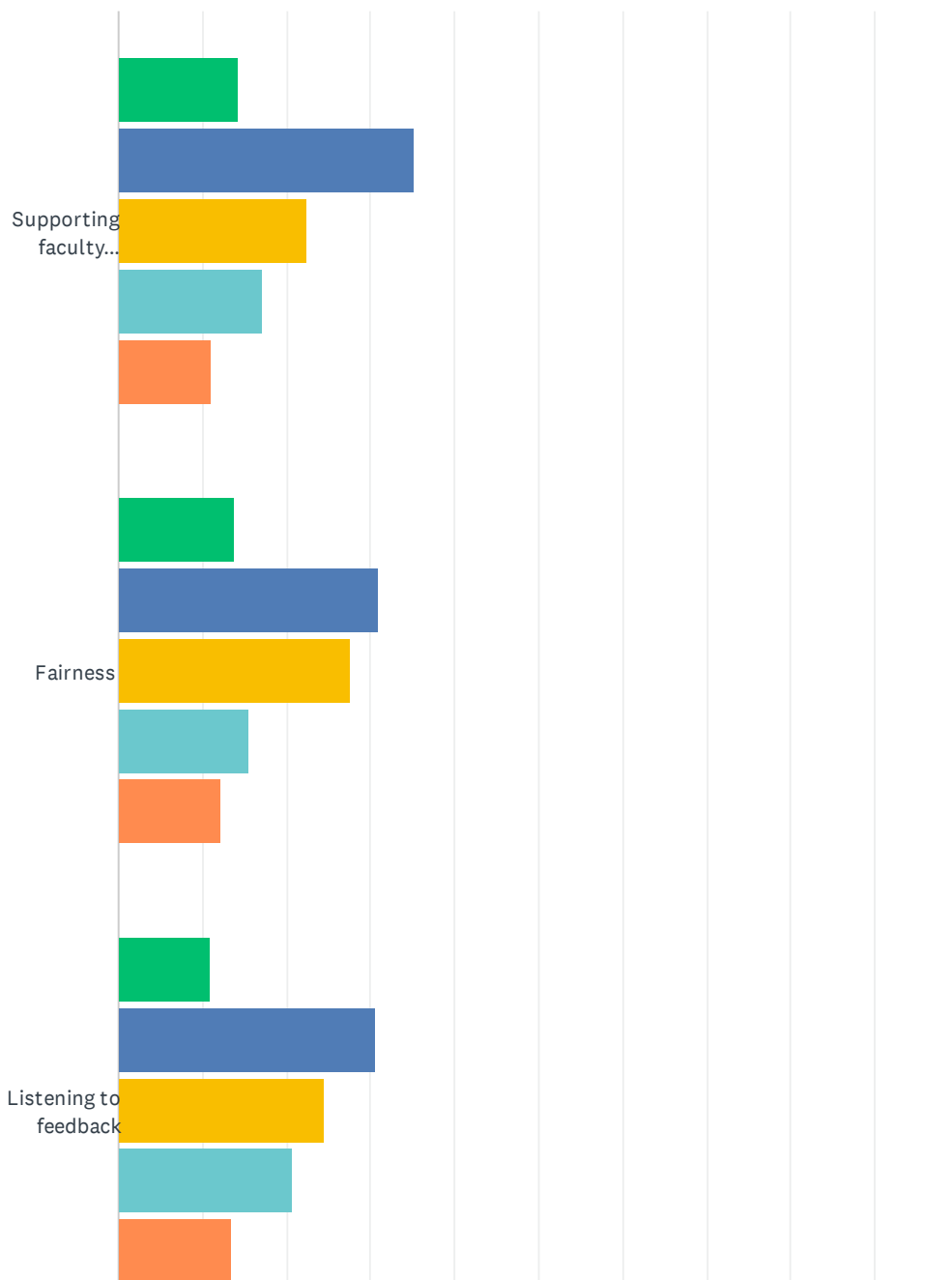
Answered: 233 Skipped: 2

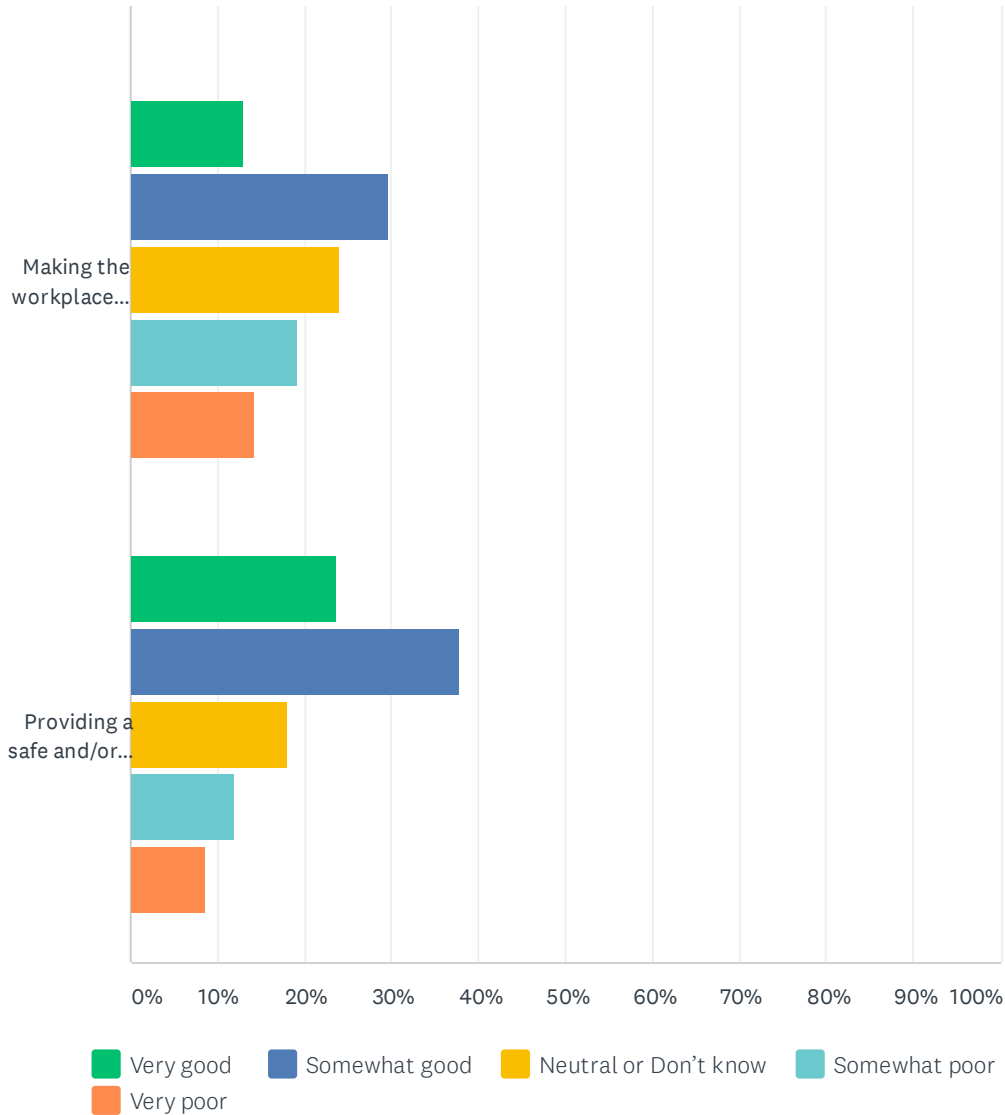


ANSWER CHOICES	RESPONSES	
Very favorable	15.45%	36
Somewhat favorable	35.62%	83
Undecided	21.03%	49
Somewhat unfavorable	18.03%	42
Very unfavorable	9.87%	23
TOTAL		233

Q7 How would you rate the Administration's performance on these factors

Answered: 233 Skipped: 2

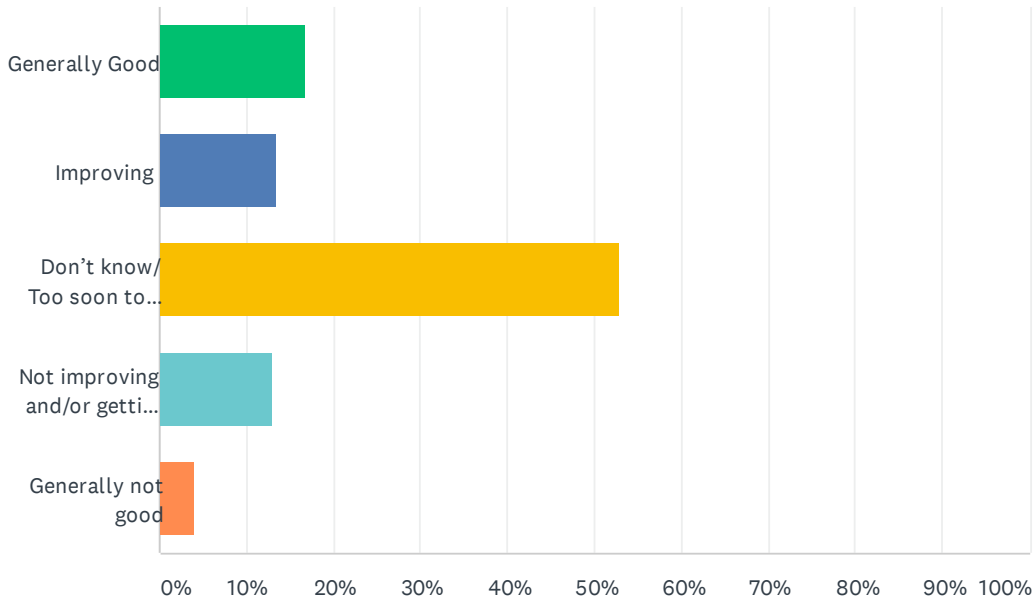




	VERY GOOD	SOMEWHAT GOOD	NEUTRAL OR DON'T KNOW	SOMEWHAT POOR	VERY POOR	TOTAL
Supporting faculty interests	14.16% 33	35.19% 82	22.32% 52	17.17% 40	11.16% 26	233
Fairness	13.79% 32	31.03% 72	27.59% 64	15.52% 36	12.07% 28	232
Listening to feedback	10.78% 25	30.60% 71	24.57% 57	20.69% 48	13.36% 31	232
Making the workplace better for faculty	12.88% 30	29.61% 69	24.03% 56	19.31% 45	14.16% 33	233
Providing a safe and/or respectful environment	23.61% 55	37.77% 88	18.03% 42	12.02% 28	8.58% 20	233

Q8 CSN's HR department has gone through some changes in the last year or so. Based on your experience, how do you think it is performing?

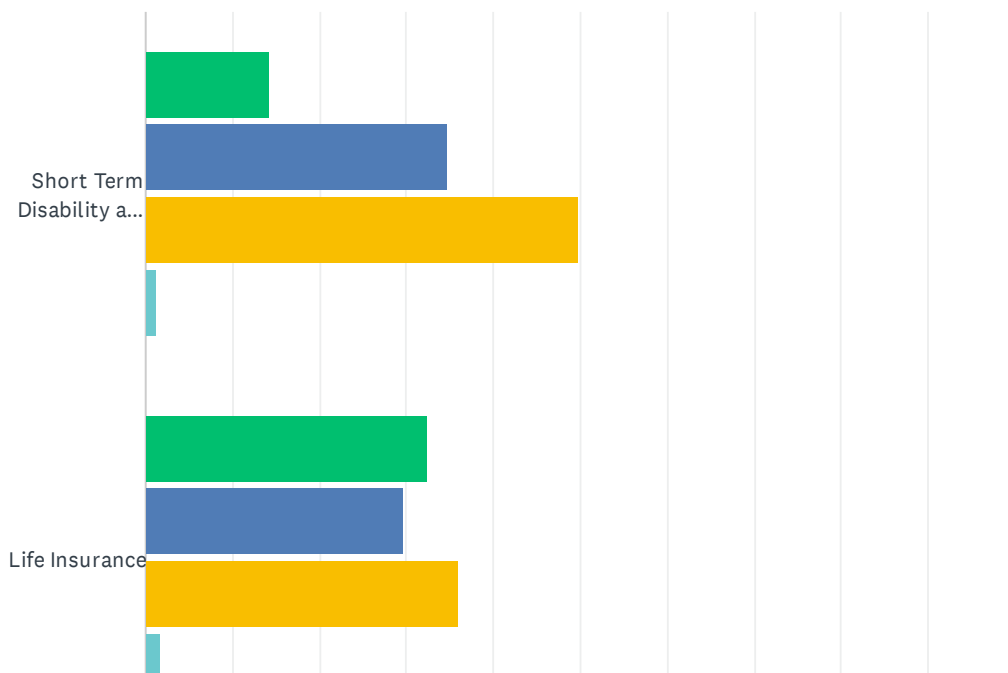
Answered: 232 Skipped: 3

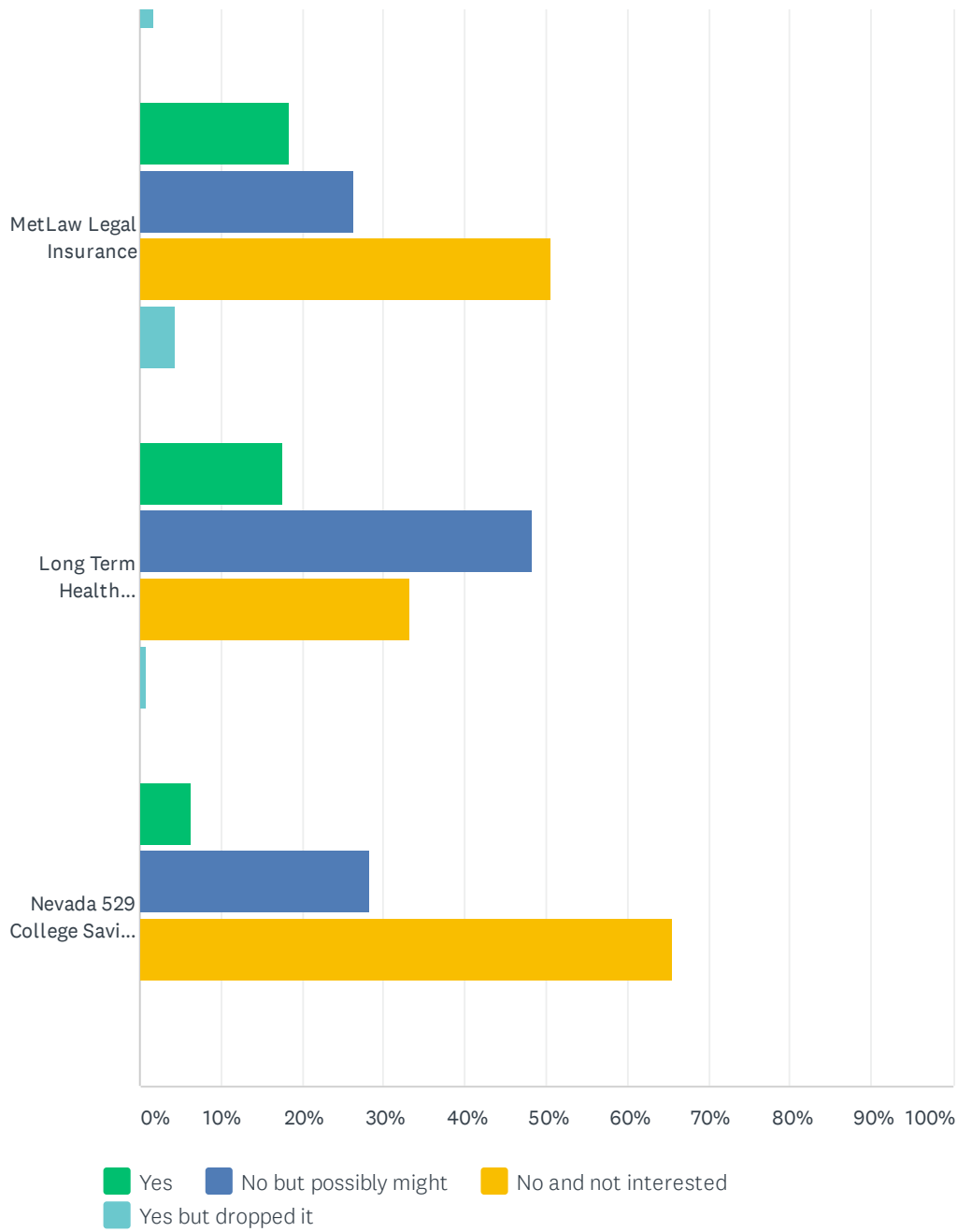


ANSWER CHOICES	RESPONSES
Generally Good	16.81% 39
Improving	13.36% 31
Don't know/ Too soon to tell	53.02% 123
Not improving and/or getting worse	12.93% 30
Generally not good	3.88% 9
TOTAL	232

Q9 Have you ever subscribed to any Supplemental benefits through CSN

Answered: 232 Skipped: 3

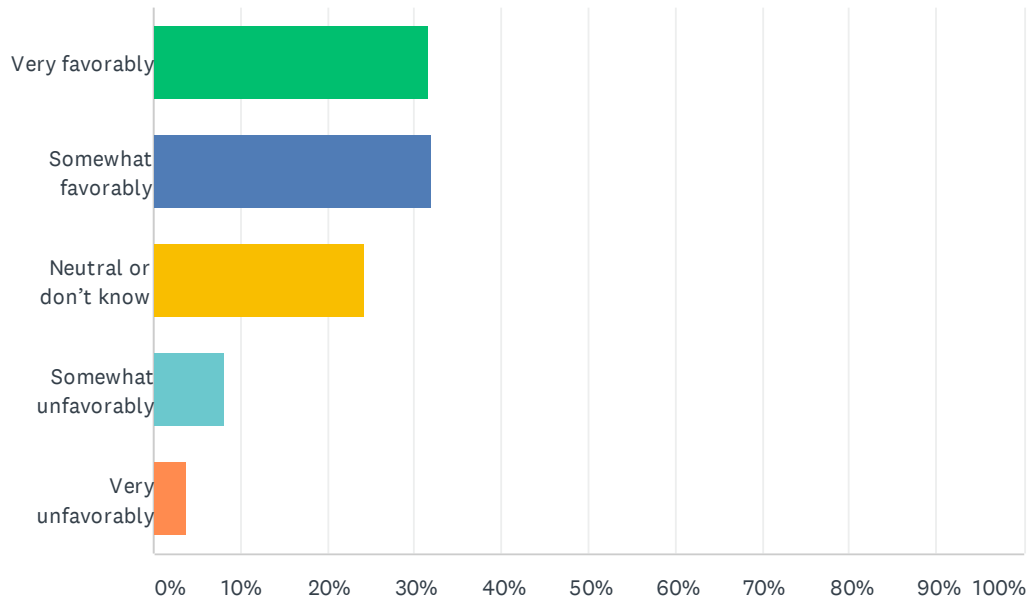




	YES	NO BUT POSSIBLY MIGHT	NO AND NOT INTERESTED	YES BUT DROPPED IT	TOTAL	WEIGHTED AVERAGE
Short Term Disability and Cancer Care	14.22% 32	34.67% 78	49.78% 112	1.33% 3	225	2.38
Life Insurance	32.44% 73	29.78% 67	36.00% 81	1.78% 4	225	2.07
MetLaw Legal Insurance	18.50% 42	26.43% 60	50.66% 115	4.41% 10	227	2.41
Long Term Health Insurance	17.49% 39	48.43% 108	33.18% 74	0.90% 2	223	2.17
Nevada 529 College Savings Plan	6.19% 14	28.32% 64	65.49% 148	0.00% 0	226	2.59

Q10 How do you view the CSN chapter of the Nevada Faculty Alliance?

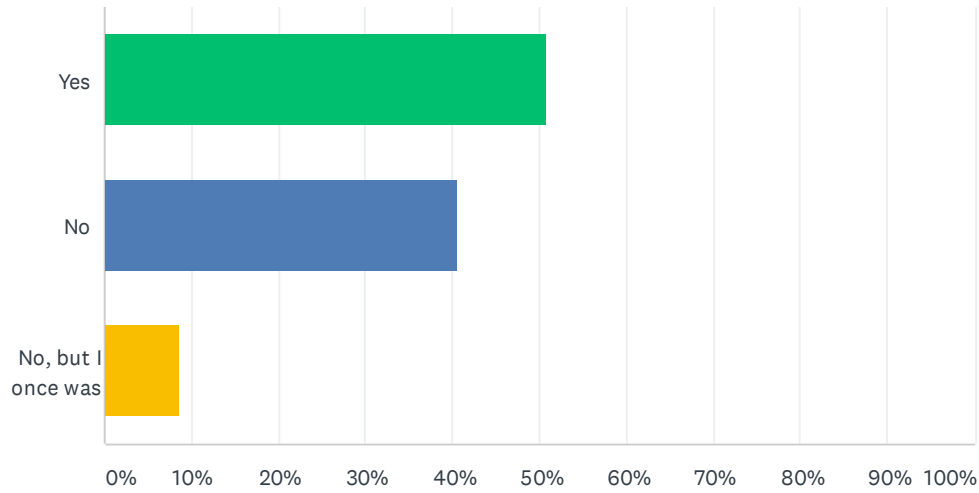
Answered: 234 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very favorably	31.62%	74
Somewhat favorably	32.05%	75
Neutral or don't know	24.36%	57
Somewhat unfavorably	8.12%	19
Very unfavorably	3.85%	9
TOTAL		234

Q11 Are you currently a member of the Nevada Faculty alliance?

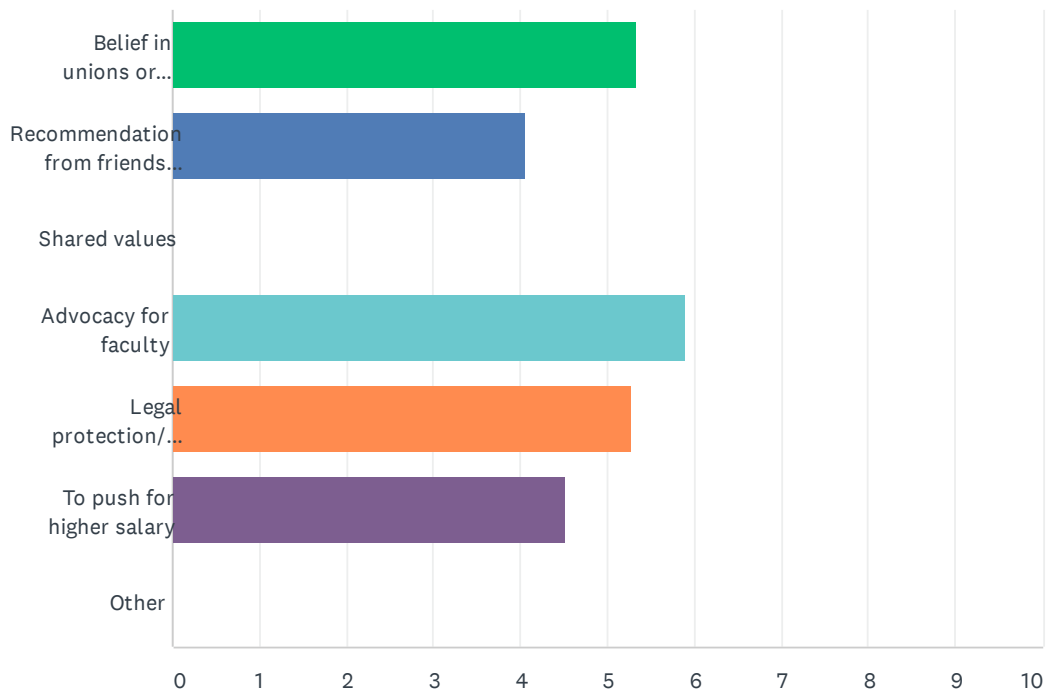
Answered: 234 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	50.85% 119
No	40.60% 95
No, but I once was	8.55% 20
TOTAL	234

Q12 What were the main reasons that led you to join? Please rank in importance.

Answered: 115 Skipped: 120



	1	2	3	4	5	6	7	TOTAL	SCORE
Belief in unions or collective bargaining	39.45% 43	11.93% 13	9.17% 10	21.10% 23	18.35% 20	0.00% 0	0.00% 0	109	5.33
Recommendation from friends or colleagues	10.19% 11	10.19% 11	9.26% 10	15.74% 17	54.63% 59	0.00% 0	0.00% 0	108	4.06
Shared values	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Advocacy for faculty	32.73% 36	35.45% 39	22.73% 25	8.18% 9	0.91% 1	0.00% 0	0.00% 0	110	5.91
Legal protection/ tenure or support	16.96% 19	24.11% 27	33.04% 37	21.43% 24	4.46% 5	0.00% 0	0.00% 0	112	5.28
To push for higher salary	3.67% 4	18.35% 20	24.77% 27	33.03% 36	20.18% 22	0.00% 0	0.00% 0	109	4.52
Other	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q13 Do have any recommendations to make to NFA

Answered: 43 Skipped: 192

#	RESPONSES	DATE
1	Show more interest and knowledge in market hire faculty.	1/2/2021 8:29 AM
2	Not at this time.	1/1/2021 1:12 PM
3	none at this time	12/28/2020 7:25 AM
4	Increase NFA network with Faculty Senate and its committees. Develop a statewide bargaining network who can deal with negotiations over PEBP benefits. We need to make changes and can only do it statewide.	12/22/2020 11:23 AM
5	None	12/20/2020 9:30 PM
6	More acessability	12/20/2020 8:15 PM
7	No	12/20/2020 11:20 AM
8	No	12/20/2020 11:19 AM
9	Use peer pressure to show non dues paying faculty who they are freeloading off of. "4 of your colleagues are dues paying members of Nfa meaning they have helped pay for benefits that you have been getting without contributing."	12/20/2020 9:39 AM
10	Limit terms for Department Chairs	12/18/2020 4:53 PM
11	Sadly, many times legal supports and advices the wrong side of a faculty issue without investigating the other side first against their own members. I think now the NFA it's finally beginning to strongly address real CSN faculty issues instead of supporting every other union in the state that has nothing to do with us or our own issues.	12/18/2020 12:00 AM
12	No	12/17/2020 9:45 PM
13	Start pushing to get rid of excess administrative positions - hah! Also, pust for ALL admins having to teach at least once class.	12/17/2020 9:30 PM
14	Not at the moment.	12/17/2020 8:23 PM
15	No	12/17/2020 5:44 PM
16	no	12/17/2020 4:41 PM
17	None	12/17/2020 4:34 PM
18	Outreach: Officers should schedule meetings with faculty in departments. This will be good for recruitment, participation and provide more info about faculty issues that could potentially benefit from NFA advocacy. Engage students/ student success issue more Regular meetings and updates from the VPAA and other members of the Admin.	12/17/2020 3:43 PM
19	Establish a paid full-time position for equity ombudsperson; conduct an equity inventory of policies and their impacts on various populations; create a center and task force for restorative justice with release time and stipends; offer professional development on trauma informed teaching on the disciplines; promote service learning across the curriculum; support policy changes that support adjunct faculty; embody and enact the belief that excellence is impossible without equity in processes and outcomes.	12/17/2020 3:36 PM
20	n/a	12/17/2020 3:33 PM
21	Fight harder, be more pro union in messaging.	12/17/2020 3:27 PM
22	Be more organized and proactive	12/17/2020 3:17 PM
23	no	12/16/2020 8:37 AM
24	Put job descriptions and compensation for faculty in leadership positions in the next CBA.	12/13/2020 7:19 PM
25	None at this time	12/12/2020 5:33 PM
26	No	12/12/2020 11:50 AM
27	A few years ago, new faculty received up to \$18,000 in salary and the longer a faculty member was at the college, the less they received - in my case zero dollars!!! NFA should address this inequity.	12/11/2020 9:21 PM

28	Not sure if we have meetings. I think I attended one. This can be a priority :) Also training to learn how to advocate and speak out as a group when needed in different venues.	12/11/2020 6:35 PM
29	no	12/11/2020 5:44 PM
30	None	12/11/2020 5:17 PM
31	NFA, and particularly the team that negotiated our contract, have done phenomenal work in a difficult situation. I was a negotiator for the FA at the college where I worked in Illinois. What admin put our negotiators through at CSN horrified me. In IL, that wouldn't fly. But we could strike, and we had actual districts, as opposed to this conglomeration CSN is incorrectly calling a "district."	12/11/2020 4:44 PM
32	To be more open with their members. I felt the CBA bargaining team did not listen to the advice presented at meetings and had their own plans. The briefing meetings stopped soon after and we were in the dark until things became more final. Generally, I was told they wanted to "Surprise" the admin or wait to present things at the CBA gatherings, for the first time. It was unfortunate, because a number of faculty, like myself, really could have contributed and helped the group get on the correct path (Maybe even to save time and trouble)	12/11/2020 4:09 PM
33	I was disappointed to see that select positions were the focus of increases. I support NFA and believe some release time should come with it. make no mistake the only reason this contract was agreed upon was so the President could put it in his evaluation. We must be vigilant as the removal of some program directors but not others indicates when we gain a little they will take more from us. We should be looking at the disparity in additional pay-bonuses for department chairs, release time to do their jobs which they put off on leads and PDs, while teaching overloads. How about some opportunity for faculty to get a chance at these extra IUs. A department chair should not have different caps than program faculty or teaching in the summer.	12/11/2020 4:04 PM
34	Expand the purview of what it means to advocate for faculty. For example, faculty wellness is an area that has not been adequately addressed at CSN, which I would hope NFA will consider addressing.	12/11/2020 3:41 PM
35	Keep working for faculty. The responsibilities faculty are continually expected to assume is getting too much. So many new administrators trying to make a name for themselves and new programs to implement create a very excessive request for departments to do more, provide data and complete paperwork. Dept Chairs and faculties are overwhelmed. Time to focus on teaching and meeting needs of students not administrators's requests for data, meetings, constant changes that seem to disappear.	12/11/2020 3:39 PM
36	The current grievance process is worthless, it is designed to favor the administrators at all levels (Chair, Dean, VPAA, HR, etc.)	12/11/2020 3:34 PM
37	Tone down the rhetoric. It gets old.	12/11/2020 2:45 PM
38	Continue to push for salary equity and future restoration of merit and cost of living increases Push to stop inequity and workplace harassment and bullying Push for more accountability from department chairs and administration Like Dr. Z and think he is well-intended but the rest are not faculty aligned, they forget who provides the most direct service to our students	12/11/2020 2:44 PM
39	Start sticking up for us and fighting the current situation. It is ridiculous that the NFA allowed the Zaragoza to throw faculty under the bus first in regards to furloughs while admitting that administrative staff was sent home for an extended period of time to do a fraction of his or her job to nothing while faculty have had worked this entire time and been required to do more work to meet student needs. We should have been the last to furlough and we should be the first to stop having to take furloughs.	12/11/2020 2:20 PM
40	NFA must make its voices heard! Administration is constantly pushing for faculty and chairs to do more and more with fewer resources. They are bullies and difficult to deal with on a reasonable level. NFA must be strong and not roll over for the ridiculous demands of certain administrators who are toxic to the CSN culture.	12/11/2020 1:48 PM
41	I think the NFA tries hard, but is up against an administration that doesn't care about professors.	12/11/2020 1:46 PM
42	No	12/11/2020 1:35 PM

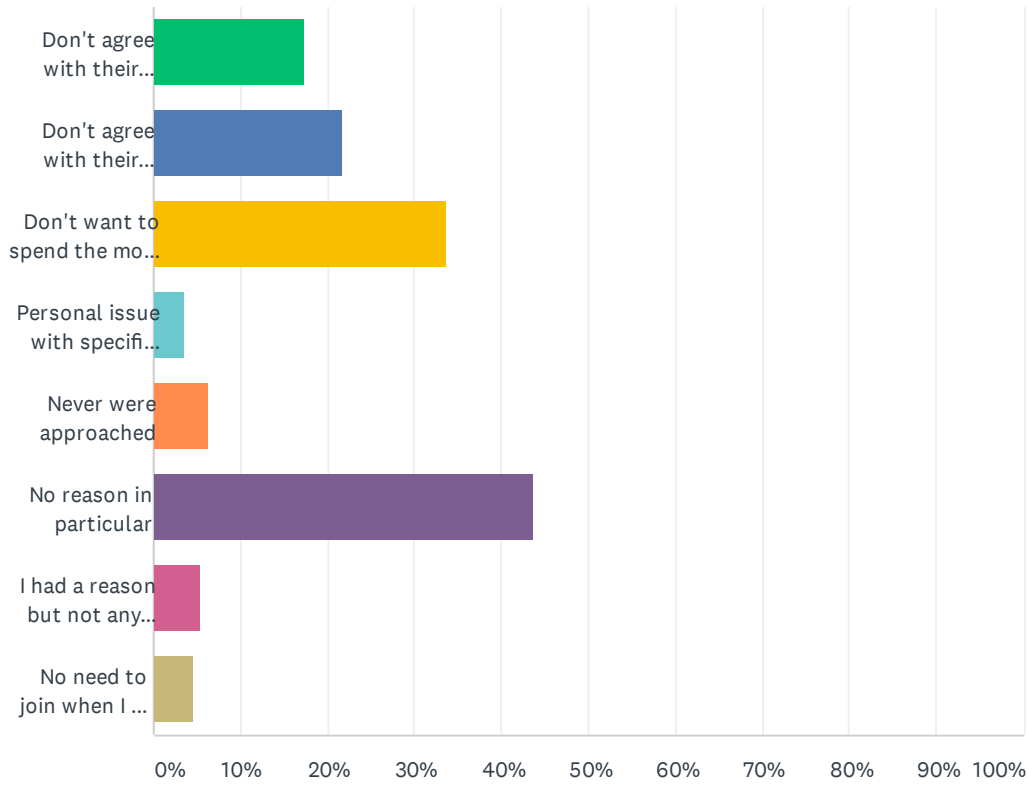
NOTE: TWO PAGES FOLLOWING DELETED - CONTAINING FACULTY NAMES

#	RESPONSES	DATE
1	keep open and constant communication with CSN administration and faculty.	1/2/2021 6:39 PM
2	Higher starting salaries.	1/1/2021 1:12 PM
3	diversity in hiring	12/30/2020 10:59 AM
4	ESHS clinical and lab hours paid 1:1	12/28/2020 7:25 AM
5	We have too many administrators at CSN and need to have more instructors and counselors.	12/23/2020 4:06 PM
6	Arbitration, better medical benefits.	12/22/2020 11:23 AM
7	Encourage people of diverse backgrounds to apply	12/21/2020 12:39 PM
8	Be involved in hiring.	12/21/2020 8:51 AM
9	We need diversity of hiring committees. Push to make sure every hiring is more diverse than the faculty (which is not very diverse)	12/20/2020 9:39 AM
10	transparent decision making	12/20/2020 9:34 AM
11	Hire a faculty that reflects the diversity of our community.	12/20/2020 8:16 AM
12	Job training programs specifically for jobs at CSN and also allowing employees to have more flexible work schedules that accommodate their need to provide childcare or attend religious ceremonies, for example.	12/18/2020 4:53 PM
13	Support faculty option to teach f 100% online.	12/18/2020 7:09 AM
14	don't know	12/17/2020 9:45 PM
15	Not sure	12/17/2020 8:23 PM
16	Do Not Know	12/17/2020 5:44 PM
17	Simply that admin need to LISTEN to the needs of the faculty in order to appropriately and strategically work to the best we can for students and each other. We know what we need to be successful! It would be nice if admin would actually listen to us, give us a chance to really be heard, and if they actually cared about our success as teachers for our diverse population of students! It remains mostly lip service.	12/17/2020 4:41 PM
18	don't know	12/17/2020 4:34 PM
19	Advocate for faculty diversity (gender, race, sex orientation, ability etc.) Faculty demographics should mirror student demographics Mandatory diversity/cultural competence training (bias, self-awareness) Funding for recruitment and retention of faculty from underrepresented groups.	12/17/2020 3:43 PM
20	As mentioned above, and in addition to reforming current HR practices that reinforce and replicate systemic imbalances of power, Establish a paid full-time position for equity ombudsperson; conduct an equity inventory of policies and their impacts on various populations; create a center and task force for restorative justice with release time and stipends; offer professional development on trauma informed teaching on the disciplines; promote service learning across the curriculum; support policy changes that support adjunct faculty; embody and enact the belief that excellence is impossible without equity in processes and outcomes.	12/17/2020 3:36 PM
21	Hiring policies. Include things like "Spanish/Tagalog speakers preferred." This was listed in job announcements at my previous institution.	12/17/2020 3:27 PM
22	Biggest issue right now is benefits	12/17/2020 3:17 PM
23	Hire more faculty that represent the student ethnicity population. This seems to be lacking.	12/13/2020 7:19 PM
24	I believe we have plenty of diversity!	12/11/2020 9:21 PM
25	If we want to increase diversity at CSN, we must recruit within our state. More local searches.	12/11/2020 7:44 PM
26	make sure there are diverse folks in hiring committees.	12/11/2020 6:35 PM
27	Advocate for more diversity in thought and opinions!	12/11/2020 6:16 PM

28	I think CSN is moving in the right direction on this issue. The rate of increasing diversity is limited by the simple fact that someone has to leave currently before someone else can be hired.	12/11/2020 5:17 PM
29	I don't know what we can do. CSN is a good place to work. It's too bad it's in Nevada, which isn't.	12/11/2020 4:44 PM
30	I think the focus should be on helping ALL current faculty, as the first priority. As much as increasing diversity may be important, it's more important to hire the best people each time, regardless. The new hiring policy is a good start, but needs a lot of work done to improve it. (Many things were missed and a few items were put in without considering the effects on the faculty, as a whole.)	12/11/2020 4:09 PM
31	All positions including part time go through HR first. This way a diverse applicant does not get shot down by program directors or department chairs without ever coming through HR.	12/11/2020 4:04 PM
32	Professional development funding for cultural competence, antiracism, and Equity Diversity and Inclusion training for faculty; overhauling hiring and retention practices to make faculty and staff demographics align with student demographics, in keeping with the Sawgrass Report and in support of student success.	12/11/2020 3:41 PM
33	Push for significant more numbers of faculty of color	12/11/2020 3:34 PM
34	Fairness in hiring	12/11/2020 3:18 PM
35	Stop supporting Black Lives Matter. This is a Marxist organization that is anti-American, anti-government, anti-fairness, anti-rules, and full of hatred. Advocate for organizations who are "real" and not fake like BLM.	12/11/2020 2:45 PM
36	The Admin and departments are always claiming that there is an insufficient number of minority candidates for jobs. I do not believe that. I would like to see more active seeking of minority candidates at all levels of the college, particularly in the faculty.	12/11/2020 2:40 PM
37	Perhaps larger pools of "pre-interviews" (virtual) to allow more applicants to be heard before inviting top candidates for live interviews.	12/11/2020 2:25 PM
38	Need to end the culture of bullying and sexism/racism at CSN	12/11/2020 2:14 PM
39	Term limits for chairs	12/11/2020 1:35 PM
40	Involve more people with disabilities. Advocate for protection from size discrimination for faculty and students.	12/11/2020 1:32 PM

Q17 What are the reason(s) you are not a member. (You may pick more than one).

Answered: 110 Skipped: 125



ANSWER CHOICES	RESPONSES	
Don't agree with their values	17.27%	19
Don't agree with their tactics	21.82%	24
Don't want to spend the money on dues	33.64%	37
Personal issue with specific member(s)	3.64%	4
Never were approached	6.36%	7
No reason in particular	43.64%	48
I had a reason but not any longer	5.45%	6
No need to join when I can benefit for free	4.55%	5
Total Respondents: 110		

Q18 Do you have any feedback for NFA?

Answered: 26 Skipped: 209

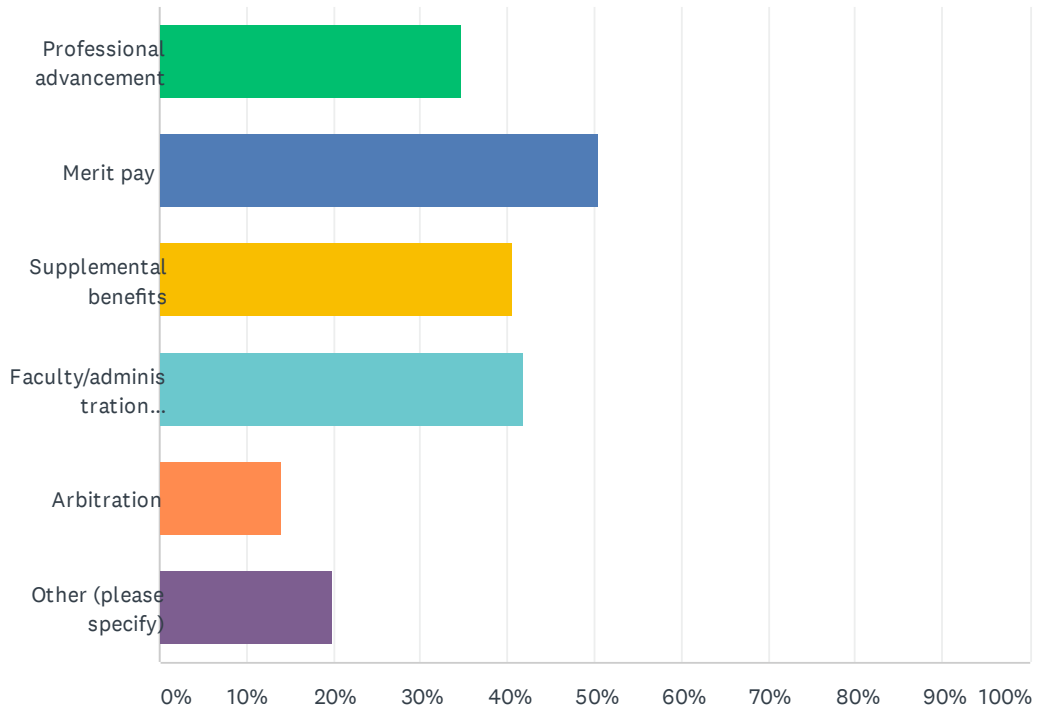
#	RESPONSES	DATE
1	No	1/4/2021 9:31 AM
2	None	1/2/2021 1:05 PM
3	The objective of the NFA appears to only concern money. That is all I ever hear about- that they are pushing for higher salaries, as if that is the most important thing for the NFA. They appear to be very self-serving.	12/24/2020 10:20 AM
4	No comment.	12/23/2020 8:12 PM
5	When I had a serious grievance , it was futile to continue trying. Nothing really applies in question 12 but system would not accept blank.	12/23/2020 3:17 PM
6	Why should I be a member of an organization when its members regularly insult me?	12/23/2020 2:09 PM
7	not at this time	12/23/2020 1:54 PM
8	Nope.	12/21/2020 8:05 AM
9	I don't understand why a 'Collective Bargaining Agreement' was allowed to become the rule of law for all faculty, without the Faculty Senate being directly involved, and by forcing a faculty vote when most faculty were away, and involved in other tasks. I do not believe most faculty took the time to read the agreement. They simply took the NFAs word that it was 'all about a pay raise'. This is simply not true. The agreement does more to give power to the NFA, and to the administration, than it does to help faculty. 'Shared governance'? More like, 'usurped governance'.	12/21/2020 6:21 AM
10	None	12/20/2020 9:29 AM
11	The union/contract was a terrible idea and will weaken faculty's position. It is a lose/lose for faculty and did nothing to help other employees.	12/18/2020 4:10 PM
12	So that we are all on the same page, you can preface every declarative statement below with: "In my experience and opinion." I briefly served as President for the NFA, and spent several years as the VP for Legal Defense prior to that. I ultimately left because the membership and leadership was moving toward the "lunatic fringe" with breakneck speed. They were prone to paranoia and conspiracy theories, and continually engaged in psychological splitting, viewing entities at CSN as good and evil. Such attitudes do not lead anywhere "good." The culture reached its lowest point during the election to determine if the NFA could act as the collective bargaining agent. I watched, dumbfounded, as the NFA and AAUP blatantly lied to faculty about their ability to negotiate specific items such as base salary. I have watched with amusement as the organization has spent the years since bending itself into pretzels to avoid being exposed. With respect to deception the situation has improved. However, the NFA is still opaque on important matters such as the vote to ratify the current contract. I find it interesting that the organization appears to believe they have a clear mandate from the faculty. In reality, the NFA won the right to act as the collective bargaining agent by a single vote; and their support among the entire faculty remains tenuous. The CBA negotiations showed no evidence of an internally consistent, strategic plan based on comprehensive knowledge of the College, NSHE, relevant labor law, or the bargaining unit. Consequently, while the CBA has some progressive elements (the faculty hiring procedure), it is largely a collection of disjoint (and sometimes contradictory) policies that reflect the interests/grievances of individual negotiators. Otherwise, the NFA has always been, and remains, too focused on increasing their own power (e.g., relative to Faculty Senate). The current leadership of the CSN NFA is a step in the right direction. Relative to past installments, they have a moral compass. However, they are relatively young, and correspondingly naïve about many things including how the College and NSHE actually work. Consequently, their ability to understand where they have leverage (for negotiations), and where they do not, is limited. Suffice it to say that, until I see evidence of a dramatic culture shift, I will not be rushing back to the NFA.	12/18/2020 12:56 PM
13	I actually might be NFA member if I knew what it is. Survey didn't disclose. If it's the teachers union then I am Couldn't go back on survey and correct it.	12/18/2020 7:06 AM
14	I have a different provider for Faculty Support which was not one of the choices for #12	12/17/2020 4:40 PM
15	Yeah, but I can't write it here.	12/17/2020 3:14 PM
16	When I needed help I was abandoned. The person who attempted to help made the situation	12/14/2020 7:24 AM

worse. I have been openly mistreated by my department chair for 2 years. Now you have made it possible to get tenure while being in that role. Complete conflict of interest, and nobody will state their true feelings when she controls our evaluations and payroll. So you basically are giving away tenure making it mean nothing. I, like most, had to earn tenure.

17	No feedback	12/12/2020 4:33 PM
18	I was a due paying member for over 20 years and when I needed legal assistance, [Name deleted] told me, "I will not help you because it may hurt my standing at CSN". IF that is the type of legal representation you offer, it is worthless!!!!	12/12/2020 7:57 AM
19	None	12/11/2020 6:29 PM
20	Figure out how to help nursing faculty. Seriously, need to listen to more than dept chair re: needs of nursing dept. come talk at our faculty meetings! Hear our suggestions!!!! need better pay for clinical. It is unfair we're paid at .75iu for clinicals. Are we health care heros/teaching future health care heros or not? Don't speak out of both sides of CSNs mouth. Admin needs to better support us. Our nursing dept is getting a horrible reputation in town. Nclex pass rates dropping. Pay us like crap, faculty will just work and go home. There is no passion to want to do better or because we're a team. Faculty are working 2 or 3 other jobs outside csn.	12/11/2020 4:38 PM
21	Teacher's Unions promoting shutting down schools hurts education.	12/11/2020 3:06 PM
22	I was a member before the collective bargaining idea. I am unhappy that faculty have gone out to demand things and don't include staff. Our department chair advised against joining as he said the leadership was crazy and that the national faculty alliance was lying about available \$\$	12/11/2020 2:34 PM
23	No	12/11/2020 2:15 PM
24	The problem is not the NFA; it is the AAUP.	12/11/2020 2:03 PM
25	I don't join specifically because I feel badgered and guilt-tripped into joining. This is disrespectful and unprofessional. No means no.	12/11/2020 1:43 PM
26	I disagree with the idea of forming higher education unions. Professor's already receive excellent retirement packages and once tenured are virtually guaranteed a job. My life in business had far less benefits and I still preferred it to the NFA's self-important view of the faculty membership.	12/11/2020 1:30 PM

Q19 Aside from salary, what issues would you like addressed in the next contract? (You may check as many as you like)

Answered: 222 Skipped: 13



ANSWER CHOICES	RESPONSES	
Professional advancement	34.68%	77
Merit pay	50.45%	112
Supplemental benefits	40.54%	90
Faculty/administration relations	41.89%	93
Arbitration	13.96%	31
Other (please specify)	19.82%	44
Total Respondents: 222		

#	OTHER (PLEASE SPECIFY)	DATE
1	None at this time	1/2/2021 1:05 PM
2	In light of all the students first, student success initiatives, Faculty need support resisting grade inflation and the erosion of academic standards.	1/1/2021 12:56 PM
3	Not sure	12/24/2020 8:03 AM
4	If medical insurance is not selected, employees should be able to select eye care and/or dental insurance. Also, if medical insurance is not selected, the amount of money contributed by CSN for the insurance should be able to be paid to the employee.	12/24/2020 12:34 AM
5	Protection of faculty from the mob of Social Justice Warriors	12/23/2020 6:55 PM
6	Getting rid of so many administrators and hiring more instructors and counselors.	12/23/2020 4:07 PM
7	We need a Roth IRA option in our base RPA retirement.	12/23/2020 2:01 PM
8	workload/class size reduction	12/21/2020 8:51 AM
9	Better health insurance	12/20/2020 9:30 PM
10	None	12/20/2020 5:25 PM
11	NA	12/20/2020 9:29 AM
12	Salary fairness	12/20/2020 8:09 AM
13	Chair term limits to prevent some faculty from being bullied, harassed, unfairly targeted, publicly humiliated/admonished, physically threatened or spat at, or awarded a 0 on his/her faculty evaluation for no reason for 15 years or more by their own boss. Without chair term limits, there is no hope left when a faculty experiences years of emotional abuse by a department chair, causing mental health issues, relationship issues, fear, anxiety, poor performance, etc. and eventually a faculty member is forced to transfer to another department, quit CSN entirely, or just shut down and do the minimum required. Unlimited chair terms are not good for anyone.	12/18/2020 5:04 PM
14	disolve CBA	12/18/2020 4:11 PM
15	no answer	12/18/2020 12:53 PM
16	none	12/18/2020 11:32 AM
17	Teaching fully online policy	12/18/2020 7:09 AM
18	Equal pay for all faculty for course development	12/17/2020 8:27 PM
19	Look at combining programs to help keep Faculty and avoiding layoffs.	12/17/2020 8:24 PM
20	Department Chair Job Description and Selection	12/17/2020 8:15 PM
21	Z	12/17/2020 5:01 PM
22	None of the above	12/17/2020 4:41 PM
23	Xx	12/17/2020 4:08 PM
24	Reparations	12/17/2020 3:36 PM
25	Diversity/Inclusion	12/17/2020 3:28 PM
26	Family centered campus	12/17/2020 3:18 PM
27	healthcare	12/17/2020 3:18 PM
28	I want you to disband.	12/17/2020 3:15 PM
29	Sick leave payout at retirement.	12/13/2020 7:20 PM
30	Restore Grade ranking rather than Merit Pay	12/13/2020 4:31 PM
31	unfair class schedules, some teach 10 and others teach 100's	12/12/2020 7:58 AM

32	Chairs have too much power.	12/11/2020 9:21 PM
33	Health benefits	12/11/2020 6:05 PM
34	Nothing	12/11/2020 4:59 PM
35	Transparency and equity in job duties, extra pay, etc.	12/11/2020 4:07 PM
36	Benefits, especially health insurance	12/11/2020 3:42 PM
37	The Department Chairs job and limits on what administration csn expect from people who teach, work 12 months and not paid fir all the demanded extra work. 12	12/11/2020 3:42 PM
38	the useless and unnecessary if not downright harmful proliferation of administration. All they do is dream up work for faculty while generating ZERO revenue. They suck the \$\$ out of our budget and demand more and more work from faculty.	12/11/2020 2:35 PM
39	Ability to teach 100% online . Better, more coverage health care insurance for PPO	12/11/2020 2:28 PM
40	Benefits, they are horrendous and only going to get worse.	12/11/2020 2:21 PM
41	Pay increases that were denied and appeals.	12/11/2020 1:49 PM
42	Enhanced rules for breaking the tenured professor protection	12/11/2020 1:31 PM
43	PEBP Benefits	12/11/2020 1:30 PM
44	sabbatical and travel	12/11/2020 1:30 PM