



Administrative Faculty Assembly Survey Administrative Faculty Ad Hoc Survey Committee January 2019

Pamela Gallion, Ad Hoc Survey Committee Chair

Jeff Fulmer, AFA Chair

Jeff Buchwald

Tamara Flores – Sahagun

Wilson Hatcher



Survey Facts

Fall 2018 AFA Climate Survey

- Field Dates: October 11 – October 31, 2018
- Sample Size: 268
- Surveys Completed: 148
- Email Response Rate: 55.22%
- Margin of Error: +/- 5%

Characteristics of the Sample

Primary Campus

Count	Percent	Campus
61	43.88%	West Charleston
49	35.25%	North Las Vegas
11	7.91%	Henderson
18	12.95%	Other Sites
139	Respondents	

Years at CSN

Count	Percent	# of Years
77	55.00%	0 – 5 Years
15	10.71%	6 – 10 Years
25	17.86%	11 – 15 Years
15	10.71%	16 – 20 Years
8	5.71%	21 or more Years
139	Respondents	

Job Status

Count	Percent	Status
138	99.28%	Full-time
0	0.00%	Part-time
1	0.72%	Not Sure
139	Respondents	

Characteristics of the Sample

I identify myself as a member of the following communities:

Community	Count	Percentage Respondent
Males	42	31.34%
Females	88	65.67%
Asian/Asian-Americans	12	8.96%
Black/African American	27	20.15%
Hawaiians/Pacific Islanders	4	1.27%
Hispanic/Latino(s)	17	12.69%
Native Americans/Alaskan Natives	4	2.99%
Whites	80	59.70%
LGBTQ	8	2.53%
Military service/Veterans	22	16.42%
People with disabilities	12	8.96%

Workload

- Issue: *“Included within the 40-hour work week are a minimum five (5) hours per week on average for professional development and/or service as specified by the Faculty Evaluation Policy”*
- 78% AF “often” / “sometimes” **are allowed** by supervisor to participate in 20 hrs.
- 62% of supervisors **encourage** AF to participate

However

- 37.8% AF do not spend any hours – 26% spend one hour or less

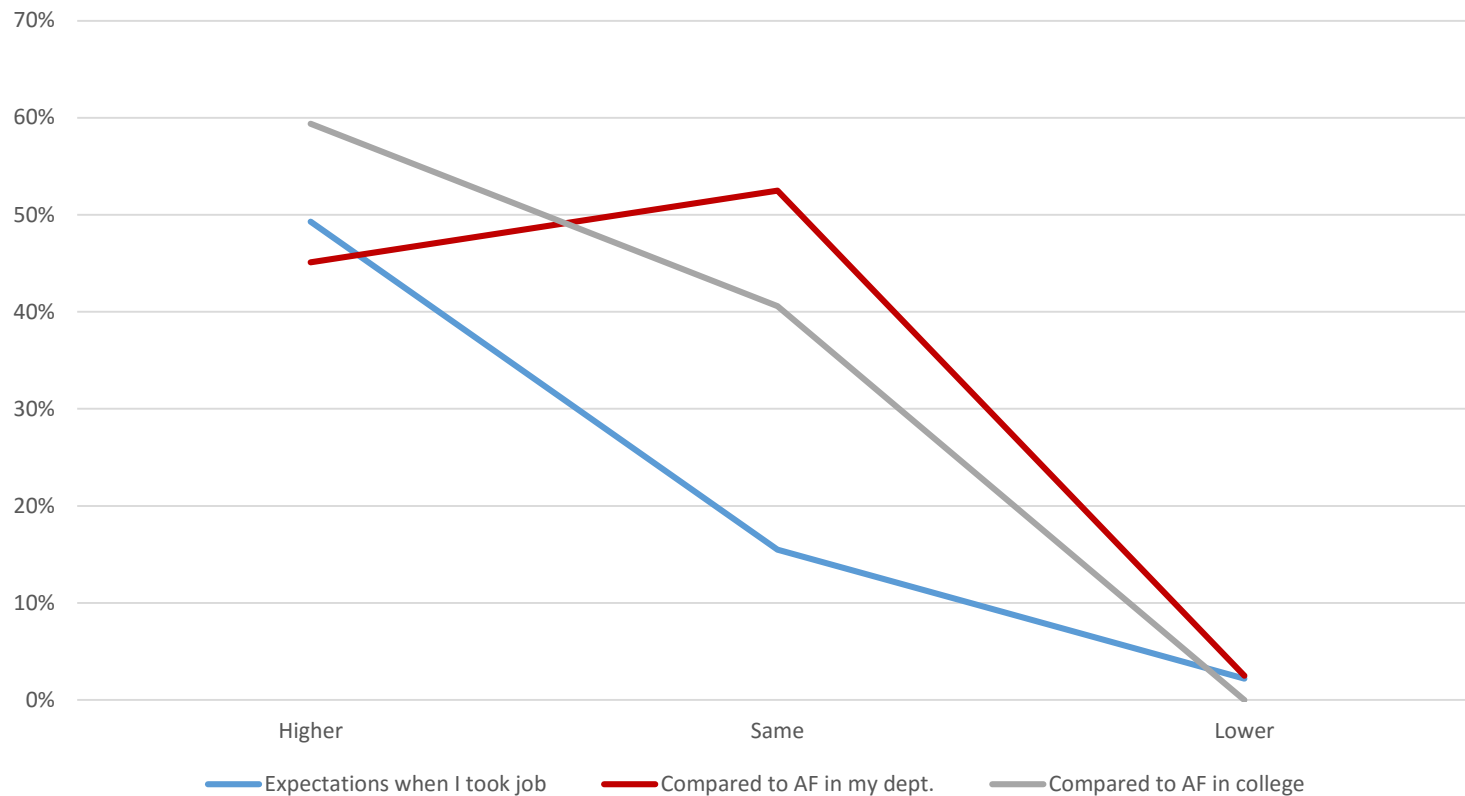
Thus

64.09% (171 individuals) do not spend any time in professional development/service

Workload

- Issue: *Workload Expectations*
 - Q11. Compared to other AF in my unit/dept. my workload is. . .
 - Q12. Compared to other AF at this college my workload is. . .
 - Q13. Compared to my expectations when I took the job my workload is. . .

“Higher” “About the Same” “Lower”



Workload

- Issue: *workday expectations*

- 74% AF “often” / “sometimes” successfully complete job duties in 40

However

- 63% “often” / “sometimes” bring work home on evenings or weekends
- **80%** “often” / “sometimes” work more than 40 hours a week
- 77% check email & phones outside or work – 74% do so on vacation/sick leave

And

32% reported supervisors “often” / “sometimes” require/encourage AF to work more than 40 hours a week.

“A 'regular' workweek is generally 7:00 - 5:00 with a half hour lunch as the norm.”

“Always; my boss has explained my 'other' duties are required as there's a section on my PDQ that reads 'additional duties as follows'. He says that's how he can legally require me to work so many hours over 40.”

Workload

- Issue: *ability to succeed*

Item	Mean	Std. Dev.	% Positive	% Negative
My job is important to this institution	3.55	.8676	91.28%	8.72%
Receive feedback that my work contributes to success of my division	2.96	1.086	74.1%	25.9%
Know what is expected of me at work	2.91	1.003	79.86%	20.14%
Provided with sufficient resources to be successful in my job	2.52	.9730	57.55%	42.45%
Receive necessary training to maintain/improve skills & competency levels	2.51	1.109	57.15%	42.85%

**Based on four point Likert Scale 1 = "strongly disagree" 4 = "strongly agree"*

Internal Recognition & Grant-in-Aid

- Issue: *Internal recognition*

- *About half (49.65%) have nominated someone for an award – (AF of the month 60%, 28.5% Distinguished Award, 32.8% Excellence Award, 17% Regents Award)*

- Issue: *Grant-in-Aid*

- *42.5% used GIA themselves another 41% have a family member who has used GIA*
 - *However*
- *Only a third have used GIA to take a class at CSN for Professional Development*
- *Most using GIA are doing so to complete a degree or pursue an advanced degree*



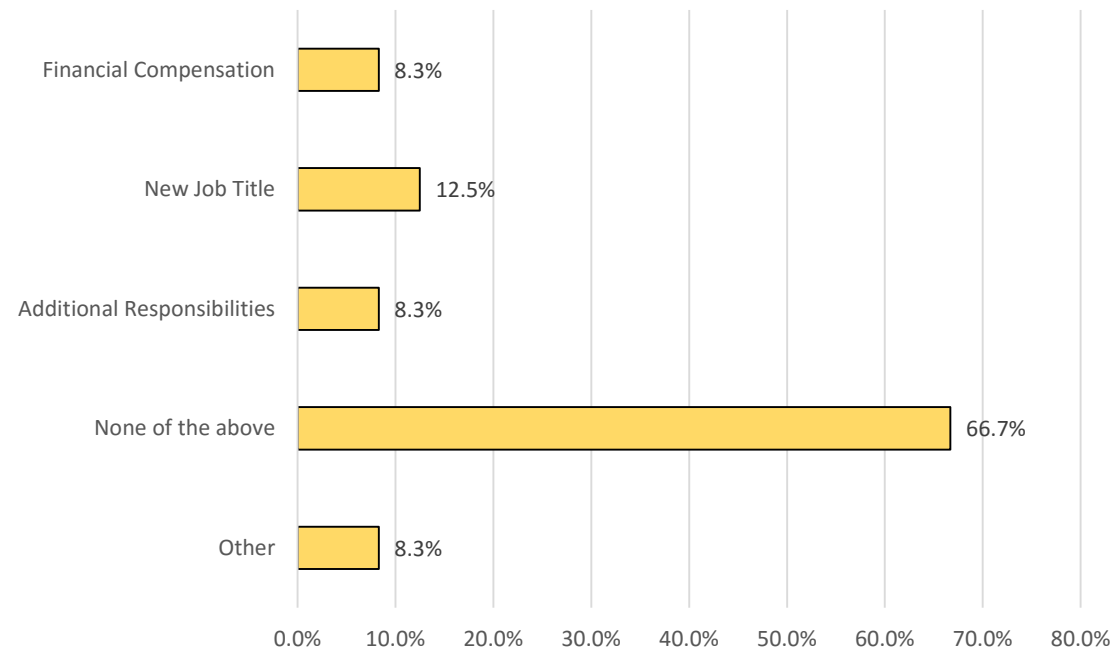
Advancement Based on Education

Issue: *Pursuit of additional degrees/Certificates*

- 35% have completed a degree/certificate since starting at CSN as an employee

And

This is what happened professionally as a result of completing/obtaining degrees



Advancement Based on Education

- Since starting at CSN 33% of AF have begun a degree/certificate at NSHE
 - 7.4% have started a degree outside NSHE institutions (Total 40.4%).
- 27% obtained degree above & beyond minimum required degree for my position

Further

- 35.8% anticipate completing degree above & beyond minimum required degree for my position

However

- Only 8 individuals think CSN will provide a salary bump – 12 think they will get a salary bump and title change – Half do not expect anything

But

- 40% think they will be more competitive in their field upon degree completion

Advancement Based on Education

Issue: Issue: *Pursuit of additional degrees/Certificates*

And if

CSN doesn't sufficiently compensate individuals who complete degrees/certificates

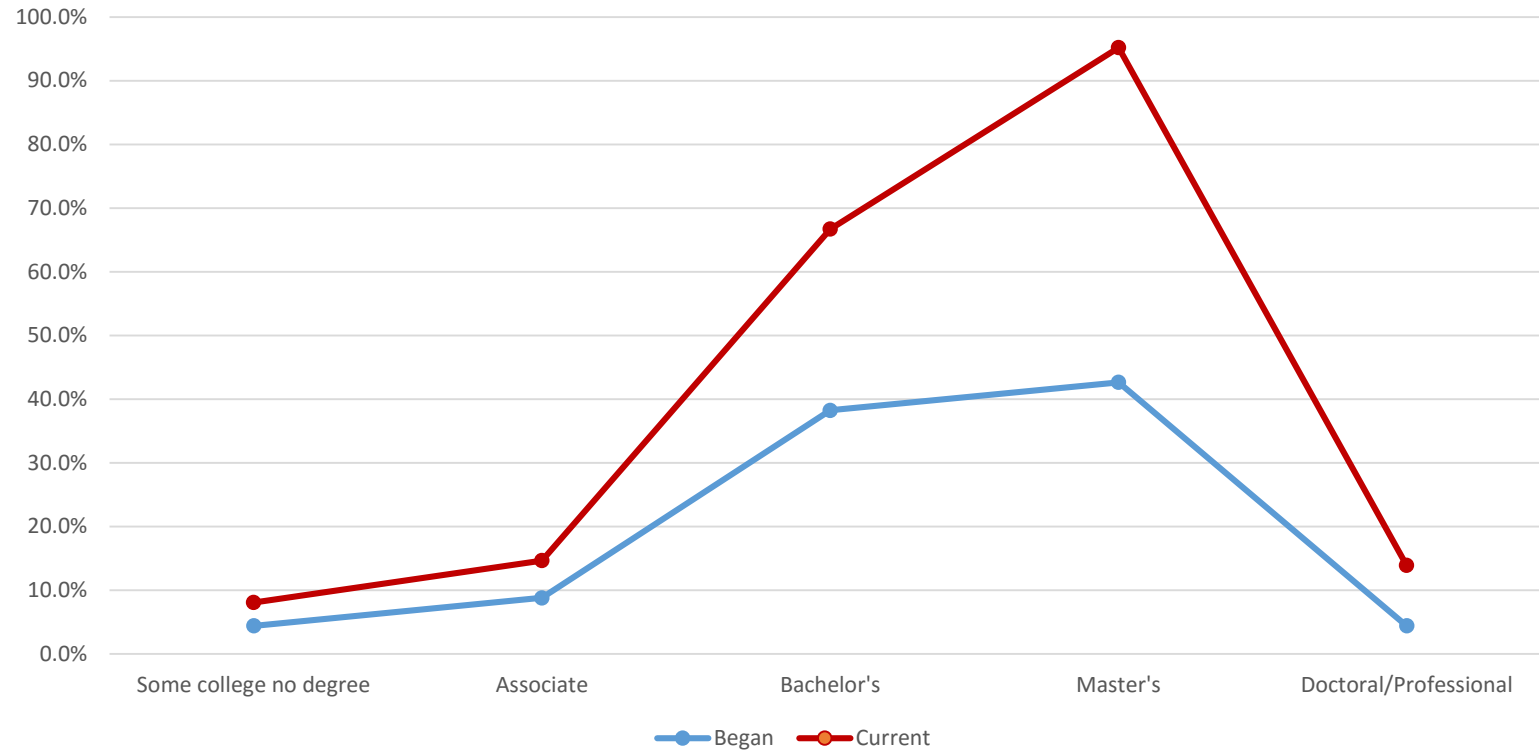
- 25.19% would begin looking for new employment immediately &
- 25.19% would begin looking for new employment within a year (Total 50.38%)
- 44.27% would not look for new employment

And

- 27% will have a degree higher than the highest level of education completed by immediate supervisor

Advancement Based on Education

Since my time at CSN beginning and current degrees





Questions

For Further information please contact:
Pamela.gallion@csn.edu