How long have you taught at Nicholls?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>less than one year</th>
<th>1-3 years</th>
<th>4-6 years</th>
<th>7-10 years</th>
<th>more than 10 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>37</td>
<td>30</td>
<td>32</td>
<td>93</td>
</tr>
</tbody>
</table>

How long have you taught at Nicholls?
What is your current annual salary at Nicholls?
I am content with my salary at Nicholls.

I am content with my salary at Nicholls.
I believe my salary at Nicholls is fair.

- Strongly disagree: 100
- Disagree: 60
- Neither disagree or agree: 30
- Agree: 20
- Strongly agree: 10
My salary at Nicholls is competitive compared to comparable positions elsewhere.
Faculty morale at Nicholls is strong.
I feel appreciated by the administration of Nicholls.
Overall, I rate my job satisfaction level at Nicholls as high.
I know at least one faculty member who has left Nicholls because of the lack of pay raises.
I know at least one faculty member who is currently considering leaving Nicholls because of the lack of pay raises.
I teach overloads and/or do adjunct work to supplement my salary.
Salary inversion/compression (new hires/junior faculty being paid more than senior faculty) is fair.
Salary inversion/compression is good for faculty morale.
Salary inversion/compression promotes goodwill and collaboration within departments.
Nicholls should freeze salaries of administrative staff until significant equity adjustments are made to faculty salaries.
Nicholls should make cuts in the salaries of administrative staff in order to address inequity in faculty pay.
Nicholls should create internally funded initiatives to increase faculty pay equitably.
Nicholls should find a way to reinstate annual, merit-based pay raises for faculty.
Raising faculty pay equitably across the board should be a top priority of Nicholls’ new president.
Do you think a minimum baseline for faculty pay based on an objective standard (e.g., regional or national salary averages according to rank and discipline) should exist?

- Frequency
- yes: 180
- no: 20

Do you think a minimum baseline for faculty pay based on an objective standard (e.g., regional or national salary averages according to rank and discipline) should exist?
If you answered “Yes” to the previous question, what do you think the standard should be for determining salary baselines at Nicholls?
The bar chart titled "Contentment with Salary" shows the frequency distribution of responses to the question of contentment with salary. The chart indicates that the majority of responses fell within the 'disagree' category, with significantly fewer responses in the 'neither disagree or agree' and 'agree' categories.