

Please choose a number between 1-5 for questions 9-15. (This is very important for us to voice your priorities):

(very important, important, neutral, not so important, not important at all)

Job security very important, important, neutral, not so important, not important at all

Compensation very important, important, neutral, not so important, not important at all

Opportunities for professional development (conferences, workshops, etc.) very important, important, neutral, not so important, not important at all

Academic privileges (sabbatical, eligibility for grants, etc.) very important, important, neutral, not so important, not important at all

Governance within the department(serving on committees, voting, etc.) very important, important, neutral, not so important, not important at all

Health benefits very important, important, neutral, not so important, not important at all

Retirement benefits very important, important, neutral, not so important, not important at all

Other (Space to type)

Teaching Assignment:

1. On the average, how many credit hours do you teach in a year at the UO?

1 to 4

5 to 8

9 to 12

13 to 16

17 to 20

21 to 24

25 to 28

29 to 32

Over 32

2. Are you teaching this term at the UO?

Yes

No

If you are not teaching this term, please answer questions 3 through 9 for the last term you taught at the University of Oregon.

3. What is the total number of credit hours of the courses you are teaching this term?

1 to 3

4 to 6

7 to 9
10 to 12
13 or more

4. What is the total number of courses you are teaching this year?

1 2 3 4 5 6 7 8 or more

5. What is the total number of courses you are teaching this term?

1 2 3 4 5 6 7 8 or more

6. What is the total number of students enrolled in the classes you are teaching?

Fewer than 25
26 to 50
51 to 100
101 to 200
201 to 300
301 to 500
Over 500

7. How many hours per week do you hold office hours?

0
1 to 2
3 to 4
5 to 6
7 or more

8. How many hours per week do you spend on non-teaching, departmental or institutional work (e.g. committees, etc.)?

0 1 to 2 3 to 4 5 to 6 7 or more

9. Which of the following best describes your recent course assignments at the UO?

I teach the same course(s) each term.

I generally teach the same course(s) each term, but on some occasions I am given new course assignments.

I am generally given new teaching assignments each term.

I don't know because this is my first term at UO.

10. In the past five years, have you ever been assigned a course at the UO outside of your area of expertise?

No
Once or twice

Three or more times

11. In the past five years, have you ever been given a teaching assignment at the UO within a month of the beginning of classes?

No

Once or twice

Three or more times

12. In the past five years, have you ever been told that your services would not be required at the UO for a particular term after you had been given a teaching assignment for that term?

No

Once or twice

Three or more times

Research Assignment:

What percentage of your FTE is research funded? ASK Bridget FOR SUGGESTIONS

What percentage is funded through grants? ASK Bridget FOR SUGGESTIONS

Do students work with you on your research projects? Yes No

If your answer is 'no' please skip to question #6

How many students do you work with?

1-2 3-4 5-6 7-8

How many hours do you spend per week 'teaching' the students you work with?

0 1 to 2 3 to 4 5 to 6 7 or more

How many hours per week do you spend on non-research, departmental or institutional work (e.g. committees, etc.)?

0 1 to 2 3 to 4 5 to 6 7 or more

Are you responsible for securing your own funding?

Salary and Benefits:

1. What is your contract length?

Term-by-term Yearly/9 month Yearly/12 month Two year Don't know

2. If the following question does not apply to you, please click "Not Applicable."

If you have a term-by-term contract, what is your typical gross pay for a term of teaching/research?

0 to to \$2,000 \$2,001 to \$4,000 \$4,001 to \$6,000 \$6,001 to \$10,000 Over \$10,000

Don't know

Not Applicable

3. If the following question does not apply to you, please click "Not Applicable."

If you have a yearly/9, yearly/12 month or greater contract, what is your typical annual gross pay for year?

0 to \$20,000

\$20,001 to \$40,000

\$40,001 to \$60,000

Over \$60,000

Don't know

Not Applicable

DECREASE RANGE,

INCREASE OPTIONS?

4. If you received a salary increase this year including cost of living, what was the percentage increase in your base salary over the previous year?

Did not receive a salary increase

Over 2%, but under 4%

Over 4%, but under 6%

Over 6%

Don't know

Not applicable, this is my first year of service here

5. If you received a salary increase this year, which of the following best describes how that increase was determined?

Did not receive a salary increase

Automatic (Cost of Living) increase only

Merit increase only

Automatic increase plus a merit increase

I was assigned a new position and my pay raise was based mainly on that new position

Other

Don't know

6. When you first began teaching at the UO, which, to the best of your knowledge, describes how your salary was determined?

Not negotiable: new fixed-term faculty in my department were all paid the same rate.

Not negotiable: new fixed-term faculty in my department were paid at a rate that varied, based upon qualifications

Negotiated: based on my qualifications and a department salary range known to me

Negotiated: based on my qualifications. I was unaware of any set department salary range

Don't know

7. What percent of your yearly total household income typically comes from your UO employment?

0 to 20%

21 to 40%

41 to 60%

61 to 80%

81 to 100%

Too variable to answer

Don't know

Prefer not to answer

8. What percent of your personal yearly income typically comes from your UO employment?

- 0 to 20% 21 to 40% 41 to 60% 61 to 80% 81 to 100%
Too variable to answer Don't know Prefer not to answer

9. Which best describes your situation regarding health insurance?

- I have the UO provided coverage
I have coverage though my spouse/partner's benefits
I purchase coverage myself
I have none
Don't know
Prefer not to answer

10. If you were offered higher work load related to your teaching or research at the UO, what would be your response?

- I would accept a bigger assignment
I would refuse; I'm too busy to take on more work
I would refuse; I prefer not to work more
Don't know

11. What best describes your primary reason for teaching or research at the UO?

- I need the income
I enjoy the stimulation of teaching/researching in a university setting
I enjoy the Eugene area and teaching/researching at the UO allows me to live here
I want the health, insurance, and retirement benefits
Other

Working Conditions and Job Security:

1. My salary compares favorably with the salaries of other NTTF in my department with more or less equal qualifications (e.g. degree and years employed):

- Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment
Prefer not to answer

2. My salary compares favorably with the salaries of other NTTF with more or less equal qualifications (e.g. degree and years employed) in other departments at the University of Oregon:

- Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment
Prefer not to answer

3. I have adequate access to computer hardware and software:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment

4. I have adequate access to photocopying facilities:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment

5. I have adequate office space:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment

6. I am satisfied with the distribution of my teaching assignments/with the distribution of research tasks within the year:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment
Prefer not to answer
Not applicable

7. I am satisfied with my and my family's access to UO course-taking privileges (tuition reduction program):

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment

8. I am satisfied with the timeliness of my notice of renewal:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment

9. I am satisfied with my level of job security:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment

10. My years of service have been recognized in my reappointment(s):

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment
Not applicable

11. My years of service have been recognized in my course assignments/research responsibilities:

Strongly agree Agree Neutral Disagree Strongly disagree
No basis for judgment
Not applicable

Respect and appreciation:

1. I feel respected by my department/research unit:

1 2 3 4 5 or agree somewhat agree....

Comments:

2. My department/research unit recognizes and appreciates my service:

1 2 3 4 5 or agree somewhat agree....

Comments:

3. Please give us feedback about what it means to you to be respected and appreciated professionally.

3 line answer:

Governance:

1. I am invited to serve on departmental/research unit committees. Yes
No

2. I am invited to serve on graduate committees (PhD committees, etc.)
Yes No

3. I am invited to serve on university committees. Yes
No

4. I have the right to vote for departmental/research unit decisions Yes
No

5. I have representation in my department/research unit (through a committee, etc.)
Yes No

If the answer is "yes", please specify

Create a short paragraph for # 6, 7?

6. I am interested in being represented campus-wide through a union
Yes No

7. I am interested in being represented campus-wide through a coalition
Yes No