



UNIVERSITY OF OREGON

28 April 2010

TO: Tenure related faculty, non-tenure track instructional faculty, non tenure track research faculty, and officers of administration

FROM: The Senate Executive Committee

RE: UNIONIZATION SURVEY RESULTS: **CUMULATIVE DATA FROM ALL GROUPS**

Dear Colleagues:

Here are the results of the recent survey on unionization conducted by the Senate Executive Committee. Four UO employee groups were surveyed: tenure related faculty, non-tenure track instructional faculty, non-tenure track research faculty, and officers of administration excluding senior administrators. UO employee lists were supplied by the UO General Counsel's office and paid for from private funds.

We heard back from 46% (1053/2307) of those who received the email to participate in the survey. We received responses from 56% of the tenure related faculty (380/677), 30% of the non-tenure track instructional faculty (100/336), 33% of the non-tenure track research faculty (110/335) and 48% of the officers of administration (458/959). Of those that started the survey, 96% (1009/1053) completed it.

Several caveats about the survey:

- 1) The survey was sent out to all members of each of the 4 groups. It was thus not a scientific, random sample survey, but an electronic "straw poll".
- 2) Although all members of each group were asked to participate, we do not know the reasons why some chose to respond and some didn't. It is possible that the data are skewed by those who had strong feelings either in favor of or against a union.
- 3) Although the survey limited responses to one per IP address, it was possible to game the survey by submitting multiple responses from different computers. However, we trust the honesty and good will of our colleagues.
- 4) ~10% of the emails sent out requesting participation in the survey were returned as "undeliverable". These are not included in the total number for each group. We also know that some emails were delivered but filtered out as spam. It is unclear whether these were read.

We have chosen not to analyze the survey data. Instead, we present only the raw data including anonymous comments and a breakdown of the data by groups. These data are provided solely for informational purposes to facilitate the discussion regarding unionization.

If you have any questions about the survey, please feel free to contact Nathan Tublitz at [tublitz@uoneuro.uoregon.edu](mailto:tublitz@uoneuro.uoregon.edu)




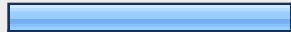
**Office of the President of the University Senate**

207 Johnson Hall, 1258 University of Oregon, Eugene OR 97403-121258

T (541) 346-3081 F (541) 346-2023 [www.uoregon.edu](http://www.uoregon.edu)

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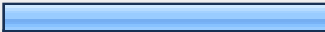


# UNIVERSITY SENATE UNIONIZATION SURVEY

My primary position at the University is as a:			Response Percent	Response Count
Tenure Related Faculty (TRF: i.e., Full Professor, Associate Professor; Assistant Professor; tenured Senior Instructor)			36.3%	380
Non-Tenure-Track Instructional Faculty (NTTIF; i.e., Senior Instructor; Instructor; Adjunct)			9.5%	100
Non-Tenure Track Research Faculty (NTTRF; i.e., Senior Research Associate; Research Associate; Senior Research Assistant; Research Assistant)			10.5%	110
<b>Officer of Administration (OA; i.e., librarian; administrator)</b>			<b>43.7%</b>	<b>458</b>
			Please feel free to comment	41
			<b>answered question</b>	<b>1,048</b>
			<b>skipped question</b>	<b>5</b>

Please feel free to comment		
1	Associate Professor	Apr 15, 2010 3:53 AM
2	I'm Tenure Related Faculty	Apr 15, 2010 4:07 AM
3	Have held this rank a long time	Apr 15, 2010 4:45 AM
4	Full Professor	Apr 15, 2010 2:47 PM
5	I am an OA, but I also adjunct at the pleasure of my overlords.	Apr 15, 2010 5:55 PM
6	I do not support a Union to represent us.	Apr 15, 2010 5:55 PM
7	I am also a full professor while serving as dean of a unit.	Apr 15, 2010 5:57 PM
8	I am also an OA - did not allow multiple responses	Apr 15, 2010 5:57 PM
9	I also have the rank of Full Professor	Apr 15, 2010 5:59 PM
10	librarian	Apr 15, 2010 6:01 PM
11	Asst, Director, Office of Gift Planning	Apr 15, 2010 6:12 PM
12	Librarians will likely be reclassified as NTTF in the future.	Apr 15, 2010 6:34 PM
13	My official title is Software Applications Engineer	Apr 15, 2010 6:37 PM
14	I was previously classified staff (unionized), but have been an OA for 10 years.	Apr 15, 2010 6:38 PM
15	Software Engineer	Apr 15, 2010 6:38 PM
16	"primary position" is a very fuzzy concept	Apr 15, 2010 6:47 PM

Please feel free to comment		
17	I have been teaching in this capacity for the last 6 years. It is my choice to be an adjunct instructor. I am not pursuing a tenure track position at any university.	Apr 15, 2010 6:54 PM
18	I also teach in the program I direct.	Apr 15, 2010 7:14 PM
19	I am the head of a large department	Apr 15, 2010 7:19 PM
20	also previously NTTIF	Apr 15, 2010 7:34 PM
21	Temp	Apr 15, 2010 8:06 PM
22	Dealing with SEIU is a nightmare; all I need is another union(s) to deal with	Apr 15, 2010 8:29 PM
23	retiring, going to 600-hr status in JULY 2010	Apr 15, 2010 9:58 PM
24	BTW, the University is not neutral about the union, at least with respect to OAs and NTTIF. According to Russ Tomlin, the OA status was set up explicitly to enable the university to easily "part company" with an OA - "like NTTIF's". Any information disseminated by the Administration is necessarily biased, no matter how hard they try to be neutral.	Apr 16, 2010 4:37 PM
25	Senior instructor	Apr 16, 2010 9:02 PM
26	I am a full professor, and have been so for 12 years.	Apr 16, 2010 11:01 PM
27	Unionization is EXTREMELY important! Collective bargaining os one of our few options.	Apr 16, 2010 11:40 PM
28	I don't really fit in any of these categories, but I'm non-tenure faculty. I don't teach.	Apr 17, 2010 12:19 AM
29	Associate Professor / librarian	Apr 17, 2010 11:33 PM
30	I'm a supervisory employee	Apr 20, 2010 12:37 AM
31	also OA	Apr 20, 2010 7:10 PM
32	I think	Apr 22, 2010 2:20 AM
33	athletic department staff	Apr 22, 2010 2:38 AM
34	I'm a Research Assistant and am considered an OA. Systems administrator, assisting with research and intruction. Don't know how to correctly answer this.	Apr 22, 2010 2:52 AM
35	both OA and NTTF	Apr 22, 2010 4:02 PM
36	Based upon the information that I have. This change will serve faculty but does not really have anything to offer OAs except the payment of dues.	Apr 22, 2010 4:22 PM
37	Professor	Apr 23, 2010 8:45 PM
38	I was NTTF Senior Instructor 15 years here	Apr 23, 2010 9:18 PM
39	University designation--actually work for Early Childhood CARES	Apr 24, 2010 12:04 AM
40	research assistant, about 20 years	Apr 26, 2010 3:29 PM
41	part time career counselor	Apr 26, 2010 7:53 PM

# UNIVERSITY SENATE UNIONIZATION SURVEY

I		Response Percent	Response Count
wish to be represented by a union.		22.4%	229
<b>do not wish to be represented by a union.</b>		<b>49.7%</b>	<b>508</b>
have no opinion.		3.1%	32
don't have sufficient information to answer this question.		24.8%	254
Please feel free to comment			119
		<b>answered question</b>	<b>1,023</b>
		<b>skipped question</b>	<b>30</b>

Please feel free to comment		
1	I believe unionization of faculty is an irrevocable step towards mediocrity.	Apr 15, 2010 1:41 AM
2	University "informational" pages about the unionization question are presented as being neutral, but they come across as anti-union in tone and content. The administration insults its own faculty when it postures as if complying with the law that obliges it to be neutral, but is in fact not neutral. This is no great surprise, but do they want us to think that they think that we're that stupid?	Apr 15, 2010 1:43 AM
3	This is really BAD idea	Apr 15, 2010 1:43 AM
4	not AFT	Apr 15, 2010 2:17 AM
5	I have not been proactive enough to understand the pros and cons.	Apr 15, 2010 2:20 AM
6	I am most concerned about the potential that a national union body will not represent the subtle differences among disciplines, or will prevent faculty from negotiating raises , teaching, research leaves and other benefits on an individual and merit-based basis	Apr 15, 2010 2:33 AM
7	Very strongly opposed to union for UO non-classified	Apr 15, 2010 2:35 AM
8	adamantly opposed to being represented other than myself	Apr 15, 2010 2:42 AM
9	union formation will decimate the sciences at UO as a majority of these faculty can EASILY find better job opportunities	Apr 15, 2010 2:50 AM
10	Portland State faculty are union-represented, yet as far as I can tell they fare much worse than UO faculty do; in this case, collective bargaining still can't squeeze blood out of a turnip	Apr 15, 2010 2:51 AM
11	I feel very strongly about this.	Apr 15, 2010 3:07 AM
12	I lean toward representation in principle, but feel uninformed about the actual consequences	Apr 15, 2010 3:07 AM
13	I believe in collective bargaining but don't trust a national union industry	Apr 15, 2010 3:51 AM
14	I feel that faculty should govern the university and a union does little to affect the growth of administration	Apr 15, 2010 4:07 AM

Please feel free to comment		
15	Can't select buttons: I do not wish to be represented by a union	Apr 15, 2010 4:09 AM
16	We need a union to address the serious inequities on campus	Apr 15, 2010 4:43 AM
17	does not seem necessary nor a good idea	Apr 15, 2010 4:46 AM
18	A union would be fatal to research university status	Apr 15, 2010 4:52 AM
19	We need a union like we need another hole in the head.	Apr 15, 2010 4:53 AM
20	still essentially undecided--but lean in favor	Apr 15, 2010 7:44 AM
21	I have been represented by a union in the past and it was not a positive experience. I am neutral about union at the uofo	Apr 15, 2010 12:20 PM
22	My hope is that a faculty union will serve as a counter weight to the administration, and lead to a shifting of institutional priorities towards the academic activities of teaching and research. In the current situation, and at some risk of oversimplification, there is a sense that the high-level administration gives primary weight to the raising of funds, regardless of the purpose for which those funds are appropriated or donated. I would like to see academic values inform our institutional choices, rather than allowing financial oportunities dictate.	Apr 15, 2010 2:59 PM
23	Only by a union reflecting my group, not all groups.	Apr 15, 2010 4:45 PM
24	In an ideal world UO would be run by honest competent administrators with the advice and consent of the faculty. So, at the moment I'm still leaning union, but hoping to see enough progress soon to vote against one.	Apr 15, 2010 4:49 PM
25	I have an impression that unionization could negatively affect academic freedom	Apr 15, 2010 5:31 PM
26	it is not at all clear to me how this would work. On the one hand, unions can be very important advocates. On the other hand, I have no idea what the advantages and disadvantages would be. For instance, what is the role of the union in terms of individual faculty negotiations over lab space, salaries, etc.?	Apr 15, 2010 5:33 PM
27	i will change my answer when the union fires someone for incompetence	Apr 15, 2010 5:55 PM
28	I feel strongly about this.	Apr 15, 2010 5:56 PM
29	The status of the on-going development of NTTF status and promotion documents and policies will impact my opinion on this question.	Apr 15, 2010 5:58 PM
30	I support unions, but I am not terribly concerned about my current situation.	Apr 15, 2010 5:59 PM
31	The American English Institute Intensive English Program is a self-support institute and unable to "guarantee" teaching positions for *all* of its faculty each term, since the number of teachers needed depends on the number of students who walk in the door at the beginning of each term.	Apr 15, 2010 6:00 PM
32	I am essentially a retired individual and my "union days" are behind me	Apr 15, 2010 6:00 PM
33	I am professional enough to negotiate my own contract, am free to find other employment if I am not able to come to an acceptable contract. I do not want to recieve equal pay if I do superior work compared to my peers. Unions are great if people have no options, or are mediocre.	Apr 15, 2010 6:01 PM
34	Unions are extortionists	Apr 15, 2010 6:03 PM
35	I very strongly oppose the formation of a union.	Apr 15, 2010 6:04 PM
36	it's a very bad idea.....	Apr 15, 2010 6:04 PM
37	I like having direct contact with those who make decisions on my behalf. I don't like the idea of a middle-man.	Apr 15, 2010 6:06 PM
38	I use to be classified and supported the union, I would like to know more about how the two unions would work together	Apr 15, 2010 6:07 PM
39	I have been represented by a union in the past and am vehemently opposed to them at this time.	Apr 15, 2010 6:10 PM
40	Although an librarian I manage other professional librarians and remain unclear whether I would be included in a union or not.	Apr 15, 2010 6:12 PM
41	the las tthing we need is another layer of bureauocracy	Apr 15, 2010 6:13 PM

Please feel free to comment		
42	At this point I would not like to be represented by a union, but would like more information from BOTH sides.	Apr 15, 2010 6:26 PM
43	NTT faculty ought to be represented if they want to be. As for tenure-related folks, the UO charter says the professors govern the university. We're supposed to be management, not labor!	Apr 15, 2010 6:26 PM
44	I don't feel that the union will represent my position effectively. Especially with a wall-to-wall union.	Apr 15, 2010 6:28 PM
45	lean towards not wanting to be in a union	Apr 15, 2010 6:31 PM
46	I see the disparity within the current classified union of technical personnel versus office personnel. How far will the OA's get as compared to the faculty? Trying to lump us together may not be fair to either group. I cannot say that we get a great deal within the present system, but I really do not want to be railroaded by a campus-run union. Is there a union that exists that we can join that will offer the oversight and direction that the national SEIU provides to the campus group? I believe that we need to keep our vision broader than just our campus.	Apr 15, 2010 6:33 PM
47	Can't stand the general feeling of administration opposition to the move.	Apr 15, 2010 6:36 PM
48	I primarily think there are salary equity issues that could be helped, but fear losing the power of the larger classified bargaining unit when it comes to health care, which we currently sort of ride the tails of, if my understanding is correct.	Apr 15, 2010 6:44 PM
49	I'm open to union representation, but before voting in that direction, I would like to understand the process more, along with resulting ramifications, pro/cons, et al.	Apr 15, 2010 6:50 PM
50	Lane CC faculty are unionized. It makes seniority and benefits very clear. Everything is very transparent. There is a clear progression in gaining seniority.	Apr 15, 2010 6:58 PM
51	Under the guise of "rights", unions have destroyed our countries workforce by demanding us to be greedy at the expense of others. This is the reason that all of our manufacturing jobs have gone overseas and (one of the reasons) that education is way too expensive.	Apr 15, 2010 7:03 PM
52	I feel strongly that I do not wish to be represented by a union. I believe unions are important and have a vital role in modern democratic society. But for OAs here at UO, I do not see how it will help - none of the structural financing of the UO, that are the root causes of OA issues - can possibly be addressed by a union. In fact, introducing a union will only be a distraction and will create an even more acrimonious environment.	Apr 15, 2010 7:08 PM
53	cost to me, purpose, agenda	Apr 15, 2010 7:13 PM
54	I prefer to represent myself as an individual professional	Apr 15, 2010 7:20 PM
55	I don't really want to be represented by a union, actually. But I feel that it is the only option for us to gain transparency for our terms of employment at the UO. Perhaps there is another option?	Apr 15, 2010 7:23 PM
56	I do not see any advantage personally, and because of the adjunct faculty situation in our department (who are mostly practitioners and part-time adjuncts), they will not teach for us if they have to join a union.	Apr 15, 2010 8:25 PM
57	I lean towards "no" on the union, but could be otherwise persuaded.	Apr 15, 2010 8:25 PM
58	I think OA's should have their own union, but not with faculty. OA's and faculty have very little in common.	Apr 15, 2010 8:27 PM
59	But I supervise 6 staff	Apr 15, 2010 8:35 PM
60	In principal, I am in favor of unions, for the protection they offer to employees and the clarity of discussion they help to provide employers and administrators. In the UO case, I know barely anything about the options, and so am hesitant to endorse a union blindly.	Apr 15, 2010 8:56 PM
61	I have concerns regarding the ability of the UO to scale pay for different academic disciplines based on the different rates those disciplines have established in the national marketplace. If the pay scales are uniform across all faculty lines, that could produce problems for hiring and retaining excellent faculty.	Apr 15, 2010 9:25 PM

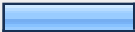
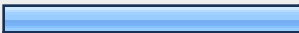

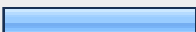
Please feel free to comment		
62	I'm not interested in adding another layer of bueracracy to an institution filled with it.	Apr 15, 2010 9:37 PM
63	I'm very strongly opposed to the entire philosophy underlying such representation	Apr 15, 2010 10:07 PM
64	But lean toward not wanting a union for OA's.	Apr 15, 2010 10:11 PM
65	I have very good program directors who have gone to great length to find good comparables for my unusual position and ensure a good salary base. It's in my best interests not to tie their hands. I don't think a union would represent my position as well.	Apr 16, 2010 6:06 AM
66	It would be a terrible setback for a University on the brink of better things.	Apr 16, 2010 2:59 PM
67	Strongly do NOT want to be unionized.	Apr 16, 2010 3:46 PM
68	Adjunct pay is low - A union could help in getting more equitable pay.	Apr 16, 2010 4:29 PM
69	But only if all OAs are included. Current Oregon law would exclude any OA with supervisory duties. The only OA's which should be excluded are cabinet members who serve at the discretion of the President/Provost. This law needs to be repealed/ammended, before any meaningful unionization of OA's can be implemented.	Apr 16, 2010 4:39 PM
70	I believe that a union is essential. Not only is our current athletic department out of control, but our administration is content to let it be so. This is just an indication of a culture that has developed at this campus in which increasingly "business-style" administrators govern with little or no meaningful input from faculty, and in an increasingly authoritarian way. While faculty and staff must go through periodic reviews, there is no parallel mechanism to review administrator performance. Thus the UO is out of balance in a number of ways. Administration and faculty/staff should all be working toward the same goals in a cooperative way. Faculty concerns, and the academic side of the UO, should be given more respect and attention than currently seems to be the case. I believe that a union would give us a strong, collective voice, essential for us to work to restore balance and transparency on campus.	Apr 16, 2010 5:11 PM
71	Based on what information I've seen, I am slightly opposed to unionization at this point.	Apr 16, 2010 5:20 PM
72	I feel very strongly that this is not the direction to move in. Unionization will not protect people from losing their jobs. Unionization will not guaranttee better pay. Instead, unionization will serve as another "lock in" device, repressing creativity, innovation, and higher aspirations. A union will serve as a disincentive to future hires of exactly the kind of faculty and administrators that are needed to keep the institution vibrant and thriving.	Apr 16, 2010 7:45 PM
73	Leaning toward representation - in large part because the administration does not inspire confidence for persons in my position	Apr 16, 2010 9:05 PM
74	The entire process by which this is being undertaken in the State of Oregon is in defiance of normal democratic procedures. The decision will be made by a super-commission without a vote by secret ballot of the employee groups concerned. The AFT union with which the UO bargaining unit would be associated subscribes, along with nearly all of organized labor in this country, to the passage of a law that would mandate this undemocratic process for the entire nation. Such an act would be tragic, departing from the democratic principles dear to early labor militants in which the secret ballot was of a piece with the exercise of that ballot. "Card check" opens the process to intimidation and bullying that can range anywhere from peer pressure to gangsterism. I do not want in any way to be associated with a union constituted in a manner that runs against the democratic values I would hope and expect to be cherished in this and in every university throughout the country.	Apr 16, 2010 9:44 PM
75	The University's treatment of faculty has been nothing short of contemptuous; we need a mechanism to fight back.	Apr 16, 2010 11:01 PM
76	Having a one-size-fits-all union approach will drive the UO into mediocrity, with no hope of recovery.	Apr 16, 2010 11:46 PM

Please feel free to comment		
77	health insurance should be more widely available, and a union would provide some necessary structure to implement this.	Apr 16, 2010 11:48 PM
78	Would like to learn more about the pros/cons, particularly as they would apply to OA's on campus.	Apr 17, 2010 12:21 AM
79	Been in a union before. I'm on an annual contract subject to the success of a grant. A union won't help the stigmatization of being 'non-tenure track' Faculty (to the 'tenured' faculty).	Apr 17, 2010 12:22 AM
80	As a librarian, I am also concerned about current moves towards losing my status as professor	Apr 17, 2010 11:34 PM
81	I am strongly opposed to unionization. It is important that people here are aware of the opinions of other faculty that are in a union system at other OUS institutions and institutions in other states	Apr 19, 2010 12:07 AM
82	Our staff do not work a traditional academic schedul and our main competitors for employees are local school districts, we need to be able to compete with salaries and schedules.	Apr 19, 2010 1:09 AM
83	Unlikely to support a union	Apr 19, 2010 1:24 AM
84	I have some ambivalence, but tend in favor.	Apr 19, 2010 4:40 AM
85	If a union truly represented me, that would be great. But SEIU appears to represent the expansion of SEIU. Not interested in that cause.	Apr 19, 2010 3:14 PM
86	I am VERY concerned about the union dues we will be required to pay. I do not have - nor do many folks have - the \$60+ indicated in earlier messages. And I won't support the union efforts if that is the cost as I don't see it paying off for me later in pay negotiations.	Apr 19, 2010 3:26 PM
87	In my experience, unionization brings down the quality of research as well as the quality of work environment.	Apr 19, 2010 4:53 PM
88	The amount of money it will cost me personally to give someone else the ability to 'bargain' for me is just ridiculous. As far as I can tell, for others that are members of other unions here at the university, the union has not been helpful to them.	Apr 19, 2010 5:19 PM
89	have no opinion yet	Apr 19, 2010 10:33 PM
90	I do not, in any way, feel taken advantage of by the administration. More unionization on campus would create even more us-vs-them mentality and red tape. It is a bad idea.	Apr 20, 2010 6:18 PM
91	sympathetic to union... but not 100% convinced it's a good idea	Apr 20, 2010 7:13 PM
92	I feel that I represent myself adequately and have no difficulty communicating with my superiors.	Apr 20, 2010 10:57 PM
93	as the university administration seeks greater autonomy from OUS, we very much need a strong collective voice. Recent events in the athletic department underscore the need for an effective way of making our voice heard.	Apr 22, 2010 12:20 AM
94	I am not eligible because I'm in an administrative supervisory role	Apr 22, 2010 12:28 AM
95	My understanding is that any position who supervises other OA's would not be eligible	Apr 22, 2010 12:29 AM
96	I wish very much to be represented by a union	Apr 22, 2010 12:30 AM
97	I am concerned that a union will make salaries so high, my little department, which has no money, will not be able to keep me and my colleagues.	Apr 22, 2010 2:45 AM
98	My experience with tenure track faculty is they will keep their interests as priority, including to the detriment of non-tenure track. I've seen it.	Apr 22, 2010 2:54 AM
99	I'm leaning against it, even though I have been a member of two unions for a total of 14 years (not in academia) and have been on strike twice, once for 8 weeks. The fundamental problem with unionization these days, especially in a state such as Oregon, is that unions have little public support. Public employee unions appear to have even less. That coupled with the ability of management to stall and stonewall on labor issues, avoiding arbitration, creates a situation in which a union is relatively powerless. ,	Apr 22, 2010 3:15 AM



Please feel free to comment		
100	I do not want a union at all!	Apr 22, 2010 4:13 AM
101	I was bitterly disappointed by the cowardly absence of union support when I needed them in a labor dispute at my previous job.s	Apr 22, 2010 5:44 AM
102	If we're guaranteed to not lose benefits (i.e. our 4 weeks of vacation, a salary increase to offset union dues, etc), then I will consider it. If there are no guarantees, then I do NOT support unionization.	Apr 22, 2010 3:15 PM
103	Currently, the pay and benefits for non-union administrative staff are better than their SEIU represented counterparts. And no expensive union dues are necessary.	Apr 22, 2010 3:27 PM
104	I don't know what the benefits or detriments are to union representation.	Apr 22, 2010 4:32 PM
105	Whether or not I wish to be represented by a union depends on how the union will work.	Apr 22, 2010 4:41 PM
106	Unionized faculty get paid more and have some actual negotiation about their contract	Apr 22, 2010 5:29 PM
107	I'm not in favor of unionization, however I have been part of unions in the past and if one was established I would participate. My professional growth and opportunities have been stronger when in a non-union environment.	Apr 22, 2010 7:20 PM
108	I would need a great deal more information, such as what has been the impact of unionization of administrators on other campuses. What are the benefits and what are the potential downsides?	Apr 22, 2010 8:15 PM
109	But not if the bargaining unit is "wall-to-wall"	Apr 22, 2010 9:28 PM
110	Unionization would be highly detrimental to the University	Apr 23, 2010 12:26 AM
111	I am quite happy with the current structure, which is merit based. Tenure protects us. we do not need a union, and I think we are being used by NTTF, OA and a few disgruntled faculty with this wall to wall collective bargaining unit.	Apr 23, 2010 2:06 PM
112	my OA position is managerial, and thus, I am not eligible	Apr 23, 2010 8:15 PM
113	Is unnecessary	Apr 24, 2010 4:27 AM
114	Our program directors have been very attentive to our needs	Apr 26, 2010 3:24 PM
115	I find that unions tend to lead to a less productive place, with added regulations and loopholes, as well as fostering the retention of sub-productive employees, due to over-protection and the hassle it takes to let them go.	Apr 26, 2010 3:34 PM
116	We can have stronger faculty governance without introducing a whole new bureaucracy between us and Johnson Hall.	Apr 26, 2010 10:10 PM
117	Although this might be difficult, what I would like to see is a mock up of what it would look like if the UO had a Union. At the moment, the idea seems too abstract to make a decision one way or another. There are too many unanswered questions, such as how will contracts be negotiated, and who will make decisions about specific contracts (ie: teaching assignments), since they differ so dramatically between departments.	Apr 26, 2010 10:52 PM
118	I think a Union would be a complete DISASTER. This is ridiculous. It feels like communism. In 2010, how can we be forced to join something and pay dues to something that we want no part of???	Apr 28, 2010 7:51 PM
119	I believe this would be a huge detriment to the university and the affected employees.	Apr 28, 2010 7:58 PM

UNIVERSITY SENATE UNIONIZATION SURVEY

Should a union be established,		Response Percent	Response Count
I support the organization of a single, "wall-to-wall" collective bargaining unit that includes all the following employee groups: tenured related faculty, non-tenure-track instructional faculty, non-tenure-track research faculty, and officers of administration.		20.1%	203
<b>I do not support the organization of a single, "wall-to-wall" collective bargaining unit that includes all the following employee groups: tenured related faculty, non-tenure-track instructional faculty, non-tenure-track research faculty, and officers of administration.</b>		<b>45.7%</b>	<b>462</b>
I have no opinion on this issue.		4.8%	49
I don't have sufficient information to answer this question.		29.4%	298
Please feel free to comment			104
<b>answered question</b>			<b>1,012</b>
<b>skipped question</b>			<b>41</b>

Please feel free to comment		
1	If they unionize, I won't be here so I could care less.	Apr 15, 2010 1:38 AM
2	Faculty at a research university, because of the centrality of research to their job, are in a different category than either OAs or non-tenure track instructional faculty.	Apr 15, 2010 1:41 AM
3	No answers: NO UNION!	Apr 15, 2010 1:43 AM
4	I feel strongly that a wall-to-wall unit would be devastating to faculty culture	Apr 15, 2010 2:17 AM
5	NTTF far outnumber other categories for a one-size-fits-all strategy to be of benefit to regular faculty	Apr 15, 2010 2:25 AM
6	While I am TRF, I am ambivalent about having a union that represents these disparate groups; I think the non-tenure-track instructional faculty definitely need labor representation to advance their interests as a group.	Apr 15, 2010 2:33 AM

Please feel free to comment		
7	Since Oregon is not a right to work state even we who are opposed to unionization might be forced to pay union dues and be represented by them. I consider this to be in serious conflict with the fundamental freedoms that the university holds dear.	Apr 15, 2010 2:37 AM
8	These employee groups are quite varied - a single collective bargaining unit will ill-serve these employees	Apr 15, 2010 2:50 AM
9	I feel very strongly about this.	Apr 15, 2010 3:07 AM
10	All groups currently without representation should have a collective bargaining unit. Whether this should be a one size fits all (wall to wall) may not be the answer - but the important critical issue is that we all have equal representation - just as the the staff and the GTFs have on this campus - and as many of our higher education colleagues across the country. Is this wall to wall the only option at this stage?	Apr 15, 2010 3:57 AM
11	I do not support the organization of a single, "wall-to-wall"	Apr 15, 2010 4:09 AM
12	arguments presented against this in senate were vacuous	Apr 15, 2010 4:27 AM
13	we need more information	Apr 15, 2010 4:46 AM
14	This "big" unit would swallow up academic concerns, dilute faculty governance and destroy merit pay potential. Worst possible option.	Apr 15, 2010 4:52 AM
15	I don't support any union for faculty or officers of administration.	Apr 15, 2010 4:53 AM
16	Having checked this box, I should add that should a union be established, I'd be likely to look for employment opportunities elsewhere	Apr 15, 2010 6:43 AM
17	then I will resign.	Apr 15, 2010 7:33 AM
18	Need more info	Apr 15, 2010 1:09 PM
19	The needs and priorities of the groups listed are different; moreover (and more disturbingly), the lack of forthrightness among those lobbying for a wall-to-wall union on campus regarding the possibility of exploring alternate (non wall-to-wall) modes of organizing lead me to mistrust the sincerity of the leaders of this movement. And THIRD, *if* it were true that the labor relations board would only consider a wall-to-wall union (and Linda King in a recent senate meeting said that that is not the case), making this enormous shift in our identity as researchers, professors and staff based on state-established norms/grids strikes me as wrong headed in the extreme.	Apr 15, 2010 2:57 PM
20	My true answer is somewhere between A and B. I believe that the Union should include all faculty and perhaps some officers of administration, but perhaps not those at the highest level (with whom a faculty Union negotiate, for instance).	Apr 15, 2010 2:59 PM
21	do not construe this response as an indication that I support a union	Apr 15, 2010 3:41 PM
22	slight preference against wall-to-wall unit	Apr 15, 2010 5:24 PM
23	The requirements of Tenured and NTTF faculty are sufficiently different that I don't think they have enough interests in common to justify a wall to wall unit.	Apr 15, 2010 5:58 PM
24	If you seperate out the OAs, then we will be thrown to the dogs so to speak, with no negotiating power whatsoever. It would be a disservice to the administrative support we provide.	Apr 15, 2010 5:59 PM
25	But it is imperative that one of the librarians be on the organizing committee to provide our concerns.	Apr 15, 2010 5:59 PM
26	I don't support a collective bargaining unit, period.	Apr 15, 2010 6:02 PM
27	OAs, tenured track and non-tenured track have very different identities	Apr 15, 2010 6:03 PM
28	I don't support the union concept at all.....	Apr 15, 2010 6:04 PM
29	I've chosen "not enough info" because my preference here would depend heavily on implementation. While tenure-related, NTTIF, NTTRF, and OAs share many general concerns, the terms of employment and criteria for success vary widely between (and even within) these groups.	Apr 15, 2010 6:05 PM
30	these groups have different contractual needs	Apr 15, 2010 6:06 PM

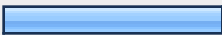
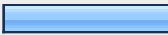

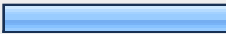
Please feel free to comment		
31	Same as above, how will the single organizations work together to fit the group	Apr 15, 2010 6:07 PM
32	If it is wall-to-wall, priority will be given to faculty	Apr 15, 2010 6:07 PM
33	My job position would most certainly NOT have the same goals as a faculty member, and to group them would be an insult.	Apr 15, 2010 6:10 PM
34	my gut feeling is to not have a wall-to-wall bargaining unit, but I need more information to make a true decision	Apr 15, 2010 6:10 PM
35	The groups seems disparate to me.	Apr 15, 2010 6:14 PM
36	A single organization would mean that all of my supervisors and bosses would be in the same union as I am; this seems like an obvious conflict of interest. If I have a dispute which requires union representation, would the union represent me or my boss?	Apr 15, 2010 6:25 PM
37	One of my main concerns is the time involved with maintaining a union for either the wall to wall idea or the individual bargaining units. As Mr. Tublitz mentioned in his email, we are very occupied with our day to day work and adding yet another layer may just push some of us to the breaking point. I question how effective individual bargaining units will be with the University; the divide and conquer mentality is already alive within the OUS administration.	Apr 15, 2010 6:33 PM
38	Different needs require different representation. As we saw with the last agreement, requiring furlows for the UO when we didn't require them. Though the collective bargaining power of a large group can be good too as it was with threatened benefits / time off a few years ago.	Apr 15, 2010 6:34 PM
39	I believe it would be difficult to address the very different needs of these groups in one contract, but believe there is power in numbers and think that this potential for greater bargaining power supersedes the problem of the different needs. Furthermore, I think conjoining these groups would serve to foster a greater sense of collegiality as far as how we all depend upon each other; I think separate bargaining units could easily lead to an us-versus-them mentality in bargaining (e.g., OAs worrying about ORs getting "more" and that leaving "less" for them) that would be detrimental to the university as a whole.	Apr 15, 2010 6:44 PM
40	I worry having three separate groups would cause even more division between the tenure and nttf faculty.	Apr 15, 2010 6:58 PM
41	There is already too much "Us" vs. "Them" created between faculty and staff because of unionization. We don't need more. Splitting us into ever smaller warring units will help nothing.	Apr 15, 2010 7:03 PM
42	We may have different needs	Apr 15, 2010 7:13 PM
43	Mostly my concern would be how to negotiate being in the same bargaining unit with people I myself may be evaluating and hiring. It appears to pose a problem if any conflict arises or any situation between a tenure-related faculty, non-tenure related faculty or OA arises and requires union mediation.	Apr 15, 2010 7:32 PM
44	OA's and faculty have very little in common.	Apr 15, 2010 8:27 PM
45	I do NOT support any efforts to unionize	Apr 15, 2010 8:29 PM
46	I do not support a union in any format	Apr 15, 2010 8:32 PM
47	To me, the unionization at our University does not make sense. The "faculty" (with the president) is the governing body of the university. As the governing body, the faculty should not be part of a union, which is meant to negotiate with the managers. I have had very positive relationships with all the deans in my unit, and I believe a union would interfere with that.	Apr 15, 2010 8:55 PM
48	A "wall to wall" system seems most efficient for all concerned, however, would all groups and their concerns be equally well represented? What happens if an issue before the union is a concern for one group but not the other, or if different groups within the union hold strong opposing viewpoints? These are some of my concerns.	Apr 15, 2010 8:56 PM
49	I think OA's should have tenure and sabbaticals restored and hope the union will take up this issue.	Apr 15, 2010 9:34 PM

Please feel free to comment		
50	OA and faculty work in completely different environments. I'm perfectly happy advocating for myself. These groups should be separated.	Apr 15, 2010 9:37 PM
51	The OAs have suffered for years being lumped in with faculty personnel policies. It allows administration to pick and choose as to which policy they wished to apply to us and when. Although there is a policy committee, it has been over two years with no discernable outcome.	Apr 15, 2010 9:39 PM
52	how administrators/dept heads be in the union when employees need to speak negative against them on occasion---conflict of interest	Apr 15, 2010 9:59 PM
53	Faculty and OA schedules and job expectations are too different to lump into a single unit.	Apr 15, 2010 10:11 PM
54	"Wall-to-wall" should not mean "one size fits all."	Apr 15, 2010 10:16 PM
55	I do not want to be represented by the union at all, but if it comes to that then it should be broken down by groups.	Apr 15, 2010 10:30 PM
56	I am not sure if I will be re-hired after June 2010, so I feel that this issue concerns mostly those people who are going to be working at UO over the longer term.	Apr 15, 2010 10:43 PM
57	I do not believe that separating all of the employee groups will be beneficial to any union because there is such a huge divide between these groups already. I think the University needs to look at all of its employees equally, otherwise, divisions in the workforce will continue to happen and the University will continue to take advantage of lower pay for non-tenure track and instructional faculty that, in my opinion, do a large majority of the regular teaching here.	Apr 15, 2010 11:35 PM
58	is this something that would be a permanent decision? Could it be changed after trying it out?	Apr 15, 2010 11:36 PM
59	The interests of the various groups is diverse and it would be nearly impossible to reach consensus on any specific issue affecting one group.	Apr 16, 2010 4:29 PM
60	OAs and faculty have little if anything in common.	Apr 16, 2010 4:39 PM
61	Leaning against a single bargaining, in large part because I worry that regular faculty and administration together would dominate the agenda and I don't trust regular faculty to pay any attention to NTTF issues.	Apr 16, 2010 9:05 PM
62	Given the information I do have I don't support a single unit, but I may be misinformed.	Apr 16, 2010 10:39 PM
63	There is no way that this diverse group of employees can be adequately represented by a single contract and bargaining representative.	Apr 16, 2010 11:46 PM
64	I do not support a wall-to-wall bargaining unit that includes all units on campus.	Apr 18, 2010 6:25 AM
65	The roles, activities and responsibilities, and bargaining issues for the different employee groups are so different that a "wall to wall" unit makes little sense for the employees. It provides a larger unit for the union but little benefit for the employees and forces a "one shoe fits all" approach.	Apr 19, 2010 12:07 AM
66	do not mix faculty with OAs	Apr 19, 2010 3:14 PM
67	This question is N/A since I do not support unionization.	Apr 19, 2010 4:53 PM
68	If there is a union, having a wall to wall bargaining unit does not seem beneficial to the whole group. Some issues with contracts are not the same across the boards and it doesn't seem right to do so.	Apr 19, 2010 5:19 PM
69	where is the option for me to define my preferred bargaining unit?	Apr 19, 2010 11:07 PM
70	neutrality? I think not.	Apr 21, 2010 4:23 PM
71	Although I favor a union, I see that the wall-to-wall unit could be problematic because the interests of all these different groups may not align. However, I didn't realize that there was another possibility. I would like to know what the pros and cons are on both sides of the question.	Apr 21, 2010 9:21 PM
72	in spite of differences, there is a broad community of interest on matters of health care, pensions, and wages.	Apr 22, 2010 12:20 AM
73	Union is needed by the NTTF faculty	Apr 22, 2010 12:24 AM

Please feel free to comment		
74	comment above	Apr 22, 2010 12:28 AM
75	I do not support union representation of any kind.	Apr 22, 2010 12:40 AM
76	Tenure track and non-tenure track faculty groups might have different needs that would be best served by smaller collective bargaining units; my concern is that these kinds of divisions could also create a less effective collective bargaining process.	Apr 22, 2010 12:54 AM
77	Don't know what the implications are...	Apr 22, 2010 12:55 AM
78	There are practical advantages to a large bargaining unit and common issues we face. Within a wall to wall union, there can be room for efforts focusing on issues pertaining to subgroups.	Apr 22, 2010 1:08 AM
79	I do not support a union and will leave the UO for other institution if this happens	Apr 22, 2010 2:18 AM
80	I feel often officers of administration have different motives than faculty. The same union cannot represent well two groups with two conflicting views.	Apr 22, 2010 2:45 AM
81	That is, if a union is to be had. Having separate bargaining unions gives management ample opportunity to divide and conquer.	Apr 22, 2010 3:15 AM
82	I would like to see tenured faculty excluded from this union, though I am open to persuasion otherwise. Of all the groups on campus, tenured faculty by far has the most persuasive and respected voice. It's the OA's who are under-represented.	Apr 22, 2010 4:29 AM
83	i don't agree with the "wall-to-wall" or nothing options	Apr 22, 2010 3:06 PM
84	There will always be some divergence of interest between people in a bargaining unit, but the larger unit has the potential to build more power. The purpose of the union as a democratic organization is to help people identify their unity of interest	Apr 22, 2010 3:14 PM
85	The wall-to-wall argument is to increase the likelihood of getting the union accepted by the Oregon labor board. As an OA, I do not want to be represented by a collective bargaining unit that only wants my job-slot to increase its chances of become a reality. I.e. the union officials want my position for power and money. They don't care about me as an individual, just as part of their argument/case for establishing a union.	Apr 22, 2010 3:15 PM
86	As opposed to what other option?	Apr 22, 2010 3:15 PM
87	I wouldn't say I know enough to be set on this, but my sense is that our issues would be very disparate.	Apr 22, 2010 3:23 PM
88	The needs and goals of these groups are vastly different and are almost impossible for a single union to represent.	Apr 22, 2010 3:27 PM
89	I am opposed to union representation for research faculty, as our interests are fundamentally different from other groups, and within the group, the tenured/non-tenured distinction is significant	Apr 22, 2010 3:51 PM
90	If a union is imminent then a larger consortium would be better	Apr 22, 2010 4:15 PM
91	Non-tenure related staff are subject different pressures than tenure-related staff, and could benefit from a union.	Apr 22, 2010 4:28 PM
92	I wonder whether these groups have enough in common to be included in a single collective bargaining unit (i.e. whether there is a sufficient "community of interest")	Apr 22, 2010 5:28 PM
93	Haven't been able to attend any presentations	Apr 22, 2010 5:29 PM
94	I would prefer not to unionize, however if a union was created I would participate.	Apr 22, 2010 7:20 PM
95	Although I would like a little more information on how such a union has worked/or not worked at other universities/colleges.	Apr 22, 2010 8:46 PM
96	I feel these employee groups need to be represented individually to better represent their needs. A single wall to wall unit would throw everything in one pot - as is the unfortunate situation with the current classified/unclassified system. We can do better and represent employee groups more according to their individual needs (i.e. individually).	Apr 22, 2010 8:49 PM
97	Each of these groups has entirely different concerns. I am totally opposed to the wall-to-wall collective bargaining unit.	Apr 23, 2010 2:06 PM

Please feel free to comment		
98	I fear that separate units would set the stage for competitiveness	Apr 23, 2010 8:15 PM
99	As an adjunct (and a former union president), I feel it's likely that leadership in a bargaining unit would come primarily from the ranks of tenure-track faculty and other "full-timers." This raises a question of how well the interests of adjuncts would be represented. On the other hand, the intermittent and transient nature of adjuncts' relationship with the university would make it understandably difficult for leadership to come from our ranks.	Apr 26, 2010 2:47 PM
100	The smaller the 'groups' get, the less bargaining power they have	Apr 26, 2010 3:34 PM
101	I am inclined to believe that a faculty dominated bargaining unit would NOT adequately represent OAs, but instead would use them as 'sacrificial lambs' to have their own faculty-demands met.	Apr 26, 2010 6:50 PM
102	The old adage is true: no one can serve two masters. Similarly, a single union absolutely cannot faithfully represent so many diverse groups.	Apr 26, 2010 10:10 PM
103	Similar to the comment above, I would suggest a mock-up of what this would look like, should it occur.	Apr 26, 2010 10:52 PM
104	Do not understand what "wall-to-wall" collective bargaining unit is.	Apr 28, 2010 8:27 PM

# UNIVERSITY SENATE UNIONIZATION SURVEY

Should a union be established,			Response Percent	Response Count
I support the establishment of a separate bargaining unit for my particular group.			33.7%	339
I do not support the establishment of a separate bargaining unit for my particular group.			25.2%	254
I have no opinion on this issue.			6.7%	67
<b>I don't have sufficient information to answer this question.</b>			<b>34.5%</b>	<b>347</b>
Please feel free to comment				92
<b>answered question</b>				<b>1,007</b>
<b>skipped question</b>				<b>46</b>

Please feel free to comment		
1	I am opposed to a union, so I answer this one only assuming a union is established.	Apr 15, 2010 1:38 AM
2	If they unionize, I won't be here so I could care less.	Apr 15, 2010 1:38 AM
3	I would likely seek to leave the UO and move on	Apr 15, 2010 1:41 AM
4	NO ANSWERS: NO UNION!	Apr 15, 2010 1:43 AM
5	The distinction between questions 3 and 4 is not really clear.	Apr 15, 2010 1:58 AM
6	This is how I'm leaning, but I agree that more information about this issue would be appreciated.	Apr 15, 2010 1:59 AM
7	that is, for tenure-related faculty	Apr 15, 2010 2:17 AM
8	No union, please.	Apr 15, 2010 2:41 AM
9	I am strongly opposed to unionization. Should a union be established, my primary concern will not be the union's efforts but rather exploring other options for my employment situation.	Apr 15, 2010 3:01 AM
10	This question is a bit ambiguous. Should a union be established for OA's, would tenure related faculty still have the option of not having a union? The ideal situation for me would be to have no union at all, but if forced to have one I would prefer to have a separate unit for tenure-related faculty (which I assume is what you mean by "my particular group")	Apr 15, 2010 3:07 AM
11	I do not support the establishemnt of a separate bargaining unit for my group	Apr 15, 2010 4:09 AM
12	If and only if a union is established against my wishes, do I support the establishment of a separate bargaining unit for my particular group. I am completely and totally opposed to the "wall-to-wall" configuration.	Apr 15, 2010 4:21 AM



Please feel free to comment		
13	more important to unionize than whether the union is wall-to-wall or has separate bargaining units	Apr 15, 2010 4:27 AM
14	I prefer the wall to wall, but I will support a separate bargaining unit if that is the available option to have a union	Apr 15, 2010 4:43 AM
15	we need more information	Apr 15, 2010 4:46 AM
16	I don't desire to be represented by a union, and I certainly don't think that a union can appropriately represent my interests when it lumps together so many different groups	Apr 15, 2010 4:50 AM
17	Union "movement" presently on campus has greatly overstated advantages, and has been unaware of local conditions( it has also spent a lot of someone's substantial dues money trying to organize UO). Faculty need to ask how much monthly dues would be, and who, over time would actually devolve into union leadership.	Apr 15, 2010 4:52 AM
18	I don't support any union for faculty or officers of administration.	Apr 15, 2010 4:53 AM
19	See comment on point 3. above	Apr 15, 2010 6:43 AM
20	then I will resign.	Apr 15, 2010 7:33 AM
21	I'm not sure I understand the relationship of this question to question 3. I don't think separate unions should be established for tenured faculty, untenured faculty, instructional faculty, etc.	Apr 15, 2010 2:59 PM
22	I'm not likely to attend a meeting to learn more about the union, but I would read information about the issues.	Apr 15, 2010 2:59 PM
23	I do not want tenure-track faculty included in any bargaining unit, either separately or as part of a larger wall-to-wall entity.	Apr 15, 2010 3:10 PM
24	If a union is formed, heaven forbid, I hope that tenure track faculty will not be forced to part of it. If they are, we should have a separate bargaining unit. Frankly, the idea of unionized tenure track faculty appalls me.	Apr 15, 2010 4:01 PM
25	unclear wording	Apr 15, 2010 5:16 PM
26	slight preference for separate bargaining unit	Apr 15, 2010 5:24 PM
27	with the option to not join the union if the bargaining group can't deliver a good deal	Apr 15, 2010 5:55 PM
28	I could perhaps be swayed on this option depending on the details	Apr 15, 2010 5:57 PM
29	I think that minimal complexity should be the goal and breaking up into units sounds like a bad idea despite the potential benefits	Apr 15, 2010 5:57 PM
30	I need more information on how it affects my group	Apr 15, 2010 5:57 PM
31	Ditto comment to 3	Apr 15, 2010 5:59 PM
32	Unionization would make me strongly consider leaving the University.	Apr 15, 2010 6:01 PM
33	I would like the unique needs and concerns of my particular group to have representation, but I don't know if a separate bargaining unit is necessary to accomplish this.	Apr 15, 2010 6:02 PM
34	I will NEVER support any union or unionization effort	Apr 15, 2010 6:03 PM
35	I don't support the union concept at all.....	Apr 15, 2010 6:04 PM
36	as with the question above, I've chosen "not enough info" because my preference here would depend heavily on implementation. While tenure-related, NTTIF, NTTRF, and OAs share many general concerns, the terms of employment and criteria for success vary widely between (and even within) these groups.	Apr 15, 2010 6:05 PM
37	I am not sure that even an overall Officer of Administration group would suffice to feel represented, especially for the mandatory cost of being included in a union.	Apr 15, 2010 6:10 PM
38	as above	Apr 15, 2010 6:10 PM
39	this doesn't mean that any employee group is neglected in the contract	Apr 15, 2010 6:10 PM
40	If we must have one at all - which I am against!	Apr 15, 2010 6:14 PM

Please feel free to comment		
41	I need to start taking more interest in this...would appreciate more opportunities to get factual information	Apr 15, 2010 6:16 PM
42	I will search for a position at a different University if a union is established for the tenure-track faculty.	Apr 15, 2010 6:23 PM
43	I will object in every way possible, and refuse to pay union dues. Ever.	Apr 15, 2010 6:26 PM
44	I'm okay with is as long as I maintain my current benefits. If my benefits are dropped to the lowest common demoninator, then I am not okay with it. I.e. I don't want to lose what I currently have. If I do, I may consider employment elsewhere.	Apr 15, 2010 6:28 PM
45	See previous re: different needs versus bargaining power. If the consensus or majority felt separate bargaining units was the best approach, I do support the establishment of a unit for my group, but believe a single larger group would probably be better, if differently difficult.	Apr 15, 2010 6:44 PM
46	Can people opt out or is it a coercive agreement?	Apr 15, 2010 6:50 PM
47	Same comment as last question.	Apr 15, 2010 7:03 PM
48	This seems like a better choice, but I need more information	Apr 15, 2010 7:13 PM
49	I support a union for general University faculty, but do not need it for my organization.	Apr 15, 2010 7:15 PM
50	I don't want to be part of any union. If I have to be, the union should be for my unit, not a campus-wide collage of teachers.	Apr 15, 2010 7:38 PM
51	I prefer this to the "wall-to-wall" option if I had to choose between the two.	Apr 15, 2010 8:16 PM
52	I do NOT support any efforts to unionize	Apr 15, 2010 8:29 PM
53	I do not support a union and would not belong	Apr 15, 2010 8:32 PM
54	As above in number 3, the same concerns apply to this question.	Apr 15, 2010 8:56 PM
55	looks like the same question as number 3!	Apr 15, 2010 9:25 PM
56	I do not want to be represented by the union at all, but if it comes to that then it should be broken down by groups.	Apr 15, 2010 10:30 PM
57	It is a possibility to have a separate unit, though I prefer "wall to wall"	Apr 15, 2010 10:30 PM
58	It's unclear to me how grant funded NTTRF would be represented in a collective bargaining unit dominated by a different class of faculty with different concerns and demands on their time and resources.	Apr 16, 2010 4:07 PM
59	I support whichever option limits the union's power over my position.	Apr 16, 2010 4:35 PM
60	See above	Apr 16, 2010 4:39 PM
61	While this may seem contradictory, I think we should have both wall-to-wall options for some purposes, but also mechanism where specific units with particular issues and needs may bargain separately, though in consultation with other units, that it is hoped would lend their support.	Apr 16, 2010 5:11 PM
62	Isn't this the same question as before?	Apr 16, 2010 9:05 PM
63	Unions can serve a positive pupose for unskilled labor positions. But the University and professionals should expect to compete on the open market.	Apr 16, 2010 11:46 PM
64	I do not think that tenure-track and non-tenure track faculty should have the same bargining unit, since non-tenured faculty are amorphous.	Apr 17, 2010 12:22 AM
65	in other words, while a union may be a good idea for nontenure track faculty and administrators, it is NOT for tenure-related faculty, so we should be left out of any union.	Apr 17, 2010 1:03 AM
66	While the groups are disparate, there are natural overlaps, but also natural divisions within the groups.	Apr 17, 2010 11:34 PM
67	My work group has very different priorities and interests than other OAs	Apr 18, 2010 1:00 AM
68	Only a a last recourse if unionization cannot be avoided.	Apr 19, 2010 12:07 AM
69	At this time. If SEIU wishes to show that they have my interest at heart, I am willing to revisit their proposal.	Apr 19, 2010 3:14 PM

Please feel free to comment		
70	This question is N/A since I do not support unionization.	Apr 19, 2010 4:53 PM
71	shouldn't these options be asked prior to question 3, and not made contingent upon the establishment of the union?	Apr 19, 2010 11:07 PM
72	If a Union for Tenure-Related Faculty is formed, I would strongly consider leaving UO despite my being very happy and successful here on many other fronts.	Apr 20, 2010 12:43 AM
73	I find this survey to be biased and unfair.	Apr 21, 2010 2:11 PM
74	As above--I need to know the pros and cons of each.	Apr 21, 2010 9:21 PM
75	the concerns of all units can be addressed under one agreement	Apr 22, 2010 12:20 AM
76	comment above	Apr 22, 2010 12:28 AM
77	I believe that a single collective bargaining unit will have more power than several small ones. Obviously, contract specifics for each group would differ on some topics and that would be dealt with in the process of negotiation with the administration.	Apr 22, 2010 12:30 AM
78	I do not support union representation of any kind.	Apr 22, 2010 12:40 AM
79	Don't know what the implications are...	Apr 22, 2010 12:55 AM
80	I'm not sure what this means. I favor a single local, but likely with different bargaining committees for contract negotiation purposes.	Apr 22, 2010 1:08 AM
81	no union.	Apr 22, 2010 2:18 AM
82	Our agency is quite different than the rest of the U of O, so it is imperative if there is a union, we remain a separate entity	Apr 22, 2010 2:21 AM
83	I hope a union will not be formed for faculty. The one for grad's has done nothing but cause trouble!	Apr 22, 2010 5:44 AM
84	If there were guarantees about not losing benefits (salary, vacation, sick time, etc.), then I would be more likely to support unionization of the Officers of Administration. But NO LOSS OF BENEFITS needs to be GUARANTEED.	Apr 22, 2010 3:15 PM
85	I am opposed to union representation and, re this question, why would untenured faculty and tenured faculty be represented by the same group? Would department chairs be shop stewards or management?	Apr 22, 2010 3:51 PM
86	I don't know if it is more to my benefit to bargain with tenured faculty, or as an instructor	Apr 22, 2010 5:48 PM
87	"Separate bargaining unit" isn't the best way to state this issue. Regardless of the formal unit boundaries, contract negotiations usually contain different provisions appropriate to particular groups within the contracting unit.	Apr 22, 2010 8:42 PM
88	what group would I be in?	Apr 23, 2010 4:51 AM
89	There is no need for us to unionize. We have a new administration that is more transparent, and is working to get our salaries to equal the average of our comparators.	Apr 23, 2010 2:06 PM
90	My position would be exempt.	Apr 23, 2010 8:15 PM
91	I do not want a union	Apr 26, 2010 8:01 PM
92	As with other bargaining units, I don't believe that, for example, the teaching faculty would support the non-teaching faculty for issues that don't affect them.	Apr 28, 2010 5:03 PM