



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: **DATA FROM NON-TENURE TRACK INSTRUCTIONAL FACULTY ONLY**

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

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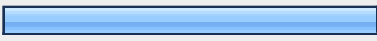
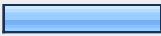


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UNIVERSITY SENATE UNIONIZATION SURVEY

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)		0.0%	0
Non-Tenure-Track Instructional Faculty (NTTIF; i.e., Senior Instructor; Instructor; Adjunct)		100.0%	100
Non-Tenure Track Research Faculty (NTTRF; i.e., Senior Research Associate; Research Associate; Senior Research Assistant; Research Assistant)		0.0%	0
Officer of Administration (OA; i.e., librarian; administrator)		0.0%	0
Please feel free to comment			2
<i>answered question</i>			100
<i>skipped question</i>			0

Please feel free to comment		
1	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
2	Senior instructor	Apr 16, 2010 9:02 PM

UNIVERSITY SENATE UNIONIZATION SURVEY

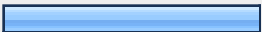
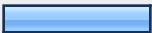


I		Response Percent	Response Count
wish to be represented by a union.		57.6%	57
do not wish to be represented by a union.		24.2%	24
have no opinion.		3.0%	3
don't have sufficient information to answer this question.		15.2%	15
Please feel free to comment			12
		answered question	99
		skipped question	1

Please feel free to comment		
1	Very strongly opposed to union for UO non-classified	Apr 15, 2010 2:35 AM
2	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
3	the las tthing we need is another layer of bureaurocracy	Apr 15, 2010 6:13 PM
4	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
5	cost to me, purpose, agenda	Apr 15, 2010 7:13 PM
6	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
7	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
8	Adjunct pay is low - A union could help in getting more equitable pay.	Apr 16, 2010 4:29 PM
9	Leaning toward representation - in large part because the administration does not inspire confidence for persons in my position	Apr 16, 2010 9:05 PM
10	health insurance should be more widely available, and a union would provide some necessary structure to implement this.	Apr 16, 2010 11:48 PM
11	I feel that I represent myself adequately and have no difficulty communicating with my superiors.	Apr 20, 2010 10:57 PM

Please feel free to comment

12	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
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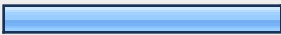


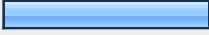
UNIVERSITY SENATE UNIONIZATION SURVEY

Should a union be established,		Response Percent	Response Count
<p>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.</p> 		39.4%	39
<p>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.</p> 		22.2%	22
<p>I have no opinion on this issue.</p> 		4.0%	4
<p>I don't have sufficient information to answer this question.</p> 		34.3%	34
Please feel free to comment			12
answered question			99
skipped question			1

Please feel free to comment		
1	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
2	I worry having three separate groups would cause even more division between the tenure and nttf faculty.	Apr 15, 2010 6:58 PM
3	We may have different needs	Apr 15, 2010 7:13 PM
4	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

Please feel free to comment		
5	"Wall-to-wall" should not mean "one size fits all."	Apr 15, 2010 10:16 PM
6	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
7	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
8	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
9	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
10	I do not support a wall-to-wall bargaining unit that includes all units on campus.	Apr 18, 2010 6:25 AM
11	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
12	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

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.		42.9%	42
I do not support the establishment of a separate bargaining unit for my particular group.		22.4%	22
I have no opinion on this issue.		3.1%	3
I don't have sufficient information to answer this question.		31.6%	31
Please feel free to comment			4
answered question			98
skipped question			2

Please feel free to comment		
1	This seems like a better choice, but I need more information	Apr 15, 2010 7:13 PM
2	It is a possibility to have a separate unit, though I prefer "wall to wall"	Apr 15, 2010 10:30 PM
3	Isn't this the same question as before?	Apr 16, 2010 9:05 PM
4	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