



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 TENURE RELATED 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](mailto:tublitz@uoneuro.uoregon.edu)

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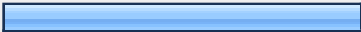


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UNIVERSITY SENATE UNIONIZATION SURVEY

My primary position at the University is as a:			Response Percent	Response Count
<b>Tenure Related Faculty (TRF: i.e., Full Professor, Associate Professor; Assistant Professor; tenured Senior Instructor)</b>			100.0%	380
Non-Tenure-Track Instructional Faculty (NTTIF; i.e., Senior Instructor; Instructor; Adjunct)			0.0%	0
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				7
			<b>answered question</b>	<b>380</b>
			<b>skipped question</b>	<b>0</b>

Please feel free to comment		
1	Associate Professor	Apr 15, 2010 3:53 AM
2	Have held this rank a long time	Apr 15, 2010 4:45 AM
3	Full Professor	Apr 15, 2010 2:47 PM
4	I am the head of a large department	Apr 15, 2010 7:19 PM
5	retiring, going to 600-hr status in JULY 2010	Apr 15, 2010 9:58 PM
6	Unionization is EXTREMELY important! Collective bargaining os one of our few options.	Apr 16, 2010 11:40 PM
7	Professor	Apr 23, 2010 8:45 PM

# UNIVERSITY SENATE UNIONIZATION SURVEY

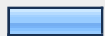


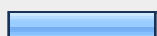
I		Response Percent	Response Count
wish to be represented by a union.		23.1%	85
<b>do not wish to be represented by a union.</b>		<b>55.2%</b>	<b>203</b>
have no opinion.		1.9%	7
don't have sufficient information to answer this question.		19.8%	73
Please feel free to comment			45
<b>answered question</b>			<b>368</b>
<b>skipped question</b>			<b>12</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	adamantly opposed to being represented other than myself	Apr 15, 2010 2:42 AM
8	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
9	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
10	I feel very strongly about this.	Apr 15, 2010 3:07 AM
11	I lean toward representation in principle, but feel uninformed about the actual consequences	Apr 15, 2010 3:07 AM
12	I believe in collective bargaining but don't trust a national union industry	Apr 15, 2010 3:51 AM
13	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
14	We need a union to address the serious inequities on campus	Apr 15, 2010 4:43 AM

Please feel free to comment		
15	does not seem necessary nor a good idea	Apr 15, 2010 4:46 AM
16	A union would be fatal to research university status	Apr 15, 2010 4:52 AM
17	We need a union like we need another hole in the head.	Apr 15, 2010 4:53 AM
18	still essentially undecided--but lean in favor	Apr 15, 2010 7:44 AM
19	I have been represented by a union in the past and it was not a positive experience. I am neutral about union at the ufo	Apr 15, 2010 12:20 PM
20	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 opportunities dictate.	Apr 15, 2010 2:59 PM
21	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
22	I have an impression that unionization could negatively affect academic freedom	Apr 15, 2010 5:31 PM
23	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
24	I very strongly oppose the formation of a union.	Apr 15, 2010 6:04 PM
25	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
26	lean towards not wanting to be in a union	Apr 15, 2010 6:31 PM
27	Can't stand the general feeling of administration opposition to the move.	Apr 15, 2010 6:36 PM
28	I prefer to represent myself as an individual professional	Apr 15, 2010 7:20 PM
29	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
30	I lean towards "no" on the union, but could be otherwise persuaded.	Apr 15, 2010 8:25 PM
31	I'm very strongly opposed to the entire philosophy underlying such representation	Apr 15, 2010 10:07 PM
32	It would be a terrible setback for a University on the brink of better things.	Apr 16, 2010 2:59 PM
33	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
34	Based on what information I've seen, I am slightly opposed to unionization at this point.	Apr 16, 2010 5:20 PM

Please feel free to comment		
35	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
36	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
37	I have some ambivalence, but tend in favor.	Apr 19, 2010 4:40 AM
38	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
39	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
40	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
41	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
42	But not if the bargaining unit is "wall-to-wall"	Apr 22, 2010 9:28 PM
43	Unionization would be highly detrimental to the University	Apr 23, 2010 12:26 AM
44	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
45	We can have stronger faculty governance without introducing a whole new bureaucracy between us and Johnson Hall.	Apr 26, 2010 10:10 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.		14.2%	52
<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>		58.9%	215
I have no opinion on this issue.		4.4%	16
I don't have sufficient information to answer this question.		22.5%	82
Please feel free to comment			37
<b>answered question</b>			<b>365</b>
<b>skipped question</b>			<b>15</b>

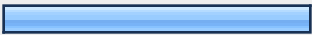


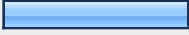
Please feel free to comment		
1	If they unionize, I won't be here so I could care less.	Apr 15, 2010 1:38 AM
2	Faculty at a research university, because of the centrality of research to their job, are in a different category than either OAs or non-tenure track instructional faculty.	Apr 15, 2010 1:41 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	These employee groups are quite varied - a single collective bargaining unit will ill-serve these employees	Apr 15, 2010 2:50 AM
8	I feel very strongly about this.	Apr 15, 2010 3:07 AM
9	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
10	arguments presented against this in senate were vacuous	Apr 15, 2010 4:27 AM
11	we need more information	Apr 15, 2010 4:46 AM
12	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
13	I don't support any union for faculty or officers of administration.	Apr 15, 2010 4:53 AM
14	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
15	then I will resign.	Apr 15, 2010 7:33 AM
16	Need more info	Apr 15, 2010 1:09 PM
17	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
18	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
19	slight preference against wall-to-wall unit	Apr 15, 2010 5:24 PM
20	these groups have different contractual needs	Apr 15, 2010 6:06 PM
21	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
22	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
23	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 buyt little benefit for the employees and forces a "one shoe fits all" approach.	Apr 19, 2010 12:07 AM
24	where is the option for me to define my preferred bargaining unit?	Apr 19, 2010 11:07 PM
25	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
26	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
27	I do not support union representation of any kind.	Apr 22, 2010 12:40 AM
28	Don't know what the implications are...	Apr 22, 2010 12:55 AM

Please feel free to comment		
29	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
30	I do not support a union and will leave the UO for other insitution if this happens	Apr 22, 2010 2:18 AM
31	I feel often officers of administration have diferent motives then faculty. The same union cannot represent well two groups with two conflicting views.	Apr 22, 2010 2:45 AM
32	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
33	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
34	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
35	Non-tenure related staff are subject different pressures than tenure-related staff, and could benefit from a union.	Apr 22, 2010 4:28 PM
36	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
37	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



# 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.			47.5%	171
I do not support the establishment of a separate bargaining unit for my particular group.			18.1%	65
I have no opinion on this issue.			6.1%	22
I don't have sufficient information to answer this question.			28.3%	102
Please feel free to comment				42
			<b>answered question</b>	<b>360</b>
			<b>skipped question</b>	<b>20</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	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
12	more important to unionize than whether the union is wall-to-wall or has separate bargaining units	Apr 15, 2010 4:27 AM

Please feel free to comment		
13	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
14	we need more information	Apr 15, 2010 4:46 AM
15	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
16	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
17	I don't support any union for faculty or officers of administration.	Apr 15, 2010 4:53 AM
18	See comment on point 3. above	Apr 15, 2010 6:43 AM
19	then I will resign.	Apr 15, 2010 7:33 AM
20	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
21	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
22	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
23	unclear wording	Apr 15, 2010 5:16 PM
24	slight preference for separate bargaining unit	Apr 15, 2010 5:24 PM
25	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
26	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
27	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
28	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
29	Only a a last recourse if unionization cannot be avoided.	Apr 19, 2010 12:07 AM
30	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
31	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
32	As above--I need to know the pros and cons of each.	Apr 21, 2010 9:21 PM
33	the concrens of all units can be addressed under one agreement	Apr 22, 2010 12:20 AM
34	I do not support union representation of any kind.	Apr 22, 2010 12:40 AM
35	Don't know what the implications are...	Apr 22, 2010 12:55 AM
36	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
37	no union.	Apr 22, 2010 2:18 AM
38	I hope a union will not be formed for faculty. The one for gtf's has done nothing but cause trouble!	Apr 22, 2010 5:44 AM

Please feel free to comment		
39	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
40	"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
41	what group would I be in?	Apr 23, 2010 4:51 AM
42	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