

UNIVERSITY OF OREGON INSTRUCTIONAL FACULTY SURVEY



In Fall 1999, the Faculty Advisory Council, the Senate Budget Committee, and the UO Administration met to decide how best to increase instructional faculty members' compensation. (Compensation refers to salary plus benefits.) These meetings resulted in a "White Paper" by the Senate Budget Committee calling for "compensation parity" for UO instructional faculty with comparable institutions (namely, the Universities of California-Santa Barbara, Colorado, Indiana, Iowa, Michigan, North Carolina, Virginia, and Washington).

At a "Town Hall Meeting" on January 25th, faculty discussed UO's funding model, how to achieve and sustain compensation parity, and budgetary trade-offs. Following that meeting, a short, random-sample telephone survey of instructional faculty obtained systematic data on a narrow range of these issues.

No information, however, is available on *all* instructional faculty members' opinions on a wide range of compensation issues. This survey is being sent to *all* instructional faculty. Its purpose is to allow you to voice your opinions on compensation policies, trade-offs, and priorities, as well as your workload and job satisfaction. Even if you took part in the telephone survey, you should also fill out this survey, for it covers a much wider array of issues. Using this survey's results, your elected faculty representatives will publish recommendations for faculty compensation increases on the WWW in Spring 2000, for implementation in Fall 2000.

This survey will be sent to you only once. Because UO needs your considered opinion on many issues, it will take 20-30 minutes to complete, depending on how much time you wish to give to your answers. Feel free to skip any questions that you find personal or sensitive. However, this survey is *anonymous*; no one will ever be able to connect your name or your department with your answers. If you wish to comment upon any questions or qualify your answers, please feel free to write in the margins. Your comments will be read, transcribed, and taken into account. The survey results will be posted on OSRL's and the Senate's WWW sites. Every faculty member's opinion is important, to obtain an accurate representation of the issues.

Please return the completed survey in campus mail as soon as possible, but no later than February 29th. You may just drop it into campus mail or place it in a campus mail envelope labeled "OSRL." The Oregon Survey Research Laboratory (OSRL) will tabulate the survey data and distribute the results back to campus.

If you have any questions about this survey's use or importance, please contact Faculty Advisory Council members: David Frank (chair), Gerald Berk, Hilary Gerdes, Virginia Cartwright, Caroline Forell, Peter Gilkey, Steve Goldschmidt, Elaine Jones, Lynn Kahle, Sandra Morgen, or Cheney Ryan. Thank you.

Please return your completed survey in campus mail to:



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**A. THE FIRST SET OF QUESTIONS CONCERNS *FACULTY SATISFACTION* AT UO.
IN ANSWERING THESE QUESTIONS, CONSIDER *YOUR EXPERIENCES* ONLY.**

1. Overall, how satisfied are you with your job at the University of Oregon - very satisfied, somewhat satisfied, not very satisfied, or not at all satisfied? (Please circle your answer.)

1. Very satisfied
2. Somewhat satisfied
3. Not very satisfied
4. Not at all satisfied

2. How satisfied or dissatisfied are you with each of the aspects of your UO instructional duties listed below? Feel free to qualify your answers in marginal comments or on the back page; comments will be transcribed and taken into account.

(Circle the number that best fits your opinion.)

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not very satisfied</u>	<u>Not at all satisfied</u>
a. The authority I have to make decisions about content and methods in courses I teach	1	2	3	4
b. The authority I have to make decisions about other (non-instructional) aspects of my job	1	2	3	4
c. The authority I have to make decisions about what courses I teach	1	2	3	4
d. Time available for working with students as an advisor and mentor	1	2	3	4
e. Quality of undergraduate students whom I have taught here	1	2	3	4
f. Quality of graduate students whom I have taught here	1	2	3	4
g. How well UO upholds the ideals and standards of academic freedom	1	2	3	4

3. Overall, how satisfied or dissatisfied are you with the following aspects of your UO employment? (If an item does not apply to you, leave it blank or make a note.)

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not very satisfied</u>	<u>Not at all satisfied</u>
a. The overall direction UO is going	1	2	3	4
b. Internal research/scholarship support to you	1	2	3	4
c. Colleagues	1	2	3	4
d. Department leadership	1	2	3	4
e. Central administration	1	2	3	4
f. Your opinions being heard by your department head	1	2	3	4
g. Your opinions being heard by the administration	1	2	3	4
h. Job opportunities for your spouse/partner in this geographic area	1	2	3	4
i. Job security	1	2	3	4

3. (continued)

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not very satisfied</u>	<u>Not at all satisfied</u>
j. Opportunities for advancement in rank.....	1	2	3	4
k. The clarity of promotional opportunities.....	1	2	3	4
l. Mentoring you have had at UO	1	2	3	4
m. Faculty/administrator relationships	1	2	3	4

n. Which one of the above is most important to you? _____ (fill in a letter from a – m)

o. Which one of the above is least important to you? _____

4. Overall, how satisfied or dissatisfied are you with these components of support at UO?

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not very satisfied</u>	<u>Not at all satisfied</u>
a. Your office’s physical environment.....	1	2	3	4
b. Your classrooms’ physical environment	1	2	3	4
c. Support services – clerical.....	1	2	3	4
d. Support services – technological.....	1	2	3	4
e. Support services – custodial	1	2	3	4
f. Access to computing resources	1	2	3	4

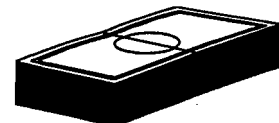
B. NEXT, WE NEED YOUR OPINIONS ABOUT FACULTY COMPENSATION AT THE U OF O. MANY QUESTIONS ASK FOR YOUR OPINIONS ON OPTIONS DISCUSSED IN THE “WHITE PAPER” DISTRIBUTED BY THE SENATE BUDGET COMMITTEE.

1. Overall, how satisfied are you with the components of your compensation at UO listed below?

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not very satisfied</u>	<u>Not at all satisfied</u>
a. Your <u>base, academic year, state-supported salary</u> , excluding summer teaching, grants, stipends, or endowments	1	2	3	4
b. Your <u>total salary</u> , including summer teaching, grants, stipends, or endowments.....	1	2	3	4
c. Your benefits package, excluding retirement....	1	2	3	4
d. Your retirement benefits.....	1	2	3	4
e. The salary-setting policies in the unit that defines your salary.....	1	2	3	4

2. Do you feel that you have been adequately rewarded at UO for your contributions to ...?

	<u>Yes</u>	<u>No</u>
a. Teaching	1	2
b. Research/scholarship	1	2
c. Service	1	2
d. Administration.....	1	2



3. Please give your yes/no opinion of the three policies below that could help UO to improve faculty salaries.

	<u>Yes</u>	<u>No</u>	<u>Don't Know</u>
a. Do you believe UO should set a minimum salary at each rank for full-time professors <i>regardless of field</i> ?	1	2	3
b. Do you believe UO should set a minimum salary at each rank for full-time professors <i>based upon standards in each field</i> ?.....	1	2	3
c. Should UO adopt a set salary schedule for all faculty members as some public universities have done?.....	1	2	3

4. Various faculty groups have been discussing faculty compensation over the past several months. One product of that effort was the University Senate Budget Committee's "White Paper" on faculty compensation.

	<u>Yes</u>	<u>No</u>
a. Before this survey, had you heard about the White Paper that was sent to the faculty in mid-December?	1	2
b. Did you read the White Paper, or at least skim it?.....	1	2
c. Did you attend the Town Hall meeting that was held Wednesday, January 25 th to discuss faculty compensation?	1	2

5. PRINCIPLES OF FACULTY COMPENSATION: Another product of the faculty groups' effort was the following seven principles that could shape compensation goals. (Compensation means salary plus benefits). Please read each statement and indicate if you think it is very important, somewhat important, or not important.

	<u>Very important</u>	<u>Somewhat important</u>	<u>Not important</u>
a. Average faculty compensation should be raised to the level of comparable universities, and maintained there.	1	2	3
b. Faculty who perform their duties in a satisfactory manner should receive regular cost-of-living raises that are linked to Oregon's actual cost-of-living increases.	1	2	3
c. Faculty who perform their duties in a meritorious manner should be rewarded with periodic merit increases that reflect their contributions to the University and the state.	1	2	3
d. Merit increases for some faculty should not come at the expense of others, such as inadequate cost-of-living raises.	1	2	3

5. PRINCIPLES OF FACULTY COMPENSATION (continued)

	<u>Very important</u>	<u>Somewhat important</u>	<u>Not important</u>
e. Raises in compensation should preferentially target faculty whose salaries are compressed. <i>Note: Compression refers to the erosion of salaries as a factor that distinguishes faculty ranks; for example, in some departments, in order to attract new faculty, assistant professors receive nearly the same salary as full professors.</i>	1	2	3
f. Raises in compensation should preferentially target faculty whose salaries are inequitable. <i>Note: For "inequitable," please think of differences in faculty compensation that are due to gender bias, market forces, disciplinary area, and similar factors (not related to compression).</i>	1	2	3
g. Raises should be distributed to the vast majority of instructional faculty.	1	2	3

6. CRITERIA FOR DETERMINING FACULTY RAISES: In the future, the following five criteria will potentially be used to determine raises for UO faculty whose work is satisfactory. Please indicate how important you think each should be in determining raises.

	<u>Very important</u>	<u>Somewhat important</u>	<u>Not important</u>
a. Across-the-board cost-of-living raises that are linked to Oregon's actual cost-of-living increases.	1	2	3
b. Merit increases, based on faculty excellence in performing their duties.	1	2	3
c. Preferential increases to redress salary compression (the erosion of salaries as a factor that distinguishes faculty ranks).	1	2	3
d. Preferential increases to redress other inequities, such as inequities due to gender bias, market forces, disciplinary area, and similar factors (not related to compression).	1	2	3
e. Creating minimum salary floors by rank and department. <i>Note: "Salary floors" means faculty salaries stay above a certain level.</i>	1	2	3

f. Which one do you think should be *most* important? _____ (*fill in a letter from a-e*)

g. Which one do you think should be *second most* important? _____

h. Which one do you think should be *third most* important? _____

7. The Senate Budget Committee's "White Paper" identified five potential sources of funds to raise faculty compensation to competitive parity. How good an idea do you find each of these?

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
a. Modestly increase student-faculty ratios.....	1	2	3	4
b. Modestly increase tuition (may reduce enrollment)....	1	2	3	4
c. Re-direct endowment activities to prioritize faculty support.....	1	2	3	4
d. Reallocate current University funds for operations to instruction.....	1	2	3	4
e. Increase levies on auxiliary self-support enterprises, such as athletics, dormitories, EMU, and the University Health Center. (Assume UO will recover the current \$2.2 million athletics subsidy with Autzen Stadium expansion.).....	1	2	3	4

f. Which one is the best idea to you? _____ (please fill in a letter from a – e above)

g. Which one is the second best idea to you? _____

8. Below are some possible changes that could be needed to obtain funds to bring UO faculty to compensation parity with comparable universities. How much do you approve or disapprove of each?

	<u>Strongly approve</u>	<u>Somewhat approve</u>	<u>Somewhat disapprove</u>	<u>Strongly disapprove</u>
a. Modestly higher student-faculty ratio (say, from 20:1 to 21:1).....	1	2	3	4
b. Modestly increased teaching load (say, 1 additional course every 3 years)	1	2	3	4
c. Increased class size at the lower division level	1	2	3	4
d. Increased class size at the upper division level	1	2	3	4
e. Increased class size at the graduate level	1	2	3	4
f. Re-direct funds to faculty salaries from building improvements, academic support (such as research funds, libraries, and computer resources), and other endeavors	1	2	3	4
g. Modestly increased tuition	1	2	3	4

h. Which item do you approve of most? _____ (fill in a letter from a – g above)

i. Which item do you approve of least? _____

9. Below are the traditional factors that department heads, deans, and other administrators consider when allocating faculty raises. How importantly do you believe the university, as a whole, *should value* each of these factors for faculty raises?

	<u>Very important</u>	<u>Somewhat important</u>	<u>Not important</u>
a. Teaching merit	1	2	3
b. Research/scholarship merit.....	1	2	3
c. Service to your department or college ...	1	2	3
d. Service to the university	1	2	3
e. Service to your profession	1	2	3
f. Service to the community.....	1	2	3
g. Increases in cost of living	1	2	3
h. Inequity due to compression.....	1	2	3
i. Inequity due to other factors.....	1	2	3
j. Ability to get a good job elsewhere	1	2	3
k. Rank.....	1	2	3

l. Which one should be most valued for faculty raises in the university as a whole? _____

m. Which one should be least valued for faculty raises in the university as a whole? _____

10. How strongly do you agree or disagree with the following compensation-related statements?

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
a. UO's cafeteria-style benefits plan is an important part of my overall compensation package.....	1	2	3	4
b. It is more important to me to increase resources for travel and research than to increase faculty salaries.....	1	2	3	4
c. Within colleges, cross-department faculty salary inequities should be redressed before merit is considered.....	1	2	3	4
d. Across colleges, faculty salary inequities should be redressed before merit is considered.....	1	2	3	4
e. UO should not try to respond to private industry salary standards for disciplines that compete with external market forces.	1	2	3	4
f. Raising UO's average salaries to peer institutions' average salaries will exacerbate internal inequities at UO.	1	2	3	4
g. The criteria and processes of raises needs greater standardization and transparency.	1	2	3	4
h. Non-tenure-related instructional faculty should receive cost-of-living salary increases that are linked to Oregon's actual cost-of-living increases. ...	1	2	3	4
i. Non-tenure-related instructional faculty should be eligible to receive merit salary increases.....	1	2	3	4

C. THE NEXT QUESTIONS CONCERN YOUR UO WORKLOAD AND WORKING ENVIRONMENT.

1. Overall, how satisfied are you with the following aspects of your UO workload?

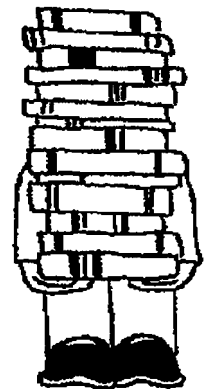
	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not very satisfied</u>	<u>Not at all satisfied</u>
a. Overall work load.....	1	2	3	4
b. Time available for keeping current in field.....	1	2	3	4
c. Freedom to do outside consulting, freelance work, private practice, etc.....	1	2	3	4
d. Teaching load	1	2	3	4
e. Time available for research/scholarship.....	1	2	3	4
f. Mix of teaching, research/scholarship, service, and administration.....	1	2	3	4

2. If you have worked at UO for less than 5 years, please skip to question 3.

How has the balance of your workload changed over the past 5 years at UO?

Please indicate if each item has increased, decreased, or stayed about the same.

	<u>Increased</u>	<u>Decreased</u>	<u>Stayed the same</u>
a. Teaching undergraduate students	1	2	3
b. Advising undergraduate students	1	2	3
c. Recruiting undergraduate students	1	2	3
d. Teaching graduate students	1	2	3
e. Advising graduate students	1	2	3
f. Recruiting graduate students	1	2	3
g. Research/scholarship	1	2	3
h. External funding efforts.....	1	2	3
i. Service to the department/college	1	2	3
j. Service to the university	1	2	3
k. Service to the profession	1	2	3
l. Service to the community.....	1	2	3
m. Administration.....	1	2	3
n. Your overall productivity	1	2	3
o. Other (please specify) _____	1	2	3

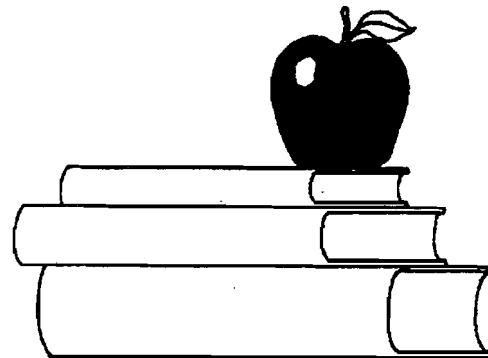


3. Please answer these yes/no questions from your experiences at UO.

	<u>Yes</u>	<u>No</u>
a. Are your efforts as a faculty member appreciated and acknowledged at UO?	1	2
b. Have you felt pressured to lower undergraduate student standards of scholarship in order to increase retention?	1	2
c. Have you ever received a negative review, or a review you thought was unfair?	1	2
d. Have you ever experienced a hostile work environment <i>in the classroom</i> that you believed was based on one of your ascribed characteristics (race/ethnicity, gender, sexual orientation, religion, nationality, etc.)?	1	2
e. Have you ever experienced a hostile work environment <i>in the UO community</i> (outside the classroom) that you believed was based on one of your ascribed characteristics (race/ethnicity, gender, sexual orientation, religion, nationality, etc.)?	1	2
f. If you had to do it over again, would you still choose an academic career?	1	2

4. Please indicate the extent to which you agree or disagree with each of the statements below.

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
a. Female faculty members are treated fairly at UO.....	1	2	3	4
b. Faculty who are racial or ethnic minorities are treated fairly at UO.....	1	2	3	4
c. Faculty who are not heterosexual are treated fairly at UO.....	1	2	3	4



D. TO CONCLUDE, PLEASE ANSWER THE FOLLOWING QUESTIONS ABOUT YOU, WHICH WILL BE USED TO HELP INTERPRET THE SURVEY'S RESULTS.

1. In what year did you first begin employment at UO as a faculty member? 19_____

2. Are you employed at UO full-time or part-time?

1. Full-time
2. Part-time

3. What school or college are you in? (In the College of Arts & Sciences, what is your disciplinary area?)

- | | |
|---|-------------------------------|
| 1. College of Arts & Sciences: Natural sciences | 6. Education |
| 2. College of Arts & Sciences: Social sciences | 7. Journalism & Communication |
| 3. College of Arts & Sciences: Humanities | 8. Law |
| 4. Architecture and Allied Arts | 9. Music |
| 5. Business | |

4. Are you tenured, tenure-track, or not in a tenure-related position?

1. Tenured
2. Tenure-track
3. Not in a tenure-related position

5. What is your current academic rank?

1. Professor
2. Associate Professor
3. Assistant Professor
4. Senior Instructor
5. Instructor
6. Other (please specify)_____

6. How many years have you been in this rank at UO? _____ years

7. Do you hold an administrative assignment concurrent with your faculty appointment (such as department head, dean, assistant or associate dean, laboratory or center director, etc.)?

- 1: Yes
2. No

8. Since you have been at UO, have you ever received an offer of employment from another institution, in the private or public sector?

1. Yes, public sector
2. Yes, private sector
3. Yes, both private and public sector
4. No

9. Are you currently seeking other employment, or do you expect to seriously seek other employment within the next 3 years?

- 1. Yes, currently
- 2. Yes, expect to within the next 3 years
- 3. No

10. Do you expect to retire early from UO?

- 1. Yes
- 2. No



10a. Why?



11. Are you employed only at UO or do you also have other employment, including any outside consulting, freelancing, self-owned business, or private practice?

- 1. Yes, have other employment
- 2. No, employed only at UO



11a. Which job do you consider your "main" job?

- 1. UO
- 2. Other job



12. How old are you? _____ years old

13. Are you male or female?

- 1. Male
- 2. Female

14. What is your race or ethnicity?

- 1. White/Caucasian
- 2. Black/African American
- 3. Latino/Hispanic American
- 4. Asian/Pacific Islander
- 5. American Indian/Aleut/Eskimo
- 6. Mixed race/ethnicity

15. Are you ...

	<u>Yes</u>	<u>No</u>
a. a veteran?	1	2
b. disabled?	1	2
c. heterosexual?.....	1	2
d. the parent/guardian of a minor child?..	1	2
e. a U.S. citizen?	1	2

This is the end of the survey!
Thank you for taking the time to provide your input.
The survey results will be posted on OSRL's WWW site by spring term.

Thank you for taking the time to complete this questionnaire. Please use the space below to give any further thoughts you may have on faculty compensation, ideas to improve compensation, job satisfaction, and workload at the University of Oregon (feel free to enclose additional sheets).

The Faculty Advisory Council and the University Senate greatly appreciate your contributions to this study. Please return your questionnaire in campus mail to:



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