Appendix A: Fixed Term Faculty Task Force Survey

The data included here were collected via a web-based form and compiled by the College of Business. All questions on the survey are listed below, but the following results are just from the closed-ended questions.

Demographics

1. Years employed at OSU

2. Gender
   ○ Male
   ○ Female

3. Is your appointment tenure track?
   ○ Yes
   ○ No

4. Duty emphasis:
   - Academic
   - Research
   - Extension Service
   - Administration
   - Other
   Please specify other here:

   - Acad - 112
   - Resch - 212
   - ExtSvc - 50
   - Admin - 197
   - other - 73
Appointment

5. What is the usual term of your appointment?
   - Term only
   - 9 Month
   - 12 Month
   - Temporary
   - Other

   Please specify other here:

   ![Bar chart]

   0 100 200 300 400 500

   - Term: 15
   - 9 Mo: 42
   - 12 Mo: 406
   - Temp: 2
   - Other: 31

6. What is your usual FTE?

7. For faculty with split or multiple appointments, how is your FTE divided? (E.g. 0.2+0.3+0.5)
6. What is your faculty rank?
- Assoc. Professor, Sr. Research
- Asst. Professor, Sr. Research
- Faculty Research Assistant
- Sr. Faculty Research Assistant
- Faculty Research Associate - Post-doc
- Faculty Research Associate
- Sr. Faculty Research Associate
- Professional Faculty
- Instructor - Fixed Term
- Instructor - Pooled
- Senior Instructor
- Other
Please specify other here:

9. How much notice would you be given if your appointment were not being renewed?
10. Does your department have a policy about the order in which fixed-term faculty are terminated?
   ○ Yes
   ○ No
   ○ Don’t know

11. What is the basis for non-renewal? E.g. seniority productivity

12. Are you allowed to participate in relevant faculty or staff meetings?
   ○ Yes
   ○ No
   ○ Don’t know

13. Does your position have a written job description?
   ○ Yes
   ○ No
   ○ Don’t know

14. Do you have a copy of your job description?
   ○ Yes
   ○ No
15. Does your job description accurately describe what you do?
   ○ Yes
   ○ No
   ○ Don’t know

16. Briefly describe your work activities.

**Performance Review**

17. Indicate how often your performance is reviewed:
   ○ Annually
   ○ Every 2 years
   ○ Every 3 years
   ○ Other
   Please specify other here:

18. What was the year of your last performance review?

19. Is your performance reviewed using some standardized instrument?
   ○ Yes
   ○ No

20. How satisfied have you been with your review process?
Recognition for Exemplary Performance

21. Is exemplary performance recognized in your department?
   ○ Yes
   ○ No
   ○ Don't know

22. Is it rewarded?
   ○ Yes
   ○ No
   ○ Don't know

23. Are you eligible for salary increases based on merit?
   ○ Yes
   ○ No
   ○ Don't know
24. Has a reward system been implemented in your department?
- Yes
- No
- Don't know

25. Are you eligible for non-salary rewards?
- Yes
- No
- Don't know

26. Do you take advantage of resources for professional development?
- Yes
- No
- Don't know about them

27. Have you been nominated for department, college or university awards?
- Yes
- No
- Don't know
28. Have you received department, college or university awards?
   ○ Yes
   ○ No

29. List any awards you have received

Representation

30. Have you ever served on the Faculty Senate or on a university-wide committee? Examples include the OSU Child Care Center Board, Parking Committee, Chemical Safety Committee, Computing Resources Committee, Faculty Status, etc. A list of Faculty Senate committees and task forces is at http://oregonstate.edu/dept/senate/committees/index.html.
   ○ Yes
   ○ No

31. Are you aware of who your senators for Faculty Senate are?
   ○ Yes
   ○ No

32. Do you feel that the Faculty Senate is an appropriate venue for getting concerns of fixed-term faculty heard?
   ○ Yes
   ○ No
   ○ Maybe

Other comments for the Task Force