Nontenure Track Professional Faculty Survey

[Need to continue to pre-test with a couple more professional faculty to ascertain any additional questions to be added or deleted that may reflect their role on campus.]

1. At any point this year, will you (or have you) worked at Oregon State University primarily as professional faculty?
   o No
   o Yes

2. How long have you worked at Oregon State University? ______ (years)

3. Do you work at another higher education institution?
   o Yes
   o No
   o Prefer not to answer

4. In what Academic unit within OSU are you affiliated?
   o College of Agricultural Sciences
   o College of Business
   o College of Earth, Ocean & Atmospheric Sciences
   o College of Education
   o College of Engineering
   o INTO OSU
   o College of Forestry
   o Graduate School
   o College of Public Health & Human Science
   o College of Liberal Arts
   o College of Pharmacy
   o College of Science
   o University Honors College
   o College of Veterinary Medicine
   o Other [please explain]

5. On the average, how many hours do you work in a week at OSU? _____

6. What is your average FTE per term?
   Fall _____
   Winter _____
   Spring _____

6a. Does your FTE vary per term?
   o No
   o Yes
6b. If yes, has your FTE ever dropped to the point of losing benefits?
   - No
   - Yes

6c. If yes, has your FTE ever dropped to the point of losing benefits?
   - No
   - Yes

7. As part of your appointment, are you expected to spend time on extra departmental or institutional work (e.g. committees, etc.)?
   - No
   - Yes [Please explain]

8. Do you regularly engage in work that is not reflected in your appointment?
   - No
   - Yes [Please explain]

9. In the past five years, have you ever been given a significant project assignment at OSU within a month’s notice?
   - No
   - Yes [Please explain]

10. In the past five years, have you ever been told that your services would not be required at OSU for a particular term after you had been given an assignment for that term?
    - No
    - Yes [Please explain]

11. What is your contract length?
    - Term-by-term
    - Yearly/9 month
    - Two year
    - Don’t know

12. What is your typical annual gross pay at OSU?
    - Not Applicable
    - 0 to $10,000
    - $10,001 to $20,000
    - $20,001 to $30,000
    - $30,001 to $40,000
    - $40,001 to $50,000
    - $50,001 to $60,000
    - $60,001 to $70,000
    - Over $70,000
    - Don’t know
    - Prefer not to answer
12a. Has your salary ever been reduced?
   o No
   o Yes [Please explain]

13. Do you work at OSU (beyond your current appointment) or elsewhere to supplement your pay?
   o No
   o Yes [Please explain]

14. Do you receive raises when tenure track faculty receive raises?
   o No
   o Yes
   o Sometimes
   o Don’t Know

15. When you first began working at your current position, which, to the best of your knowledge, describes how your salary was determined?
   o Not negotiable: new fixed-term faculty in my department were all paid the same rate.
   o Not negotiable: new fixed-term faculty in my department were paid at a rate that varied, based upon qualifications.
   o Negotiated: based on my qualifications and a department salary range known to me.
   o Negotiated: based on my qualifications. I was unaware of any set department salary range.
   o Don’t know
<table>
<thead>
<tr>
<th>Please select the answer that best reflects your agreement or disagreement with the statement:</th>
<th>SA</th>
<th>A</th>
<th>N</th>
<th>D</th>
<th>SD</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>16. I am satisfied with the distribution of my assignments within the year.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17. I am satisfied with the timeliness of my notice of renewal.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. It is acceptable for me to initiate negotiation processes for contract renewal or promotion.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19. I am satisfied with the level of my job security.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20. My years of service have been recognized in my reappointment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21. The campus culture is supportive of me in pursuing my professional goals.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22. OSU provides opportunities to me for professional development (e.g., attend conferences, participate in workshops)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23. OSU makes funding available to me for professional development (e.g., attend conferences, participate in workshops)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24. I feel that I am treated well by my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25. I feel that I am respected by my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26. I have a say in department decisions.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SA=Strongly Agree, A=Agree, N=Neutral, D=Disagree, SD=Disagree, P=Prefer not to answer

[The Qualtrics program allows for priority ranking; may also add a question that asks them to rank their top three issues/concerns, such as: job security, overall work climate, salary/benefits, collegiality, transparency of governance, other?]

27. Are you invited to attend relevant academic unit meetings?
   o No
   o Sometimes (please explain)
   o Yes
   o Prefer not to answer
28. Do you attend relevant academic unit meetings?
   - Yes, it is required
   - Yes, it is optional
   - Sometimes (please explain)
   - No
   - Prefer not to answer

29. What is your sex?
   - Male
   - Female
   - Transgender
   - Prefer not to answer

30. What is your age?
   - Under 30
   - 31-40
   - 41-50
   - 51-60
   - Over 60

31. What is the highest level of education you have received?
   - High school diploma or GED
   - 2-year associates degree or trade school
   - 4-year college degree (e.g., Bachelors degree)
   - Masters Degree
   - Advanced Degree (e.g., Ph.D., MD, Law Degree)

32. Do you consider yourself a member of a minority group?
   - No
   - Yes
   - Prefer not to answer

32a. If yes, which minority group do you feel you belong to? (check all that apply)
   - Race
   - Ethnicity
   - Ability
   - Sexuality
   - Religion
   - Other (Please specify)

33. Is there anything you would change about the conditions of professional faculty on the OSU campus?

34. Are there other issues you would like to mention about your appointment that were not addressed in this survey?