Nontenure Track Fixed-Term Teaching Faculty Survey

[Need to continue to pre-test with a couple more teaching 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) taught at Oregon State University primarily as non-tenure-track, instructional faculty?
   - No
   - Yes

2. How long have you taught at Oregon State University? _____ (years)

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

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

5. On the average, how many credit hours do you teach in a year at OSU? _____

6. What is the total number of students enrolled in the classes you are teaching? _____

7. What level of courses do you teach (check all that apply):
   - Below 100-level
   - 100-level
   - 200-level
   - 300-level
   - 400-level
   - 500-level
   - 600-level
8. What is your average FTE per term?
   Fall _____
   Winter _____
   Spring _____

8a. Does your FTE vary per term?
   o No
   o Yes

8b. Has your FTE ever included benefits?
   o No
   o Yes

8c. If yes, has your FTE ever dropped to the point of losing benefits?
   o No
   o Yes

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

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

11. In the past five years, have you ever been given a teaching assignment at OSU within a month of the beginning of classes?
    o No
    o Yes [Please explain]

12. 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 a teaching assignment for that term?
    o No
    o Yes [Please explain]

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

14. What is your typical annual gross pay for teaching at OSU?
    o Not Applicable
o 0 to $10,000
o $10,001 to $20,000
o $20,001 to $30,000
o $30,001 to $40,000
o $40,001 to $50,000
o $50,001 to $60,000
o $60,001 to $70,000
o Over $70,000
o Don’t know
o Prefer not to answer

14a. Has your gross pay ever been reduced?
  o No
  o Yes [Please explain]

15. Do you teach overload or in the summer to supplement your pay?
  o No
  o Yes [Please explain]

15a. Do you work at OSU (beyond your current appointment) or elsewhere to supplement your pay? [added 3/7/13 to be consistent with professional faculty edition]
  o No
  o Yes [Please explain]

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

17. When you first began teaching at OSU, 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 Other [Please explain]
  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>
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<tbody>
<tr>
<td>18. I am satisfied with the distribution of my teaching assignments within the year.</td>
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<td>19. I am satisfied with the timeliness of my notice of renewal.</td>
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<td>20. It is acceptable for me to initiate negotiation processes for contract renewal or promotion. [added 3/7/13 to be consistent with professional edition]</td>
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<td>21. I am satisfied with the level of my job security.</td>
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<td>22. My years of service have been recognized in my reappointment.</td>
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<td>23. The campus culture is supportive of me in pursuing my professional goals.</td>
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<td>24. OSU provides opportunities to me for professional development (e.g., attend conferences, participate in workshops)</td>
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<td>25. OSU makes funding available to me for professional development (e.g., attend conferences, participate in workshops)</td>
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<td>26. I feel that I am treated well by my colleagues.</td>
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<td>27. I feel that I am respected by my colleagues.</td>
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<td>28. I have a say in department decisions.</td>
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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?]

29. Are you invited to attend relevant academic unit meetings?
   - No
   - Sometimes (Please explain)
   - Yes
30. Do you attend relevant academic unit meetings?
   - Yes, it is required
   - Yes, it is optional
   - Sometimes [Please explain]
   - No
   - Prefer not to answer

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

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

33. 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., Bachelor's degree)
   - Masters Degree
   - Advanced Degree (e.g., Ph.D., MD, Law Degree)

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

34a. If yes, which minority group do you feel you belong to? (check all that apply)
   - Race
   - Ethnicity
   - Ability
   - Sexuality
   - Religion
   - Other (Please specify)

35. Is there anything you would change about the conditions of teaching faculty on the OSU campus?
36. Are there other issues you would like to mention about your appointment that were not addressed in this survey?