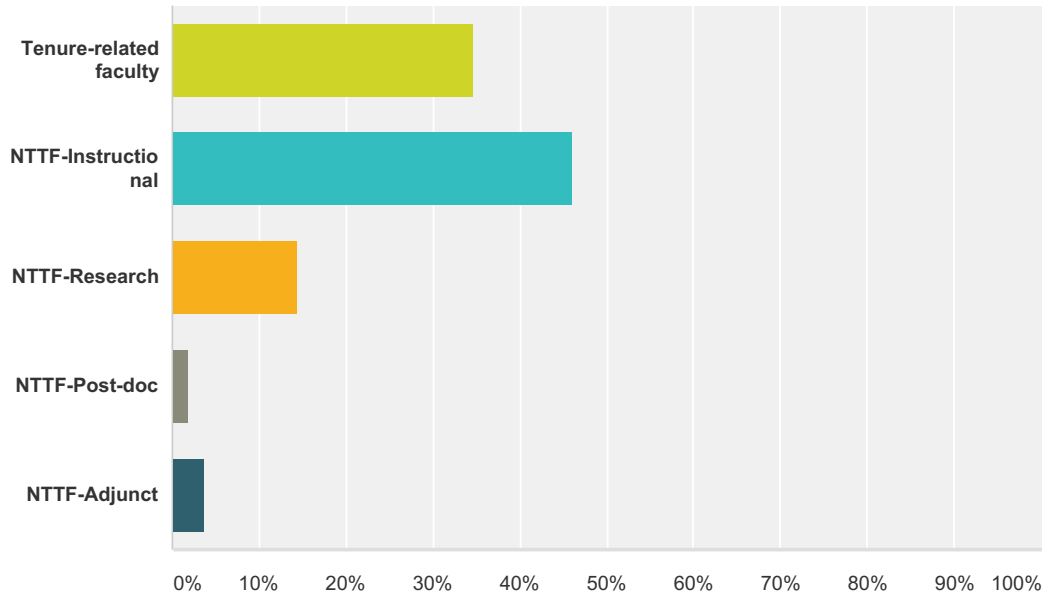


**Q1 Please tell us your classification:**

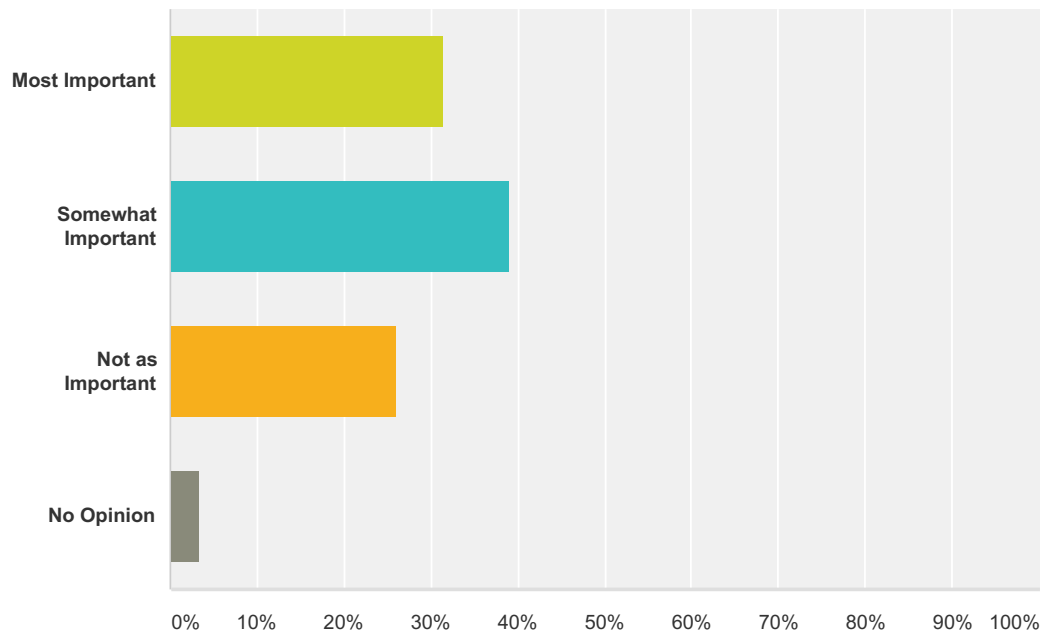
Answered: 104 Skipped: 1



| Answer Choices                | Responses |
|-------------------------------|-----------|
| Tenure-related faculty        | 34.62% 36 |
| NTTF-Instructional            | 46.15% 48 |
| NTTF-Research                 | 14.42% 15 |
| NTTF-Post-doc                 | 1.92% 2   |
| NTTF-Adjunct                  | 3.85% 4   |
| <b>Total Respondents: 104</b> |           |

## Q2 Transparency in allocations of research revenues and expenditures

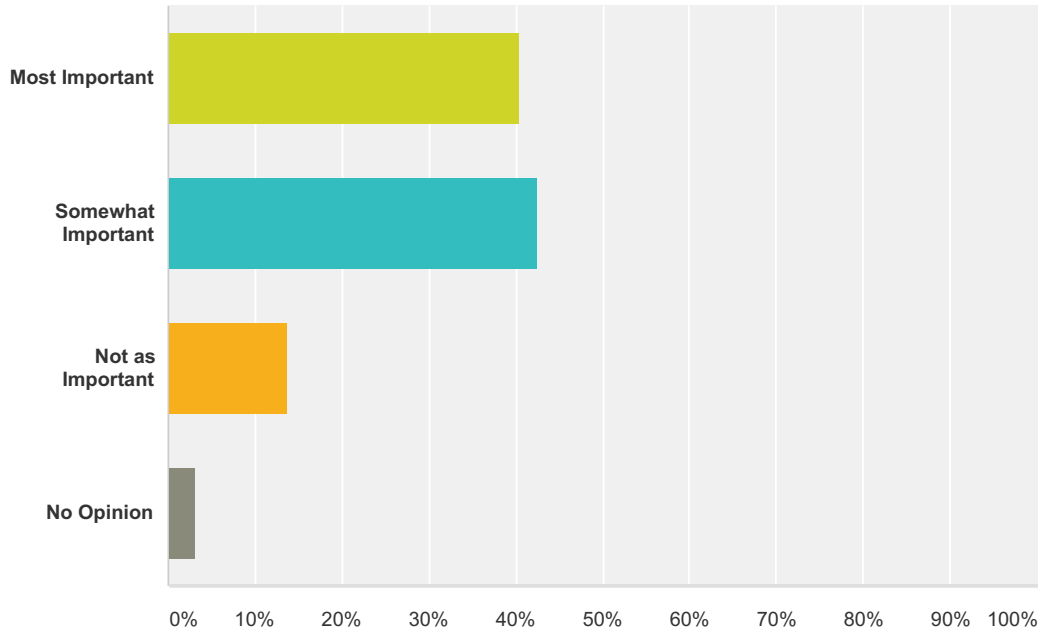
Answered: 92 Skipped: 13



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 31.52%    | 29        |
| Somewhat Important | 39.13%    | 36        |
| Not as Important   | 26.09%    | 24        |
| No Opinion         | 3.26%     | 3         |
| <b>Total</b>       |           | <b>92</b> |

### Q3 Support for under-represented faculty

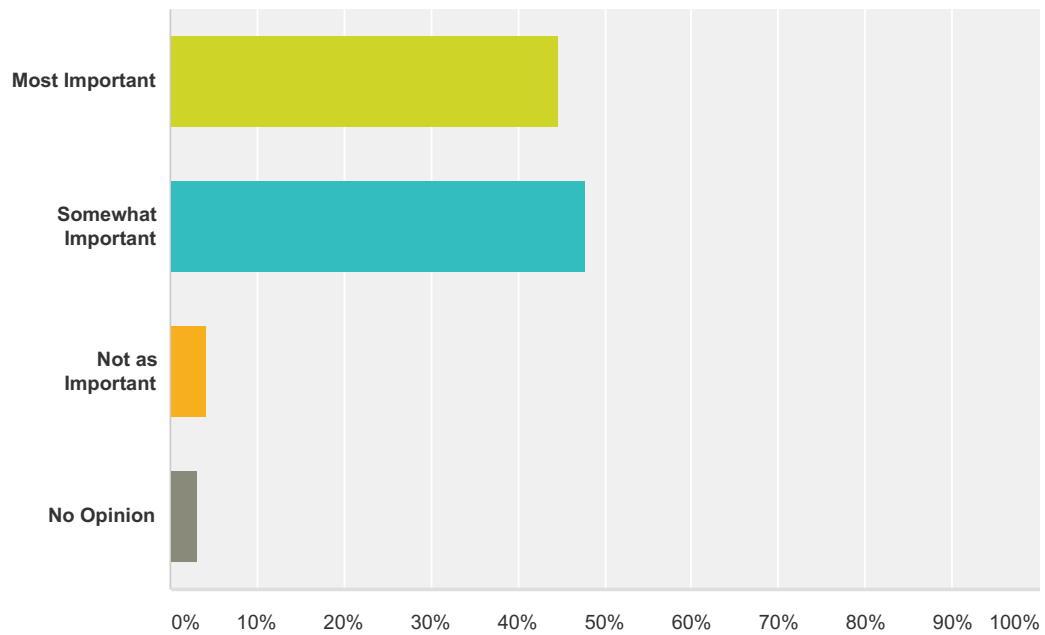
Answered: 94 Skipped: 11



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 40.43% 38 |
| Somewhat Important | 42.55% 40 |
| Not as Important   | 13.83% 13 |
| No Opinion         | 3.19% 3   |
| <b>Total</b>       | <b>94</b> |

### Q4 Official faculty participation in decision making regarding budget priorities

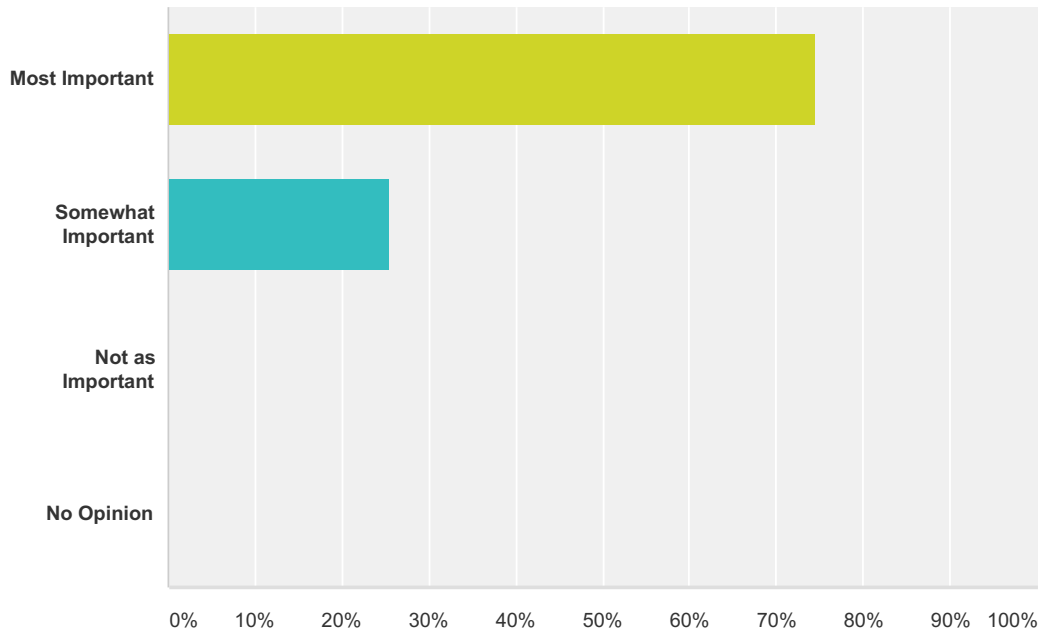
Answered: 94 Skipped: 11



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 44.68%    | 42        |
| Somewhat Important | 47.87%    | 45        |
| Not as Important   | 4.26%     | 4         |
| No Opinion         | 3.19%     | 3         |
| <b>Total</b>       |           | <b>94</b> |

### Q5 Securing and retaining our healthcare benefits

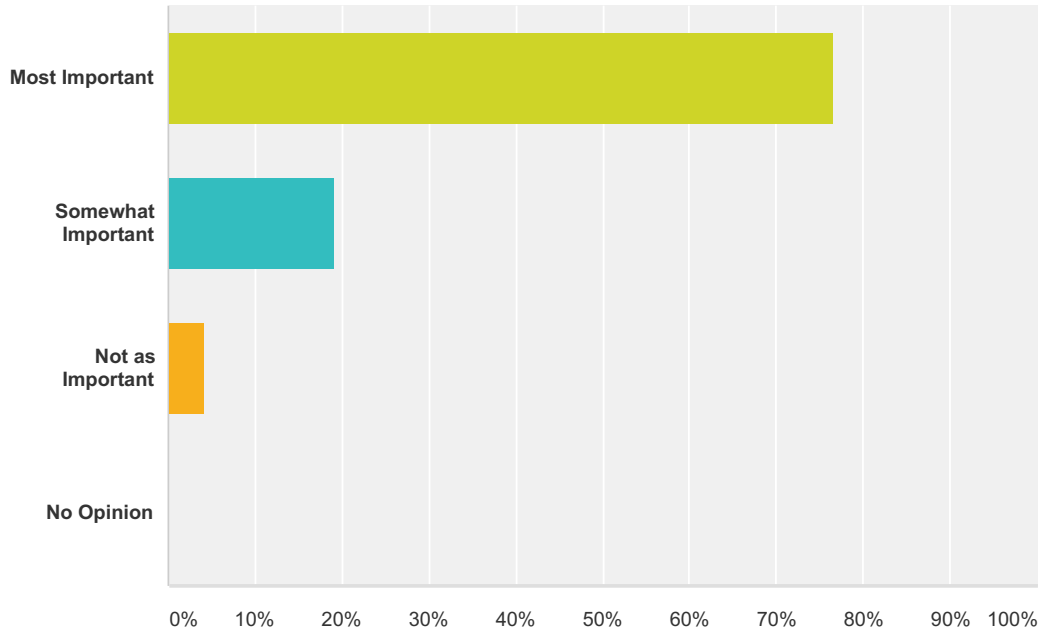
Answered: 94 Skipped: 11



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 74.47%    | 70        |
| Somewhat Important | 25.53%    | 24        |
| Not as Important   | 0.00%     | 0         |
| No Opinion         | 0.00%     | 0         |
| <b>Total</b>       |           | <b>94</b> |

### Q6 Salary: Cost-of-Living Raises

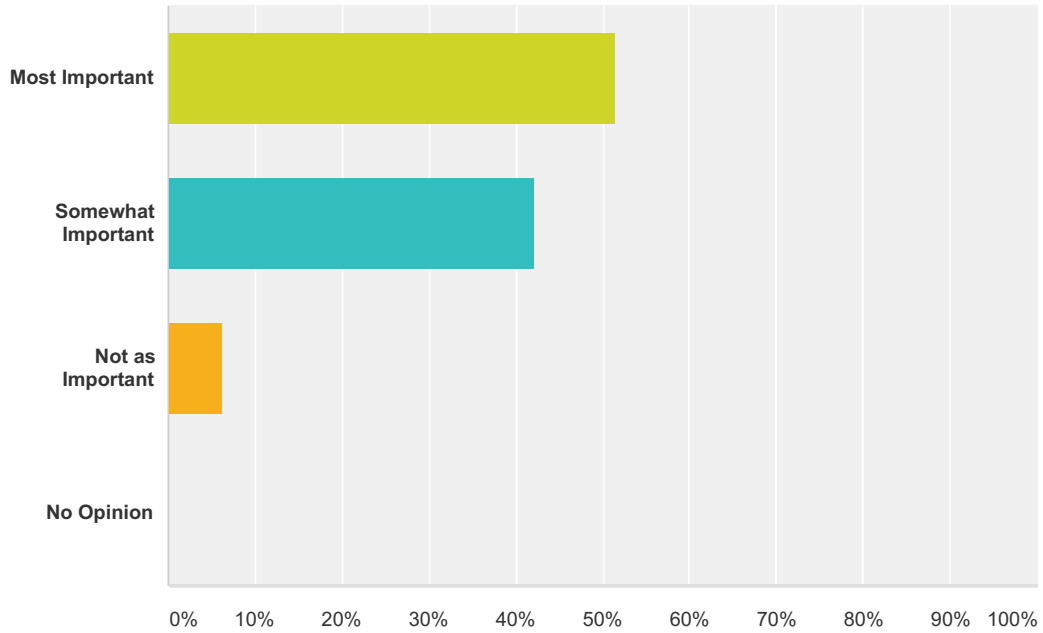
Answered: 94 Skipped: 11



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 76.60% 72 |
| Somewhat Important | 19.15% 18 |
| Not as Important   | 4.26% 4   |
| No Opinion         | 0.00% 0   |
| <b>Total</b>       | <b>94</b> |

### Q7 Salary: Merit Raises

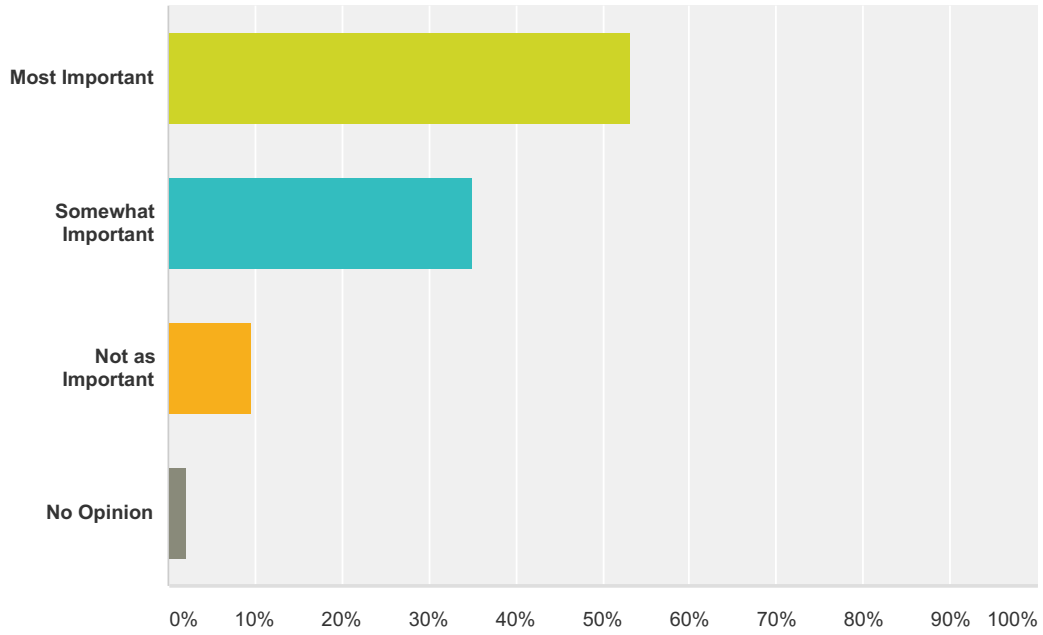
Answered: 95 Skipped: 10



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 51.58% 49 |
| Somewhat Important | 42.11% 40 |
| Not as Important   | 6.32% 6   |
| No Opinion         | 0.00% 0   |
| <b>Total</b>       | <b>95</b> |

### Q8 Salary: Equity adjustments

Answered: 94 Skipped: 11

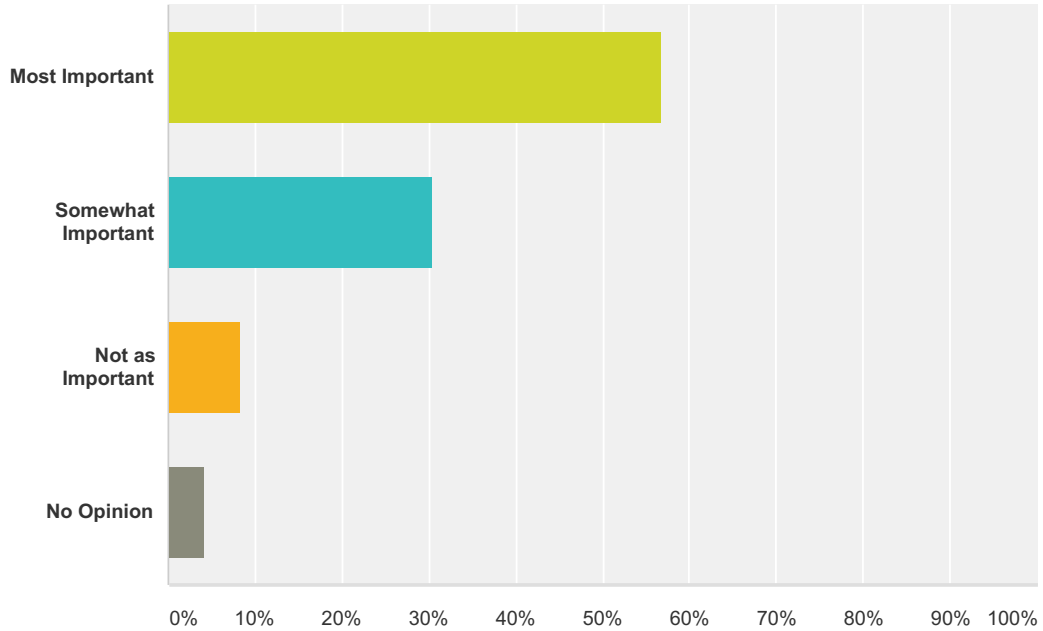


| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 53.19% 50 |
| Somewhat Important | 35.11% 33 |
| Not as Important   | 9.57% 9   |
| No Opinion         | 2.13% 2   |
| <b>Total</b>       | <b>94</b> |



### Q9 Official faculty participation in university and college decision making about institutional priorities

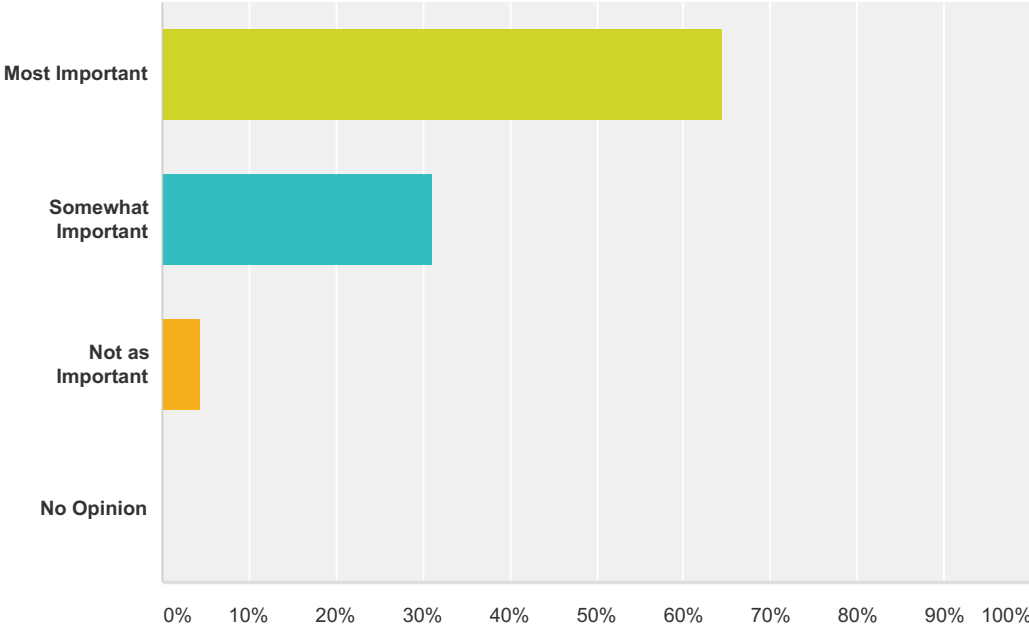
Answered: 95 Skipped: 10



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 56.84%    | 54        |
| Somewhat Important | 30.53%    | 29        |
| Not as Important   | 8.42%     | 8         |
| No Opinion         | 4.21%     | 4         |
| <b>Total</b>       |           | <b>95</b> |

### Q10 Securing and retaining retirement plan and pensions

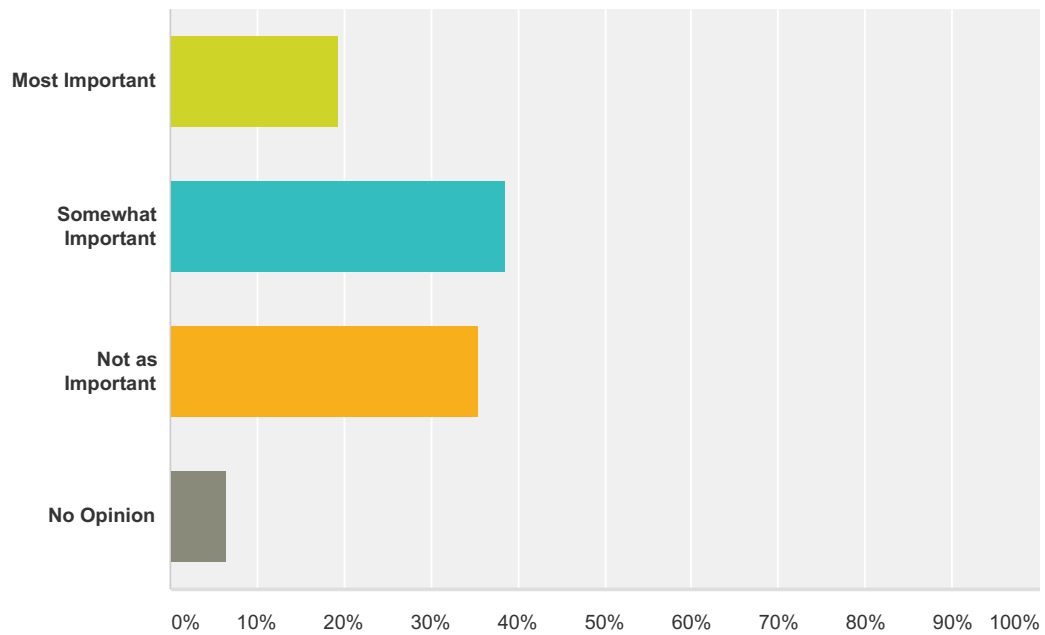
Answered: 93 Skipped: 12



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 64.52%    | 60        |
| Somewhat Important | 31.18%    | 29        |
| Not as Important   | 4.30%     | 4         |
| No Opinion         | 0.00%     | 0         |
| <b>Total</b>       |           | <b>93</b> |

### Q11 Faculty-developed class size policy for each unit

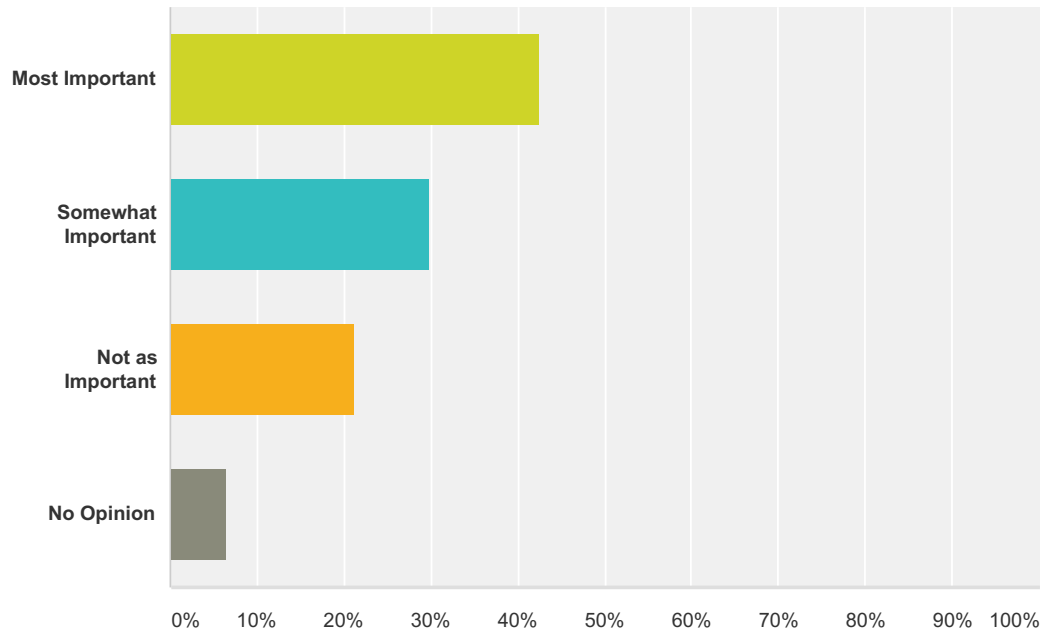
Answered: 93 Skipped: 12



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 19.35%    | 18        |
| Somewhat Important | 38.71%    | 36        |
| Not as Important   | 35.48%    | 33        |
| No Opinion         | 6.45%     | 6         |
| <b>Total</b>       |           | <b>93</b> |

### Q12 Protection and expansion of full-time tenure-track jobs

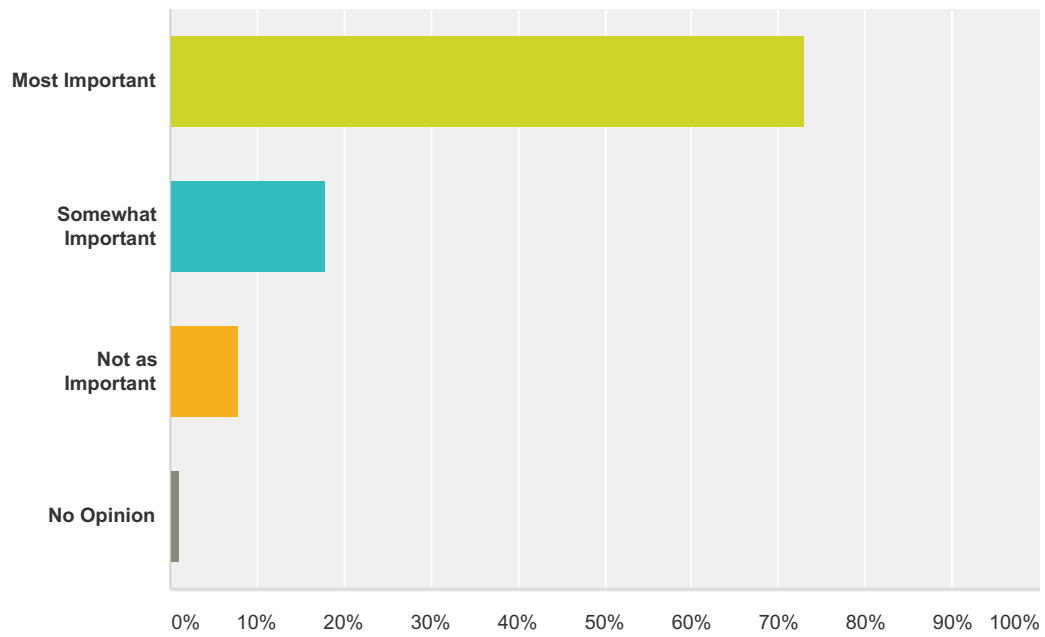
Answered: 94 Skipped: 11



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 42.55%    | 40        |
| Somewhat Important | 29.79%    | 28        |
| Not as Important   | 21.28%    | 20        |
| No Opinion         | 6.38%     | 6         |
| <b>Total</b>       |           | <b>94</b> |

### Q13 Employment stability for non-tenure-track faculty

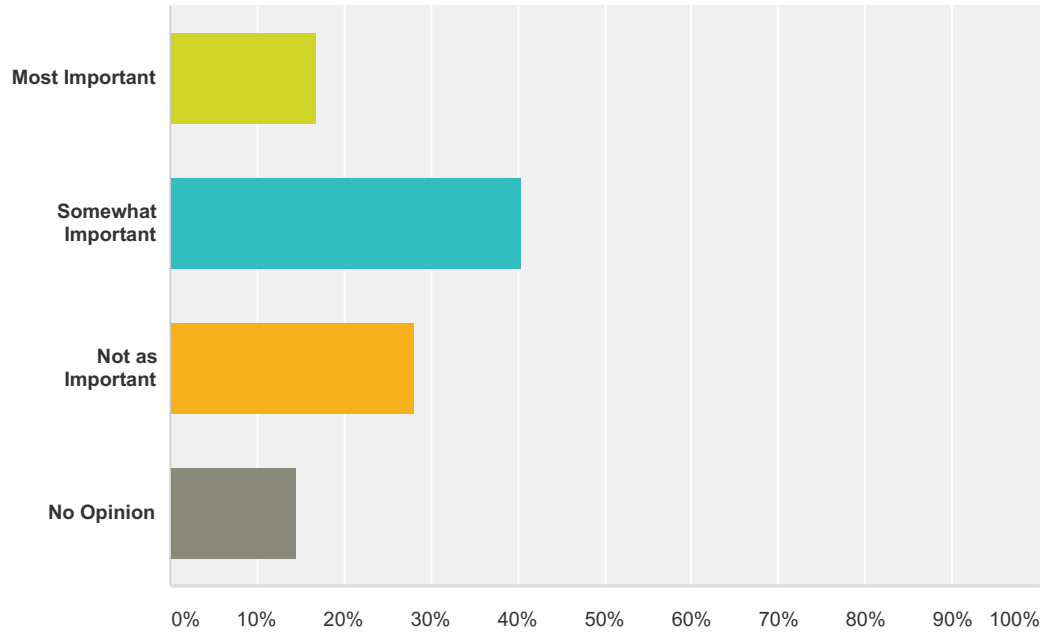
Answered: 89 Skipped: 16



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 73.03%    | 65        |
| Somewhat Important | 17.98%    | 16        |
| Not as Important   | 7.87%     | 7         |
| No Opinion         | 1.12%     | 1         |
| <b>Total</b>       |           | <b>89</b> |

### Q14 Better infrastructure for grant support

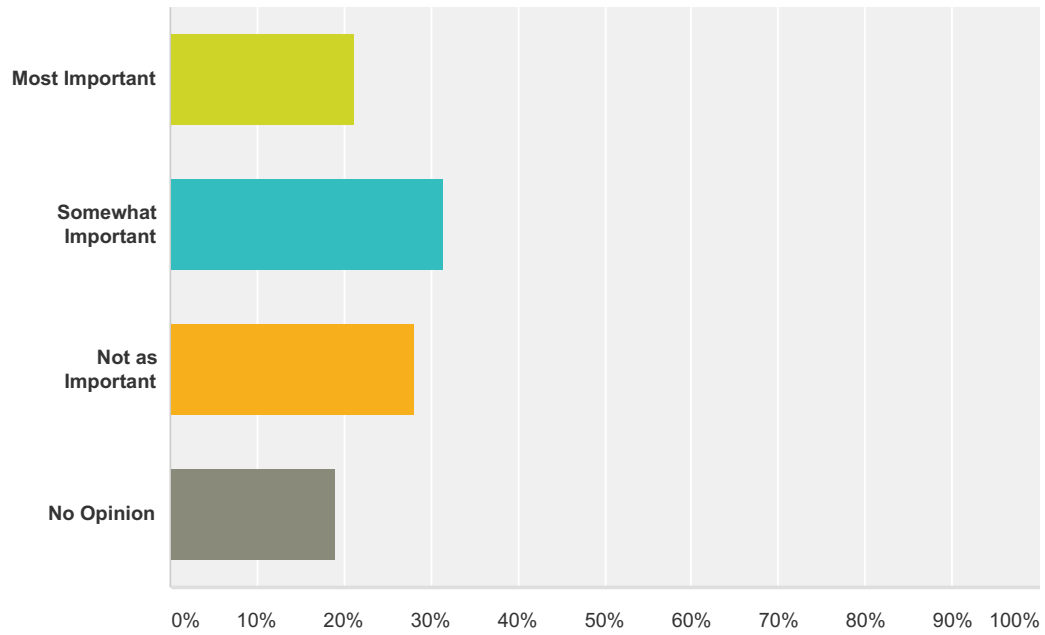
Answered: 89 Skipped: 16



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 16.85% 15 |
| Somewhat Important | 40.45% 36 |
| Not as Important   | 28.09% 25 |
| No Opinion         | 14.61% 13 |
| <b>Total</b>       | <b>89</b> |

### Q15 Longer-term contracts for research faculty

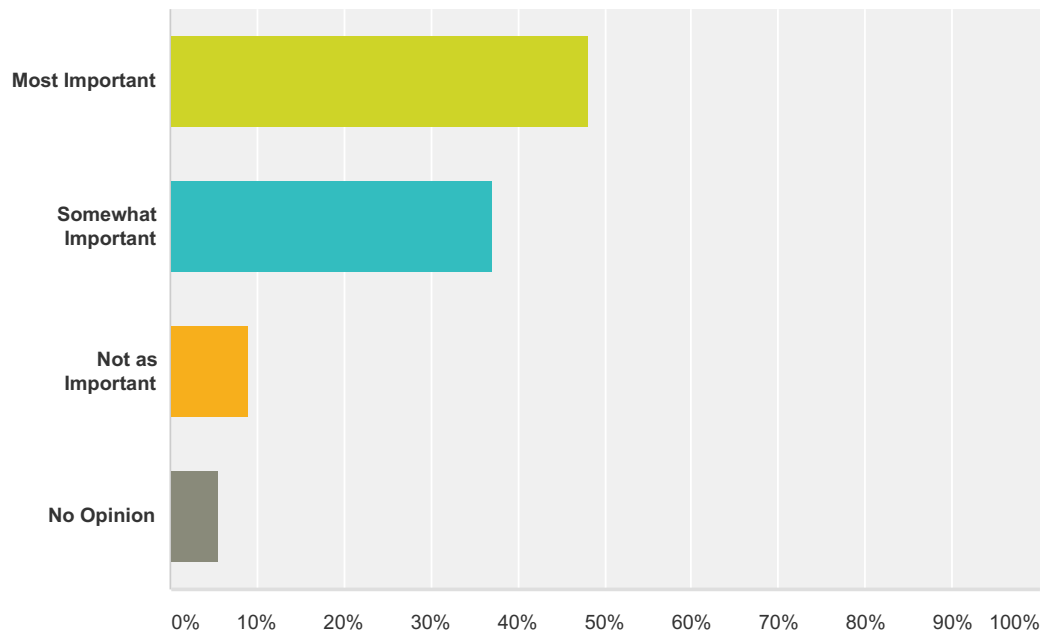
Answered: 89 Skipped: 16



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 21.35%    | 19        |
| Somewhat Important | 31.46%    | 28        |
| Not as Important   | 28.09%    | 25        |
| No Opinion         | 19.10%    | 17        |
| <b>Total</b>       |           | <b>89</b> |

### Q16 Official faculty participation in the hiring of senior administrators

Answered: 89 Skipped: 16

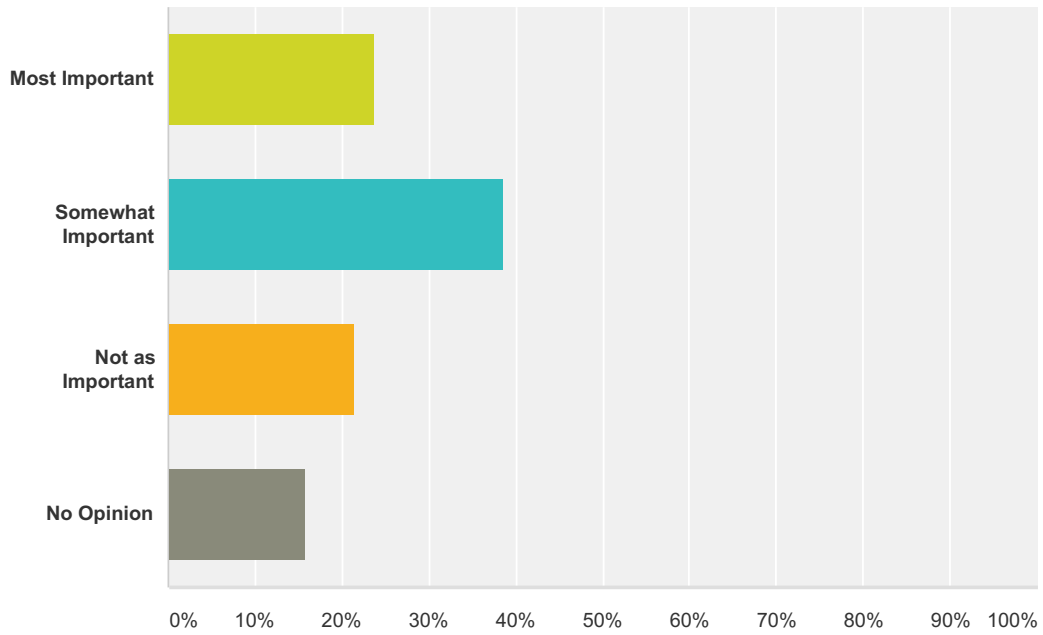


| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 48.31%    | 43        |
| Somewhat Important | 37.08%    | 33        |
| Not as Important   | 8.99%     | 8         |
| No Opinion         | 5.62%     | 5         |
| <b>Total</b>       |           | <b>89</b> |



### Q17 Increased support for non-sponsored research

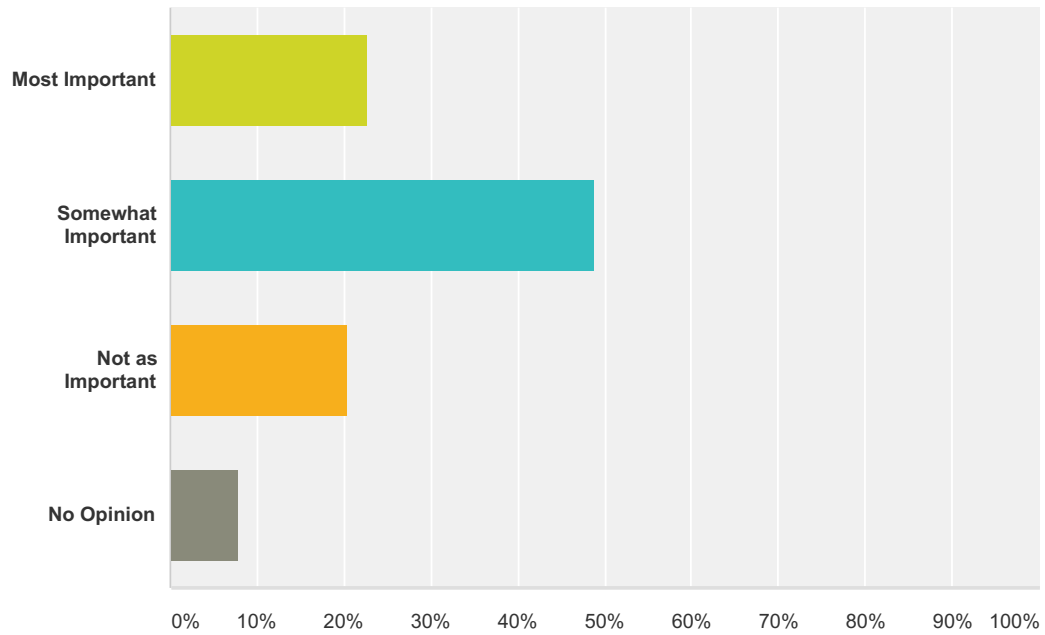
Answered: 88 Skipped: 17



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 23.86%    | 21        |
| Somewhat Important | 38.64%    | 34        |
| Not as Important   | 21.59%    | 19        |
| No Opinion         | 15.91%    | 14        |
| <b>Total</b>       |           | <b>88</b> |

### Q18 Safe, healthy, and accessible facilities

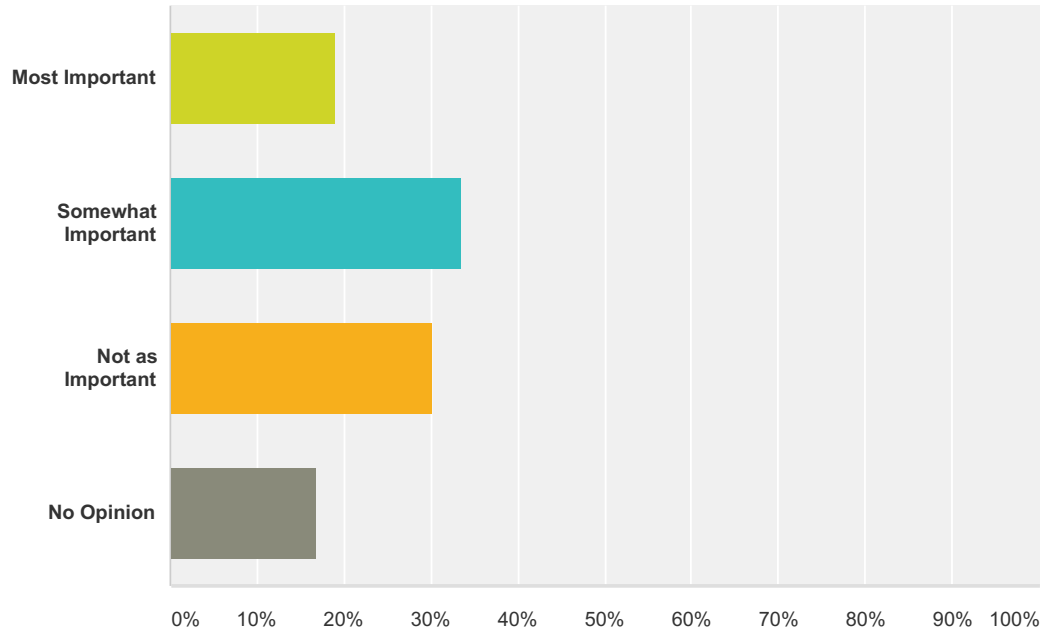
Answered: 88 Skipped: 17



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 22.73% 20 |
| Somewhat Important | 48.86% 43 |
| Not as Important   | 20.45% 18 |
| No Opinion         | 7.95% 7   |
| <b>Total</b>       | <b>88</b> |

### Q19 Expanded child care subsidies

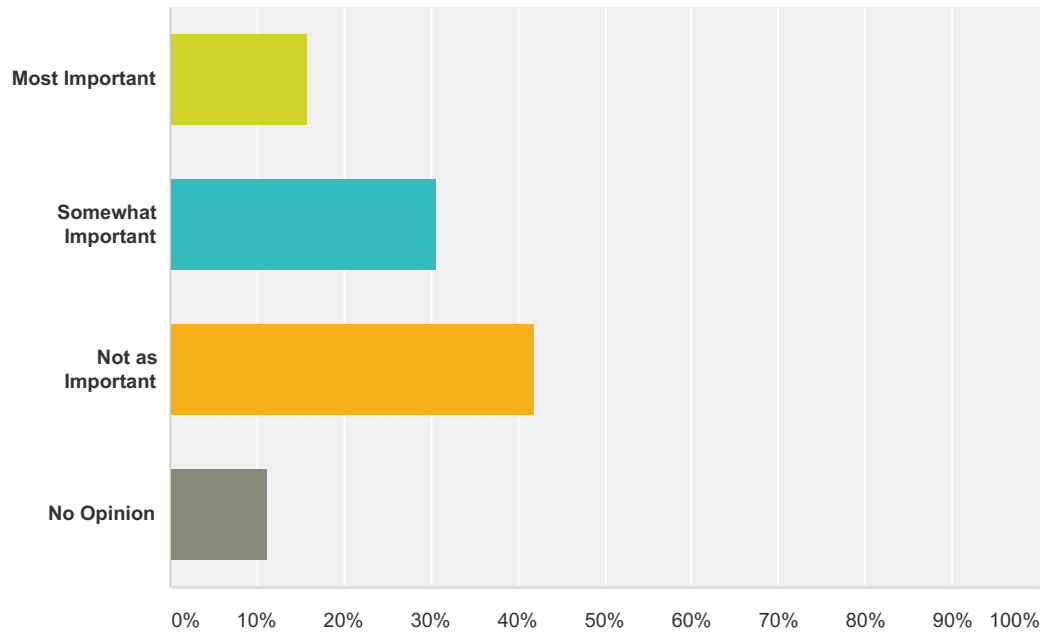
Answered: 89 Skipped: 16



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 19.10% 17 |
| Somewhat Important | 33.71% 30 |
| Not as Important   | 30.34% 27 |
| No Opinion         | 16.85% 15 |
| <b>Total</b>       | <b>89</b> |

### Q20 Additional support for faculty who are providing elder care for family members

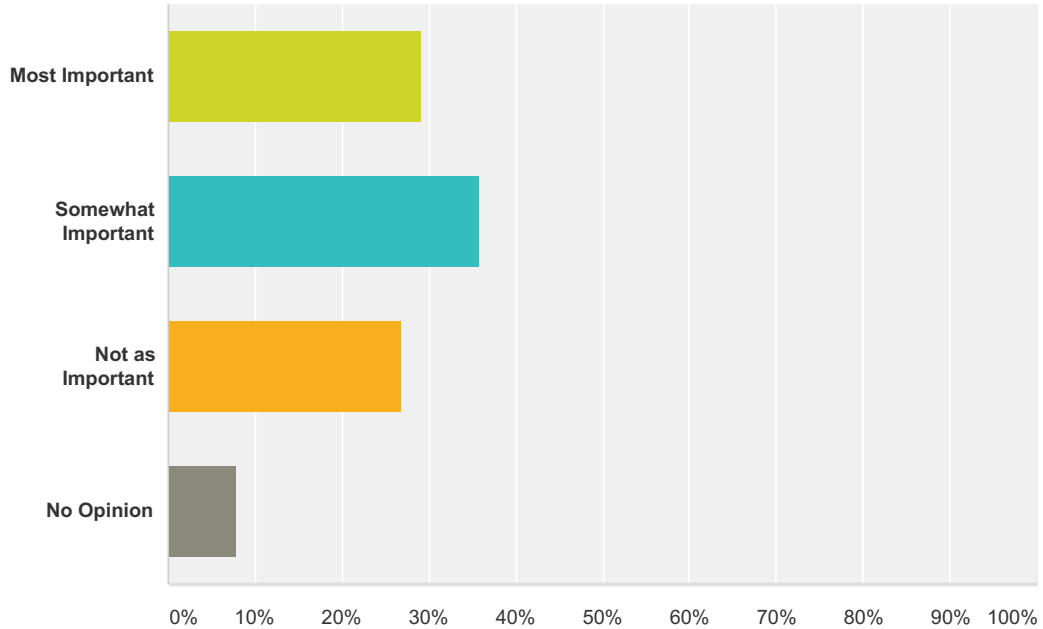
Answered: 88 Skipped: 17



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 15.91%    | 14        |
| Somewhat Important | 30.68%    | 27        |
| Not as Important   | 42.05%    | 37        |
| No Opinion         | 11.36%    | 10        |
| <b>Total</b>       |           | <b>88</b> |

**Q21 Study on how gender impacts promotion and tenure decisions, salary, service assignments, and working conditions at UO**

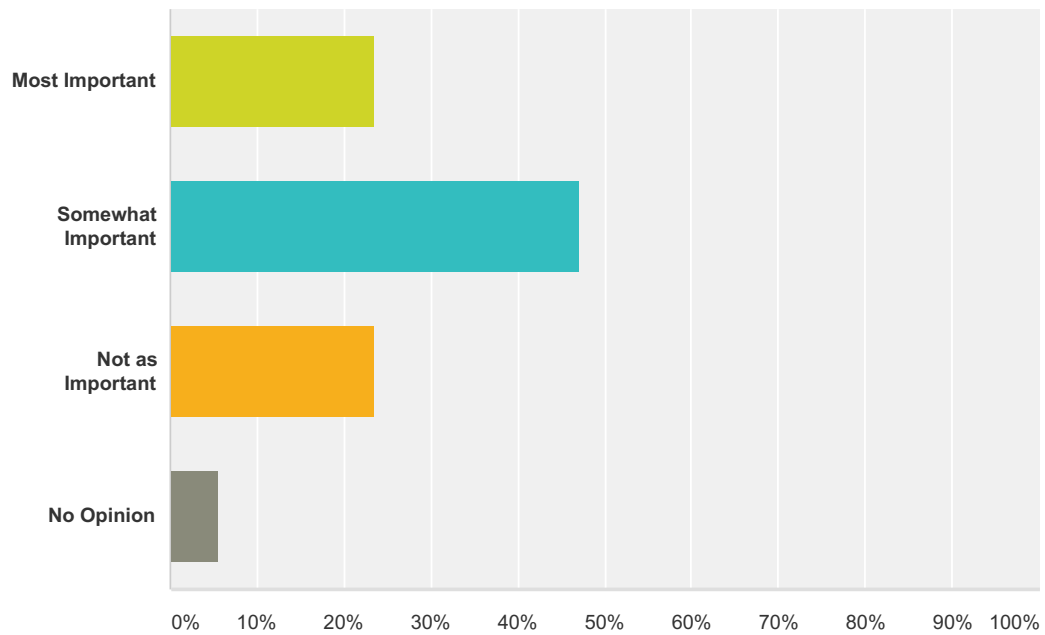
Answered: 89 Skipped: 16



| Answer Choices     | Responses |
|--------------------|-----------|
| Most Important     | 29.21% 26 |
| Somewhat Important | 35.96% 32 |
| Not as Important   | 26.97% 24 |
| No Opinion         | 7.87% 7   |
| <b>Total</b>       | <b>89</b> |

### Q22 Support and mentorships programs for junior faculty

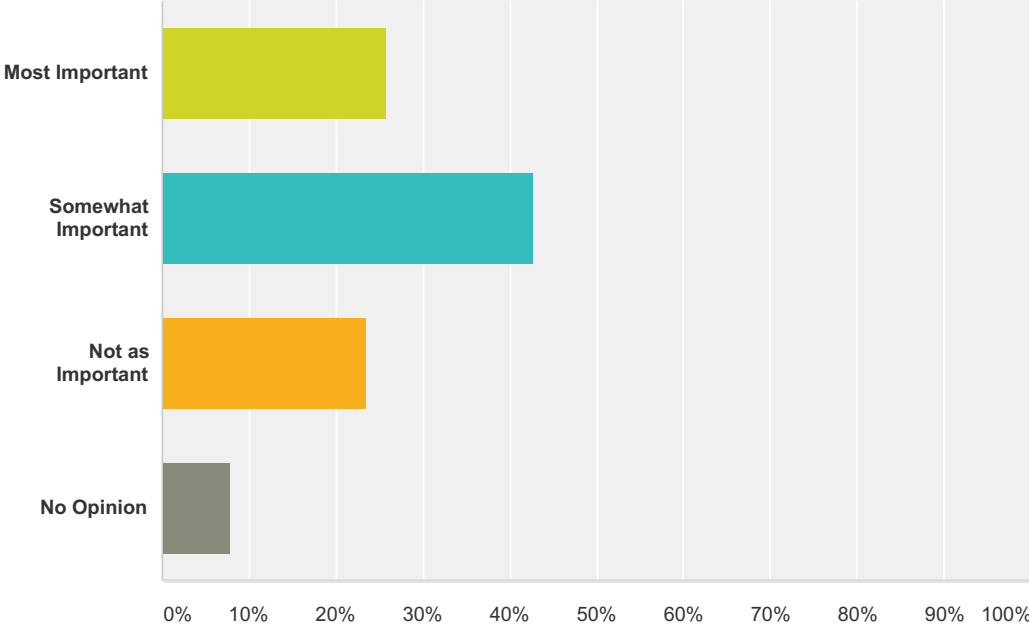
Answered: 89 Skipped: 16



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 23.60%    | 21        |
| Somewhat Important | 47.19%    | 42        |
| Not as Important   | 23.60%    | 21        |
| No Opinion         | 5.62%     | 5         |
| <b>Total</b>       |           | <b>89</b> |

### Q23 Sick Leave Bank

Answered: 89 Skipped: 16



| Answer Choices     | Responses |           |
|--------------------|-----------|-----------|
| Most Important     | 25.84%    | 23        |
| Somewhat Important | 42.70%    | 38        |
| Not as Important   | 23.60%    | 21        |
| No Opinion         | 7.87%     | 7         |
| <b>Total</b>       |           | <b>89</b> |

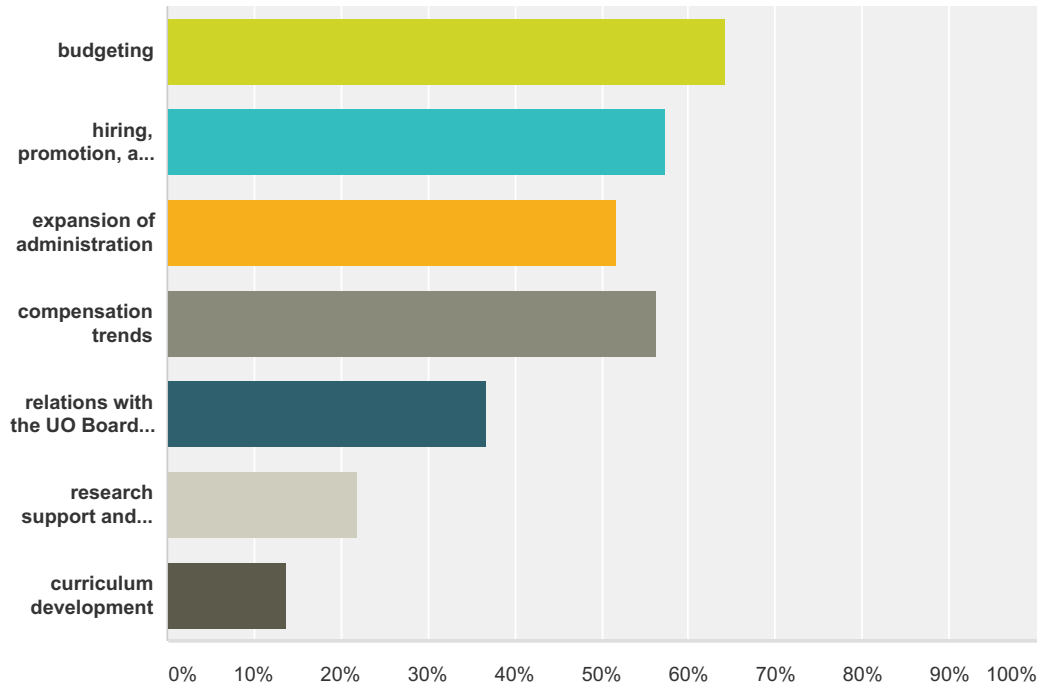
**Q24 Please list other topics that are very important to you.**

Answered: 23 Skipped: 82



**Q25 One of our goals for this bargaining session is greater transparency at the UO. Please pick the top three areas where you think the bargaining team should focus.**

Answered: 87 Skipped: 18



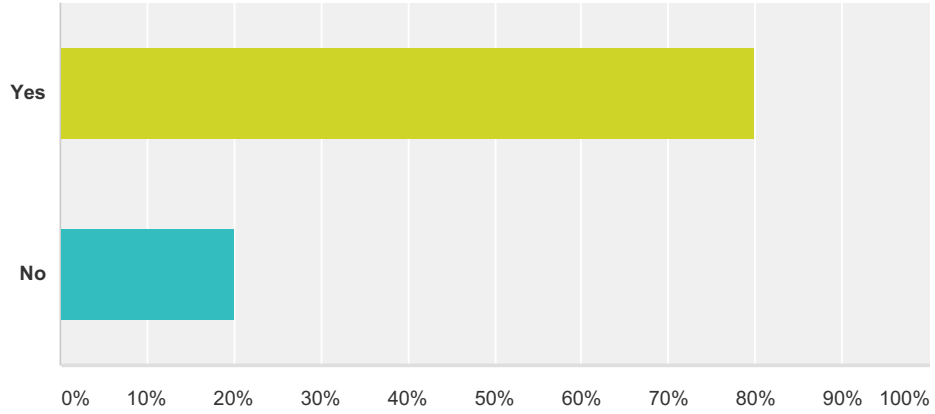
| Answer Choices                            | Responses |
|---|-----------|
| budgeting                                 | 64.37% 56 |
| hiring, promotion, and retention trends   | 57.47% 50 |
| expansion of administration               | 51.72% 45 |
| compensation trends                       | 56.32% 49 |
| relations with the UO Board of Trustees   | 36.78% 32 |
| research support and management of grants | 21.84% 19 |
| curriculum development                    | 13.79% 12 |
| <b>Total Respondents: 87</b>              |           |

**Q26 Is there anything else regarding  
governance in your department and/or  
College that you would like to bring to the  
attention of the Collective Bargaining  
Committee?**

Answered: 7 Skipped: 98

**Q27 For NTTF who work less than .5 FTE: Are you covered by health insurance of some kind?**

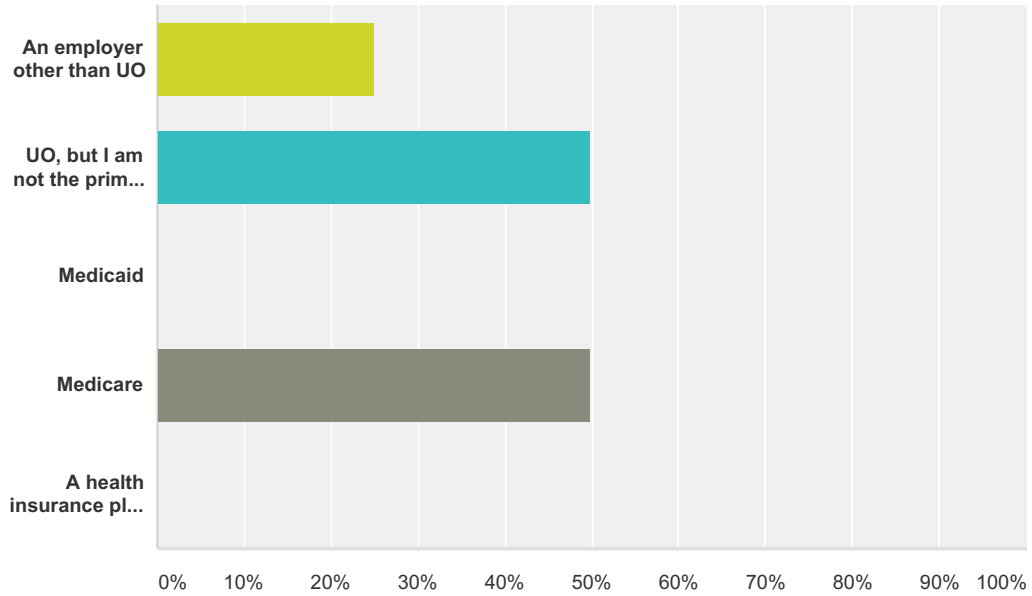
Answered: 5 Skipped: 100



| Answer Choices | Responses |          |
|----------------|-----------|----------|
| Yes            | 80.00%    | 4        |
| No             | 20.00%    | 1        |
| <b>Total</b>   |           | <b>5</b> |

**Q28 If yes, please answer the following: Do you have coverage through (check all that apply):**

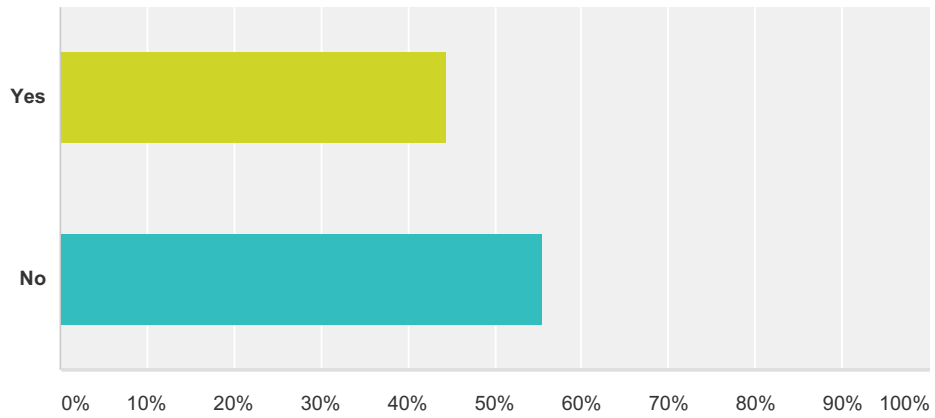
Answered: 4 Skipped: 101



| Answer Choices  | Responses |
|---|-----------|
| An employer other than UO   | 25.00% 1  |
| UO, but I am not the primary person covered                           | 50.00% 2  |
| Medicaid  | 0.00% 0   |
| Medicare  | 50.00% 2  |
| A health insurance plan under the Affordable Care Act (aka Obamacare) | 0.00% 0   |
| <b>Total Respondents: 4</b>   |           |

### Q29 Do you have a partner and/or dependents covered under this plan?

Answered: 9 Skipped: 96



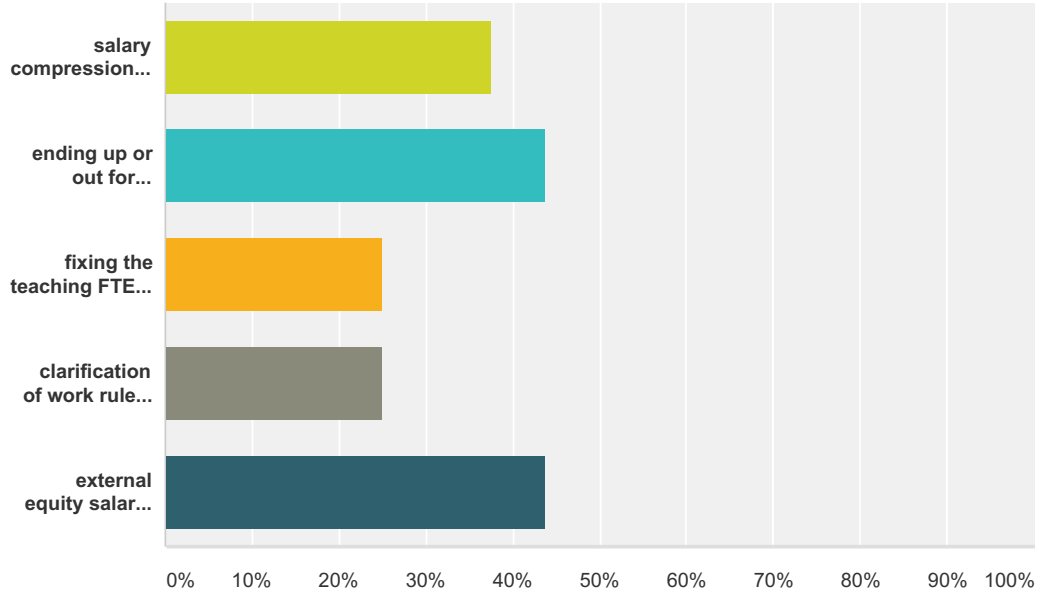
| Answer Choices | Responses |
|----------------|-----------|
| Yes            | 44.44% 4  |
| No             | 55.56% 5  |
| <b>Total</b>   | <b>9</b>  |

**Q30 If no, please help us understand your  
current health insurance situation**

Answered: 4 Skipped: 101

### Q31 For Librarians: Which issue should the union be sure to address in the next round of bargaining?

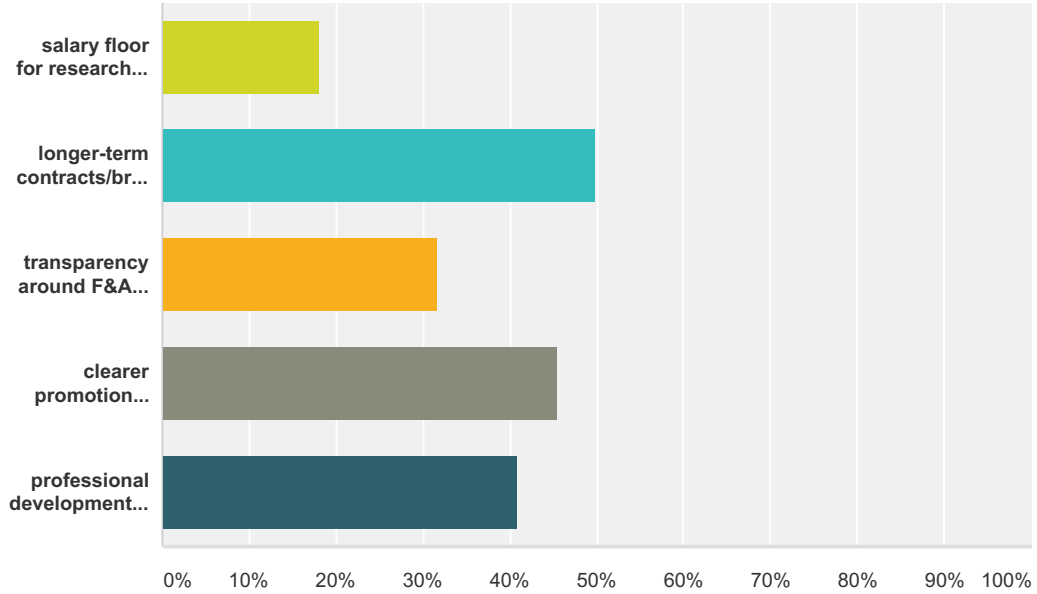
Answered: 16 Skipped: 89



| Answer Choices                                       | Responses |
|--|-----------|
| salary compression within the libraries              | 37.50% 6  |
| ending up or out for Librarians                      | 43.75% 7  |
| fixing the teaching FTE problem                      | 25.00% 4  |
| clarification of work rules during inclement weather | 25.00% 4  |
| external equity salary adjustments                   | 43.75% 7  |
| <b>Total Respondents: 16</b>                         |           |

**Q32 For Research Faculty: Which issue should the union be sure to address in the next round of bargaining?**

Answered: 22 Skipped: 83



| Answer Choices                                  | Responses |
|---|-----------|
| salary floor for research assistants            | 18.18% 4  |
| longer-term contracts/bridge funding            | 50.00% 11 |
| transparency around F&A collection, expenditure | 31.82% 7  |
| clearer promotion process                       | 45.45% 10 |
| professional development funding                | 40.91% 9  |
| <b>Total Respondents: 22</b>                    |           |



**Q33 If there is one thing at the University of Oregon you could fix, what would it be?  
How would you fix it?**

Answered: 35 Skipped: 70

**Q34 Are there other issues not covered in this survey that you would like to bring to the attention of your bargaining team?**

Answered: 12 Skipped: 93