

**Non-Instructional Faculty Survey
Ci3 Instrument**

CATI ON

C: Non-Instructional Faculty Attitudes Survey; May,2000

List AGREE

- 1 STRONGLY AGREE
- 2 SOMEWHAT AGREE
- 3 SOMEWHAT DISAGREE
- 4 STRONGLY DISAGREE

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

endlist

List YESNO

1 YES

2 NO

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

endlist

Q:HELLO

T:

Hello, this is _____ calling from the University of Oregon Survey Research Laboratory. The University has asked us to conduct a 5-minute, random-sample survey about faculty members' salary, raises, and job satisfaction.

I want to assure you that your answers are completely confidential and voluntary. No one will ever be able to connect your answers to your name.

Do you have any questions about the survey before we begin?

PROBE: On behalf of the University, the Faculty Advisory Council, University Senate, and U of O Administration have asked us to conduct this survey.

1 ---> NO QUESTIONS OR QUESTIONS ANSWERED
HAS QUESTIONS ---> REFER TO INTERVIEWER INSTRUCTIONS

T14:

Hello, this is _____ calling from the University of Oregon Survey Research Laboratory. I would like to continue a survey we began earlier.

1 ---> CONTINUE OR CALLBACK

I:

Key 1

Q:SATISF

T:

We appreciate your cooperation. (I'd like to begin the survey now.)

First, how satisfied are you with your job at the University of Oregon

overall, (are you) very satisfied, somewhat satisfied, not very satisfied, or not at all satisfied?

- 1 VERY SATISFIED
- 2 SOMEWHAT SATISFIED
- 3 NOT VERY SATISFIED
- 4 NOT AT ALL SATISFIED

- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

I:

Key 1-4, 7-9

QAL NOQAL

Q:CRIT1

T:

In the future, the following five criteria will potentially be used to determine raises for U of O Officers of Administration whose work is satisfactory. For each one, please tell me if you think it should be very important, somewhat important, or not important.

The first one is:

Across-the-board cost-of-living raises that are linked to Oregon's actual cost-of-living increases.

PROBE: (Do you think this should be) very important, somewhat important, or not important (in determining raises).

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT
- 3 NOT IMPORTANT

- 7 REFUSED
- 8 DON'T KNOW
- 9 NO ANSWER

I:

cmdi Banner "Banner" 1

cmdi RecNum "RecordNumber"

cmdi name "LastName"

cmdi Dept "Title"

Key 1-3, 7-9

jump1 = 0

if (ans = 1) jump1 = 1

Q:CRIT2

T:

(The next one is) merit increases, based on excellence in performing job duties.

PROBE: (Do you think this should be) very important, somewhat important, or not important (in determining raises).

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT

3 NOT IMPORTANT

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-3, 7-9

if (ans = 1) jump1 = jump1 + 1

Q:CRIT3

T:

Preferential increases to redress salary compression.

PROBE: In some departments, in order to attract new faculty, new hires receive nearly the same salary as those with more seniority.

PROBE: (Do you think this should be) very important, somewhat important, or not important (in determining raises).

1 VERY IMPORTANT

2 SOMEWHAT IMPORTANT

3 NOT IMPORTANT

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-3, 7-9

if (ans = 1) jump1 = jump1 + 1

Q:CRIT4

T:

Preferential increases to redress other inequities.

PROBE: For "other inequities," please think of differences in compensation that are due to gender bias, market forces, disciplinary area, and similar factors (not related to compression).

PROBE: (Do you think this should be) very important, somewhat important, or not important (in determining raises).

1 VERY IMPORTANT

2 SOMEWHAT IMPORTANT

3 NOT IMPORTANT

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-3, 7-9

if (ans = 1) jump1 = jump1 + 1

Q:CRIT5

T:

Creating minimum salary floors by department.

PROBE: "Salary floors" means faculty salaries stay above a certain level.

PROBE: (Do you think this should be) very important, somewhat important, or not important (in determining raises).

1 VERY IMPORTANT
2 SOMEWHAT IMPORTANT
3 NOT IMPORTANT

7 REFUSED
8 DON'T KNOW
9 NO ANSWER

I:

Key 1-3, 7-9

if (ans = 1) jump1 = jump1 + 1

Q:RANK1

T:

In the previous five questions, you said that _____ are "very important."
Which *one* do you think is most important?

PROBE FROM HIGHLIGHTED LIST, ENTER NUMBER

7 REFUSED
8 DON'T KNOW
9 NO ANSWER

I:

if (jump1 < 2)

if (CRIT1 = 1) rank = 1

if (CRIT2 = 1) rank = 2

if (CRIT3 = 1) rank = 3

if (CRIT4 = 1) RANK = 4

if (CRIT5 = 1) RANK = 5

endif

RANKIT = RANK + RANK1

if (jump1 < 2) skipto COMP1

IF (CRIT1 = 1) SHOW "1 COST OF LIVING RAISES" 6 5 24 GRN

IF (CRIT2 = 1) SHOW "2 MERIT INCREASES" 7 5 18 GRN

IF (CRIT3 = 1) SHOW "3 RAISES TO REDUCE COMPRESSION" 8 5 31 GRN

IF (CRIT4 = 1) SHOW "4 RAISES TO REDUCE OTHER INEQUITIES" 9 5 36 GRN

IF (CRIT5 = 1) SHOW "5 SALARY FLOORS" 10 5 17 GRN

Key 1-5, 7-9

Q:COMP1

T:

Now I am going to read you 7 compensation-related statements.

Please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

The first one is: The U of O's cafeteria-style benefits plan is an important part of my overall compensation package.

PROBE FROM LIST

I:

Showlist agree 9 1 14 1

Key 1-4, 7-9

Q:COMP2

T:

(The next one is:) It is more important to me to increase administrative support services such as facilities, clerical, and technological support than to increase salaries.

PROBE FROM LIST

I:

Showlist agree 7 1 14 1

Key 1-4, 7-9

Q:COMP3

T:

It is more important to me to have increased resources for professional development than to increase salaries.

PROBE FROM LIST

I:

Showlist agree 6 1 14 1

Key 1-4, 7-9

Q:COMP4

T:

Within colleges or administrative divisions, cross-department salary inequities should be redressed before merit is considered.

PROBE FROM LIST

I:

Showlist agree 6 1 14 1

Key 1-4, 7-9

Q:COMP5

T:

Across units or departments, salary inequities should be redressed before merit is considered.

PROBE FROM LIST

I:

Showlist agree 6 1 14 1

Key 1-4, 7-9

Q:COMP6

T:

The U of O should not try to respond to private industry salary standards for positions that compete with external market forces.

PROBE FROM LIST

I:

Showlist agree 6 1 14 1

Key 1-4, 7-9

Q:COMP7

T:

The criteria and process of raises needs greater standardization and transparency.

PROBE FROM LIST

I:

Showlist agree 6 1 14 1

Key 1-4, 7-9

Q:EXPER1

T:

(We are more than halfway done with the survey now and I want to thank you for your participation.) The next set of yes-no questions are about your experiences at the U of O.

First, are your efforts appreciated and acknowledged at the U of O?

I:

Showlist YESNO 6 1 12 1

Key 1-2, 7-9

Q:EXPER2

T:

Are your efforts appreciated and acknowledged by your unit or department?

I:

Showlist YESNO 6 1 12 1

Key 1-2, 7-9

Q:EXPER3

T:

Have you ever received a negative review, or a review you thought was unfair?

I:

Showlist YESNO 6 1 12 1

Key 1-2, 7-9

Q:EXPER4

T:

Have you ever experienced a hostile work environment in the U of O community that you believed was based on one of your ascribed characteristics such as race, ethnicity, gender, sexual orientation, religion, nationality or

other characteristic.

I:

Showlist YESNO 9 1 12 1

Key 1-2, 7-9

Q:EXPER5

T:

If you had to do it over again, would you still choose a career in higher education?

I:

Showlist YESNO 7 1 12 1

Key 1-2, 7-9

Q:YEARS

T:

To help interpret the survey's results, I need to end the survey by asking a few questions about you. In what year did you first begin employment at the U of O as an Officer of Administration?

ENTER LAST TWO DIGITS ONLY

50 1950

99 1999

00 2000

07 REFUSED

08 DON'T KNOW

09 NO ANSWER

I:

num 0 99 2 0 15 1

IF (ans > 0)

IF (ans < 7) reask

endif

Q:EMPLOY

T:

Are you employed at the U of O full-time or part-time?

1 FULL-TIME

2 PART-TIME

3 OTHER (SPECIFY)

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-3, 7-9

Oth 3

Q:VPREPORT

T:

Which Vice President do you report to?

PROBE FROM LIST, READ EXAMPLES ONLY FOR MORE PROBING

- 1 ACADEMIC AFFAIRS (Any of the colleges, Libraries, Research, Computing, and Student Affairs)
- 2 ADMINISTRATION (Athletics, Affirmative Action, Business Affairs, Campus Operations, Counseling Center, Dean of Students, EMU, Facilities Services, Health Center, Housing, Human Resources, PARS, Planning, Public Safety, Student Life, Telecommunications, Work & Family Services) -----> skip to UNIT
- 3 PUBLIC AFFAIRS AND DEVELOPMENT (Alumni Association, Communications, Development, Governmental Affairs, KWAX, Marketing & Licensing, Publications) -----> skip to UNIT

7 REFUSED

8 DON'T KNOW <-----

9 NO ANSWER

I:

Key 1-3, 7-9

If (ans > 1) skipto UNIT

Q:ACAFF

T:

Since many Officers of Administration report to the Vice Provost for Academic Affairs, we'd like to know a little more about your unit or department.

Within Academic Affairs, do you report to an Academic Dean, the University Librarian, the Vice Provost for Research, the Vice Provost for International Programs, the Vice Provost for Resource Management, the Senior Vice Provost for Academic Affairs, the Associate Vice President for Student Academic Affairs, or do you report to University Computing?

- 1 ACADEMIC DEANS, UNIVERSITY LIBRARIAN (All departments of the College of Arts & Sciences, AAA, Business, Education, Law, Music, Journalism & Communication, Library System)
- 2 VICE PROVOST FOR RESEARCH (centers, institutes, laboratories; ORSA)
- 3 VICE PROVOST FOR INTERNATIONAL PROGRAMS (OIEE, CAPS, Area Studies)
- 4 VICE PROVOST FOR RESOURCE MANAGEMENT, Chief Financial Officer (Budgets & Institutional Planning, Institutional Research)
- 5 SENIOR VICE PROVOST FOR ACADEMIC AFFAIRS (Academic Learning Services, LERC, Museums, Continuation Center, Summer Session, Military Science)
- 6 ASSOCIATE VICE PRESIDENT FOR STUDENT ACADEMIC AFFAIRS (Academic Advising & Student Services, Admissions, Career Center, Financial Aid, International Student Services, Registrar, Student Retention, Multicultural Affairs)

7 UNIVERSITY COMPUTING

97 REFUSED

98 DON'T KNOW <-----

99 NO ANSWER

I:

Num 1 99 2 0 23 1

If (ans > 7)

If (ans < 97) reask

endif

Q:UNIT

T:

What unit, department, or college are you in?

PROBE FROM LIST

- | | |
|---------------------------------------|---------------------------------------|
| 1 Architecture and Allied Arts | 12 Law |
| 2 Athletics | 13 Music, School of |
| 3 Business(Lundquist College) | 14 Office of Public Safety |
| 4 College of Arts&Sci, Humanities | 15 Physical Activity & Rec Services |
| 5 College of Arts&Sci, Science | 16 Student Academic Affairs |
| 6 College of Arts&Sci, Social Science | 17 Student Affairs |
| 7 EMU | 18 Student Health Center/Counseling |
| 8 Education, College of | 19 U of O Foundation |
| 9 Facilities Services | 20 Research cntr, lab, institute-SPEC |
| 10 Housing | 21 Other non-college unit-SPECIFY |
| 11 Journalism & Communication | |

97 REFUSED

98 DON'T KNOW <-----

99 NO ANSWER

I:

Num 1 99 2 0 24 1

Oth 20

Oth 21

If (ans > 21)

If (ans < 97) reask

endif

Q:OTHREMP

T:

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

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-3, 7-9

Q:RETIRE

T:

Do you expect to retire early from the U of O?

1 YES

2 NO-----> skip to SEX

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-2, 7-9

If (ans > 1) skipto SEX

Q:WHYRET

T:

Why (do you expect to retire early from the U of O)?

OPEN-ENDED

TYPE EXACT REPOSENSE BELOW

I:

opn

Q:SEX

T:

(This may sound silly but) Are you male or female?

1 MALE

2 FEMALE

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1,2, 7-9

Q:RACE

T:

What is your race or ethnicity?

PROBE FROM LIST

1 WHITE/CAUCASIAN

2 BLACK/AFRICAN AMERICAN

3 LATINO/HISPANIC AMERICAN

4 ASIAN/PACIFIC ISLANDER

5 AMERICAN INDIAN/ALASKAN NATIVE (ALEUT/ESKIMO)

6 MIXED RACE/ETHNICITY

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:

Key 1-9

Q:MAIL

T:

Did you also return the campus mail survey (on these same topics) that was recently sent to you?

1 YES

2 NO

3 DID NOT RECEIVE

7 REFUSED

8 DON'T KNOW

9 NO ANSWER

I:
Key 1-3, 7-9

Q:ENDING

T:

That is the end of the survey! On behalf of the University of Oregon,
I thank you sincerely for your time and opinions on these questions.
Goodbye.

ENTER COMMENTS OR *RELEVANT* INFO BELOW

I:

opn 13 5 22 60 m n

Q:INTID

T:

ENTER YOUR INTERVIEWER ID NUMBER

I:

num 1 600 3 0 20 10

CPL

DISPOS = 26

ENDQUEST

Q:NOQAL

T:

We are only interviewing non-instructional faculty at
the University of Oregon. I am sorry to have bothered
you.

ENTER "1" TO DISQUALIFY

I:

KEY 1

DISPOS = 22