

A Summary of the Survey Results Professional Faculty Opinions About Rolling Long Term Contracts

2020 Professional Faculty Contract Survey Summary
Jeff Sherman

Background

The Professional Faculty Ad Hoc Review Committee was formed in early 2019 to explore new ways to support OSU's Professional Faculty, including but not limited to:

- 1) continuous employment status,
- 2) listening sessions and surveys of professional faculty
- 3) creating best practices for Professional Faculty career ladders, and
- 4) exploring the opportunity for a permanent Faculty Senate Committee on the Status of Professional Faculty. All of these proposed goals and actions are explored as part of shared governance at Oregon State University.

Members

1. Jeff Sherman, Chair, Extension Service
2. Gigi Bruce, Provost's Office
3. Jeff Malone, Student Affairs, Advisors
4. Carlea White, Ecampus
5. Jordon Zardinejad, OSU-Cascades, Academic Affairs
6. Lizzet Stone, Professional Faculty Leadership Association
7. Student Affairs (current representative is stepping down from committee, recommended Luhui Whitebear as replacement)

Ex-Officio Members

1. Becca Gose, General Counsel
2. Selina Heppell, Faculty Senate President-Elect
3. Heather Horn, Employee and Labor Relations
4. Dwaine Plaza, Faculty Senate President
5. Jane Waite, Human Resources, Social Justice Education Initiative
6. Vickie Nunnemaker, Faculty Senate Office

Today:

1. Discuss results from Professional Faculty Contract Survey
2. Announce next steps for listening sessions related to contracts
3. Questions

Listening Sessions are being scheduled for:

Tuesday, October 13 – 10:00-11:30

Session 1 – professional faculty only

Monday, October 19 – 3:30-5:00

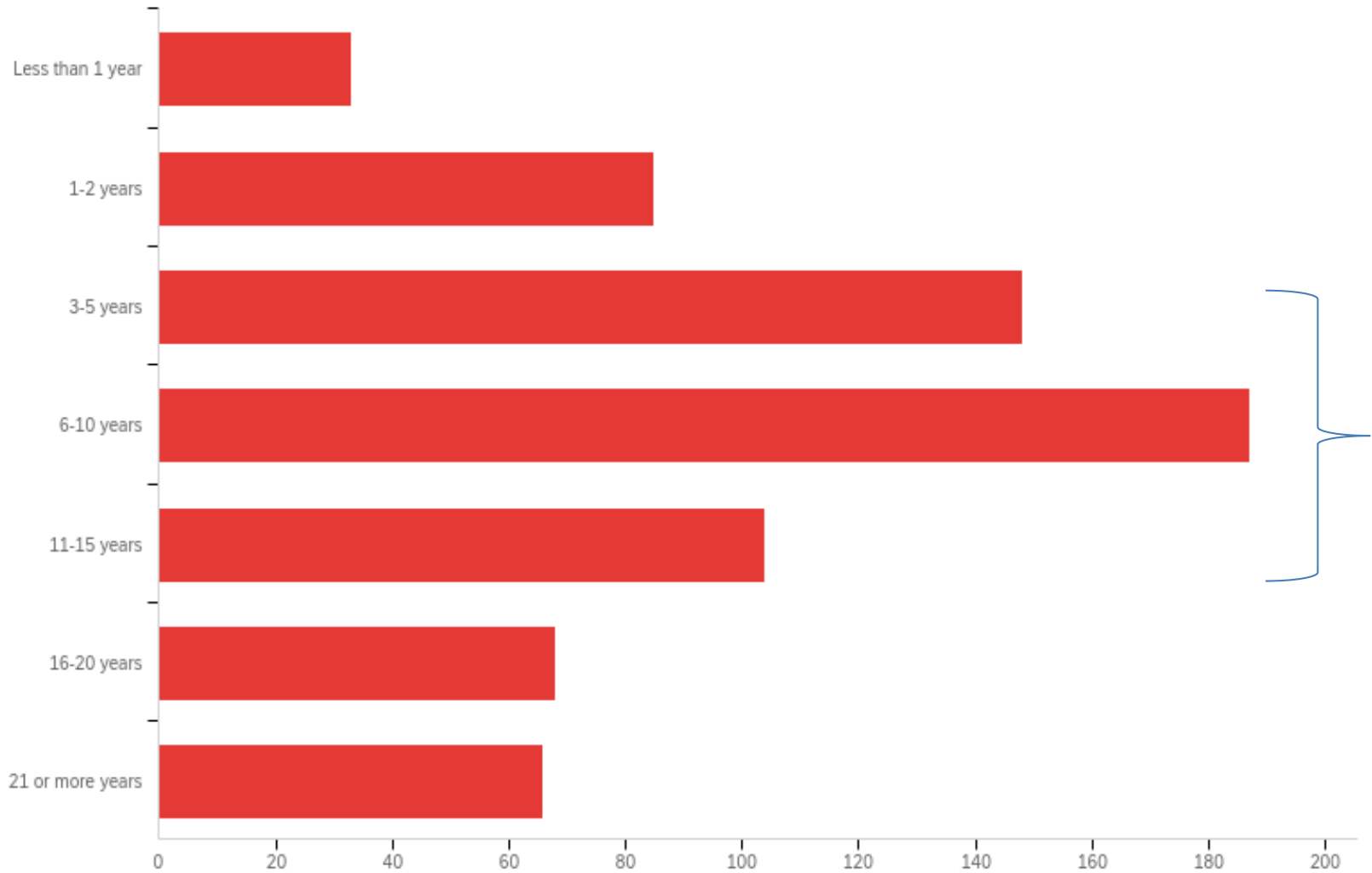
Session 2 – supervisors only

Monday, October 26 – 12:00-1:30

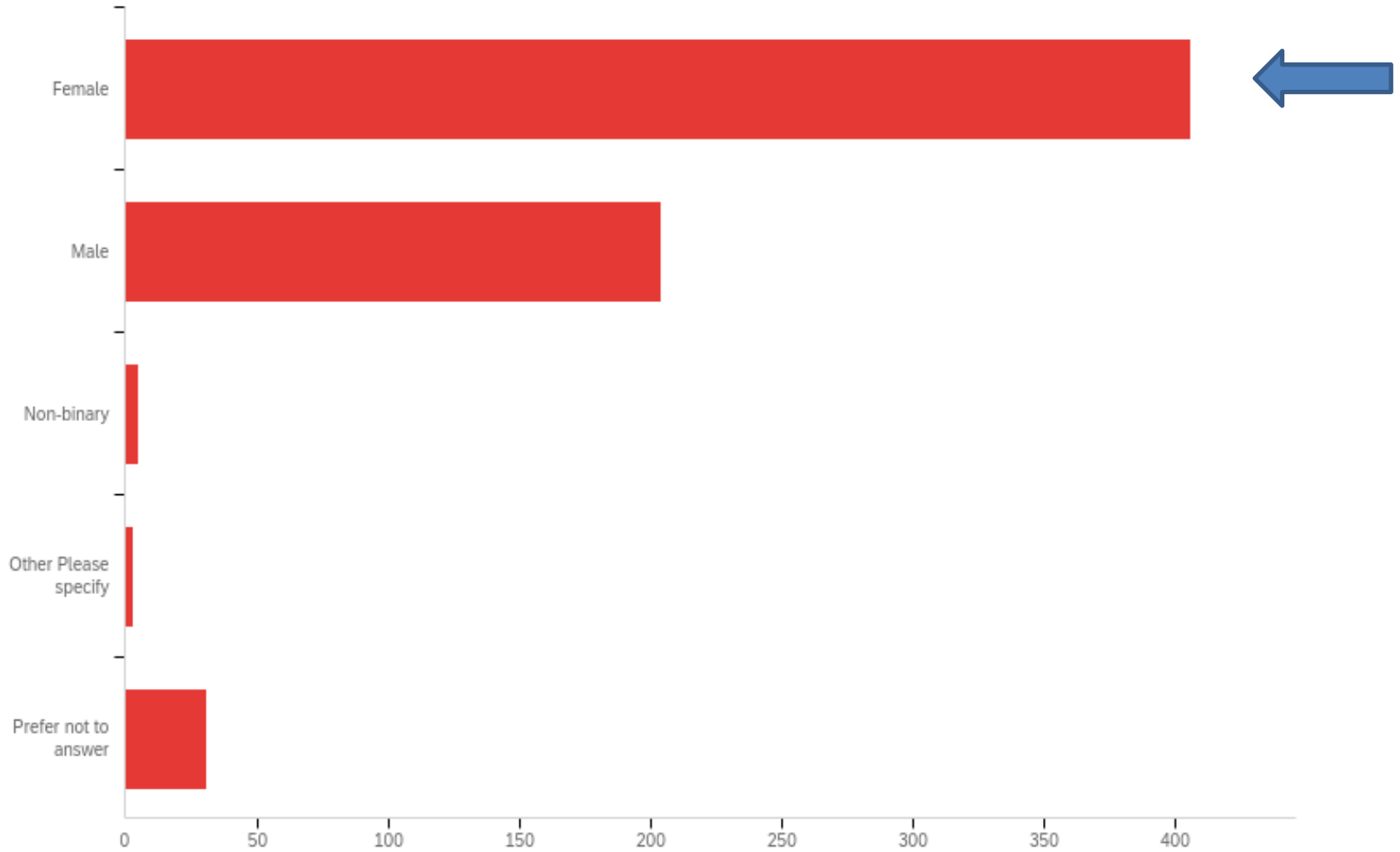
Session 3 – open forum

<https://beav.es/ohw>

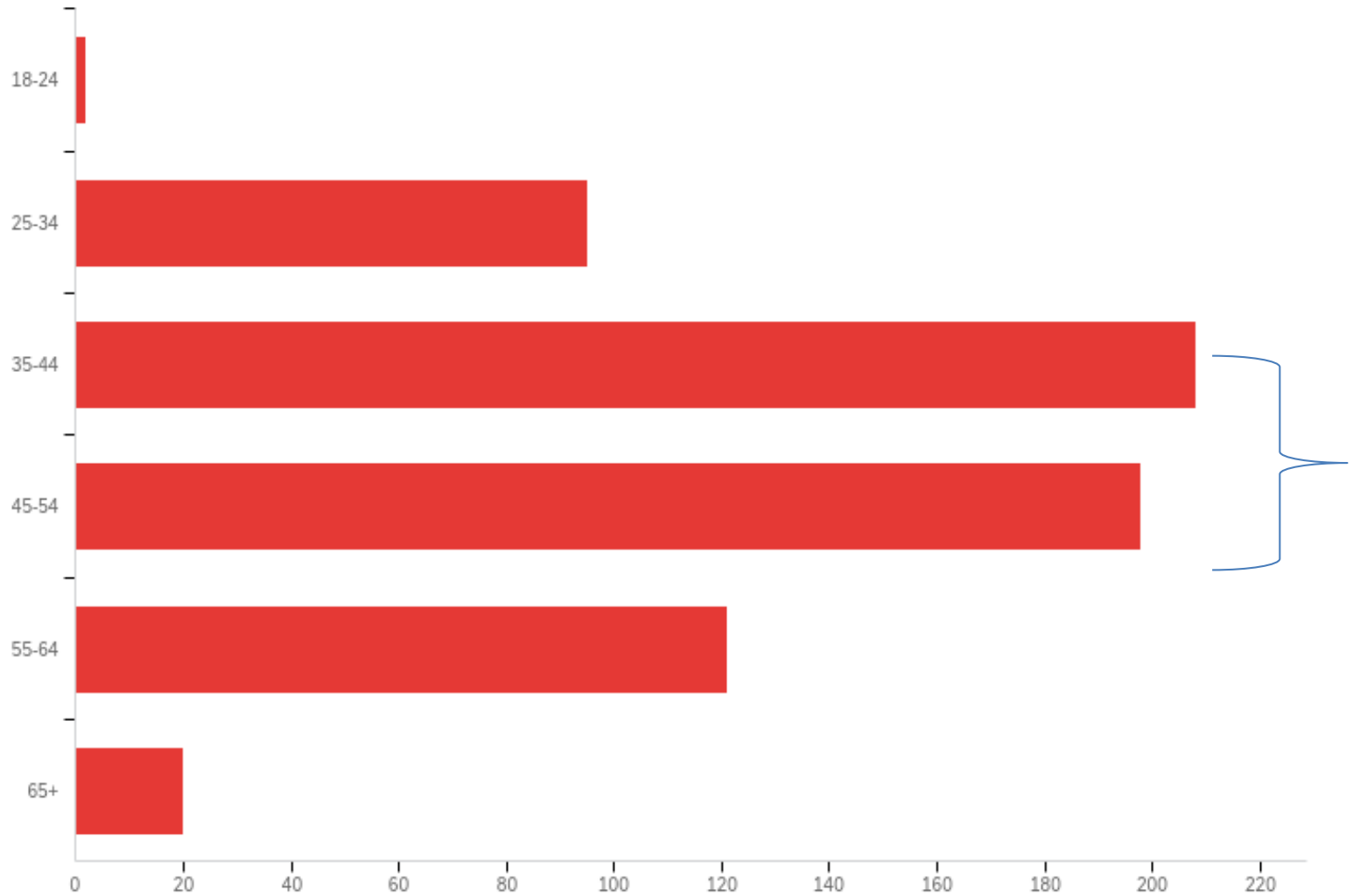
Q1 - How long have you been employed at Oregon State University?



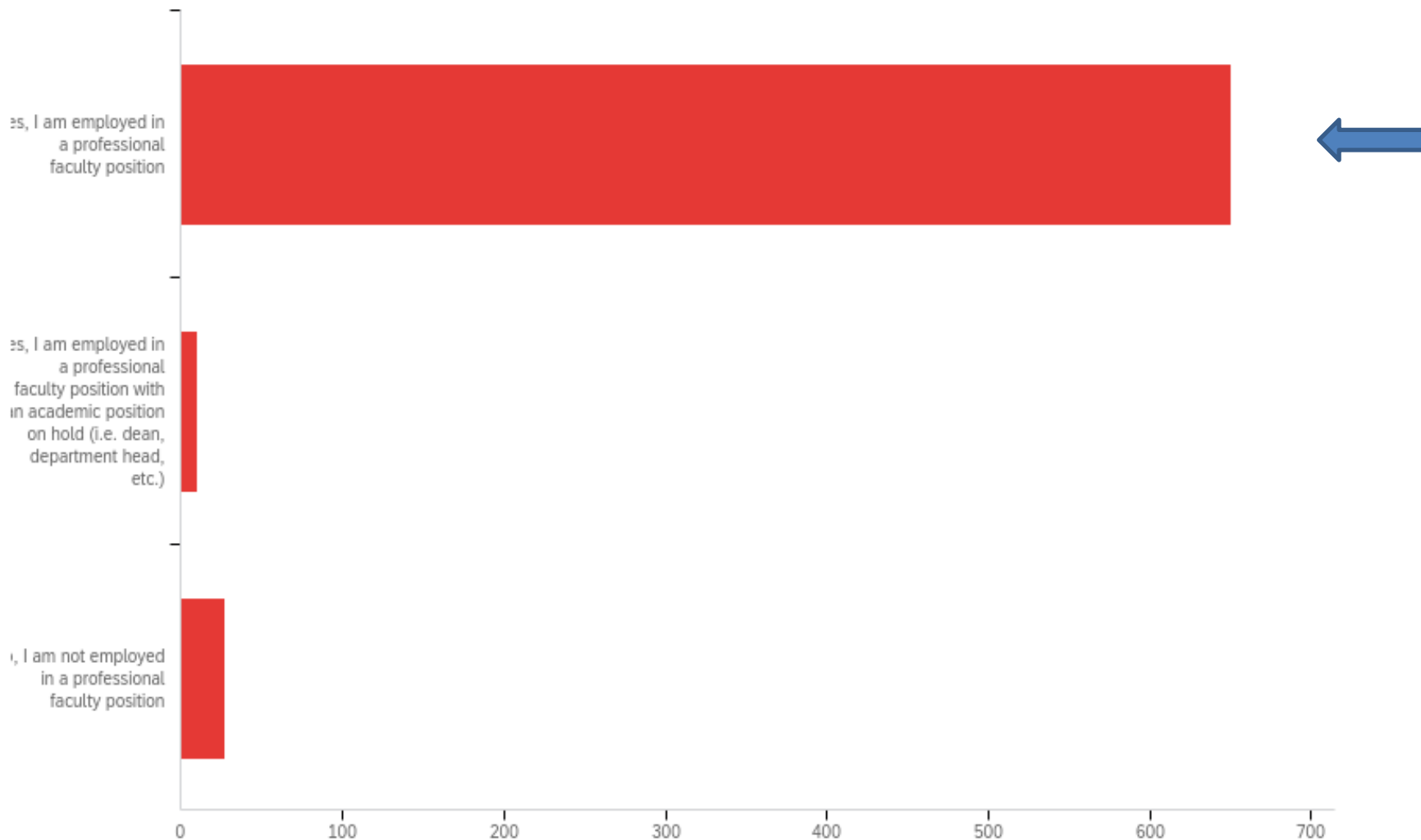
Q14 - I identify as



Q15 - What is your age range?



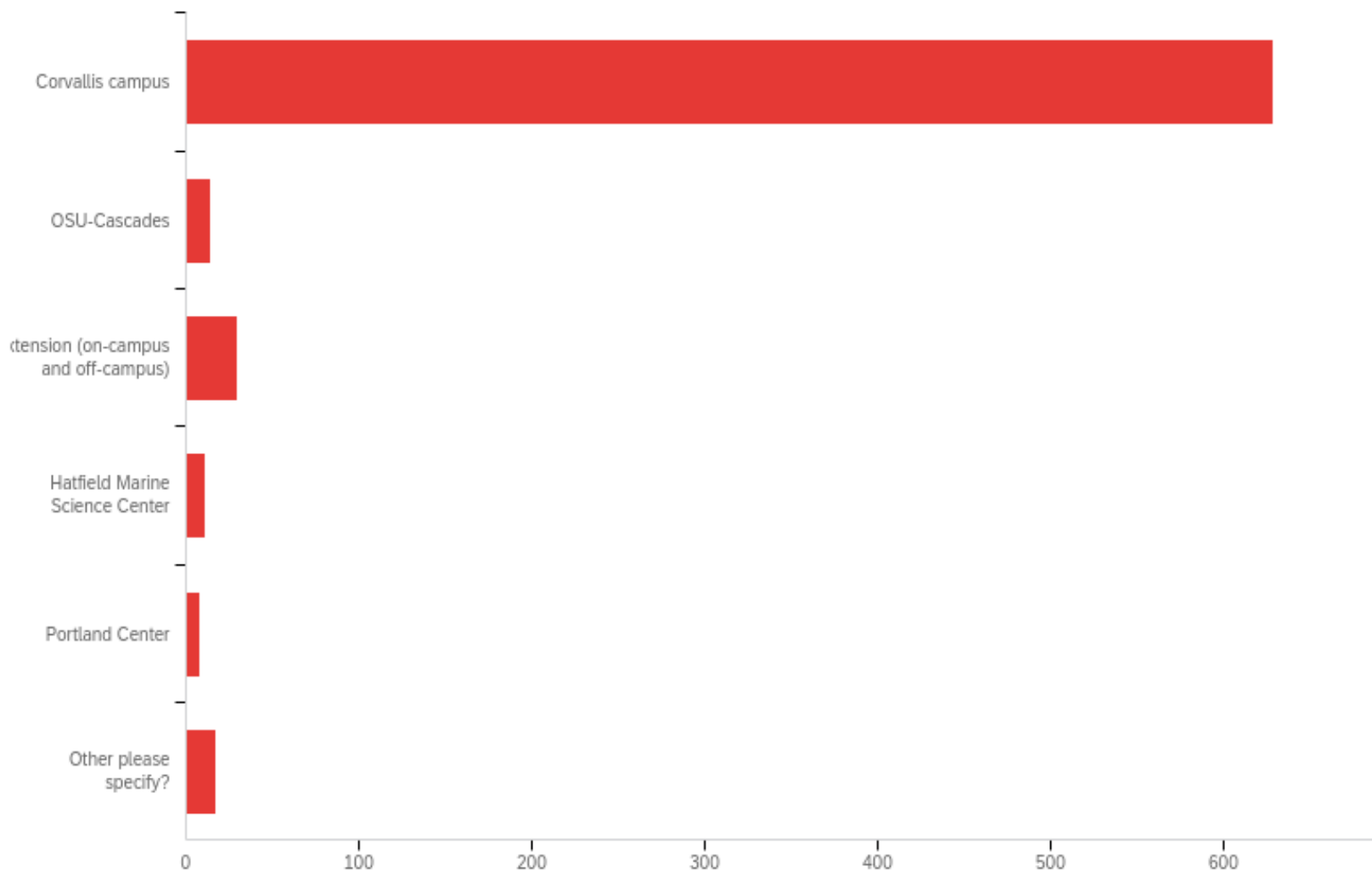
Q26 - Are you currently employed in a professional faculty position?



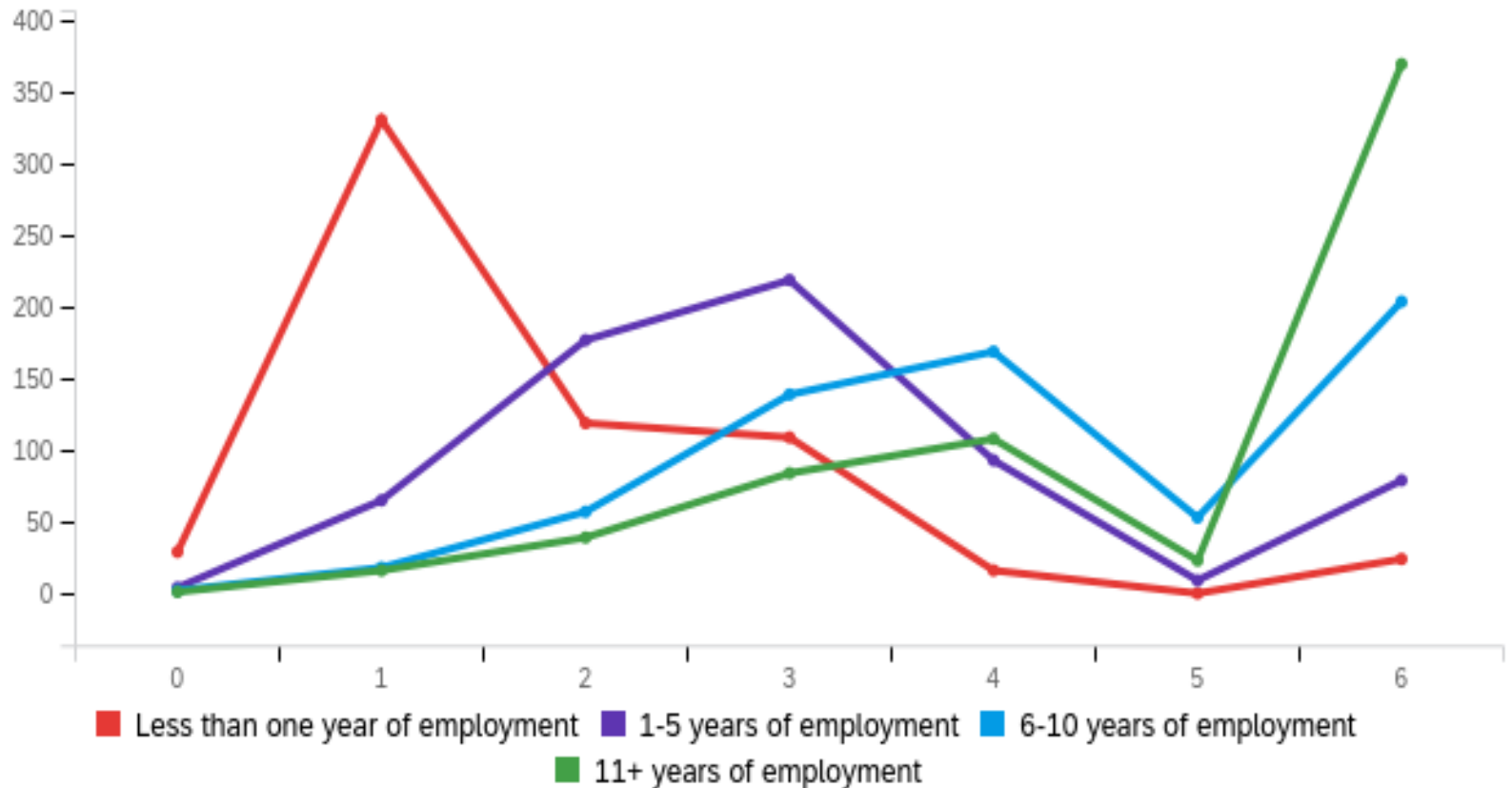
Q2 - What is your primary divisional affiliation? (Please check the division category most applicable)

#	Answer	%	Count
1	Academic College	30.47%	209
2	Division of Information and Technology	3.35%	23
3	Division of Extension and Engagement	6.41%	44
4	Division of Finance and Administration	14.58%	100
5	Office of Faculty Affairs (including Global Affairs)	0.87%	6
6	Division of Student Affairs	13.41%	92
7	Honors College	0.29%	2

Q3 - On what campus or in what location do you work? Select all that apply.

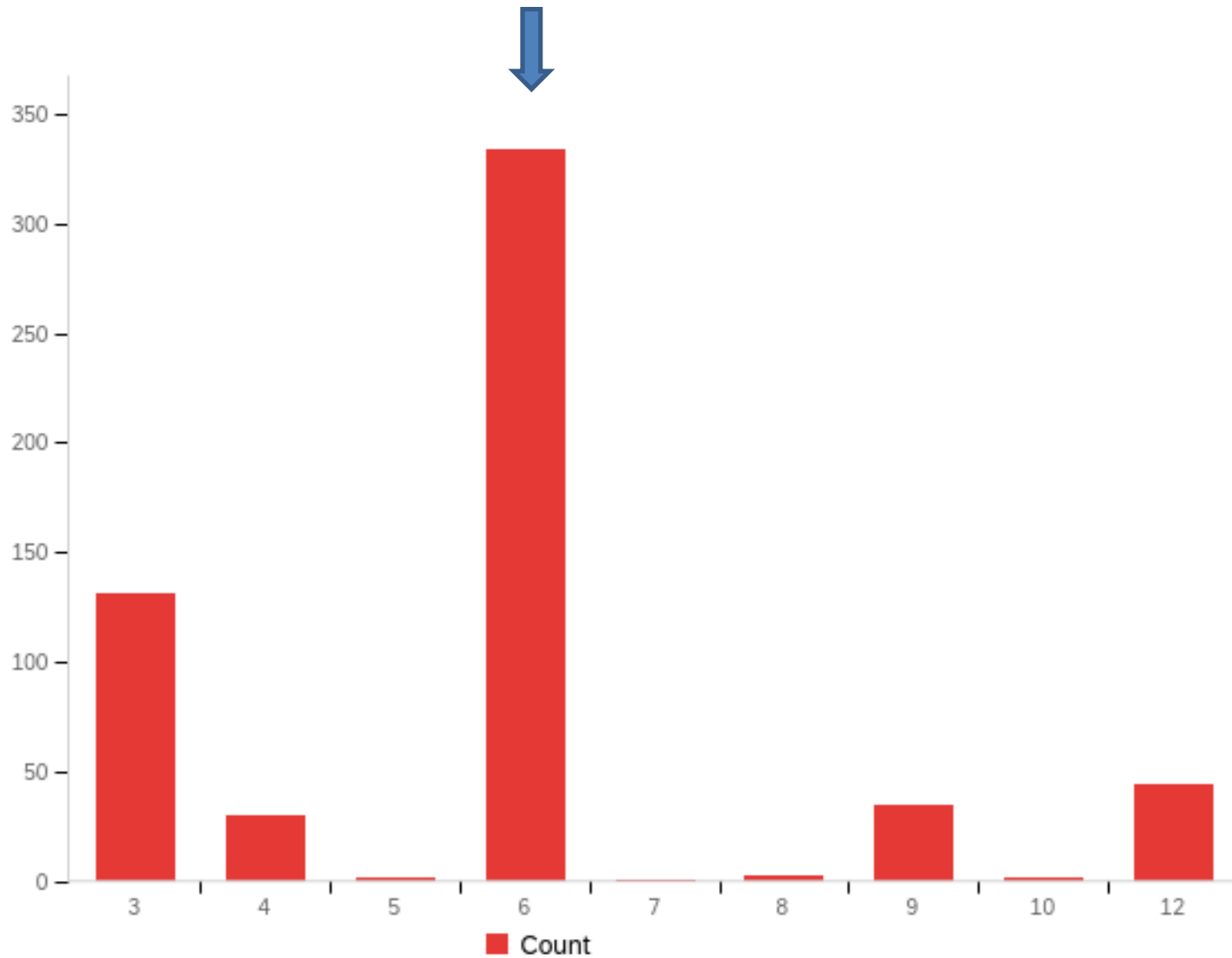


Q4 - Based on the number of years of service, indicate the minimum amount of notice you believe an employee should be given if a decision is made to terminate their employment. Use the slider from 0 to 6 months.

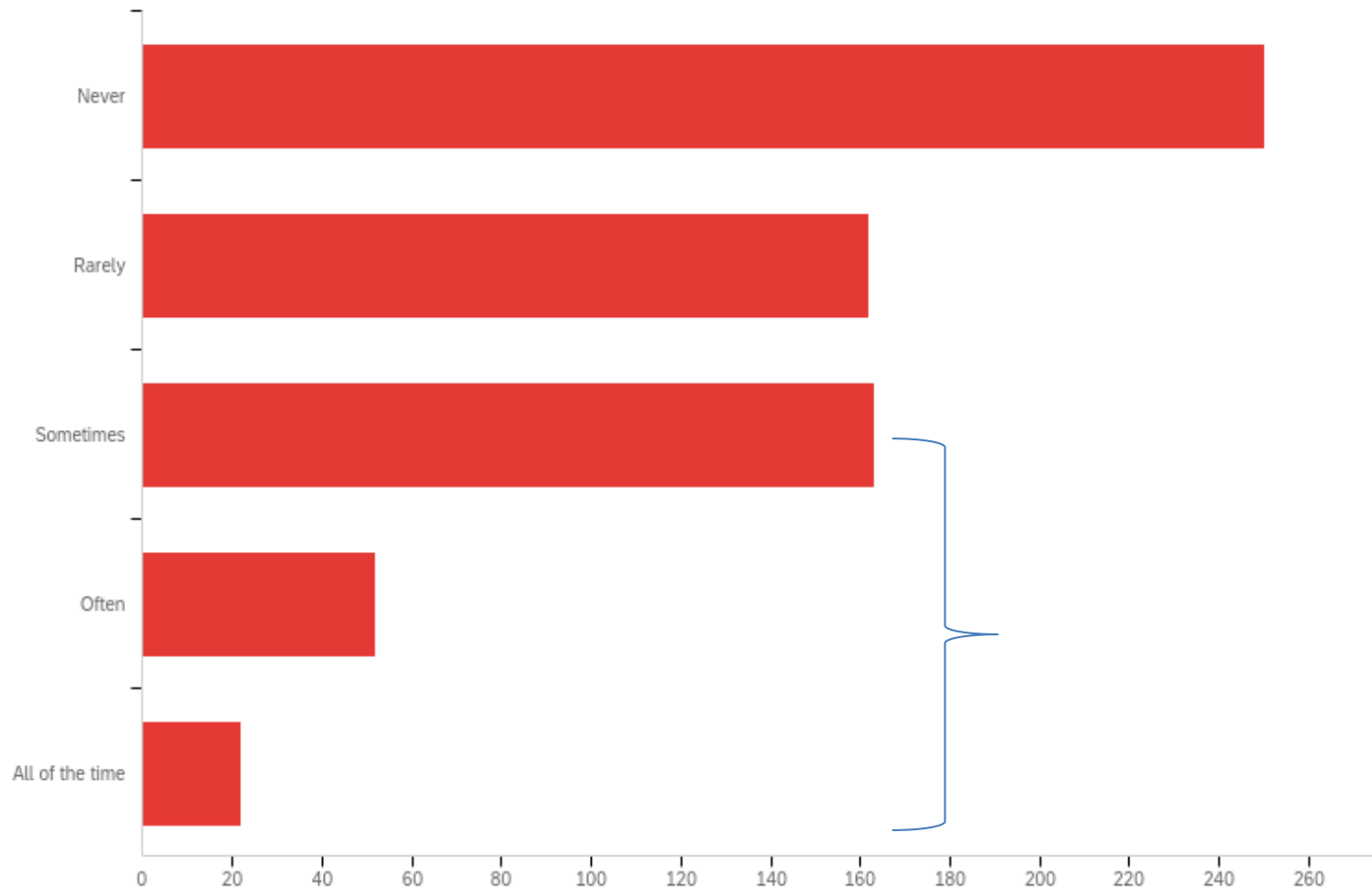


This table is showing that faculty who have been at OSU 6+ years there is a desire to give them 5-6 months notice. If you have been here 1-5 years a shorter termination period is seen as acceptable.

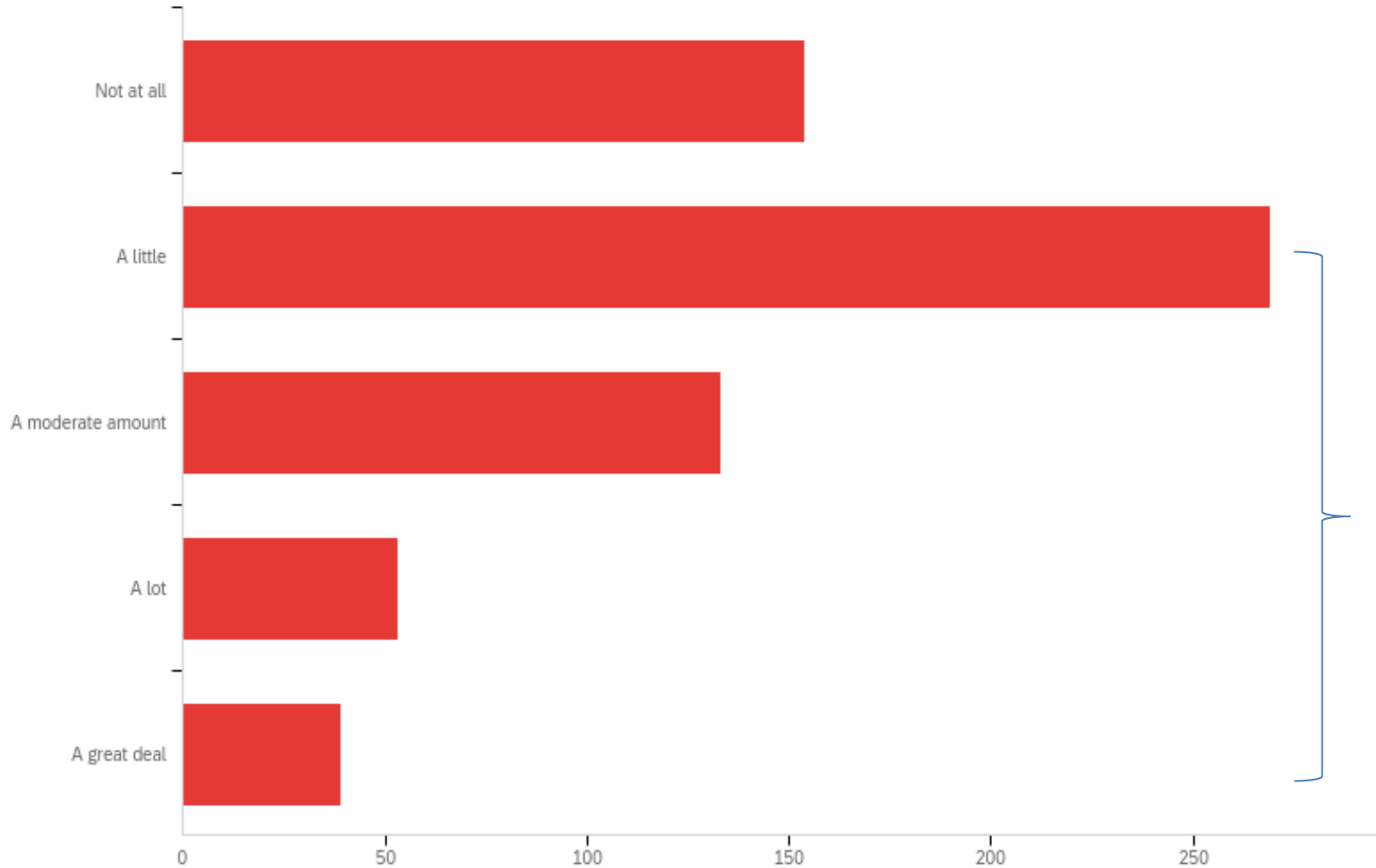
Q6 - What do you think is a reasonable probationary period for a new professional faculty member at Oregon State University? Drag the slider from 3-12 months



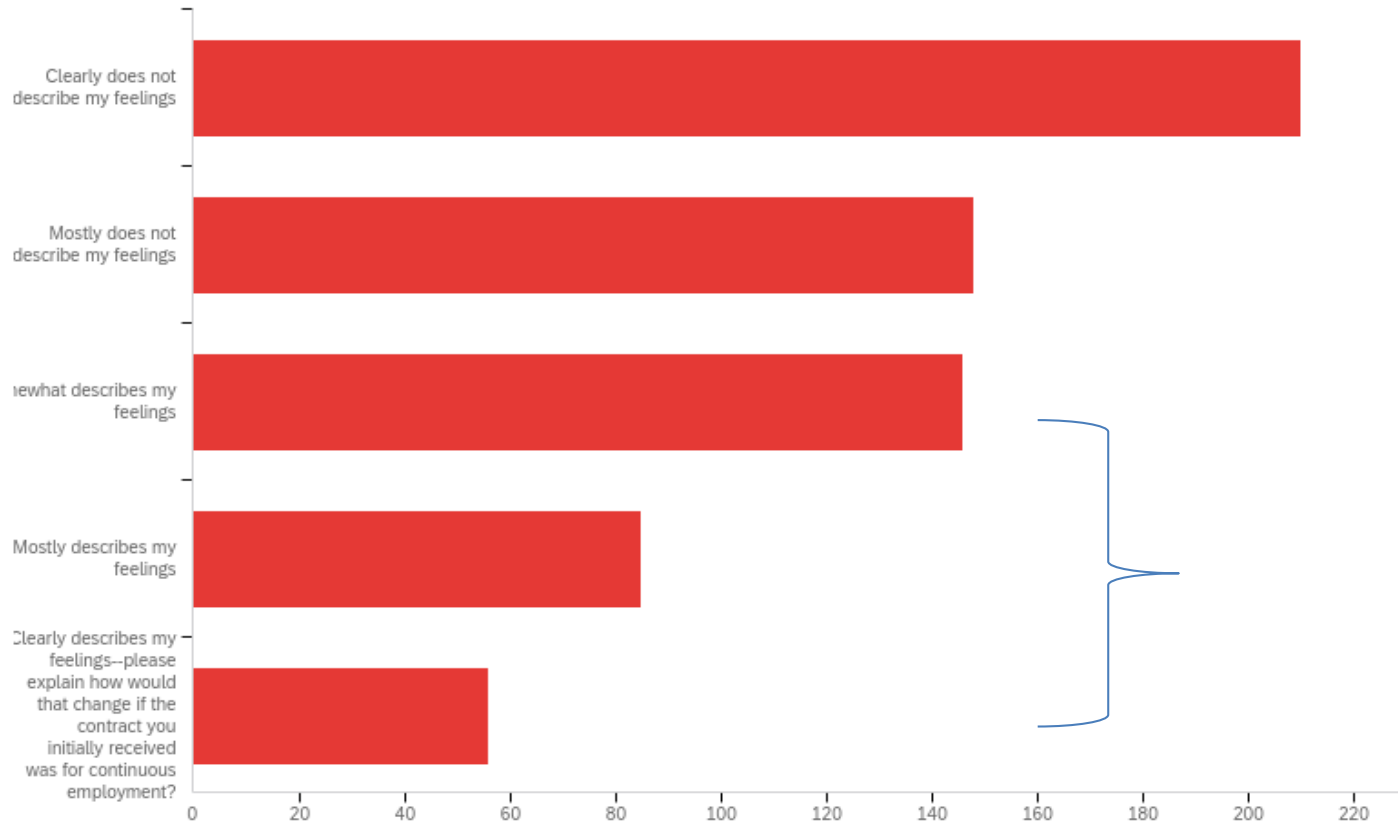
Q7 - Have you ever seriously considered leaving OSU because of concerns related to your 9 or 12-month fixed term annual contract, such as uncertainty as to whether it would be renewed or timing of your renewal notice?



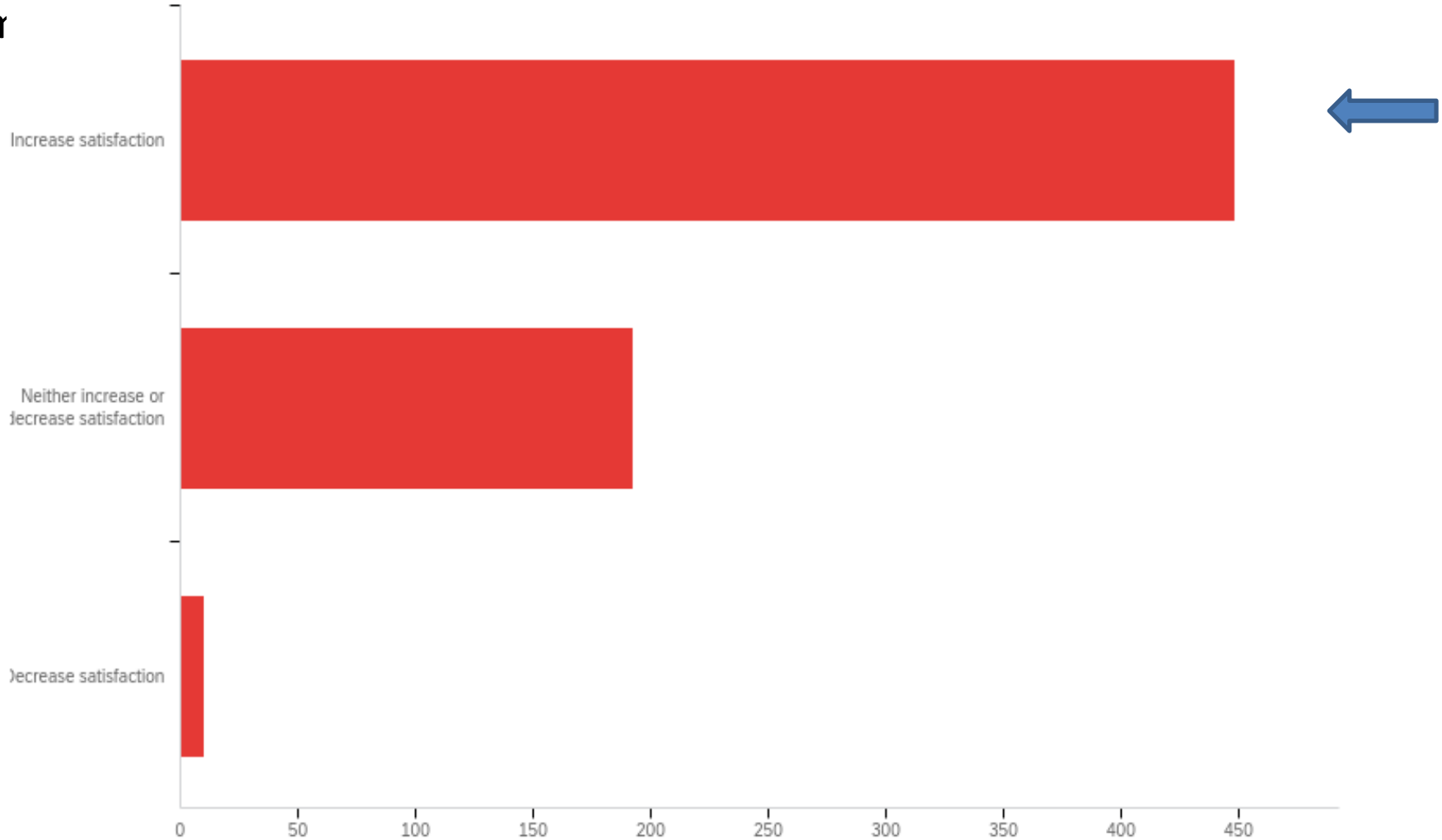
Q8 - When you were offered employment at OSU, did the fact that OSU uses an annual renewable contract rather than continuous employment give you pause in accepting the offer?



Q10 - How well does the following statement describe your view? As a professional faculty member with a one-year renewable contract, I DO NOT express concerns about things such as discrimination, harassment, or poor management practices because I am afraid of retaliation in the form of a non-renewed contract.



Q12 - If OSU changed the annual fixed-term renewal process for professional faculty to a continuous employment status with specified advanced notice periods for non-renewal, how would this impact your satisfaction?



Summary of the qualitative comments Q 13 and Q 17

Q13 - If you had a magic wand and could change any aspect of the current contract renewal process for professional faculty at OSU, what would you do?

Q17- Please share any suggestions you might have on how to improve the employment conditions for professional faculty at OSU?

Supervisor training
Transparency of process
Representation/Protection
Promotion/Advancement
Ending the annual renewal process

Summary of the qualitative comments

Q13 - If you had a magic wand and could change any aspect of the current contract renewal process for professional faculty at OSU, what would you do?

Q17- Please share any suggestions you might have on how to improve the employment conditions for professional faculty at OSU?

- A common sentiment heard from the respondents was a sense of anxiety leading up to the news of their annual renewal
- The most frequent concerns were job security over time, and salary and compensation
- As the only unrepresented employee group on campus, there is a sentiment that the Faculty Senate does not adequately represent professional faculty, that it does not have policies or an infrastructure to support labor grievances that take place/may occur at OSU
- Professional faculty feel that they are being let down by HR and the process by which their immediate supervisors are trained or evaluated. Respondents provided numerous examples where their immediate supervisors do not get reviewed in a full 360 manner, and there is no confidence in any process for addressing an inadequate supervisor
- Professional faculty are desirous of developing promotional paths and opportunities for merit and equity raises. Related to this, there is a recognition of promotional glass ceilings for women and minoritized populations at OSU. These ceilings exacerbate pay equity across various units.
- Professional faculty desire clarity in salary negotiations and advance notices

Next Steps: Listening Sessions (October) and ultimately a set of recommendations to OSU Administration

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