

OA ONLINE SURVEY
Written Comments Summary

“Q# 23: “Please provide any additional comments.”

To retain confidentiality and summarize effectively, responses were categorized by topic and counted. Comments submitted only once are not included. Where possible, suggestions will be forwarded to the appropriate department.

Benefits

<u>Comment</u>	<u>No. of Comments</u>
UO needs more child care, especially for infants.	2
Parking is inconvenient and expensive.	2
Vacation for long-term OAs should equal that of classified employees.	2

Career Advancement

<u>Comment</u>	<u>No. of Comments</u>
OAs need a promotion system similar to faculty and academic rank.	3
Strategies for OA career development needed.	2

Compensation

<u>Comment</u>	<u>No. of Comments</u>
OAs are underpaid; salary administration for OAs should have greater consistency.	4

Performance Appraisal

<u>Comment</u>	<u>No. of Comments</u>
Performance appraisal system for OAs needs improvement: better appraisal instruments and enforcement to ensure they are conducted regularly.	4

Positive Comments

<u>Comment</u>	<u>No. of Comments</u>
Positive comments regarding university employment and OA status.	17

Survey

<u>Comment</u>	<u>No. of Comments</u>
Concerns and confusion expressed about survey instrument.	9

Timely Notice

<u>Comment</u>	<u>No. of Comments</u>
OAs should have longer contracts.	3
Timely notice should not be eliminated.	2

University Leadership

<u>Comment</u>	<u>No. of Comments</u>
OA supervisors especially in academic departments, lack management skills and knowledge of employment policies and good practices.	6
Institutional leadership should provide better and more consistent decision-making.	2