
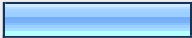
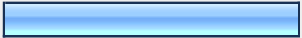



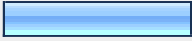
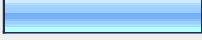
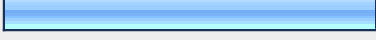



# Officer of Administration Employment Policy Survey


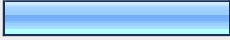
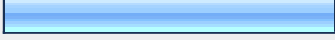


1. Communication about OA employment practices and policies from my direct supervisor is effective and helpful.				
			Response Percent	Response Count
Strongly Disagree			7.2%	32
Disagree			20.6%	91
<b>Neither Agree or Disagree</b>			<b>32.4%</b>	143
Agree			29.6%	131
Strongly Agree			10.2%	45
			<b>answered question</b>	<b>442</b>
			<b>skipped question</b>	<b>0</b>

2. Communication about OA employment practices and policies within my department is effective and helpful.				
			Response Percent	Response Count
Strongly Disagree			7.0%	31
Disagree			19.7%	87
Neither Agree or Disagree			29.6%	131
<b>Agree</b>			<b>34.2%</b>	151
Strongly Agree			9.5%	42
			<b>answered question</b>	<b>442</b>
			<b>skipped question</b>	<b>0</b>


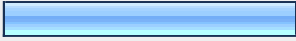
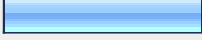

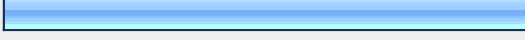

**3. Communication about OA employment practices and policies from core offices such as Human Resources, Academic Affairs, Unclassified Personnel Services, Affirmative Action and Equal Opportunity, is effective and helpful.**

		Response Percent	Response Count
Strongly Disagree		7.0%	31
Disagree		20.6%	91
Neither Agree or Disagree		21.5%	95
<b>Agree</b>		<b>41.0%</b>	181
Strongly Agree		10.0%	44
		<b><i>answered question</i></b>	<b>442</b>
		<b><i>skipped question</i></b>	<b>0</b>


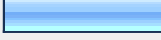
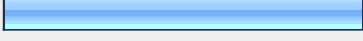
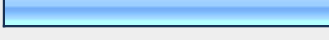

**4. Communication about OA employment practices and policies from university leadership, e.g., vice presidents and president, is effective and helpful.**

		Response Percent	Response Count
Strongly Disagree		10.0%	44
Disagree		24.7%	109
<b>Neither Agree or Disagree</b>		<b>36.4%</b>	161
Agree		24.0%	106
Strongly Agree		5.0%	22
		<b><i>answered question</i></b>	<b>442</b>
		<b><i>skipped question</i></b>	<b>0</b>

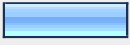
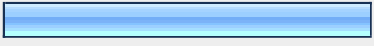
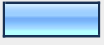
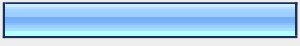

**5. I receive most of my information related to OA employment practices and policies from: (Please check the top three methods of communications)**

		Response Percent	Response Count
My supervisor via e-mail		26.8%	107
My supervisor via face-to-face		32.0%	128
My colleagues via e-mail		21.5%	86
My colleagues via face-to-face		31.3%	125
<b>E-mail or other communications from an administrative office (such as dean's, director's or vice president's office)</b>		<b>57.8%</b>	<b>231</b>
E-mail or other communications from Academic Affairs or Unclassified Personnel office		41.0%	164
		Other (please list)	91
		<b>answered question</b>	<b>400</b>
		<b>skipped question</b>	<b>42</b>




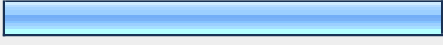
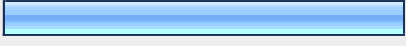
**6. Overall, OA employment policies and practices support me in my job.**

		Response Percent	Response Count
Strongly Disagree		4.5%	20
Disagree		17.4%	77
<b>Neither Agree or Disagree</b>		<b>39.6%</b>	<b>175</b>
Agree		35.7%	158
Strongly Agree		2.7%	12
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>


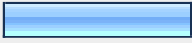

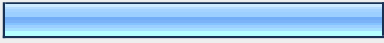
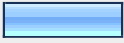
**7. Overall, my compensation (salary) is appropriate for my responsibilities.**

		Response Percent	Response Count
Strongly Disagree		13.3%	59
<b>Disagree</b>		<b>40.3%</b>	178
Neither Agree or Disagree		10.2%	45
Agree		32.1%	142
Strongly Agree		4.1%	18
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>


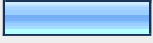
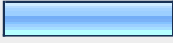
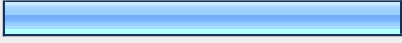
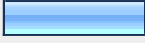
**8. Overall, UO offers a good benefits package.**

		Response Percent	Response Count
Strongly Disagree		0.5%	2
Disagree		3.4%	15
Neither Agree or Disagree		3.8%	17
<b>Agree</b>		<b>48.2%</b>	213
Strongly Agree		44.1%	195
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>

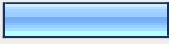
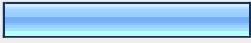



**9. Overall, my work is appropriately recognized.**

		Response Percent	Response Count
Strongly Disagree		6.3%	28
Disagree		20.4%	90
Neither Agree or Disagree		18.6%	82
<b>Agree</b>		<b>41.9%</b>	185
Strongly Agree		12.9%	57
		<b><i>answered question</i></b>	<b>442</b>
		<b><i>skipped question</i></b>	<b>0</b>


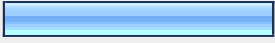
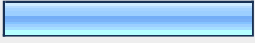
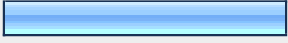

**10. My work performance is appropriately and regularly evaluated in a process that includes setting work goals.**

		Response Percent	Response Count
Strongly Disagree		6.3%	28
Disagree		15.8%	70
Neither Agree or Disagree		18.6%	82
<b>Agree</b>		<b>43.9%</b>	194
Strongly Agree		15.4%	68
		<b><i>answered question</i></b>	<b>442</b>
		<b><i>skipped question</i></b>	<b>0</b>

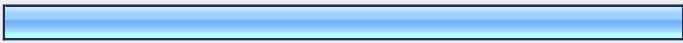
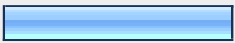
**11. Overall, OA employment policies are applied consistently across UO departments.**

		Response Percent	Response Count
Strongly Disagree		17.9%	79
Disagree		26.9%	119
<b>Neither Agree or Disagree</b>		<b>44.8%</b>	198
Agree		9.0%	40
Strongly Agree		1.4%	6
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>

**12. Overall, I have opportunities for career advancement at UO.**

		Response Percent	Response Count
Strongly Disagree		8.6%	38
Disagree		29.6%	131
Neither Agree or Disagree		27.4%	121
<b>Agree</b>		<b>31.0%</b>	137
Strongly Agree		3.4%	15
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>

**13. I have a resource at the university whom I can ask questions about my OA employment.**

		Response Percent	Response Count
<b>Yes</b>		<b>74.9%</b>	331
No		25.1%	111
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>

**14. If you answered "Yes" to question #13, that resource is...**

		Response Percent	Response Count
<b>Within my department</b>		54.8%	181
Outside my department		29.7%	98
Officer of Administration Council		5.5%	18
Other (please list)		10.0%	33
		<b>answered question</b>	<b>330</b>
		<b>skipped question</b>	<b>112</b>

**15. My input related to employment issues as an OA is acknowledged and considered.**

		Response Percent	Response Count
Strongly Disagree		6.3%	28
Disagree		16.3%	72
<b>Neither Agree or Disagree</b>		<b>53.4%</b>	<b>236</b>
Agree		21.7%	96
Strongly Agree		2.3%	10
		<b>answered question</b>	<b>442</b>
		<b>skipped question</b>	<b>0</b>

**16. During the information-gathering process, i.e., focus groups, large group meetings and written comments, the following attributes were named as either positive or detrimental aspects of university employment. Please rate how they contribute to your University of Oregon employment as an OA.**

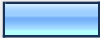






	Negative	Somewhat Negative	Neutral	Somewhat Positive	Positive	Not sure	Rating Average	Response Count
Campus physical appearance	0.0% (0)	2.3% (10)	9.5% (42)	16.1% (71)	<b>71.2% (314)</b>	0.9% (4)	4.58	441
Compensation for my work responsibilities	10.0% (44)	25.1% (111)	11.5% (51)	21.9% (97)	<b>31.4% (139)</b>	0.0% (0)	3.40	442
Benefits	0.2% (1)	2.3% (10)	4.3% (19)	12.7% (56)	<b>79.6% (352)</b>	0.9% (4)	4.71	442
Family-friendly services and climate	1.8% (8)	3.0% (13)	23.6% (104)	22.7% (100)	<b>45.0% (198)</b>	3.9% (17)	4.10	440
Job security	4.8% (21)	13.6% (60)	12.9% (57)	27.0% (119)	<b>40.6% (179)</b>	1.1% (5)	3.86	441
Flexibility in work schedule	3.2% (14)	8.4% (37)	12.3% (54)	23.7% (104)	<b>51.4% (225)</b>	0.9% (4)	4.13	438
Contracts that provide OAs with 3 - 12 months of notice of nonrenewal (timely notice)	6.8% (30)	9.4% (41)	22.8% (100)	17.6% (77)	<b>36.5% (160)</b>	6.8% (30)	3.73	438
Colleagues/co-workers	0.5% (2)	2.0% (9)	8.4% (37)	22.7% (100)	<b>65.3% (288)</b>	1.1% (5)	4.52	441
Supervisor	3.0% (13)	6.1% (27)	9.8% (43)	17.7% (78)	<b>61.8% (272)</b>	1.6% (7)	4.31	440
Internal communications	6.2% (27)	17.3% (76)	23.5% (103)	<b>29.6% (130)</b>	22.8% (100)	0.7% (3)	3.46	439
Professional development	5.7% (25)	15.8% (69)	21.0% (92)	27.6% (121)	<b>28.5% (125)</b>	1.4% (6)	3.58	438
Leadership at department-head or director level	5.7% (25)	12.8% (56)	15.8% (69)	19.6% (86)	<b>43.4% (190)</b>	2.7% (12)	3.85	438
Leadership at executive level (e.g., President, Vice Presidents, Provost, etc.)	6.4% (28)	14.2% (62)	23.3% (102)	24.9% (109)	<b>28.5% (125)</b>	2.7% (12)	3.57	438
Training opportunities	5.0% (22)	15.4% (68)	24.0% (106)	<b>29.9% (132)</b>	24.3% (107)	1.4% (6)	3.54	441
Compensation equity for similar positions within the university	13.6% (60)	25.0% (110)	<b>26.6% (117)</b>	12.3% (54)	13.0% (57)	9.5% (42)	2.84	440

Internal communications about OA employment	7.3% (32)	20.8% (91)	<b>38.8% (170)</b>	16.2% (71)	12.1% (53)	4.8% (21)	3.05	438
Clarity of OA employment policies and procedures	11.0% (48)	27.0% (118)	<b>34.1% (149)</b>	14.9% (65)	9.8% (43)	3.2% (14)	2.85	437
Consistent application of employment policies and procedures across university departments and units	17.7% (78)	23.9% (105)	<b>30.2% (133)</b>	8.2% (36)	8.2% (36)	11.8% (52)	2.61	440
Duration of employment contracts	13.2% (58)	20.3% (89)	<b>28.9% (127)</b>	19.1% (84)	15.7% (69)	2.7% (12)	3.04	439
Annual performance appraisals	2.3% (10)	12.0% (53)	26.8% (118)	<b>28.2% (124)</b>	27.3% (120)	3.4% (15)	3.68	440
Work load	10.8% (47)	24.5% (107)	<b>27.9% (122)</b>	20.8% (91)	16.0% (70)	0.0% (0)	3.07	437
Training for those who supervise OAs on UO employee policies and practices	6.4% (28)	17.5% (77)	<b>42.3% (186)</b>	11.8% (52)	11.1% (49)	10.9% (48)	3.04	440
Training for those who supervise OAs on OA employment	6.2% (27)	18.6% (81)	<b>42.7% (186)</b>	10.1% (44)	9.4% (41)	13.1% (57)	2.98	436
Other (please list)								30
<b>answered question</b>								<b>442</b>
<b>skipped question</b>								<b>0</b>



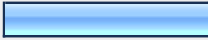




**17. Please use the drop down menus to identify and rank the top three employment issues in terms of helping you be successful at work.**

	<b>1</b>		<b>2</b>		<b>3</b>
Employment Contract	10.4% (46)		9.5% (42)		7.7% (34)
Compensation	<b>30.8% (136)</b>		<b>20.8% (92)</b>		<b>14.9% (66)</b>
Timely Notice	2.7% (12)		5.2% (23)		4.5% (20)
Grievance Process	.7% (3)		1.8% (8)		1.6% (7)
Promotion and Career Development or Advancement	11.5% (51)		14.7% (65)		11.5% (51)
Professional Development and Training	12.4% (55)		12.7% (56)		12.4% (55)
Professional Development Leave	.2% (1)		1.8% (8)		4.3% (19)
Sick Leave	0%		1.8% (8)		1.8% (8)
Vacation	2.5% (11)		5.7% (25)		12.9% (57)
Flexible Work Schedule for Family and Person Needs	14.9% (66)		10.9% (48)		12.7% (56)
Flexible Work Schedule within Professional Work Week as FLSA-Exempt Employee	4.8% (21)		3.2% (14)		3.2% (14)
Performance appraisals	2.9% (13)		6.8% (30)		3.6% (16)
Other	6.1% (27)		5.2% (23)		8.8% (39)

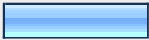






18. If I could change one thing about the employment policies at UO, it would be:		
		Response Count
		269
<i>answered question</i>		<b>269</b>
<i>skipped question</i>		<b>173</b>

19. How long have you worked at the University of Oregon?			
		Response Percent	Response Count
Less than 1 year		10.1%	43
<b>1 to 5 years</b>		<b>27.5%</b>	117
6 to 10 years		22.3%	95
11 to 15 years		14.1%	60
16 to 20 years		8.5%	36
21 to 25 years		8.9%	38
More than 26 years		8.7%	37
		<i>answered question</i>	<b>426</b>
		<i>skipped question</i>	<b>16</b>



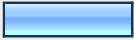

**20. How long have you been in a position designated as an Officer of Administration?**

		Response Percent	Response Count
Less than 1 year		13.1%	55
<b>1 to 5 years</b>		<b>36.2%</b>	152
6 to 10 years		22.4%	94
11 to 15 years		13.8%	58
16 to 20 years		8.1%	34
21 to 25 years		5.5%	23
More than 26 years		1.0%	4
		<b>answered question</b>	<b>420</b>
		<b>skipped question</b>	<b>22</b>

**21. How many years have you worked at your current position?**

		Response Percent	Response Count
Less than 1 year		15.7%	66
<b>1 to 5 years</b>		<b>42.8%</b>	180
6 to 10 years		21.4%	90
11 to 15 years		9.3%	39
16 to 20 years		5.7%	24
21 to 25 years		4.3%	18
More than 26 years		1.0%	4
		<b>answered question</b>	<b>421</b>
		<b>skipped question</b>	<b>21</b>

**22. If employed previously in a non-OA position at the University of Oregon, were you:**

		Response Percent	Response Count
<b>Classified staff</b>		65.1%	121
Teaching or research faculty		12.9%	24
Management service (before 1996)		14.0%	26
Temporary		8.1%	15
Other (please specify)			41
		<b><i>answered question</i></b>	<b>186</b>
		<b><i>skipped question</i></b>	<b>256</b>

**23. Please provide any additional comments related to your employment.**

		Response Count
		100
		<b><i>answered question</i></b>
		<b>100</b>
		<b><i>skipped question</i></b>
		<b>342</b>