

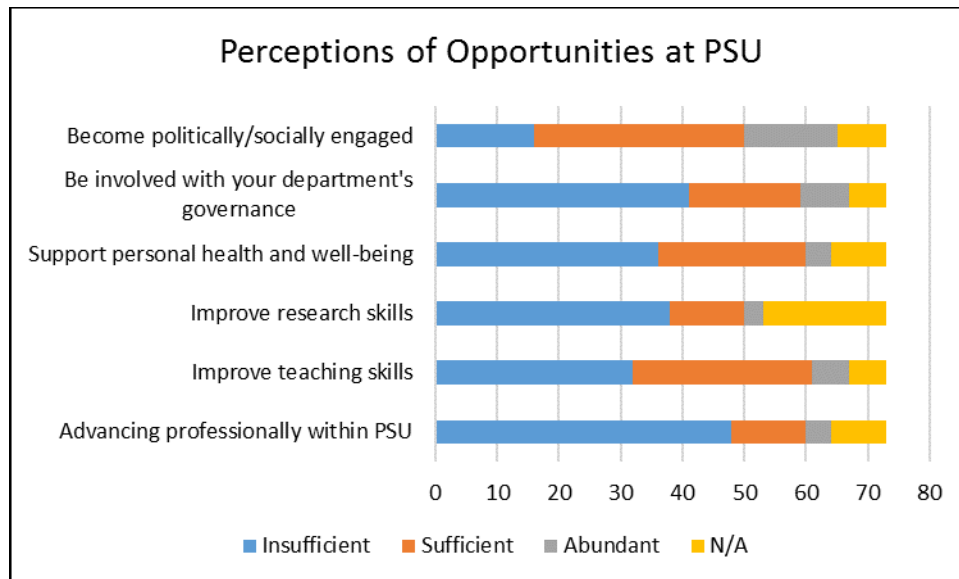
STRATEGIC PLAN SURVEY RESPONSES 2016

BACKGROUND

In fall 2016, the Executive Council of Portland State University Faculty Association (PSUFA), the union of adjunct teaching and research faculty at PSU, initiated a strategic planning process. As part of this process, they conducted an online survey open to all faculty who worked .49FTE or less--thus enabling both fair share and current union members to participate. The survey included questions about their desires for improvements in pay and working conditions, ways they might want to get involved in PSUFA activities, and services and opportunities that they would like to see the union provide. The survey concluded with demographic questions and ones relating to the role of teaching at PSU in their professional lives. Seventy-four participants responded during the two-week period that the survey was open, a response rate of approximately 6% (total potential participants = approximately 1,300). The results of the survey are presented below.¹

I. PERCEPTIONS OF OPPORTUNITIES AT PSU

Q. First, let's start with looking at how satisfied you are currently with various opportunities at PSU, given the time and energy you have available to utilize them. For each opportunity below, please indicate whether you find that there are insufficient, sufficient or abundant opportunities at PSU.



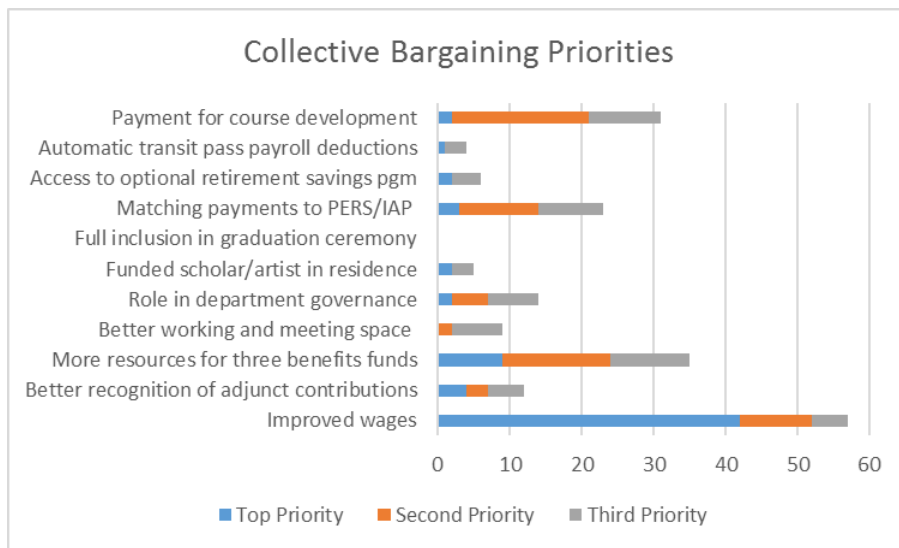
Total Respondents: 74 Answered question: 73 Did not answer question: 1

Approximately a dozen respondents offered additional comments. The issues they raised included limited time, scheduling conflicts, lack of knowledge of opportunities, being underpaid, lack of opportunities that are compensated and a sense of social exclusion.

2. COLLECTIVE BARGAINING PRIORITIES

¹ All figures show the number of responses (not percentage of responses or respondents), unless labeled otherwise.

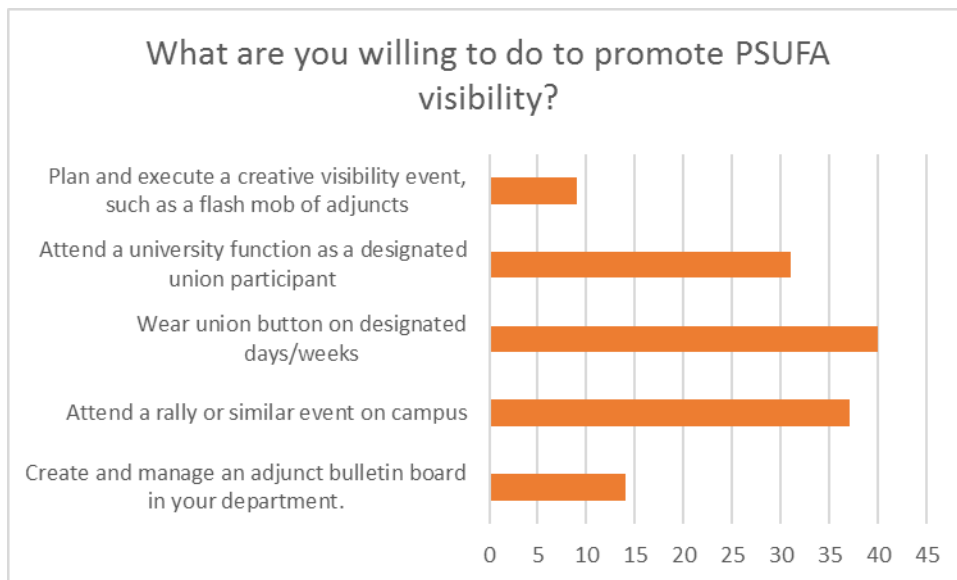
Q. One of the principal activities of your union is to represent the interests of adjunct faculty in collective bargaining with the university administration. We will enter contract negotiations regarding economic issues (wages, etc.) in 2018 and for all contract terms and conditions in 2020. Please tell us what matters to you by selecting your top three issues.



Total Respondents: 74 Answered question: 68 Did not answer question: 6

3. PROMOTING PSUFA VISIBILITY

Q. Leading up to our next round of contract negotiations, one of the most important things we can do is to provide reminders about the importance of adjuncts to the university. Which of the following activities are you willing to participate in? Please select all that you would be willing to do.

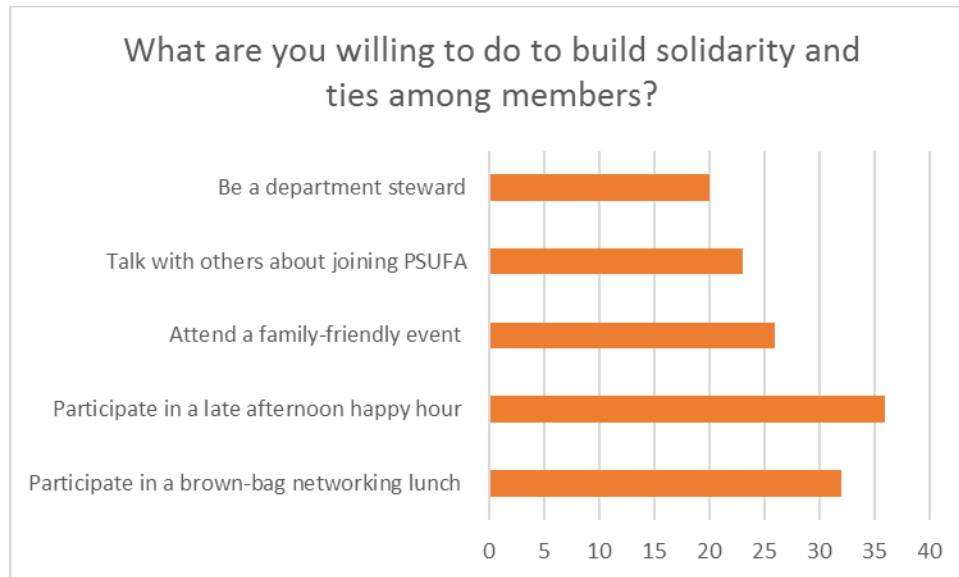


Total Respondents: 74 Answered question: 53 Did not answer question: 21

Approximately a dozen respondents added comments. Most indicated that they had little time to do more, but offers were made to provide design assistance, help orient new adjuncts and advocate for adjuncts' needs. One recommended that efforts to create greater visibility focus on the importance of adjuncts to PSU.

4. SOLIDARITY AND TIES AMONG MEMBERS

Q. To develop the power and presence of our union, we need to build membership and cultivate positive relationships among us. How can you assist? Please select all you are willing to do.



Total Respondents: 74 Answered question: 55 Did not answer question: 19

Six respondents offered comments that addressed topics such as not supporting the union, limited capacity and time, and needing to know the scope and time commitment before committing.

5. REASONS TO GET MORE INVOLVED

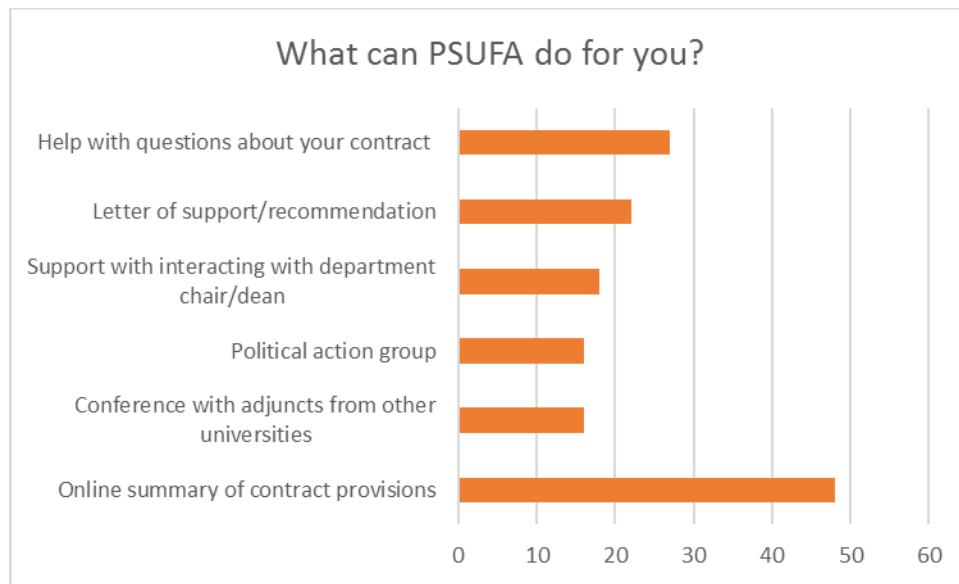
Q. What would make you want to get more involved with your union?

Open-ended question. Total Respondents: 74 Answered question: 16 Did not answer question: 58

Those who responded said that having more time, fewer commitments, greater ability and space to network and be with adjunct faculty, being given discrete and manageable tasks, and having a longer contract/bigger teaching load could enable them to get more involved with PSUFA.

6. PSUFA ACTIVITIES AND SERVICES

Q. Which of these potential PSU Faculty Association activities or services interest you? Please select all that are of interest.



Total Respondents: 74 Answered question: 54 Did not answer question: 20

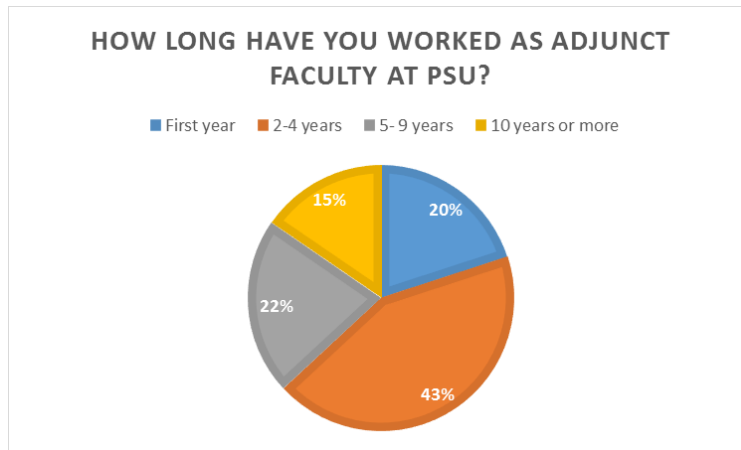
Three respondents offered additional comments and mentioned parking permit discounts, support in moving from adjunct to fixed term, and surveying adjuncts prior to collective bargaining.

7. ADDITIONAL IDEAS

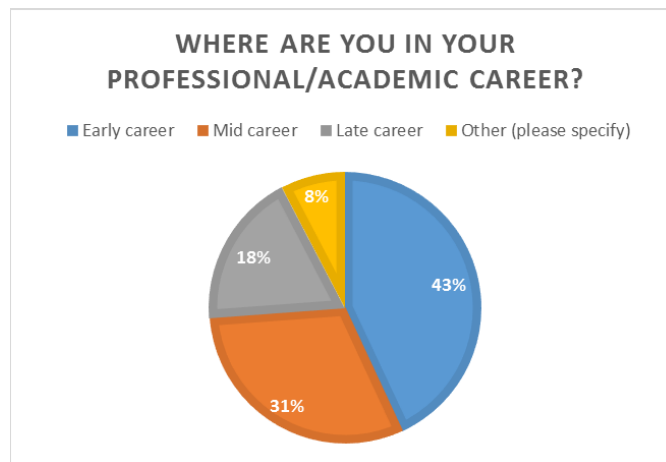
Q. Do you have any further ideas about how to build the presence and power of our union? Do you have any further ideas about how to build the presence and power of our union? Do you have any further ideas about how to build the presence and power of our union?

Open-ended question. Total Respondents: 74 Answered question: 14 Did not answer question: 60

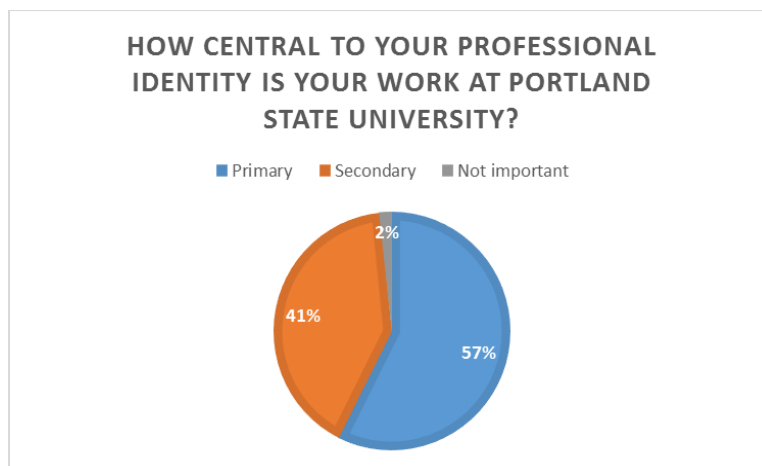
Respondents mentioned more opportunities to collaborate (research and publication), building an in person and on-line way of networking (meet up virtually), building stronger relationships with other unions at PSU, and having the time, place and space to feel heard, seen, and valued.



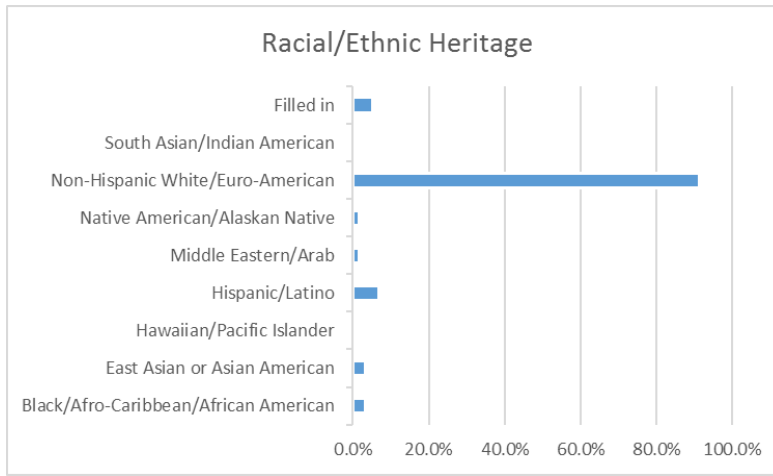
Total Respondents: 74 Answered question: 65 Did not answer question: 9



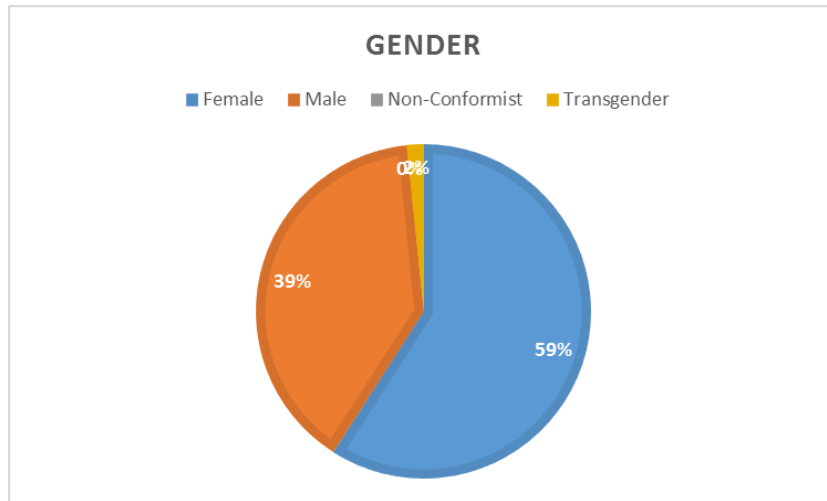
Total Respondents: 74 Answered question: 65 Did not answer question: 9



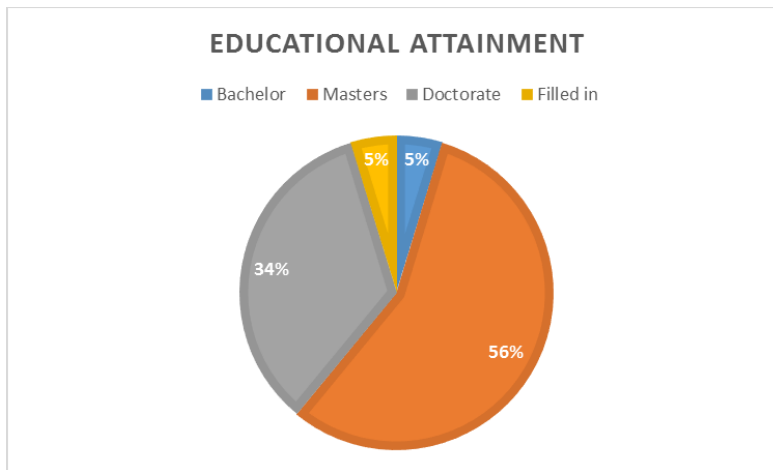
Total Respondents: 74 Answered question: 61 Did not answer question: 13



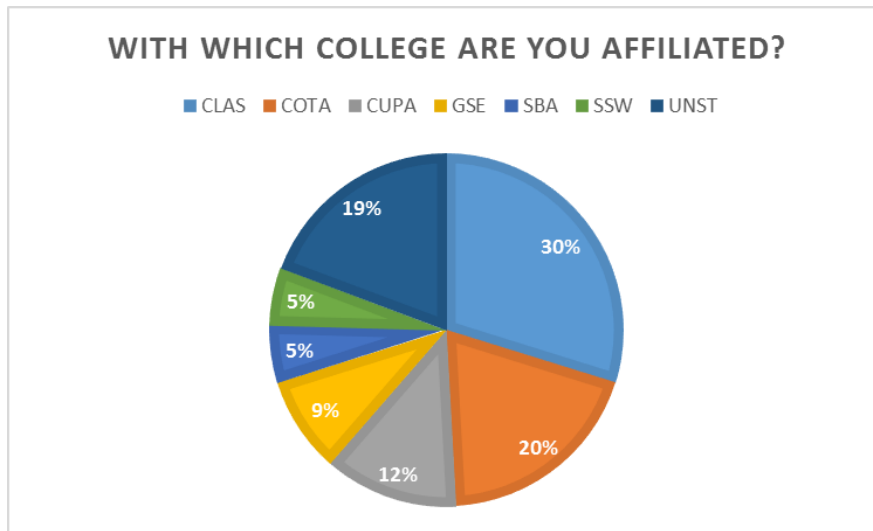
Total Respondents: 74 Answered question: 58 Did not answer question: 16



Total Respondents: 74 Answered question: 61 Did not answer question: 13



Total Respondents: 74 Answered question: 64 Did not answer question: 10



Total Respondents: 74 Answered question: 57 Did not answer question: 17

College	Share	Departments or Schools
College of Liberal Arts	30%	Applied Linguistics, English, Environmental Systems Management, Geography, Mathematics and Statistics, Music, Philosophy, Women Gender & Sexuality Studies, World Languages
College of The Arts	20%	Art & Design, Theater & Film, Unspecified
College of Urban & Public Affairs	12%	Criminology & Criminal Justice, International Studies, Political Science, Program for Global & International Studies, Public Administration, School of Urban Studies & Planning
Graduate School of Education	9%	Curriculum & Instruction, Early Childhood, Unspecified
School of Business Administration	5%	Unspecified
School of Social Work	5%	Unspecified
University Studies	19%	Unspecified

15. FOLLOW UP REQUESTED

Q. [Optional] If you would like someone from your union to follow up with you about your interest in getting involved or any of your other responses, please provide your contact information below.

Open-ended question marked "optional" Total Respondents: 74; **Requested follow up: 11**; Skipped question: 63