



EMPLOYEE ENGAGEMENT REPORT

University of Oregon Climate Survey

All - All

Apr 11, 2022 - Apr 30, 2022

* - Scores are not available due to data suppression.

Questions with zero responses for the selected team and/or reporting group do not appear on the report.

Respondents can select multiple responses for multi-select questions.

Not shown if $n < 5$ for Mean, Top Box, Verbatim Responses, and Sentiment, $n < 10$ for Frequency, or data is unavailable.

Mean Percentile Rank is being calculated against other workgroup scores in the Gallup Overall database.

Meaningful change is represented by a green or red arrow if the score changes by 0.2 or more between survey periods.

Percentile Rank in Gallup Overall Database  < 25th Percentile  25-49th Percentile  50-74th Percentile  75-89th Percentile  \geq 90th Percentile

On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,632	3.51	15	3.51

I know what is expected of me at work.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,636	4.11	19	4.11

I have the materials and equipment I need to do my work right.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,639	3.88	29	3.88

My supervisor, or someone at work, seems to care about me as a person.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,622	4.21	42	4.21

There is someone at work who encourages my development.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,603	3.85	37	3.85

At work, my opinions seem to count.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,624	3.67	33	3.67

The mission or purpose of my organization makes me feel my job is important.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,614	3.73	22	3.73

My colleagues are committed to doing quality work.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,624	4.10	42	4.10

In the last six months, someone at work has talked to me about my progress.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,503	3.54	25	3.54

This last year, I have had opportunities at work to learn and grow.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,559	3.85	31	3.85

At work, I am treated with respect.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,635	3.99	20	3.99

My coworkers appreciate my contributions.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,598	4.06	*	4.06

I feel like a valued member of my team.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,618	3.87	29	3.87

I have the same opportunities for advancement as other colleagues at my organization with similar experience and performance levels.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,392	3.43	17	3.43

Everyone at this institution is treated fairly regardless of ethnic background, race, gender, age, disability, class, sexuality, veteran status, nationality, religion or other identities not related to job performance.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,410	3.26	*	3.26

It is my responsibility to engage in meaningful conversations about identity and equity in the workplace.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,416	3.90	*	3.90

I feel prepared to have meaningful conversations about race and equity with my team.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,483	3.74	*	3.74

I feel prepared to have meaningful conversations about gender and equity with my team.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,477	3.83	*	3.83

I feel prepared to have meaningful conversations about differences in physical, mental and emotional ability and equity with my team.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,486	3.66	*	3.66

I feel prepared to have meaningful conversations about sexual orientation, gender identity and equity with my team.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,461	3.73	*	3.73

I feel prepared to have meaningful conversations about intersectionality in the workplace.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,206	3.53	*	3.53

What can the university do to enhance your readiness for any of the conversations for which you do not feel ready or prepared?

Total N	Past Total N
1,556	*

Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

I feel safe to openly share my ideas at work.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,621	3.61	*	3.61

The tenure process in my department is clear and easy to understand.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
128	3.35	*	3.35

I am clear on what is required of me to achieve tenure in my department.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
128	3.49	*	3.49

I am confident in my ability to achieve tenure.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
127	3.93	*	3.93

I have received consistent messages from tenured faculty in my department about the requirements for tenure.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
127	3.25	*	3.25

My department has provided a trusted mentor to support me in the tenure process.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
126	3.08	*	3.08

The promotion process in my department is clear and easy to understand.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
860	3.35	*	3.35

I am clear on what is required of me to be promoted in my department.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
816	3.34	*	3.34

I am confident in my ability to be promoted.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
777	3.62	*	3.62

I have received consistent messages from faculty in my department about the requirements for promotion.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
779	3.07	*	3.07

My department has provided a trusted mentor to support me in the promotion process.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
711	2.39	*	2.39

My work experience at UO is helping me to prepare for the career I want post graduation.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
378	3.78	*	3.78

My pay is fair in comparison to the job market for people doing similar work in Oregon.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,399	2.81	*	2.81

My coworkers are committed to improving racial justice or equity in our workplace.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,398	3.84	*	3.84

My coworkers are committed to gender equity in our workplace.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,409	3.90	*	3.90

My coworkers are committed to equity for employees regardless of differences in physical, mental or emotional ability.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,355	3.79	*	3.79

My coworkers are committed to equity for employees regardless of sexual orientation or gender identity.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,386	4.04	*	4.04

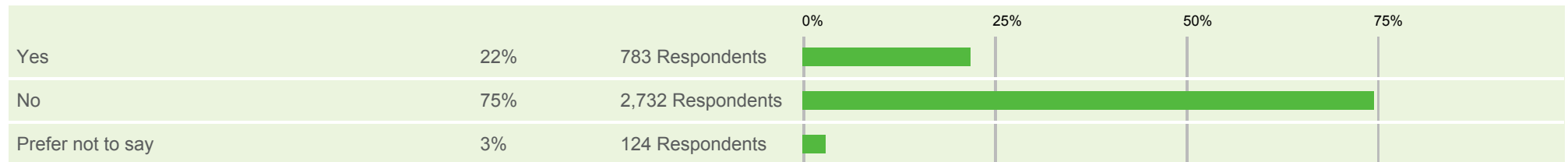
My coworkers are committed to equity for employees regardless of religion.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,306	3.97	*	3.97

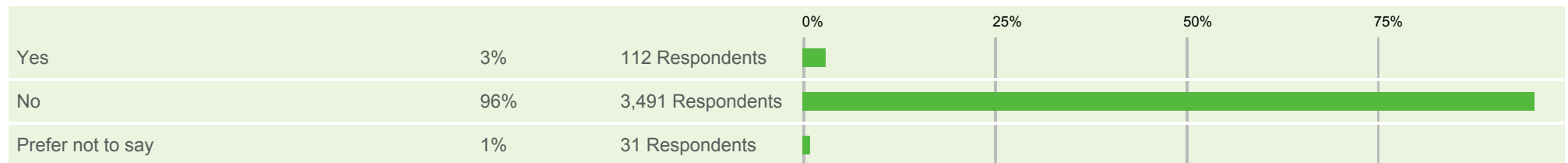
UO makes effective efforts to prevent harm to employees from bullying, harassment, abuse and discrimination.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,398	3.49	*	3.49

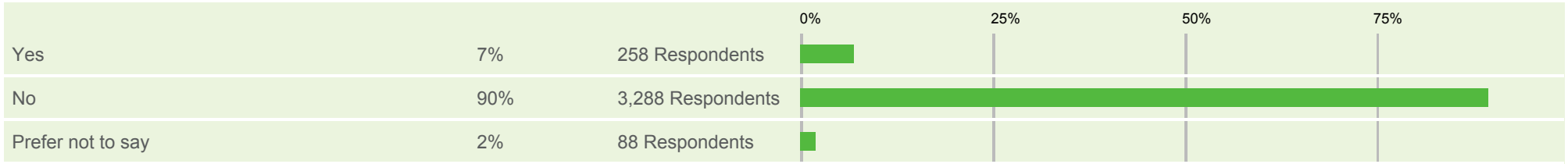
Verbal, written, or online harassing behavior



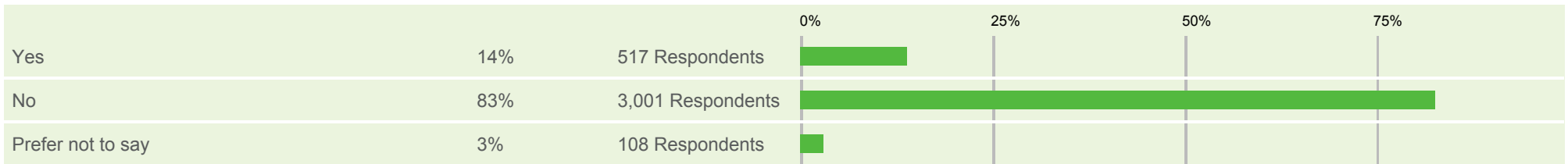
Physically harassing behavior



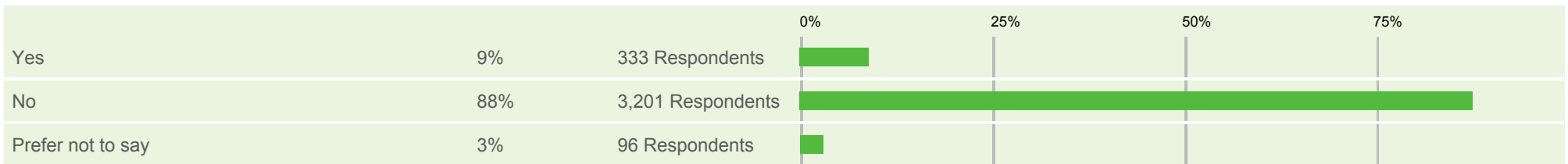
Unfair or unjust disciplinary action



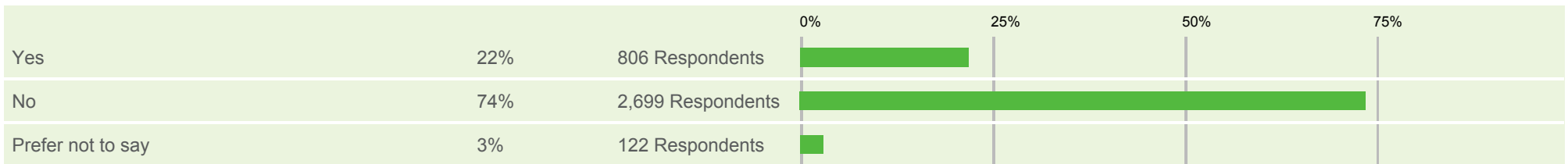
Denied a professional development opportunity



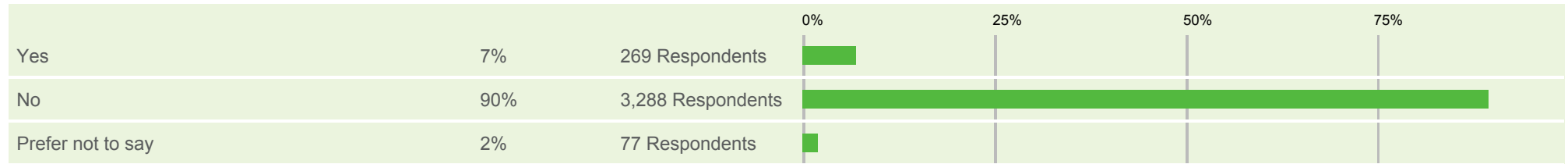
Received an unfair performance evaluation



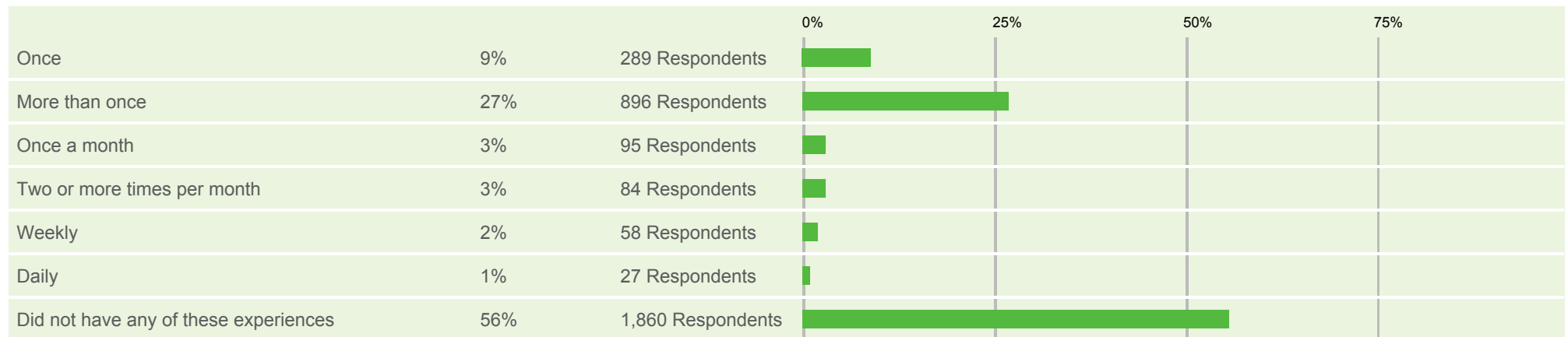
Invalidated your lived experience



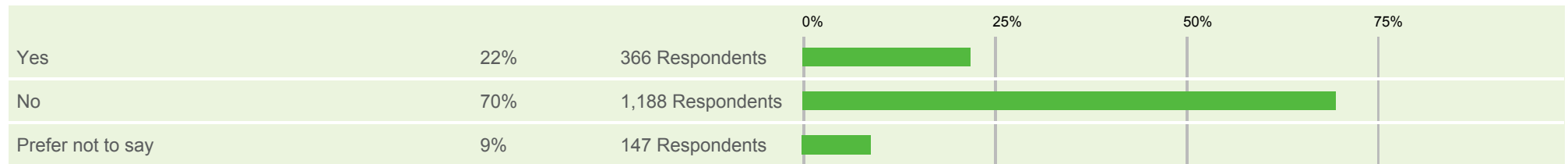
Denied reasonable and necessary accommodations



If you answered "Yes" to any of the above experiences, how frequently over the last three years have you had this/these experience(s)?



Did you make any formal complaints/reports about these experiences?

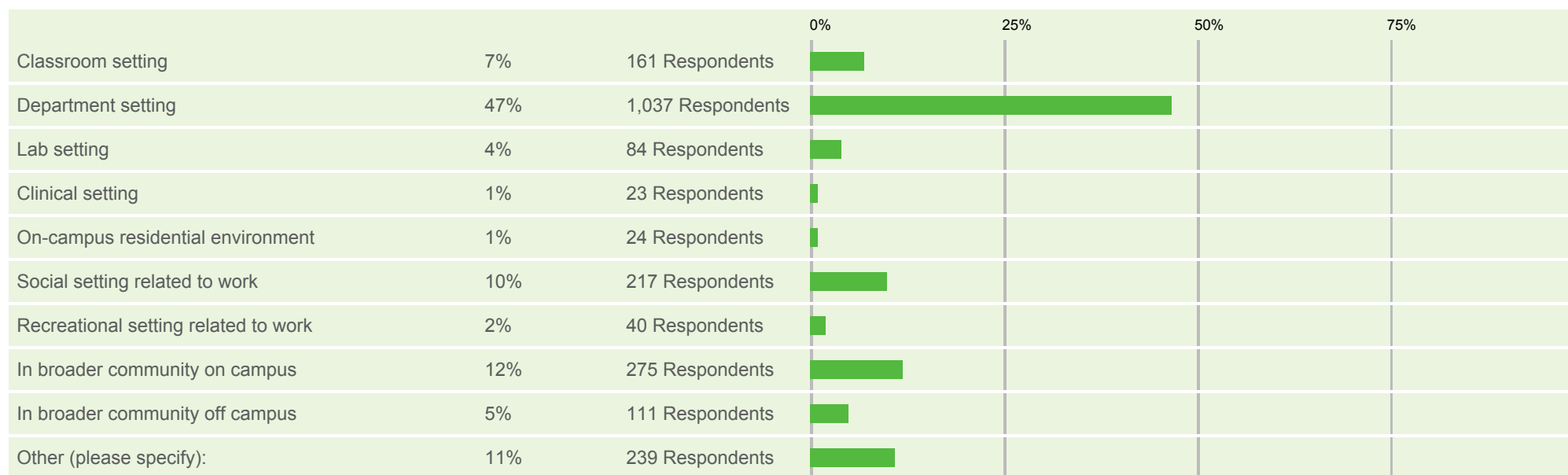


There are different ways individuals can respond to these experiences, what is the primary reason you chose NOT to make a formal report?

Total N	Past Total N
853	*

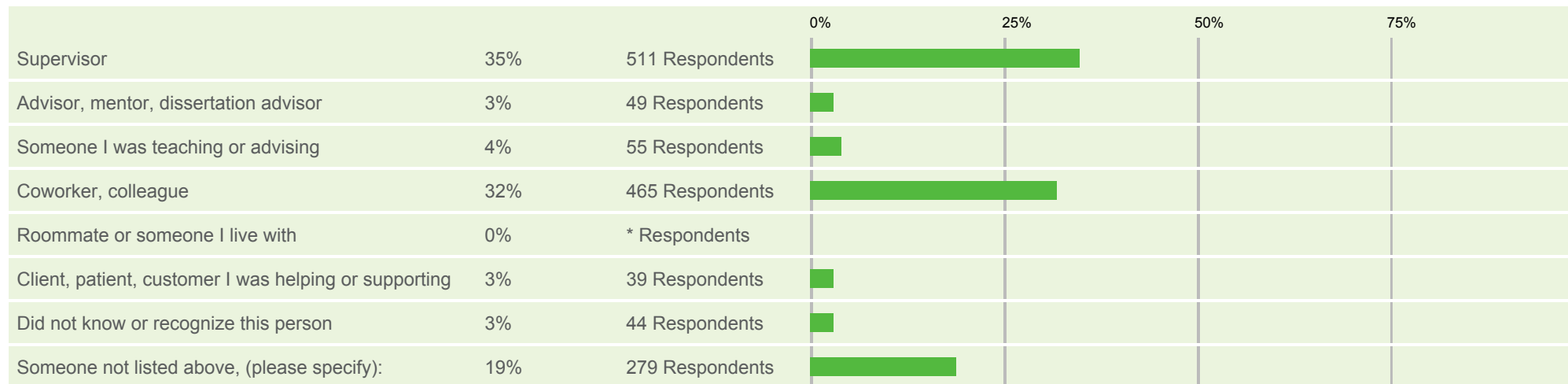
Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

In what settings have you experienced this/these behavior(s)? Please choose all that apply

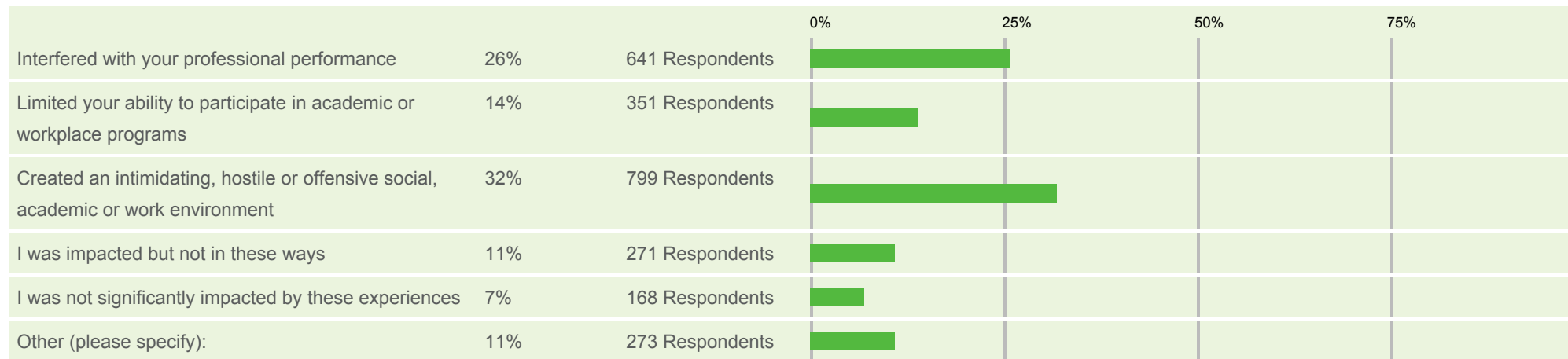


Note: The percentages do not represent the total number of participants. Percentages are the total of all responses submitted. Respondents can select multiple responses for multi-select questions.

Thinking about the most recent event that occurred, what was the relationship between you and the person?

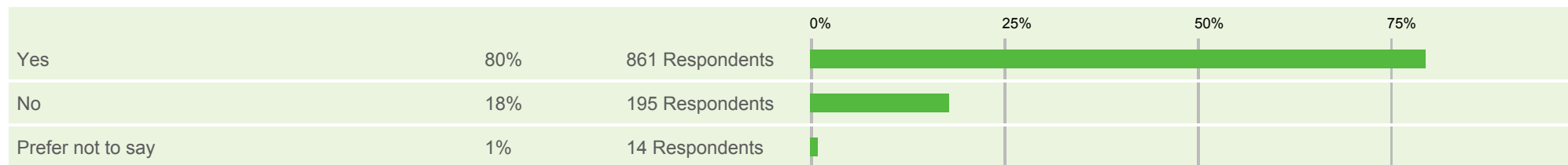


Which of the following best describes the impact that this/these experience(s) had? Select all that apply



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There are a number of ways UO employees participate in service. For example, serving on a committee for your department may be a type of internal university service. Thinking about the activities you are involved in, do you currently engage in internal service activities on campus?



My unit level policies clearly define what counts as service.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
821	3.38	*	3.38

My unit level policies clearly define quality expectations for service.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
813	2.81	*	2.81

My unit has clear processes for how service is assigned.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
808	2.86	*	2.86

My unit differentiates between assigned and optional service.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
746	2.65	*	2.65

The service that I perform is valued by the institution.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
836	3.19	*	3.19

I am doing diversity, equity and inclusion activities that my unit does not formally recognize as service.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
697	2.90	*	2.90

What are the diversity, equity, and inclusion activities you are engaged in within your unit?

Total N	Past Total N
179	*

Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

Some of what is now considered as service should be reclassified as research or teaching.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
629	3.00	*	3.00

What are activities you believe need to be reclassified from service?

Total N	Past Total N
181	*

Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

I was introduced to professional connections necessary to do my job effectively.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,470	3.34	*	3.34

I was introduced to social networks that were important to me.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,297	2.93	*	2.93

I was given job-related materials needed to effectively contribute.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,508	3.46	*	3.46

I understood the responsibilities associated with the position.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,589	3.86	*	3.86

I received support understanding the culture and core values of the organization.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,519	3.40	*	3.40

I was connected with a buddy or mentor.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,342	2.69	*	2.69

I was encouraged to reflect on how my own culture and experiences shaped my perceptions of others.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,271	2.62	*	2.62

I was connected with examples of how to incorporate equity and inclusion into my daily job responsibilities.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,364	2.73	*	2.73

I rarely think seriously about leaving UO to work somewhere else.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,548	2.88	*	2.88

I am confident the institution will act upon the issues arising from this survey.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,519	2.64	*	2.64

My team takes time to reflect on and discuss how we can make things better.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,542	3.58	22	3.58

The people I work with help each other when there is a need.

Total N	Current Mean	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
3,613	4.19	37	4.19

Please tell us ONE thing you like MOST about working at UO?

Total N	Past Total N
2,945	*

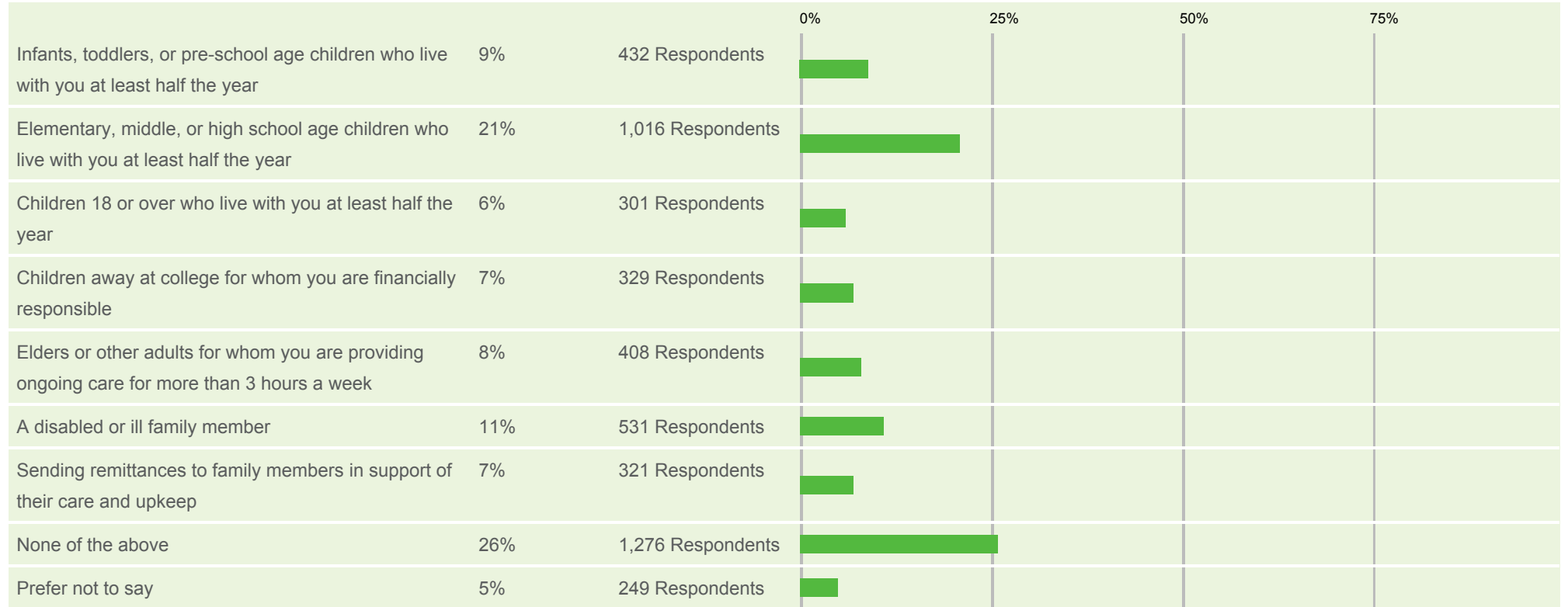
Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

Please tell us ONE thing you like LEAST about working at UO?

Total N	Past Total N
2,917	*

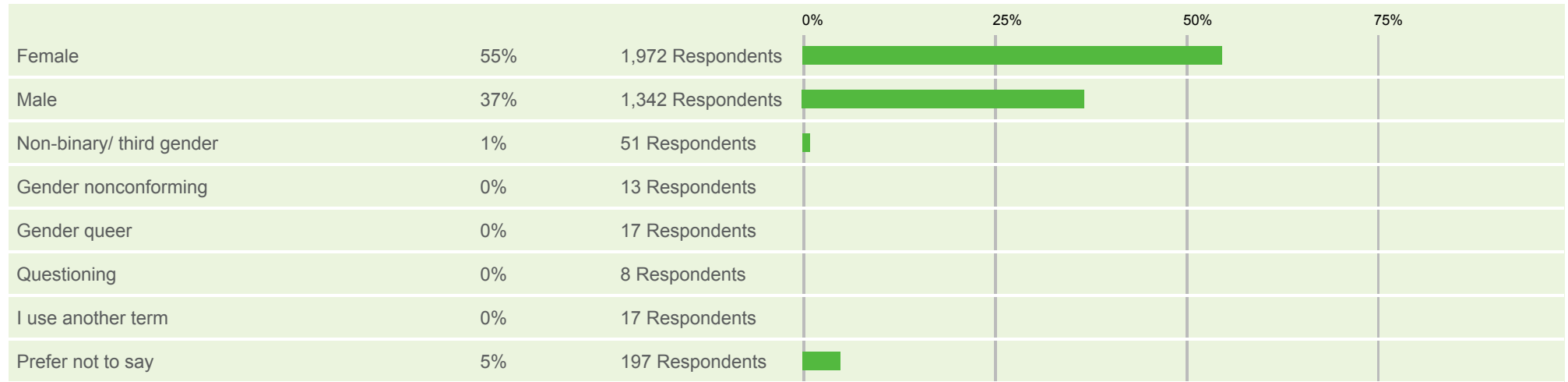
Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

Do you have any of the following responsibilities? Select all that apply

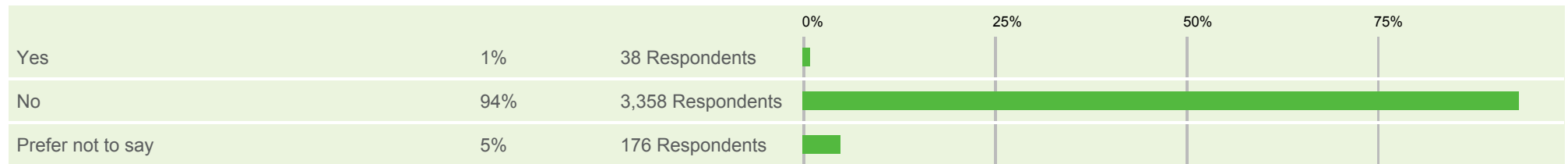


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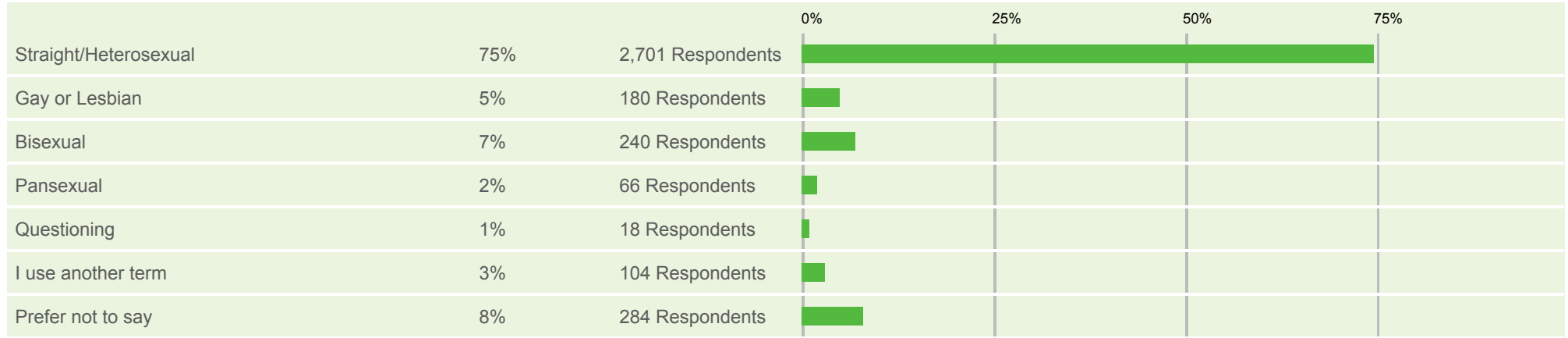
Which of the following do you identify as?



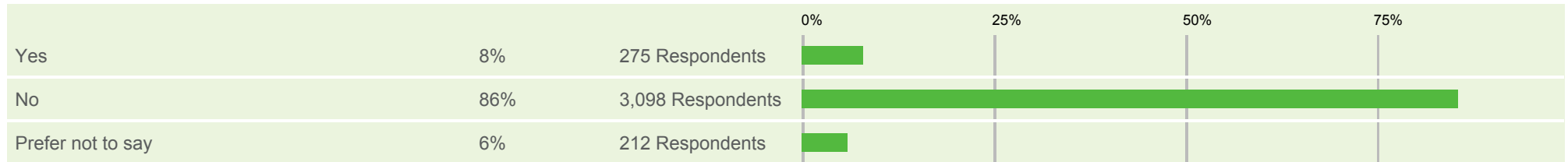
Do you identify as transgender?



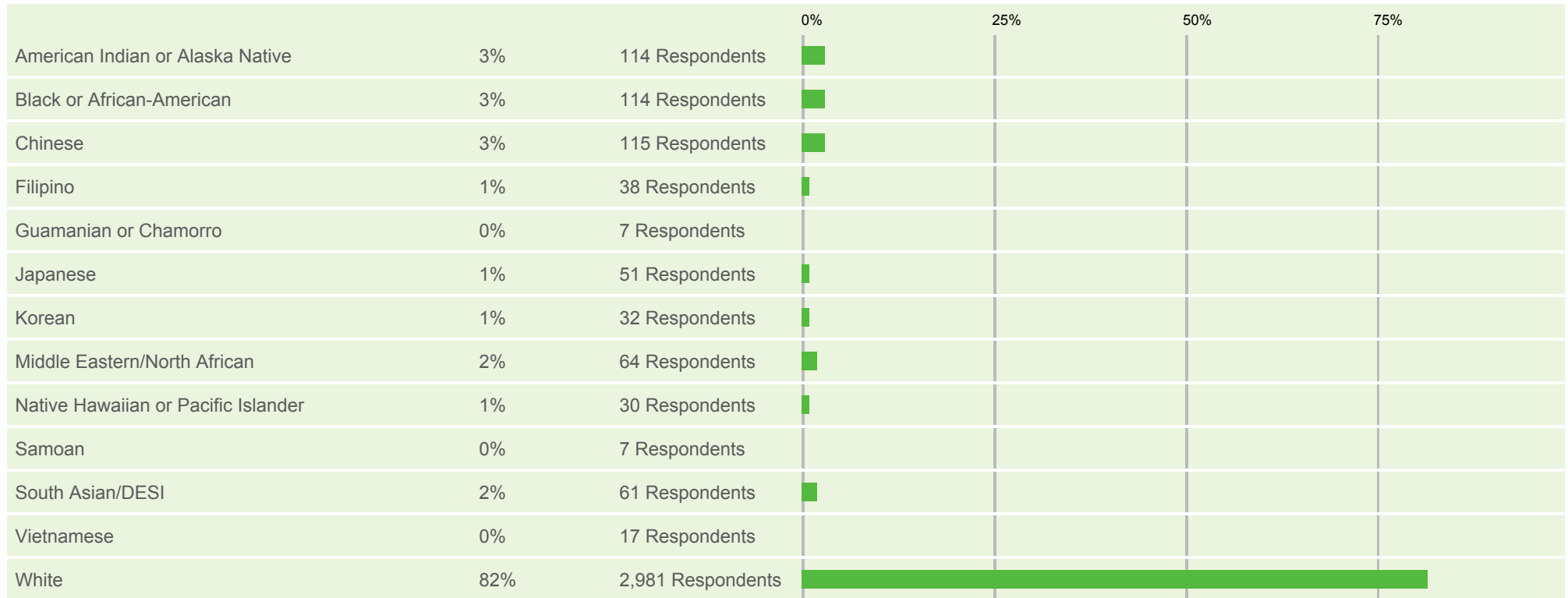
Which of the following do you identify as?



Are you of Hispanic, Latino, or Spanish origin - such as Mexican, Puerto Rican, Cuban, or other Spanish ethnicity?

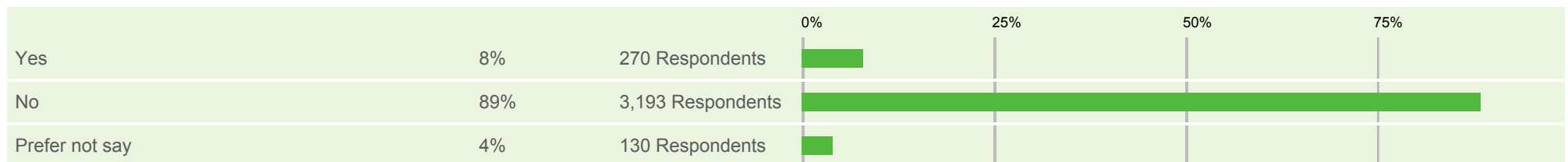


Please select your race. Please select all that apply

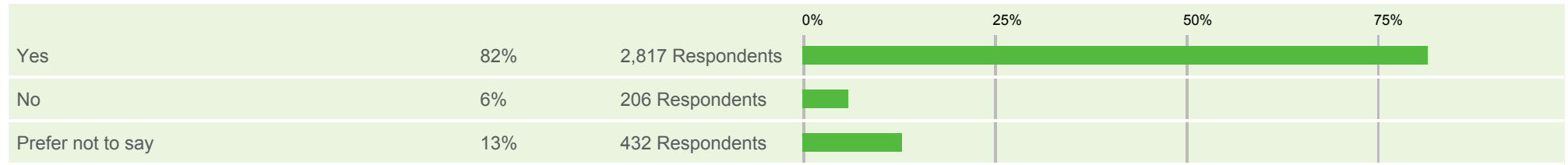


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Do you currently have or have you sought a disability accommodation from the University of Oregon?



Does the university have programs which support people with disabilities?

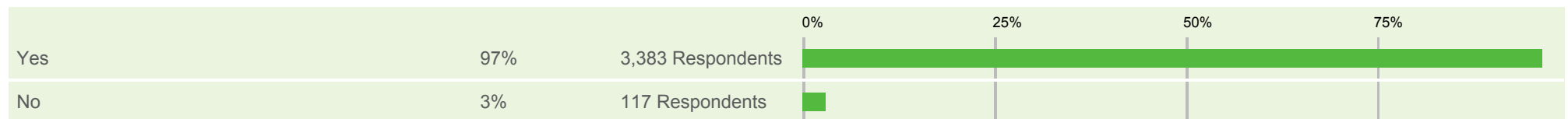


What is your preferred language?

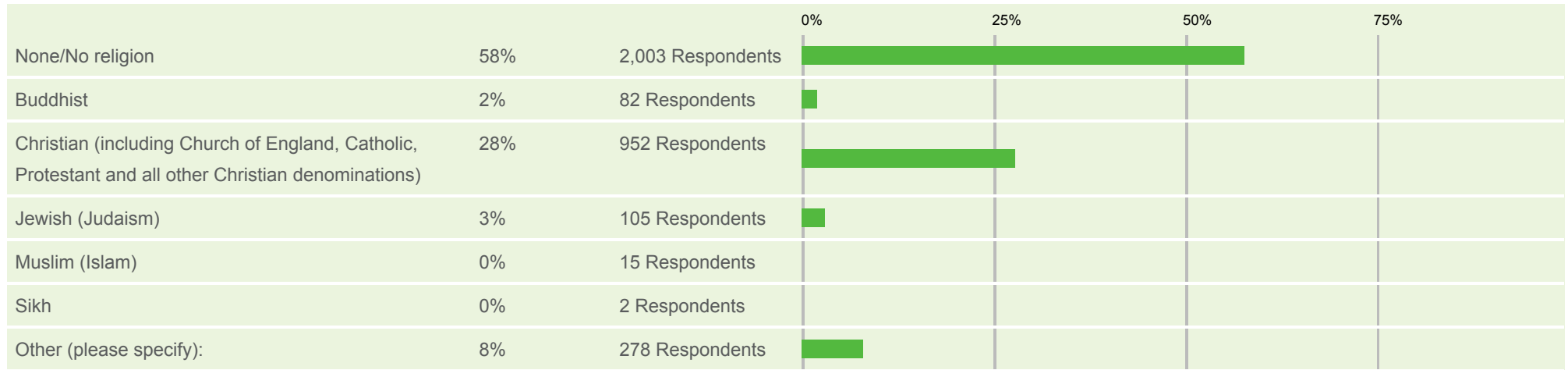
Total N	Past Total N
3,118	*

Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

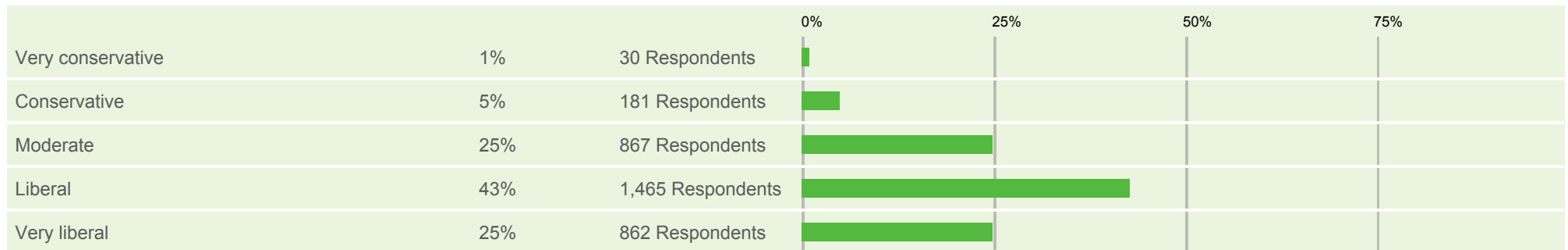
Does the University provide information and/or materials that you need to perform your job in your preferred language?



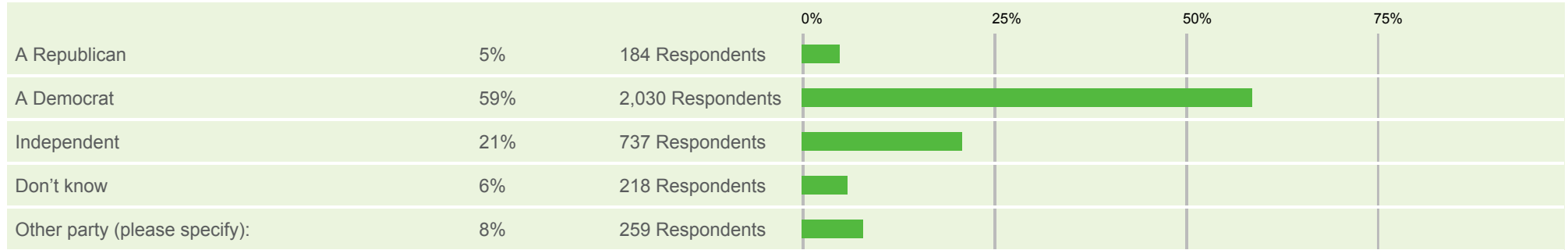
What is your religious preference?



How would you describe your political views?



In politics, as of today, do you consider yourself:



FOOTNOTES

* - Scores are not available due to data suppression.

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Meaningful change is represented by a green or red arrow if the score changes by 0.2 or more between survey periods.

Percentile Rank in Gallup Overall Database  < 25th Percentile  25-49th Percentile  50-74th Percentile  75-89th Percentile  >= 90th Percentile

GLOSSARY

The glossary provides high-level definitions of terms within the engagement report. Because of the dynamic nature of this site, not all terms will be applicable to or displayed on your report. Please use the terms that are relevant to your team when discussing and interpreting the data.

ENGAGEMENT DEFINED

EMPLOYEE ENGAGEMENT: Employee engagement refers to how committed an employee is to their organization, their role, their manager and their co-workers. Engagement drives performance. Gallup's research shows that more highly engaged employees give more discretionary effort at work and have higher productivity, profitability and customer service, as well as reduced turnover and safety incidents.

THE SURVEY ITEMS/QUESTIONS

OVERALL SATISFACTION: Overall Satisfaction is a measure of how content your team is with the overall company as a place to work. Overall Satisfaction is not included in the Overall Workgroup Engagement (GrandMean) score. Being a satisfied employee does not equate with being engaged, though the two are highly related.

Q01-Q12: These items are Gallup's proprietary workgroup engagement questions (commonly referred to as the Q¹²®). These items were selected for their strong connection to performance outcomes and the ability to take action at the workgroup level.

INDICES: In addition to the Q¹²® items, Gallup has created a number of empirically-derived sets of indices, which are comprised of 3-4 questions each. Individual scores of each index item are provided, along with a combined index score, which measures the strength of the core index construct. These indices help companies strategically pinpoint and improve specific focus areas relevant to their current situation.

CUSTOM ITEMS: These items are unique to your company and can vary across companies and surveys. While these "additional" questions link to the Gallup Engagement hierarchy, they are not always within the power of the workgroup to influence or change. These questions can provide additional insights into employees' perceptions, the situational workplace environment or company-specific initiatives.

EMPLOYEE ENGAGEMENT RESULTS

GRANDMEAN: The GrandMean measures overall Workgroup Engagement, which is an average of the 12 Workgroup Engagement items (Q01-Q12). The higher your score (with a maximum possible score of 5), the more engaged your fellow employees are.

ENGAGEMENT INDEX: The Engagement Index (EI) is a macro-level indicator of an organisation's health that allows leaders to track the engagement levels of employees. This analysis identifies the percentage of participants who are engaged, not engaged and actively disengaged based on their responses to the Q¹²® survey items. You must have 100 employees participate to receive the full spectrum of responses for the EI. If you have 30<100 employees, the report will include the percentage of engaged employees only.

ENGAGEMENT HIERARCHY: Every employee has a distinct set of needs that follows a hierarchy, with basic needs at the foundation and growth at the top. Employees feel more or less engaged depending on how well they believe their needs are being met in the workplace.

UNDERSTANDING THE SCORES

THE SURVEY SCALE: The engagement survey utilises a 5-point scale with 1=Strongly Disagree and 5=Strongly Agree. For each question, employees have the option to also select

“Don’t know” or “Does not apply”.

TOTAL N: The total number of employees who responded to the survey.

MEAN SCORES: The average score using the 5-point survey scale, with 5.00 being the highest score and 1.00 being the lowest.

TOP BOX/%5: The percentage of employees who responded “5 – Strongly Agree” to the survey item.

DISTRIBUTION OF RESPONSES: The percentage of employees who responded “1”, “2”, “3”, “4” or “5” to an item. If 10 or more employees respond to the survey, the report could display a full distribution of responses. Otherwise, only the percentage of employees who responded with a “5” (TopBox) and item means will display.

SUPPRESSED DATA: Confidentiality of responses is extremely important to Gallup. If too few employees respond to a survey item, the data will be suppressed (not published) and an asterisk (“*”) will appear in its place.

COMPARISONS

EXTERNAL BENCHMARKING: (Gallup Overall): Used as a benchmark to determine how your team’s results compare to other workgroups within the Gallup Overall of clients.

PERCENTILE RANKING: The 25th percentile indicates 75% of workgroups fell above this score; the 50th percentile indicates 50% of workgroups fell above and below this score; the 75th percentile indicates only 25% of workgroups fell above this score. The higher your percentile, the stronger the item is in relation to the database. Used as a benchmark to determine how your team’s results compare to internal and external workgroups.