

GALLUP[®]



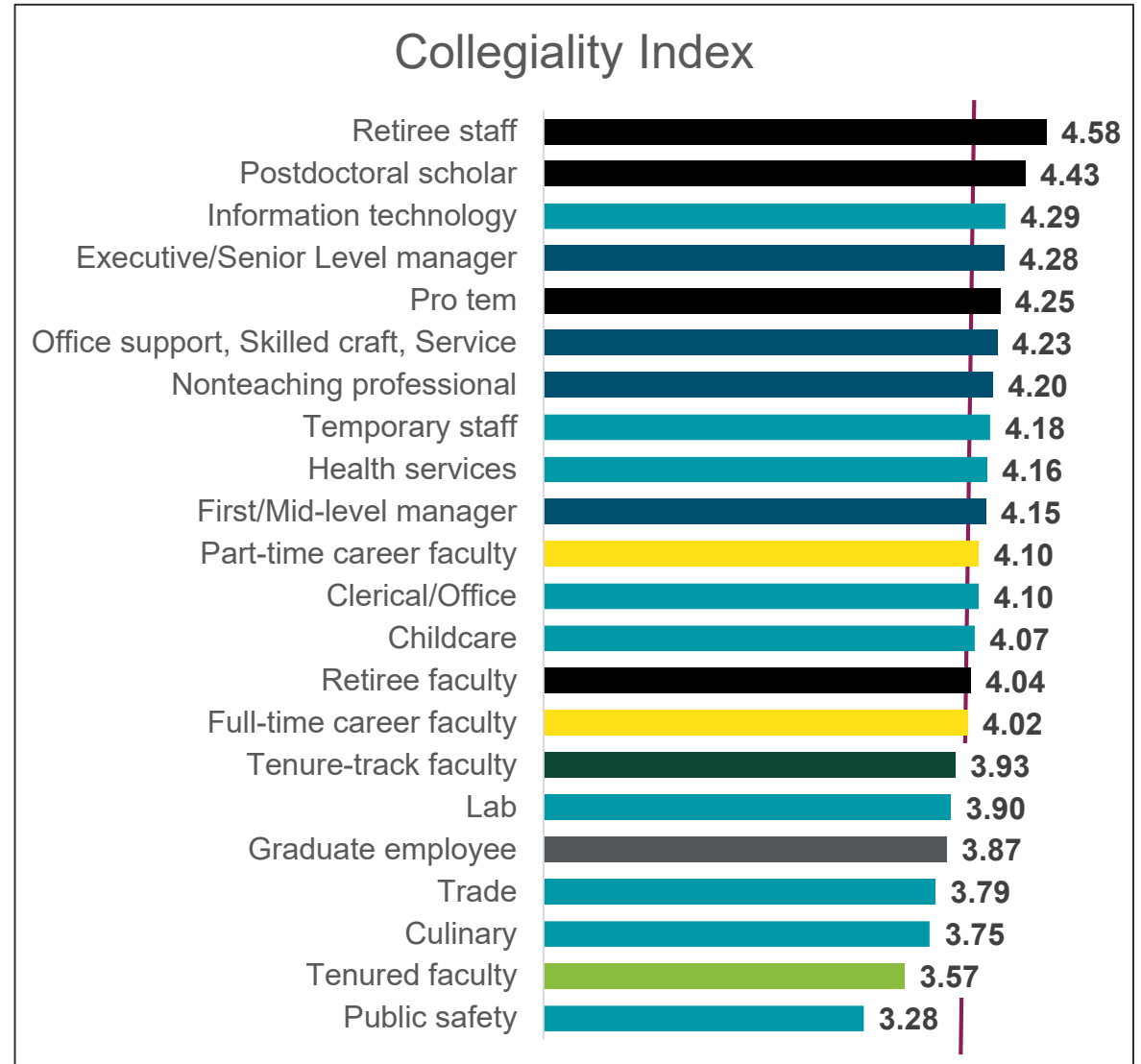
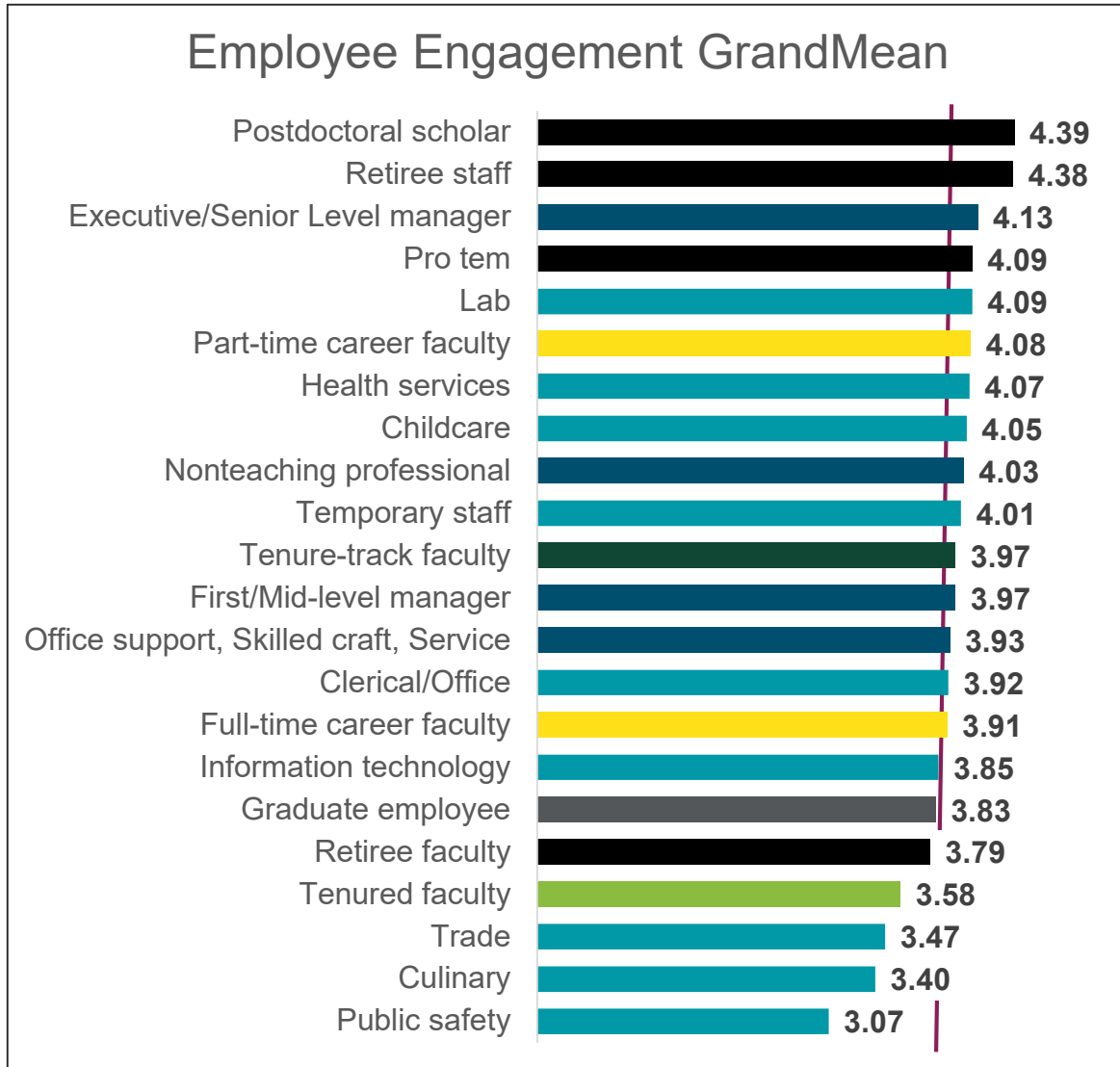
UNIVERSITY OF
OREGON



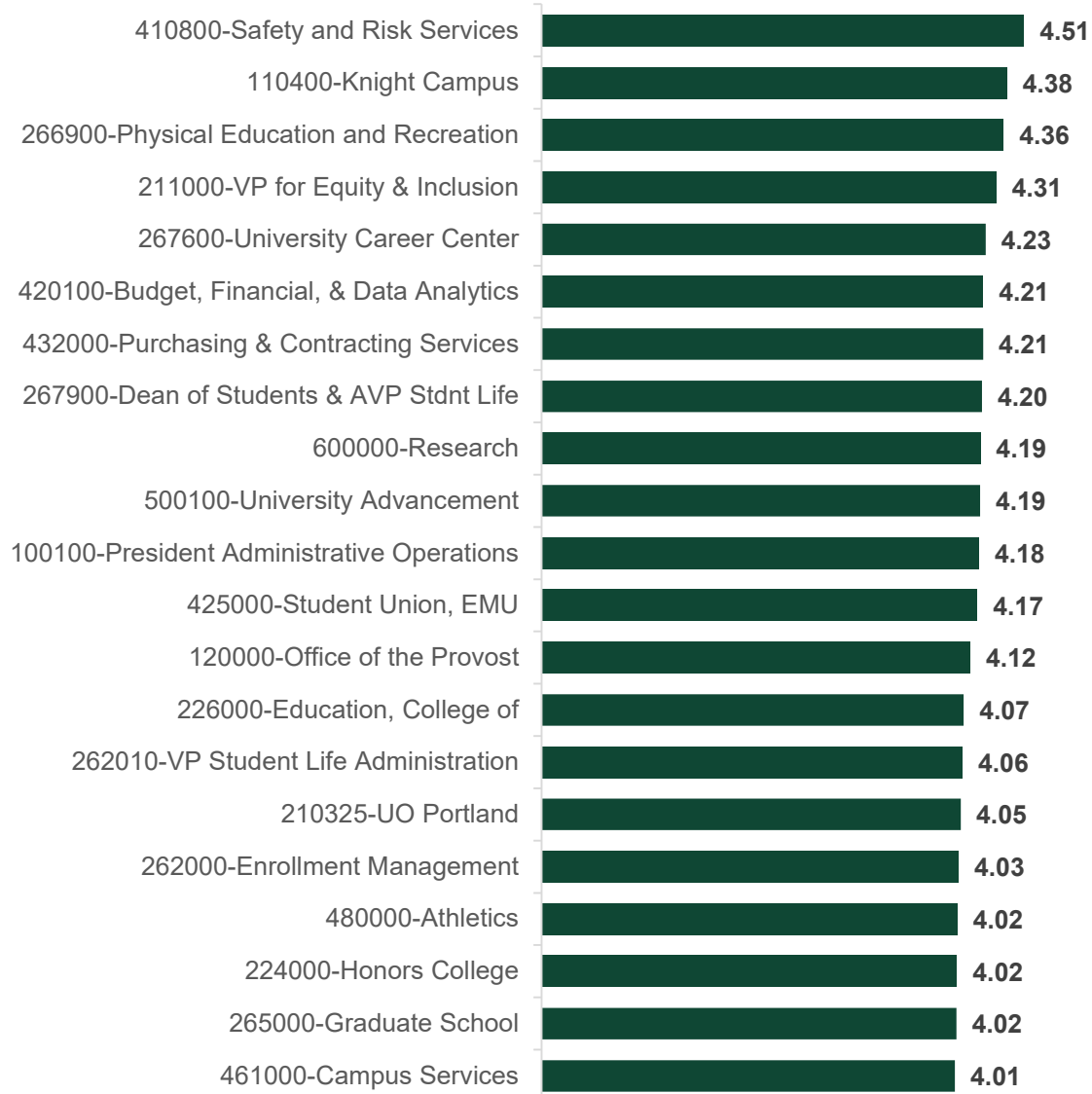
University of Oregon 2022 Campus Climate Survey

Additional Findings

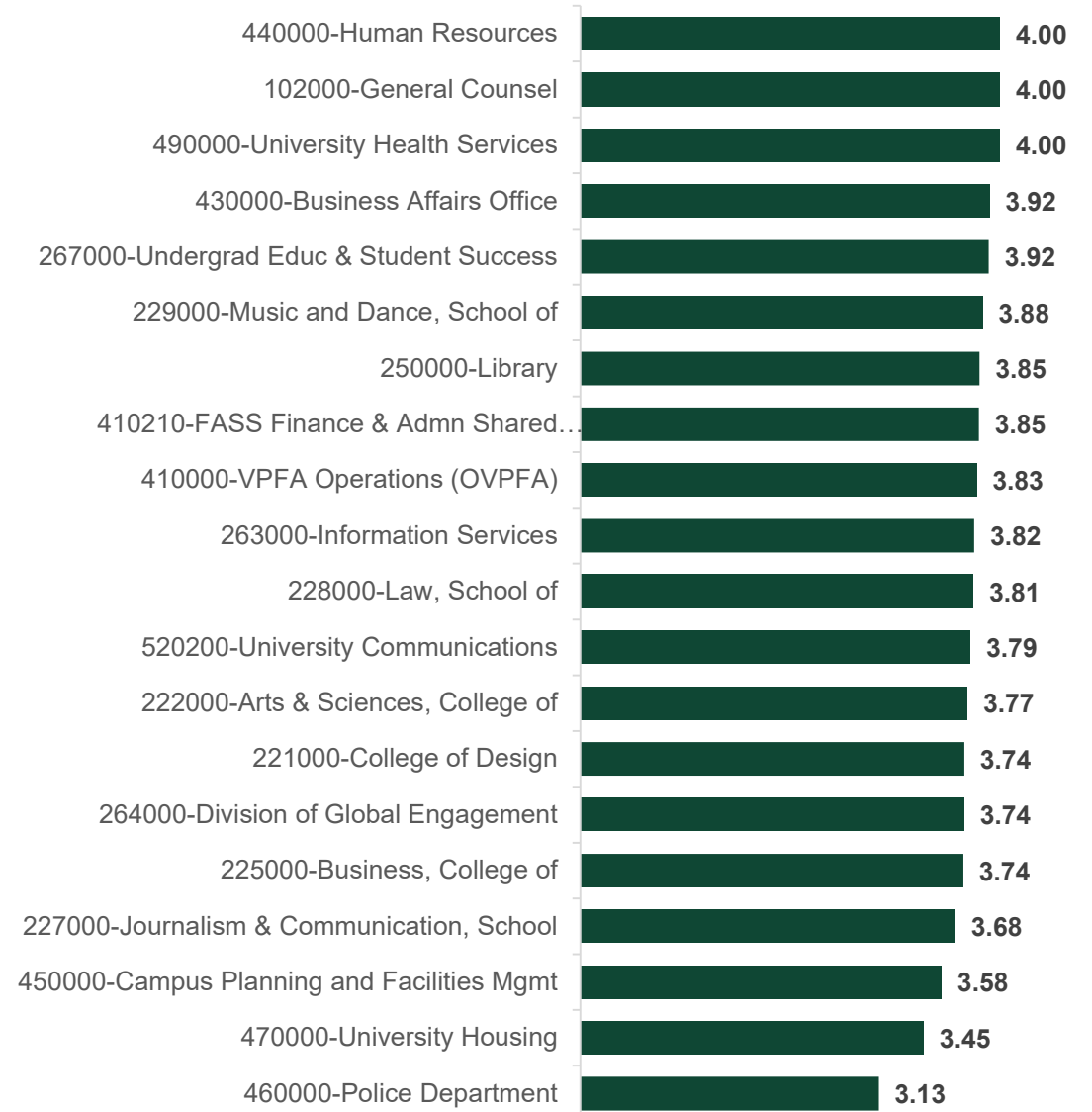
Employee Engagement GrandMean and Collegiality by Position Class



Employee Engagement GrandMean by L3

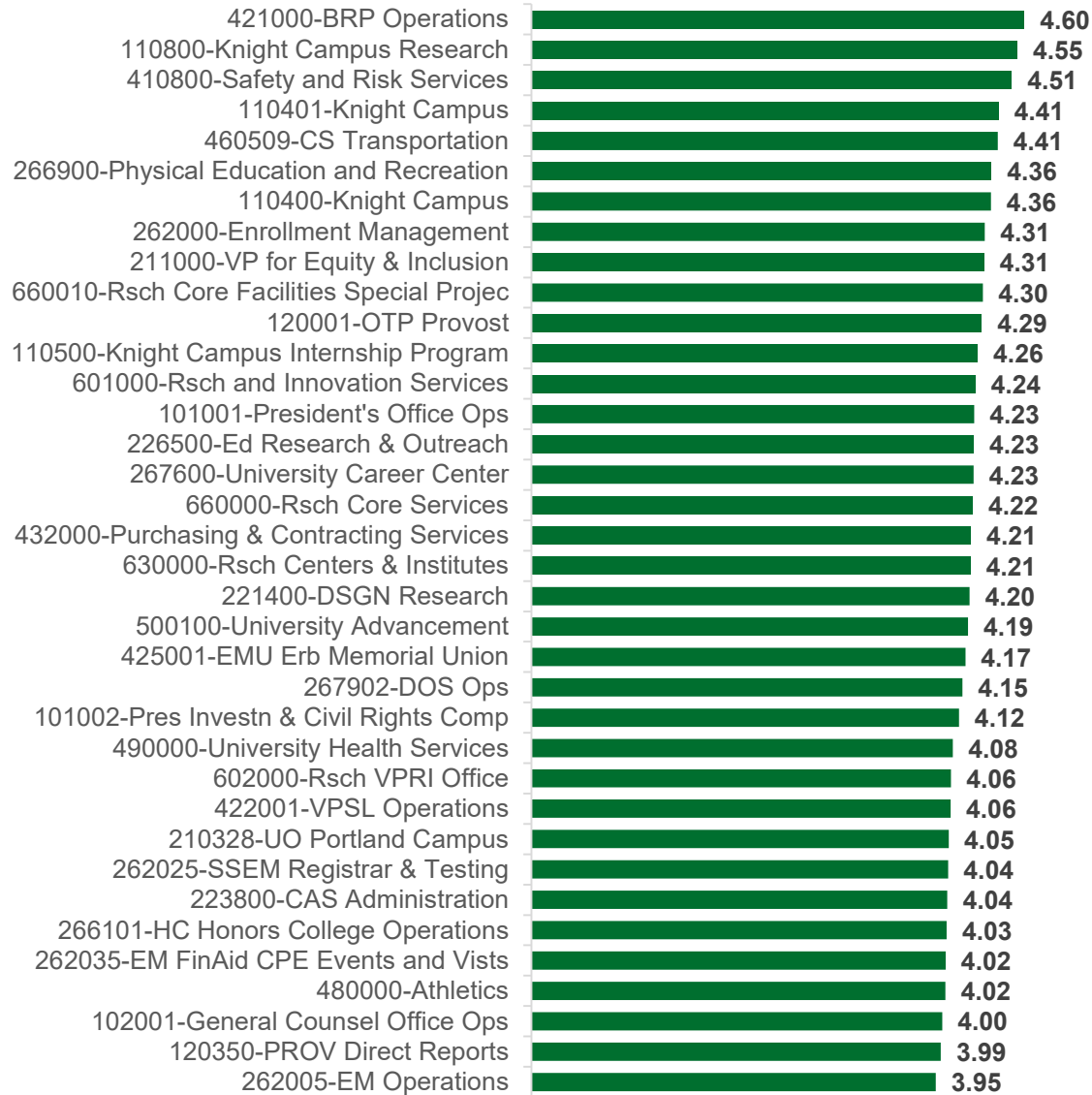


Employee Engagement GrandMean by L3

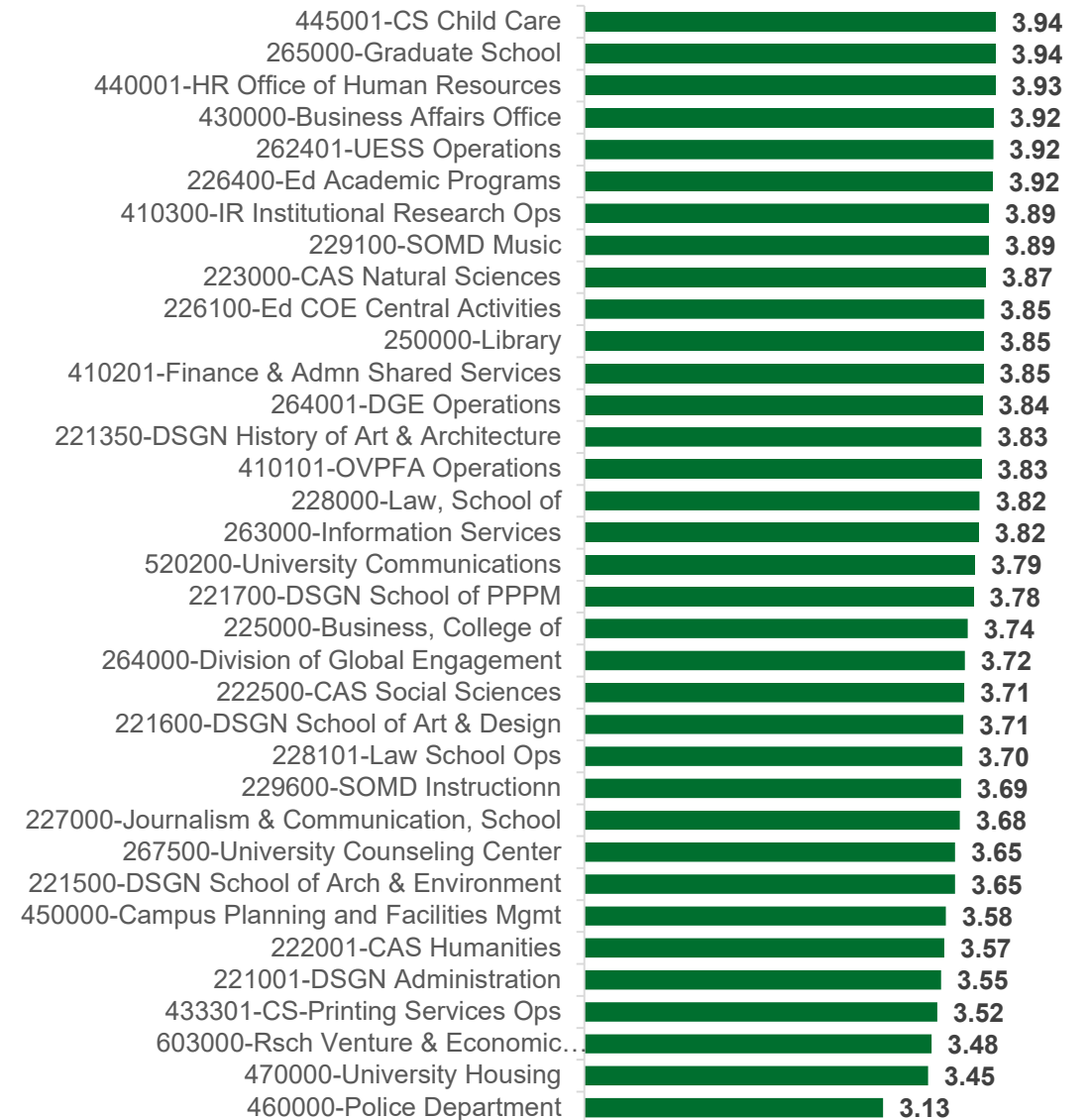


*Graphs only include departments with 5 or more respondents

Employee Engagement GrandMean by L4



Employee Engagement GrandMean by L4

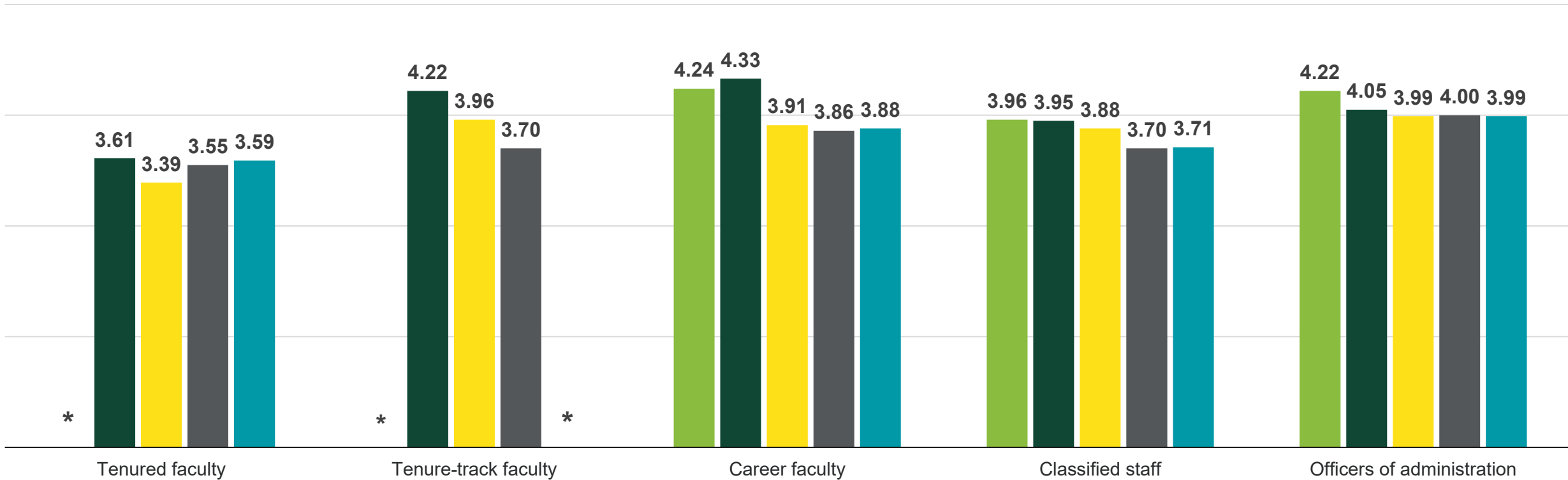


*Graphs only include departments with 5 or more respondents



Employee Engagement GrandMean by Length of Tenure & Employee Type

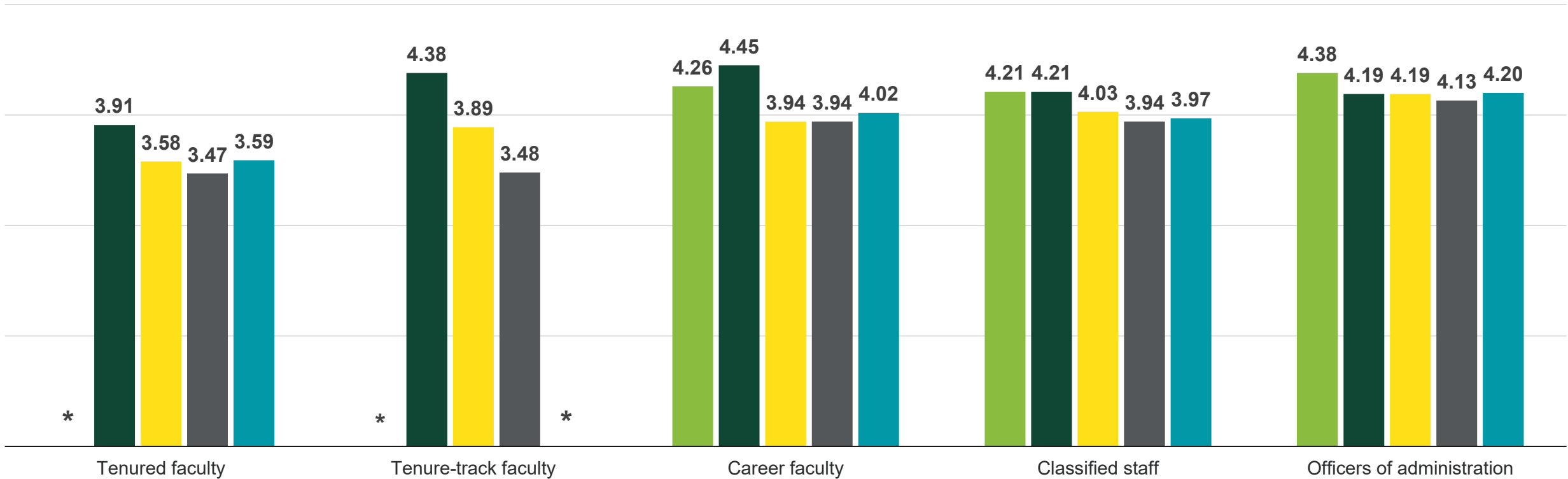
■ <1 year ■ 1 to <3 years ■ 3 to <5 years ■ 5 to <10 years ■ 10+ years





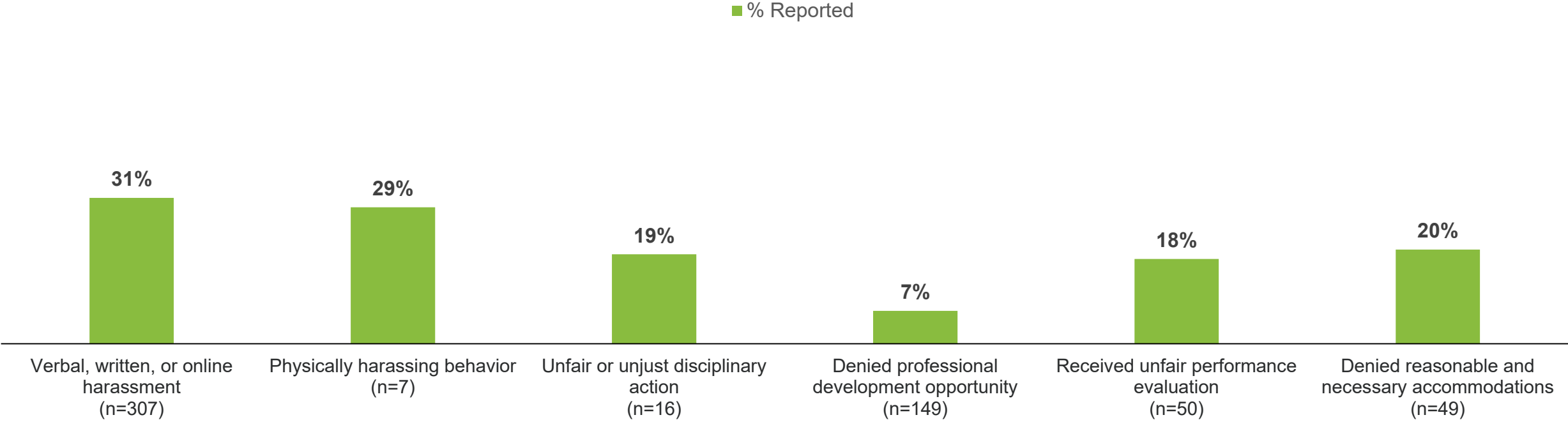
Collegiality by Length of Tenure & Employee Type

■ <1 year ■ 1 to <3 years ■ 3 to <5 years ■ 5 to <10 years ■ 10+ years



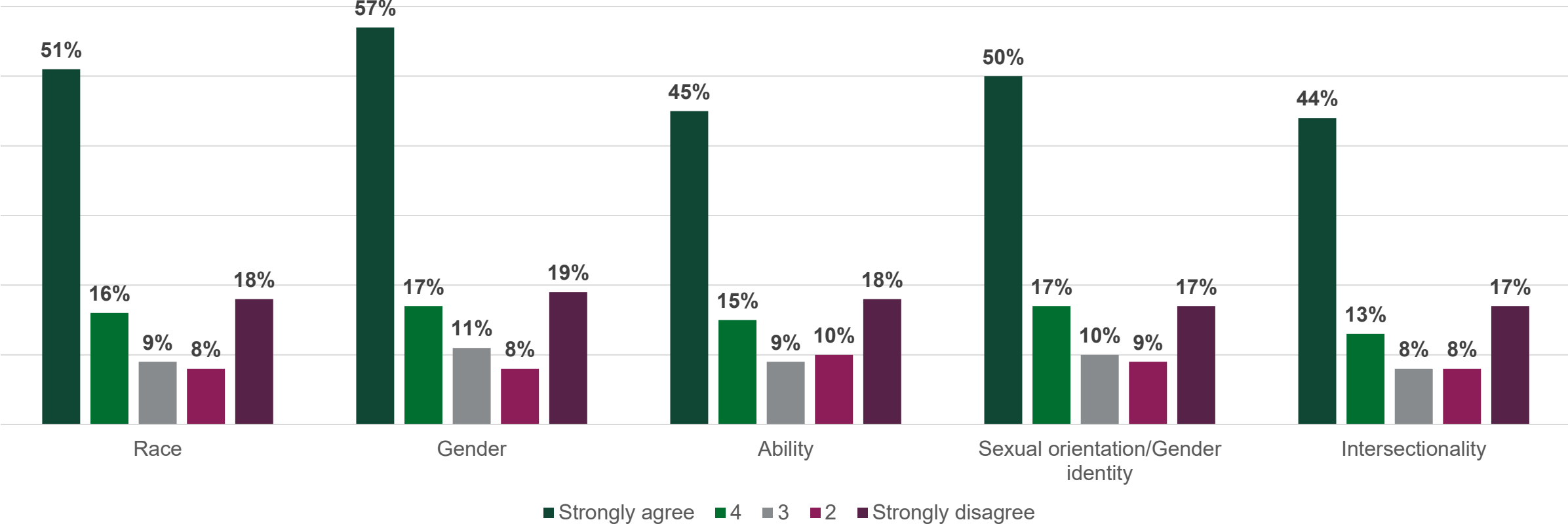
Reporting by Isolated Negative Experience

Each experience includes respondents who *only* experienced that form of harassment and discrimination, but no others (excepting invalidation of lived experience)



Personal Responsibility and Readiness for Equity Conversations

“I feel prepared to have meaningful conversations about _____ and equity with my team.”
(Based on how UO employee responded to “It is my responsibility to engage in meaningful conversations about identity and equity in the workplace”)



Copyright Standards

This document contains proprietary research, copyrighted materials and literary property of Gallup, Inc. It is for the guidance of your organization only and is not to be copied, quoted, published or divulged to others outside your organization. All of Gallup, Inc.'s content is protected by copyright. Neither the client nor the participants shall copy, modify, resell, reuse or distribute the program materials beyond the scope of what is agreed upon in writing by Gallup, Inc. Any violation of this Agreement shall be considered a breach of contract and misuse of Gallup, Inc.'s intellectual property.

This document is of great value to Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

No changes may be made to this document without the express written permission of Gallup, Inc.

Gallup® is a trademark of Gallup, Inc. All rights reserved. All other trademarks and copyrights are property of their respective owners.