GALLUP[®] UNIVERSITY OF OREGON



University of Oregon 2022 Campus Climate Survey

Additional Findings



Employee Engagement GrandMean and Collegiality by Position Class





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Employee Engagement GrandMean by L3

4.00	440000-Human Resources
4.00	102000-General Counsel
4.00	490000-University Health Services
3.92	430000-Business Affairs Office
3.92	267000-Undergrad Educ & Student Success
3.88	229000-Music and Dance, School of
3.85	250000-Library
3.85	410210-FASS Finance & Admn Shared
3.83	410000-VPFA Operations (OVPFA)
3.82	263000-Information Services
3.81	228000-Law, School of
3.79	520200-University Communications
3.77	222000-Arts & Sciences, College of
3.74	221000-College of Design
3.74	264000-Division of Global Engagement
3.74	225000-Business, College of
3.68	227000-Journalism & Communication, School
3.58	450000-Campus Planning and Facilities Mgmt
3.45	470000-University Housing
3.13	460000-Police Department

4

Employee Engagement GrandMean by L3



*Graphs only include departments with 5 or more respondents



Employee Engagement GrandMean by L4

445001-CS Child Care		3.94
265000-Graduate School		3.94
440001-HR Office of Human Resources		3.93
430000-Business Affairs Office		3.92
262401-UESS Operations		3.92
226400-Ed Academic Programs		3.92
410300-IR Institutional Research Ops		3.89
229100-SOMD Music		3.89
223000-CAS Natural Sciences		3.87
226100-Ed COE Central Activities		3.85
250000-Library		3.85
410201-Finance & Admn Shared Services		3.85
264001-DGE Operations		3.84
221350-DSGN History of Art & Architecture		3.83
410101-OVPFA Operations		3.83
228000-Law, School of		3.82
263000-Information Services		3.82
520200-University Communications		3.79
221700-DSGN School of PPPM		3.78
225000-Business, College of		3.74
264000-Division of Global Engagement		3.72
222500-CAS Social Sciences		3.71
221600-DSGN School of Art & Design		3.71
228101-Law School Ops		3.70
229600-SOMD Instructionn		3.69
227000-Journalism & Communication, School		3.68
267500-University Counseling Center		3.65
221500-DSGN School of Arch & Environment		3.65
450000-Campus Planning and Facilities Mgmt	3	.58
222001-CAS Humanities	3	.57
221001-DSGN Administration	3.	.55
433301-CS-Printing Services Ops		52
603000-Rsch Venture & Economic	_	
470000-University Housing	3.4	15
460000-Police Department	3.13	

Employee Engagement GrandMean by L4

4.60 4.55 4.51 4.41 4.41 4.36 4.36 4.31 4.31 4.30 4.29 4.26 4.24 4.23 4.23 4.23 4.22 4.21 4.21 4.20 4.19 4.17 4.15 4.12 4.08 4.06 4.06 4.05 4.04 4.04 4.03 4.02 4.02 4.00 3.99 3.95

421000-BRP Operations 110800-Knight Campus Research 410800-Safety and Risk Services 110401-Knight Campus 460509-CS Transportation 266900-Physical Education and Recreation 110400-Knight Campus 262000-Enrollment Management 211000-VP for Equity & Inclusion 660010-Rsch Core Facilities Special Projec 120001-OTP Provost 110500-Knight Campus Internship Program 601000-Rsch and Innovation Services 101001-President's Office Ops 226500-Ed Research & Outreach 267600-University Career Center 660000-Rsch Core Services 432000-Purchasing & Contracting Services 630000-Rsch Centers & Institutes 221400-DSGN Research 500100-University Advancement 425001-EMU Erb Memorial Union 267902-DOS Ops 101002-Pres Investn & Civil Rights Comp 490000-University Health Services 602000-Rsch VPRI Office 422001-VPSL Operations 210328-UO Portland Campus 262025-SSEM Registrar & Testing 223800-CAS Administration 266101-HC Honors College Operations 262035-EM FinAid CPE Events and Vists 480000-Athletics 102001-General Counsel Office Ops 120350-PROV Direct Reports 262005-EM Operations

*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





6

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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)



OREGON GALLUP

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")



■ Strongly agree ■4 ■3 ■2 ■ Strongly disagree



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