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# University of Oregon 2022 Campus Climate Survey

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## Presentation of Results

*Delivered Thursday, June 9, 2022*

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# Today's Agenda and Next Steps

## Review of 2022 UO Climate Survey Results

- Presentation of findings
- Q&A and discussion following presentation

## Additional Analysis and Reporting

- Exploration of additional areas of interest
- Review of open-ended responses
- Manager review of department-level results in Gallup Access platform

## Campus Engagement

- Presentation of results to senior leadership, Campus Climate Committee, and Diversity Chairs
- Local-level reviews of results
- Listening sessions and focus groups

# Methodology: Response Rates, and Survey Details

## Methodology

- Prior to survey, Gallup conducted focus groups and stakeholder interviews with UO employees to gather input and inform survey priorities
- We are grateful for input from the IDEAL Climate Survey Steering Committee and the co-chairs of the analysis committee
- Survey was fielded via web April 11-30, 2022
- All faculty, staff, temporary employees, and graduate employees were invited to complete
- Survey topics included:
  - Employee Engagement
  - Culture of Inclusion and Collegiality
  - Institutional Equity
  - Personal Readiness and Colleague Commitment to DEI Conversations
  - Onboarding Process
  - Tenure and Promotion Process (Faculty Only)
  - Service System (Faculty Only)
  - Experiences with Discrimination on Campus

## Response Rates

- 3,645 UO employees completed the survey, a 55% response rate among those invited
- To ensure confidentiality, full reporting may not be available for demographic groups with very small sample sizes, such as American Indian, Alaska Native, Middle Eastern and North African employees; the small number of American Indian and Alaska Native and MENA employees is a finding in and of itself.
- Based on 2021 UO Institutional Research data, the respondent profile closely mirrors the distribution of the UO community in terms of race/ethnicity and gender

Employee Type	Response Rate
Officers of Administration	77%
Tenured & Tenure-Track Faculty	73%
Classified Staff	64%
Career Faculty	51%
Retiree	37%
Postdoctoral Employees	34%
Graduate Employees	33%
Visiting Professors	24%
Pro Tem Faculty	22%
Temporary Employees	10%

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# Employee Engagement

Are UO employees enthusiastic about and psychologically committed to the university and their peers?

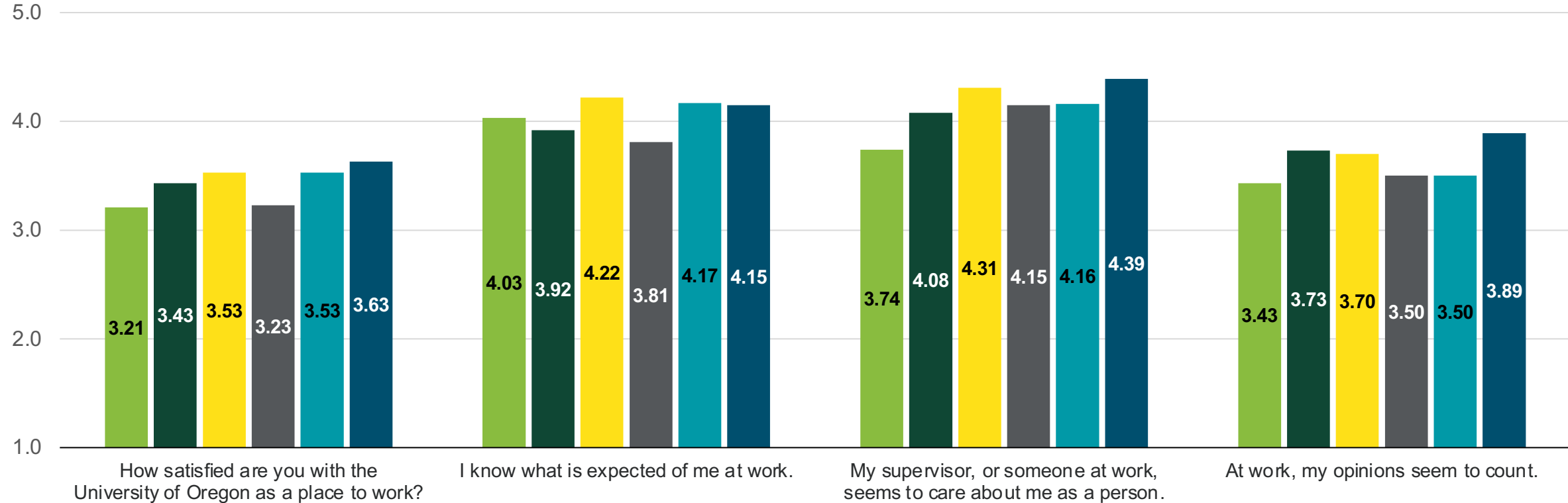
Do UO employees believe the university is equally committed to them?





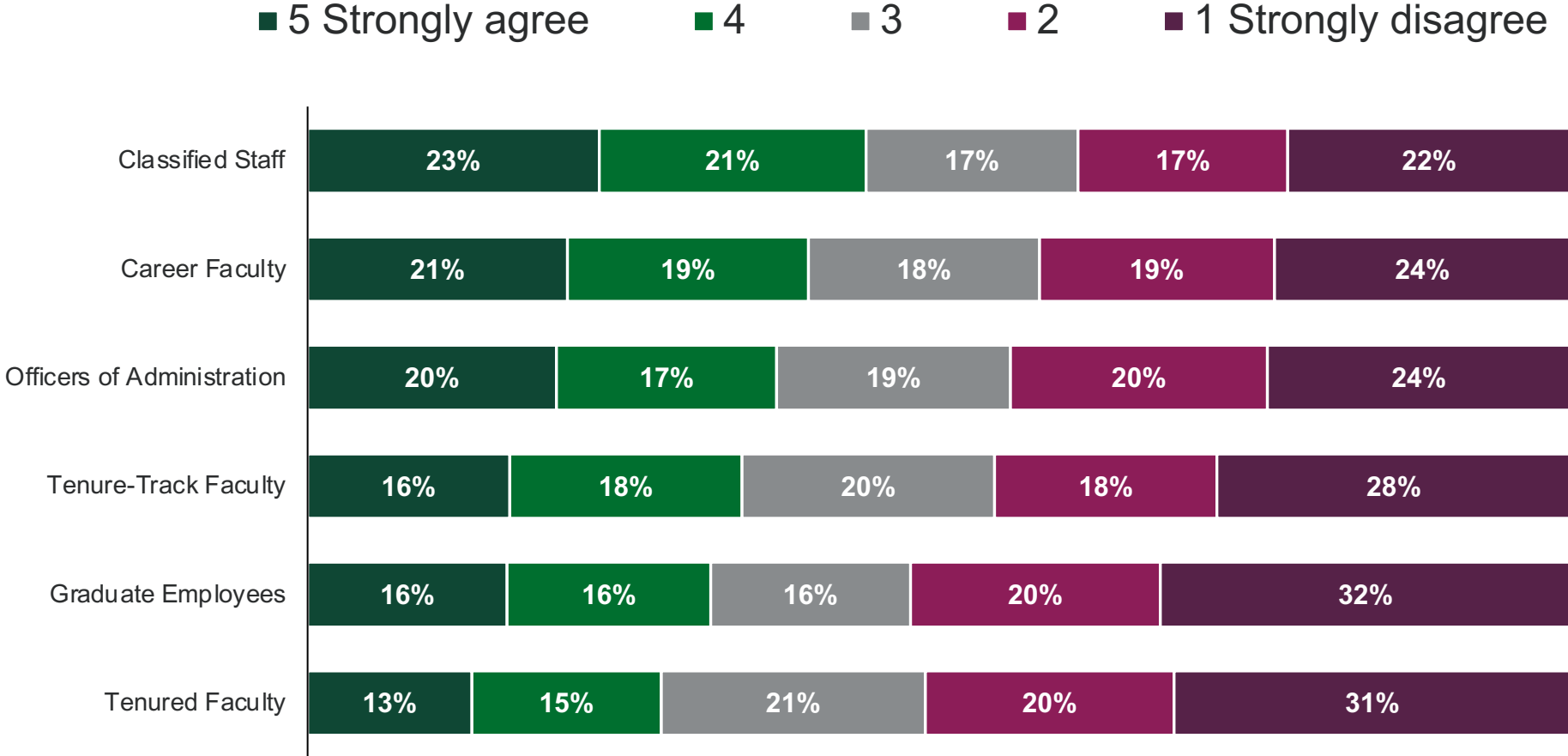
# Employee Engagement

■ Tenured Faculty   
 ■ Tenure-Track Faculty   
 ■ Career Faculty   
 ■ Graduate Employees   
 ■ Classified Staff   
 ■ Officers of Administration



\*For all employee engagement questions, respondents were asked to rate their agreement with each item on a scale of 1 to 5, where a 1 indicates “Strongly disagree” and a 5 indicates “Strongly agree”

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



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# Collegiality

Do UO employees feel respected, supported, and valued by their colleagues?

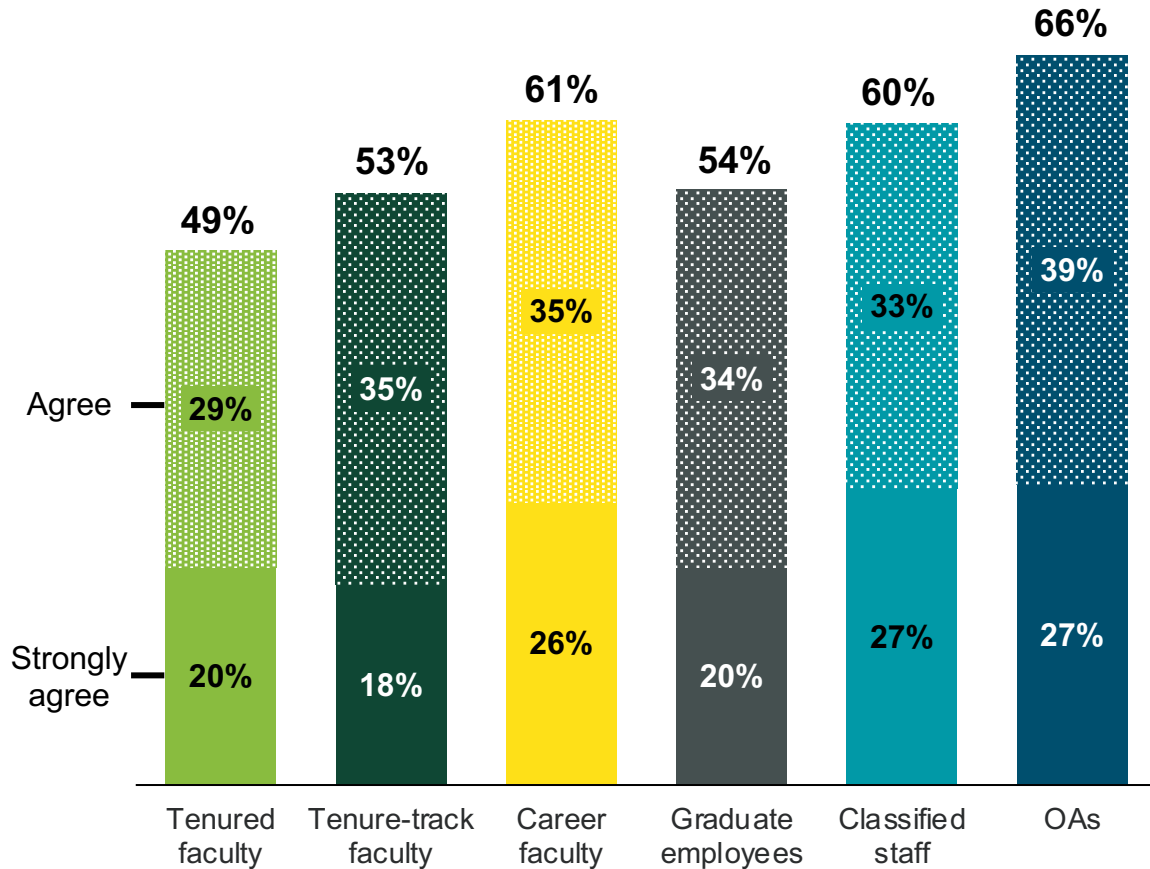




# Psychological Safety

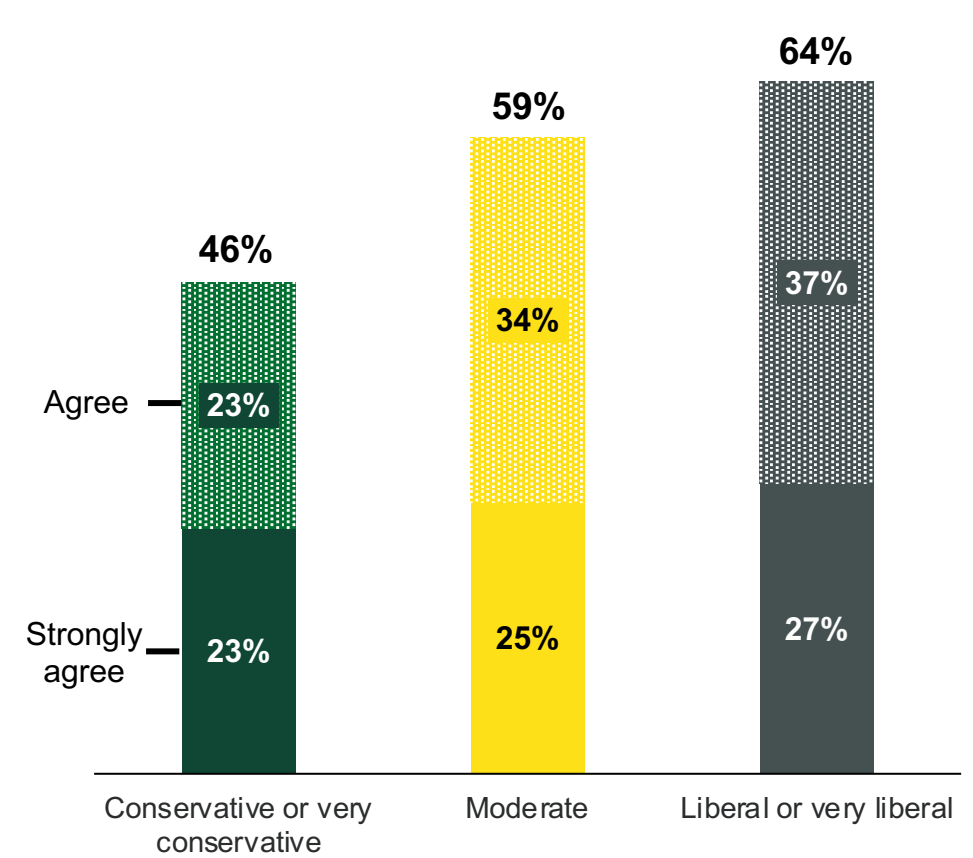
**“I feel safe to openly share my ideas at work.”**

(% “Strongly agree” + % Agree)



**“I feel safe to openly share my ideas at work.”**

(% “Strongly agree” + % Agree)



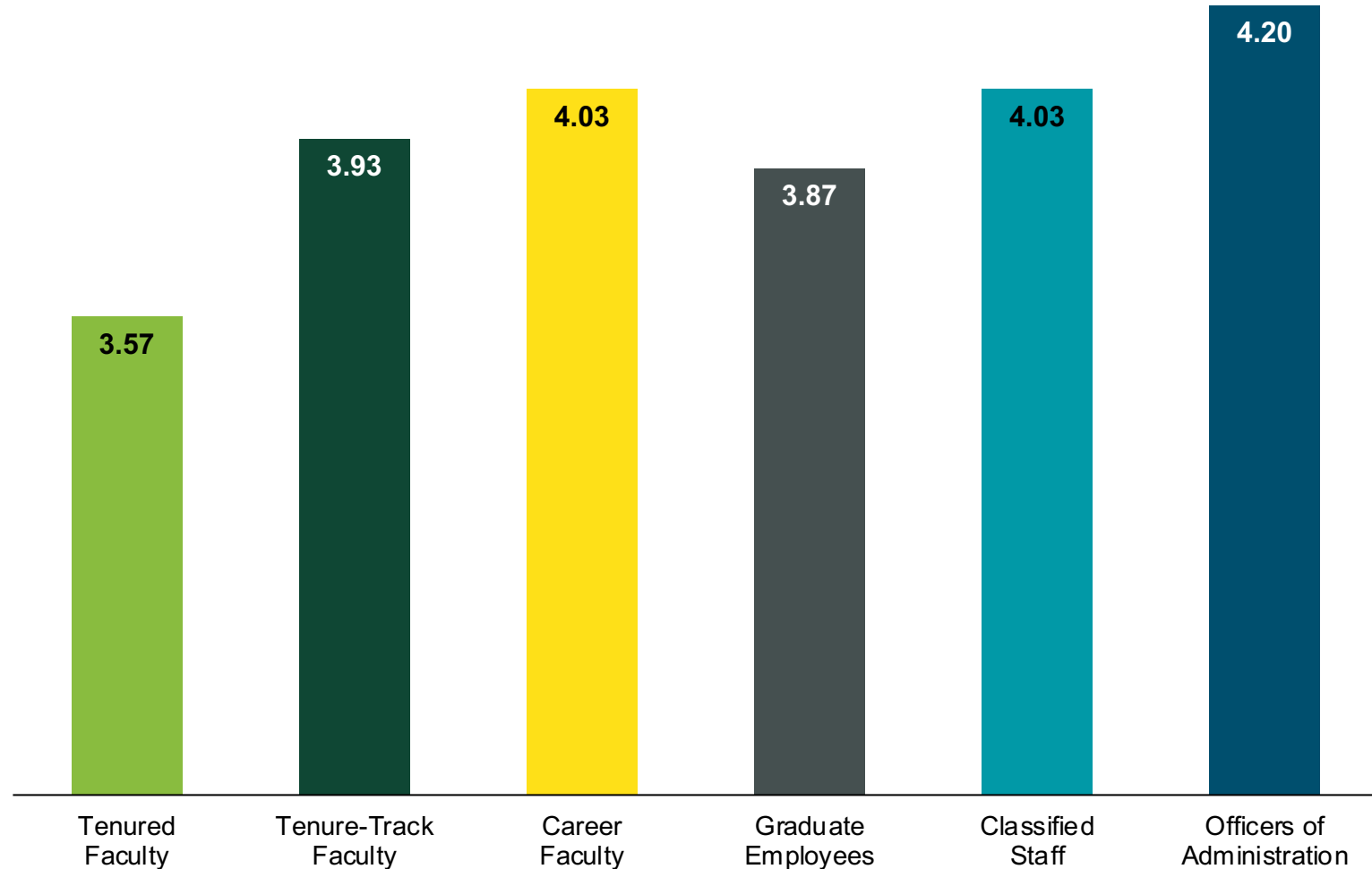
Using factor analysis, Gallup found the following four items represent a “collegiality” construct:

- At work, I am treated with respect.
- My coworkers appreciate my contributions.
- I feel like a valued member of my team.
- The people I work with help each other when there is a need.

The mean score of these four items – the Collegiality Index – is one way to assess the overall affinity and respect UO employees feel from their colleagues.

## Collegiality Index

(Mean score of four items on a 5-point scale)



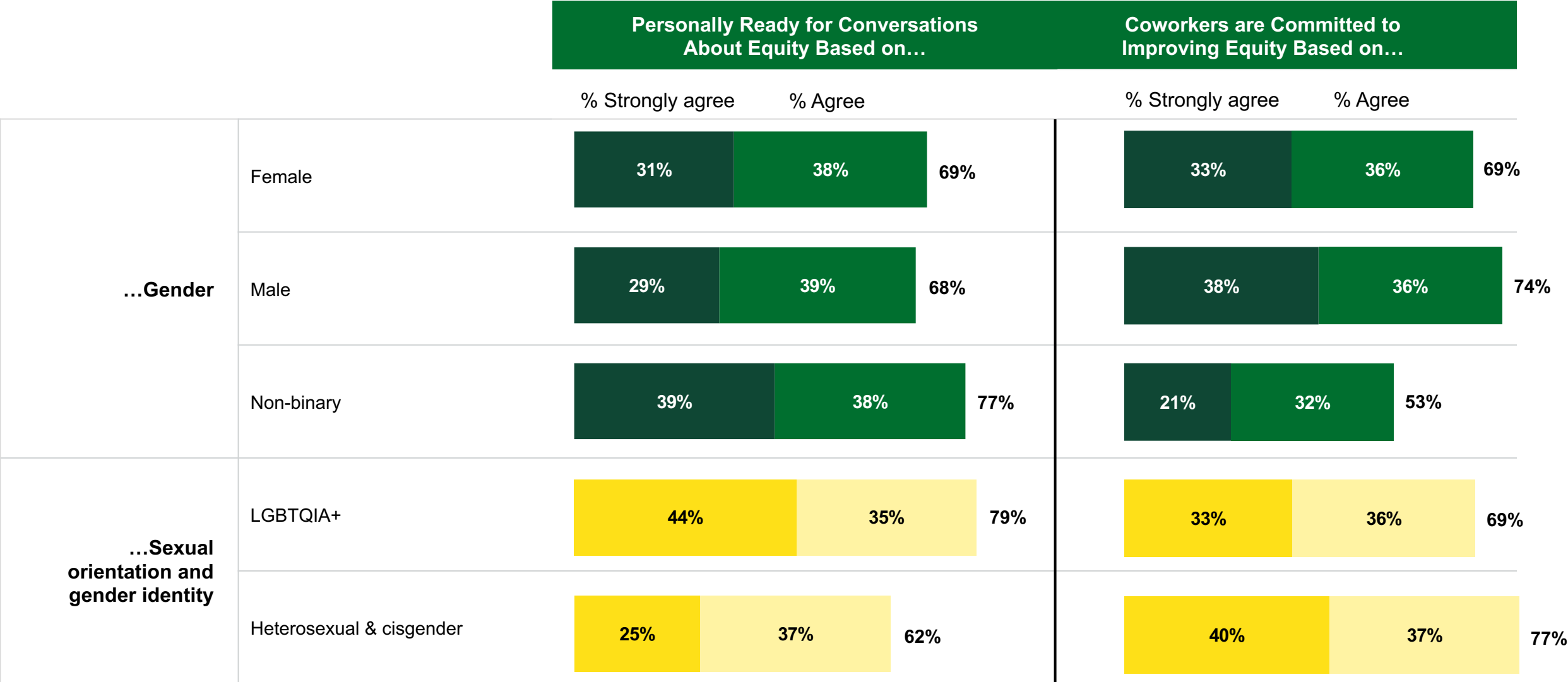
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# Institutional Equity

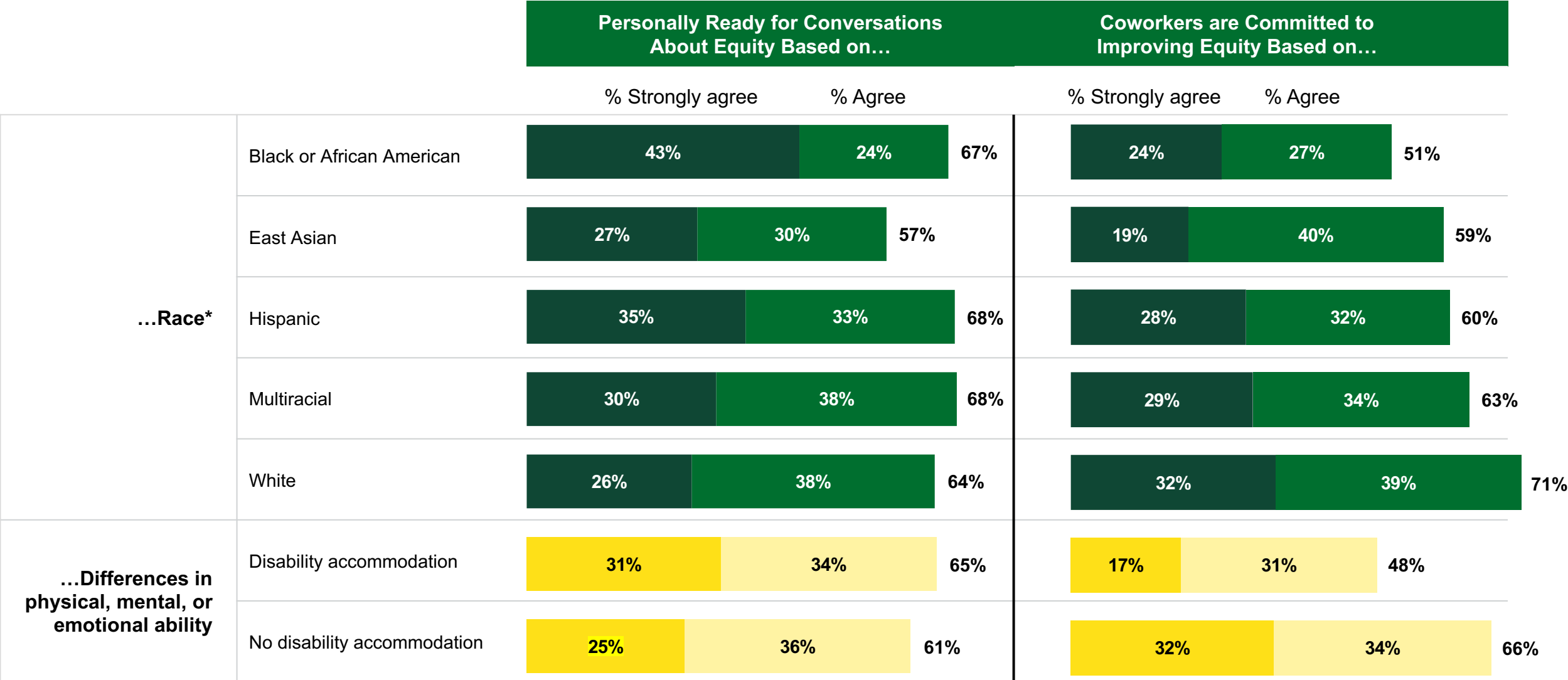
Do UO employees feel they have fair and just access to resources and opportunities to succeed?



# How ready are you for conversations about equity? How committed are your colleagues?



# How ready are you for conversations about equity? How committed are your colleagues?



\*To ensure confidentiality of individuals, full results are not displayed for American Indian & Alaska Native, Middle Eastern & North African, Native Hawaiian & Pacific Islander, or South Asian employees

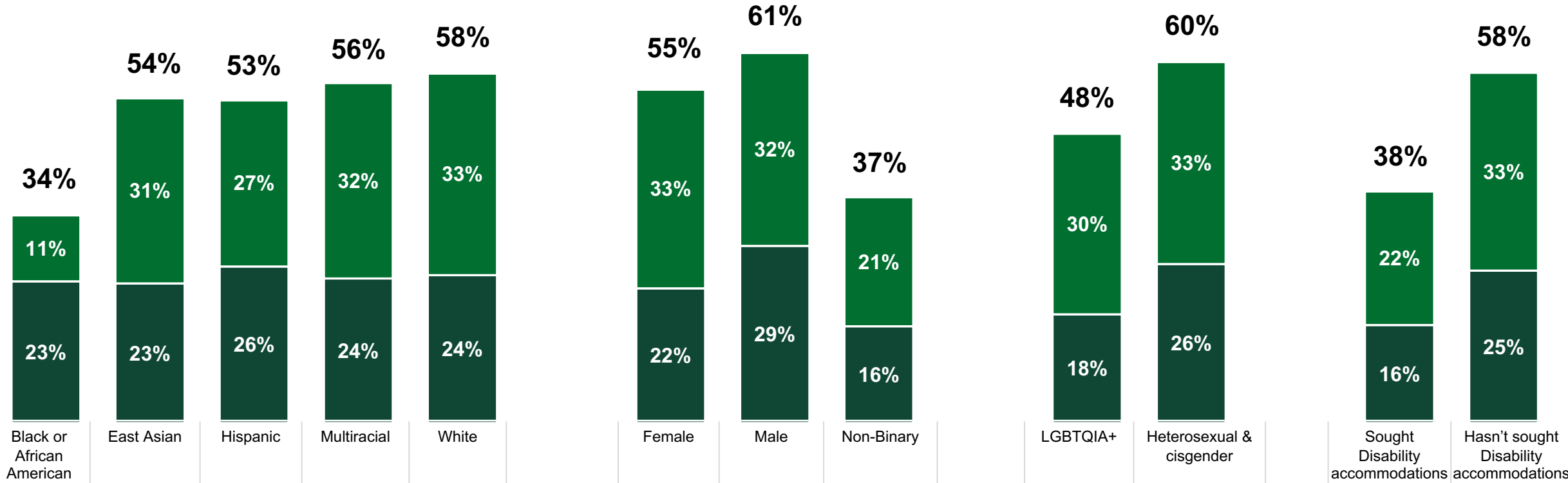


# Cross-racial analysis of collegiality, equity, and respect

	>0.40 above UO average	>0.20 above UO average		Within 0.20 of UO average			>0.20 below UO Average		>0.40 below UO Average	
	UO Average n=3,645	American Indian or Alaska Native n=22	Black or African American n=72	East Asian n=144	Hispanic n=275	Middle Eastern or North African n=33	Multiracial n=161	Native Hawaiian or Pacific Islander n=7	South Asian or Desi n=44	White n=2,637
My supervisor, or someone at work, seems to care about me as a person.	4.21	Dark Purple	White	White	White	Dark Purple	White	Dark Green	White	White
At work, my opinions seem to count.	3.67	Dark Purple	White	White	White	Dark Purple	White	Dark Green	White	White
At work, I am treated with respect.	3.99	Dark Purple	White	White	White	White	White	White	White	White
My coworkers appreciate my contributions.	4.06	Dark Purple	White	White	White	Dark Purple	White	White	White	White
I feel like a valued member of my team.	3.87	Dark Purple	White	White	White	Dark Purple	White	Dark Green	White	White
I have the same opportunities for advancement as other colleagues at my organization with similar experience and performance levels.	3.43	Dark Purple	White	White	White	White	White	Dark Green	Dark Green	White
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.	3.26	Dark Purple	Dark Purple	White	White	White	White	Dark Green	White	White
I feel safe to openly share my ideas at work.	3.61	Dark Purple	White	White	White	Dark Purple	White	Dark Green	White	White
UO makes effective efforts to prevent harm to employees from bullying, harassment, abuse and discrimination.	3.49	Dark Purple	Dark Purple	White	White	White	White	Dark Green	White	White

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

■ Strongly agree ■ Agree



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# Experiences With Discrimination & Reporting Processes

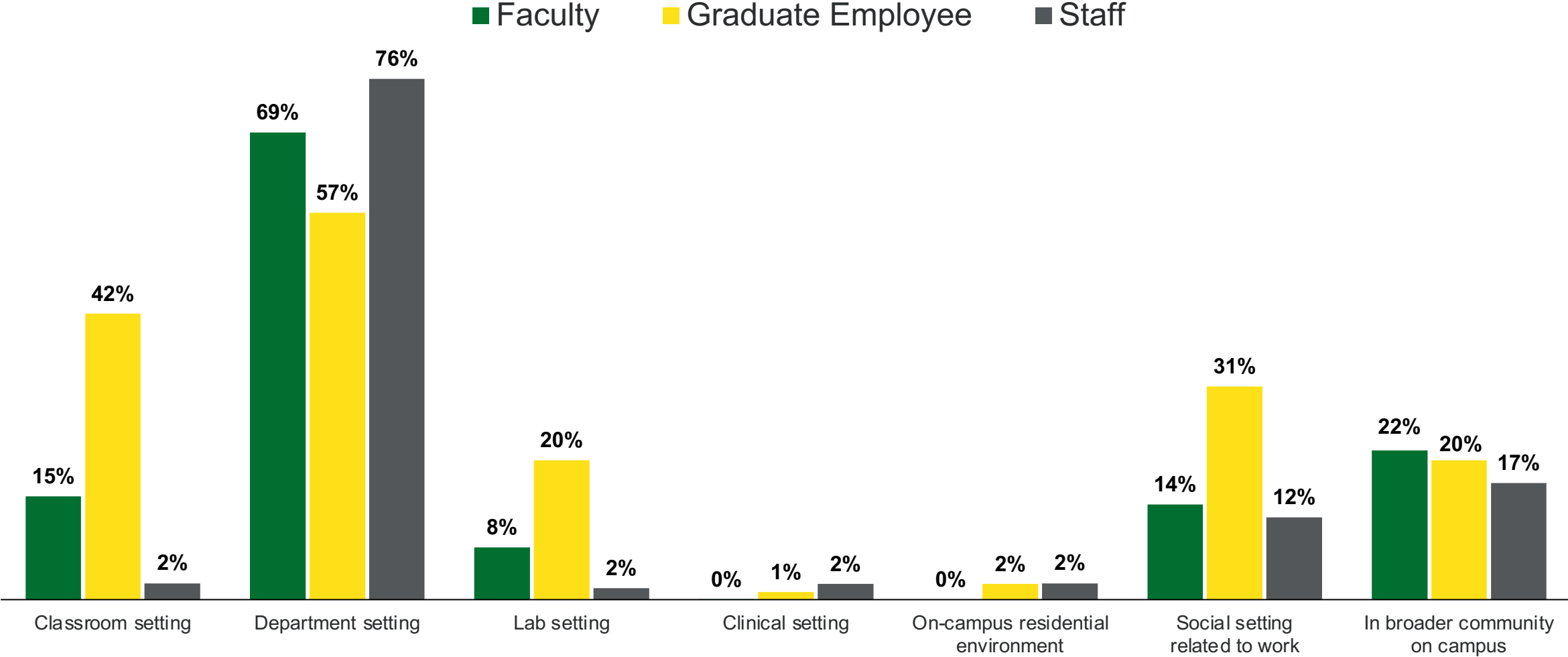
How have UO employees encountered harassment, discrimination, or other unfair treatment on campus based on their race, ethnicity, sexual orientation, gender identity, or ability?

Do UO employees report these incidents to the university?

# Harassment, denial of opportunities, or invalidation of lived experience by race

	>10% below UO average	>5% below UO average		Within 5% of UO average			>5% above UO Average		>10% above UO Average	
Reflecting on the last three years as an employee at UO, have you ever experienced: (% "Yes")	UO Average n=3,645	American Indian or Alaska Native n=22	Black or African American n=72	East Asian n=144	Hispanic n=275	Middle Eastern or North African n=33	Multiracial n=161	Native Hawaiian or Pacific Islander n=7	South Asian or Desi n=44	White n=2,637
Verbal, written, or online harassing behavior	22%	>10% above	>5% above	>5% above	Within 5%	>5% above	>5% above	>5% above	>10% above	>10% above
Physically harassing behavior	3%	>5% above	Within 5%	Within 5%	Within 5%	Within 5%	Within 5%	>5% above	Within 5%	Within 5%
Unfair or unjust disciplinary action	7%	Within 5%	>5% above	Within 5%	Within 5%	Within 5%	Within 5%	>10% above	Within 5%	Within 5%
Denied a professional development opportunity	14%	>5% above	>5% above	Within 5%	Within 5%	>5% above	Within 5%	>5% above	Within 5%	Within 5%
Received an unfair performance evaluation	9%	Within 5%	Within 5%	Within 5%	Within 5%	>5% above	Within 5%	>5% above	Within 5%	Within 5%
Invalidated your lived experience	22%	>10% above	>5% above	Within 5%	>5% above	>5% above	Within 5%	>10% above	Within 5%	Within 5%
Denied reasonable and necessary accommodations	7%	Within 5%	Within 5%	Within 5%	Within 5%	>5% above	Within 5%	>10% above	Within 5%	Within 5%

# “In what settings have you experienced this/these behaviors?”

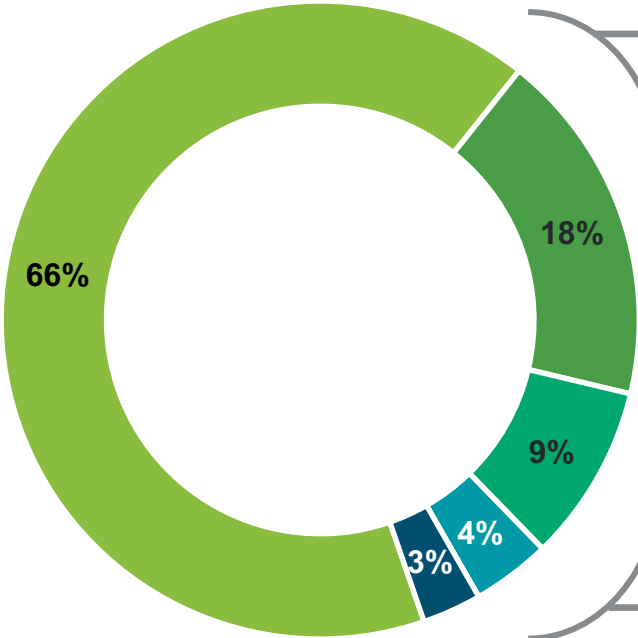




# Frequency and Reporting of Negative Experiences

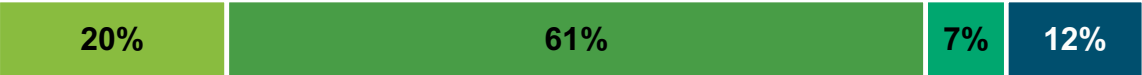
**Number of Negative Experiences in the Past 3 Years**

■ None ■ One ■ Two ■ Three ■ Four or more



**How frequently over the last three years have you had this/these experiences?\***

■ Once ■ More than once ■ Once a month ■ More than once a month



**Did you make any formal complaints or reports about these experiences?\***

■ Yes ■ No ■ Prefer not to say

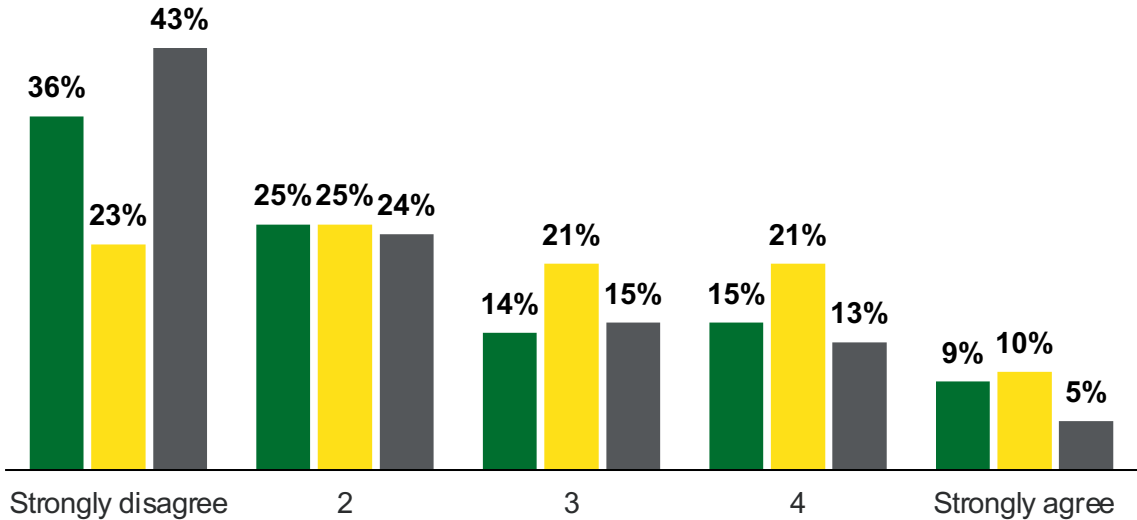


\*Graphs do not include employees who did not report any negative experiences on campus, or those who only reported that their lived experience was invalidated (due to a lack of formal reporting channels for those negative experiences)

# Effect of formal reporting on perceptions of UO's commitment to equity

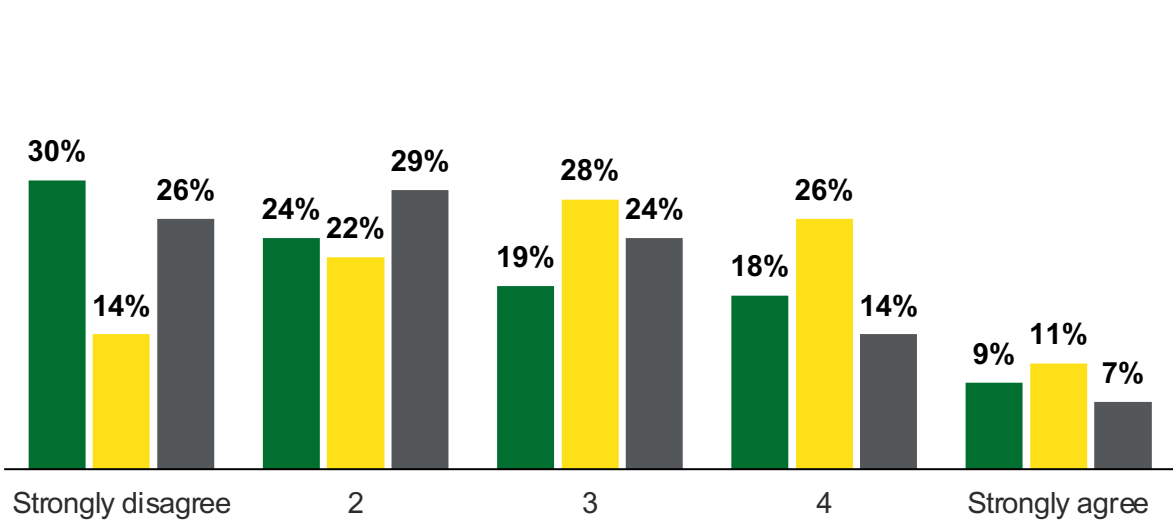
**“Everyone at this institution is treated fairly regardless of...identities not related to job performance.”**

■ Made a formal complaint   ■ Did not make a formal complaint   ■ Prefer not to say



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

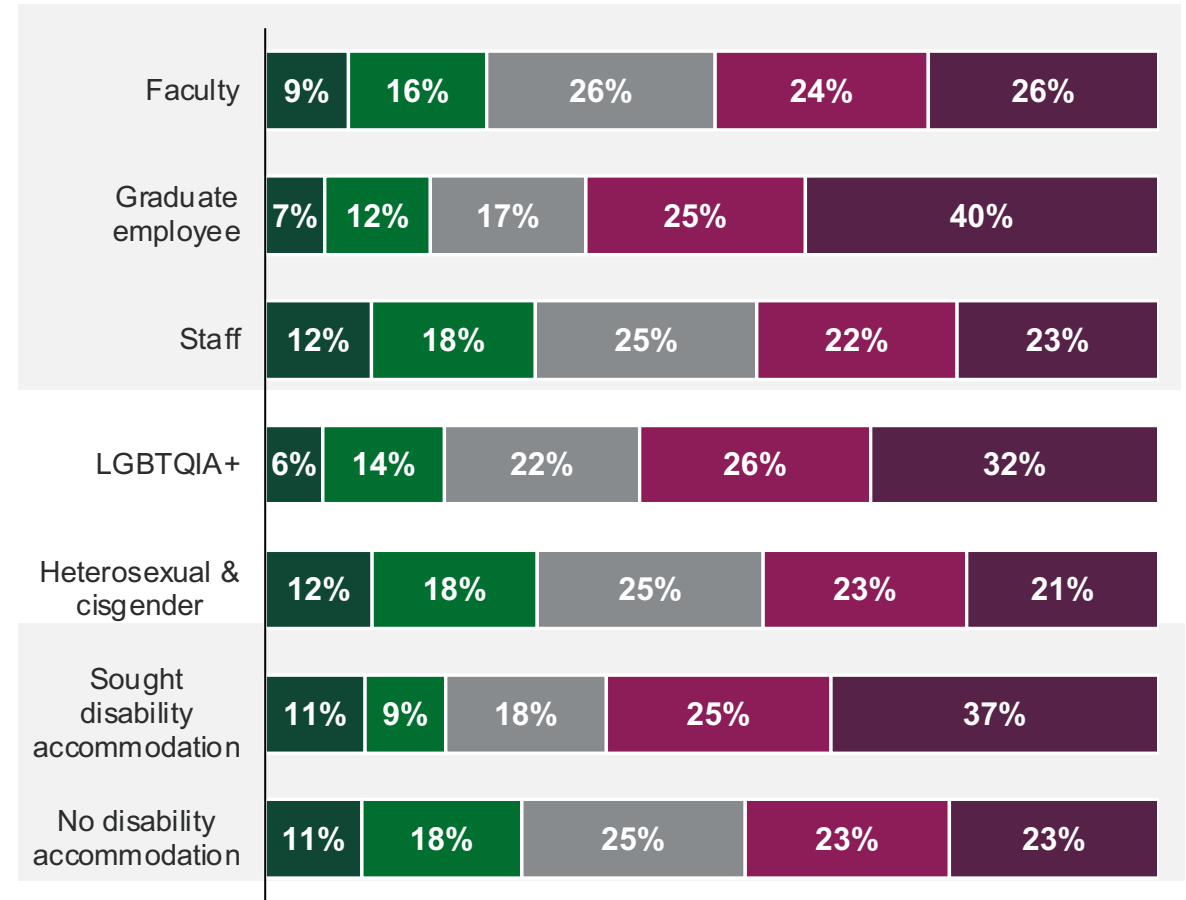
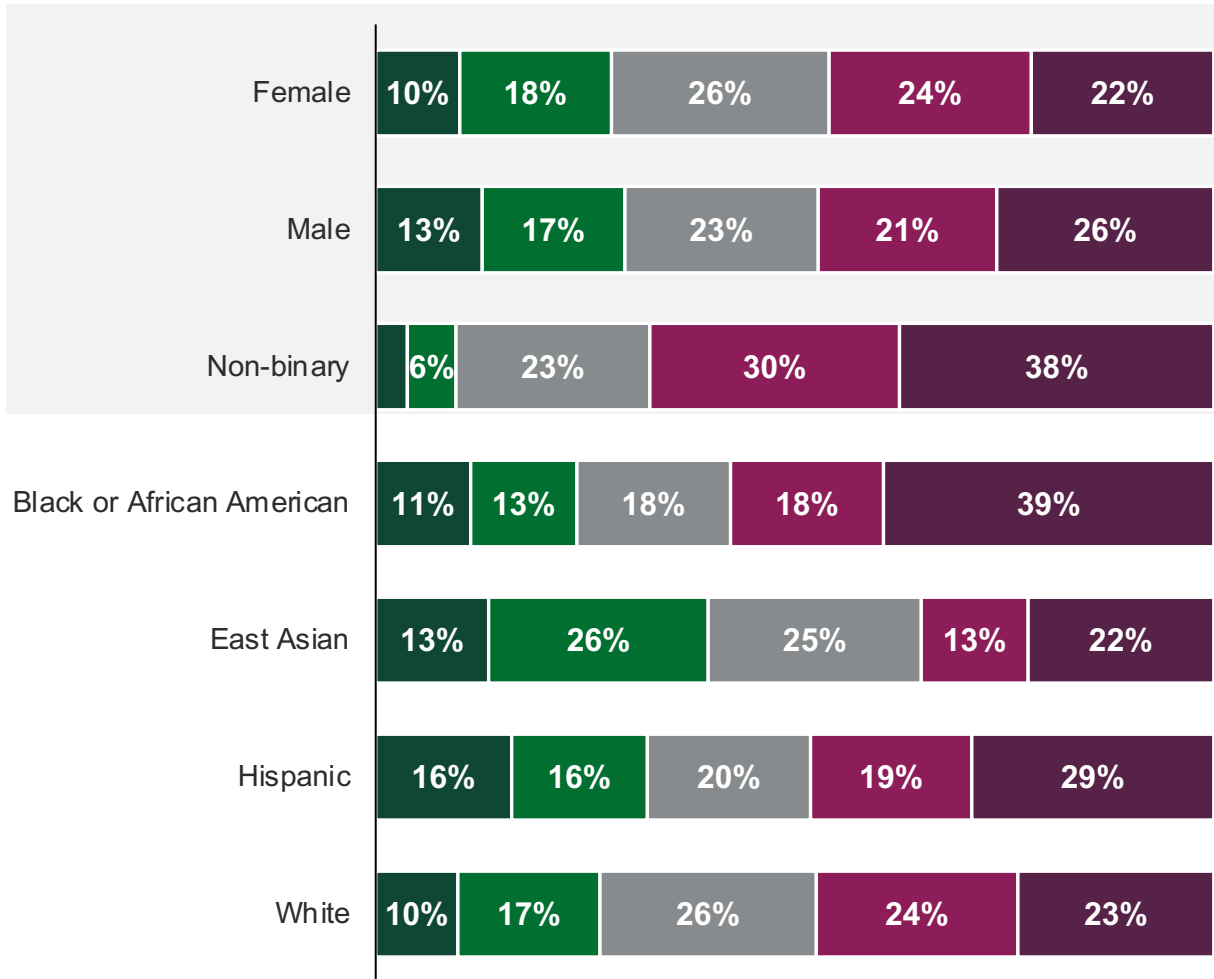
■ Made a formal complaint   ■ Did not make a formal complaint   ■ Prefer not to say



\*Graphs only include employees who have had at least one non-invalidation instance of unfair treatment in the past three years

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

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



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# Next Steps and Action Planning



# Timeline

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## **April – June 2022**

- Employee Climate survey launched
- Three-week data collection period
- UO Analysis co-chairs work with Gallup on data analysis
- UO Action Committee members meet to review scope of committee work
- Gallup shares topline data report with campus leadership, climate survey committees and DEI committees
- Data report is published on IDEAL Climate Survey website

## **June – September 2022**

- Analysis and Action Committees review data; produce reports and consult with stakeholders about possible actions

## **September – December 2022**

- Initial data reports are shared with departmental and administrative units during fifth week of fall term (at the end of October)



# Additional Analysis Plans

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- Differences across -- and where appropriate, within -- schools, colleges, and administrative units
- Effects of demographics (including race, ethnicity, gender, sexuality, religion, age, duration of employment, employee type) across a variety of outcomes, including tenure and promotion, service, onboarding, engagement and other outcomes
- Correlation between readiness and responsibility to have equity conversations
- Analyses across and within employee groups (tenured and tenure-track faculty, classified staff, officers of administration)
- Analysis of open-ended questions across schools, colleges and administrative units
- Additional analyses as needs and additional questions arise

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