

GALLUP®



UNIVERSITY OF
OREGON



University of Oregon 2022 Campus Climate Survey

Presentation of Results

Delivered Monday, June 6, 2022

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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
- Guidance regarding analysis and reporting was provided by Yvette Alex-Assensoh, Tracy Bars, Renee Delgado-Riley, and Sanjay Srivastava
- 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

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 Term Faculty	22%
Temporary Employees	10%

Methodology: Demographic Groupings

Demographic	Category	Response Options within Category	
Gender Identification	Female	Female	
	Male	Male	
	Non-binary	Non-binary or third gender	
		Gender nonconforming	
		Gender queer	
		Questioning	
	I use another term		
		Transgender Identity	Sexual Orientation
LGBTQIA+ Identification	Identifies as LGBTQIA+	Identifies as transgender, OR:	Gay or lesbian
			Bisexual
			Pansexual
			Questioning
	Does not identify as LGBTQIA+	Does not identify as transgender, AND:	Straight or heterosexual

Methodology: Demographic Groupings, cont'd.

Demographic	Category	Response Options within Category	
		Hispanic or Latino	Race
Race/Ethnicity*	American Indian or Alaska Native	No	American Indian or Alaska Native
	Black or African American	No	Black or African American
	East Asian	No	Chinese
			Filipino
			Japanese
			Korean
	Hispanic	Yes	Any other race selected
	Middle Eastern or North African	No	Middle Eastern or North African
	Multiracial	No	At least two races selected
	Native Hawaiian or Pacific Islander	No	Guamanian or Chamorro
Native Hawaiian or Pacific Islander			
Samoan			
South Asian or Desi	No	South Asian or Desi	
White	No	White	

*Gallup utilizes U.S. Census conventions to determine respondents' race and ethnicity; a modified, expanded approach has been utilized for the UO Climate Survey, which allows for the most inclusive approach possible while maintaining respondents' confidentiality.

Demographic Profile of Respondents

Gender Identity

Female	58%
Male	39%
Non-binary, gender queer, gender nonconforming, questioning, or other term	3%

LGBTQIA+ Identification

Identifies as LGBTQIA+	16%
Does not identify as LGBTQIA+	84%

Political Ideology

Very conservative/Conservative	6%
Moderate	25%
Very liberal/Liberal	68%

Disability Accommodations

Has sought disability accommodations	8%
Has not sought accommodations	92%

Race/Ethnicity

Black or African American	2%
East Asian	4%
Hispanic	8%
Middle Eastern or North African	1%
Multiracial	5%
Native American or Alaska Native	1%
Native Hawaiian or Pacific Islander	<1%
Non-Hispanic White	78%
South Asian or Desi	1%

Demographic Profile of Respondents

Gender Identity		
	Survey Respondents	UO Employees*
Female	58%	58%
Male	39%	41%
Non-binary, gender queer, gender nonconforming, questioning, or other term	3%	<1%

Race/Ethnicity		
	Survey Respondents	UO Employees*
American Indian or Alaska Native	1%	1%
Asian	5%	6%
Black or African American	2%	2%
Hispanic	8%	10%
Multiracial	4%	4%
Native Hawaiian or Pacific Islander	<1%	<1%
Non-Hispanic White	72%	66%
Non-resident Alien	†	6%
Unknown/No response	7%	4%

* UO employee data based on UO Institutional Research 2021 Personnel summary: <https://ir.uoregon.edu/personnel>

† 2021 University of Oregon Climate Survey did not ask respondents to disclose their citizenship status

Key Findings

- 1** More than four in ten (44%) UO employees sometimes think seriously about leaving the university, including 51% of tenured faculty
- 2** Nearly half (48%) of UO employees do not believe the institution is committed to acting on the survey's findings
- 3** Tenured faculty report the lowest levels of collegiality, respect, and support from their peers; OAs, classified staff, and career faculty report more positive experiences
- 4** Members of historically underrepresented or marginalized groups – particularly Black, female, LGBTQIA+, and disabled employees – are far less confident than their peers in the University's commitment to equity and preventing discrimination or harassment of its employees
- 5** These employees are also less likely than their peers to believe UO employees are committed to improving equity for employees of all races, ethnicities, gender identities, sexual orientations, and physical or mental abilities
- 6** 40% of UO employees report having at least experience with discrimination, harassment, or invalidation of their lived experience while at UO; of those, 70% say they did not file a formal complaint

Employee Engagement

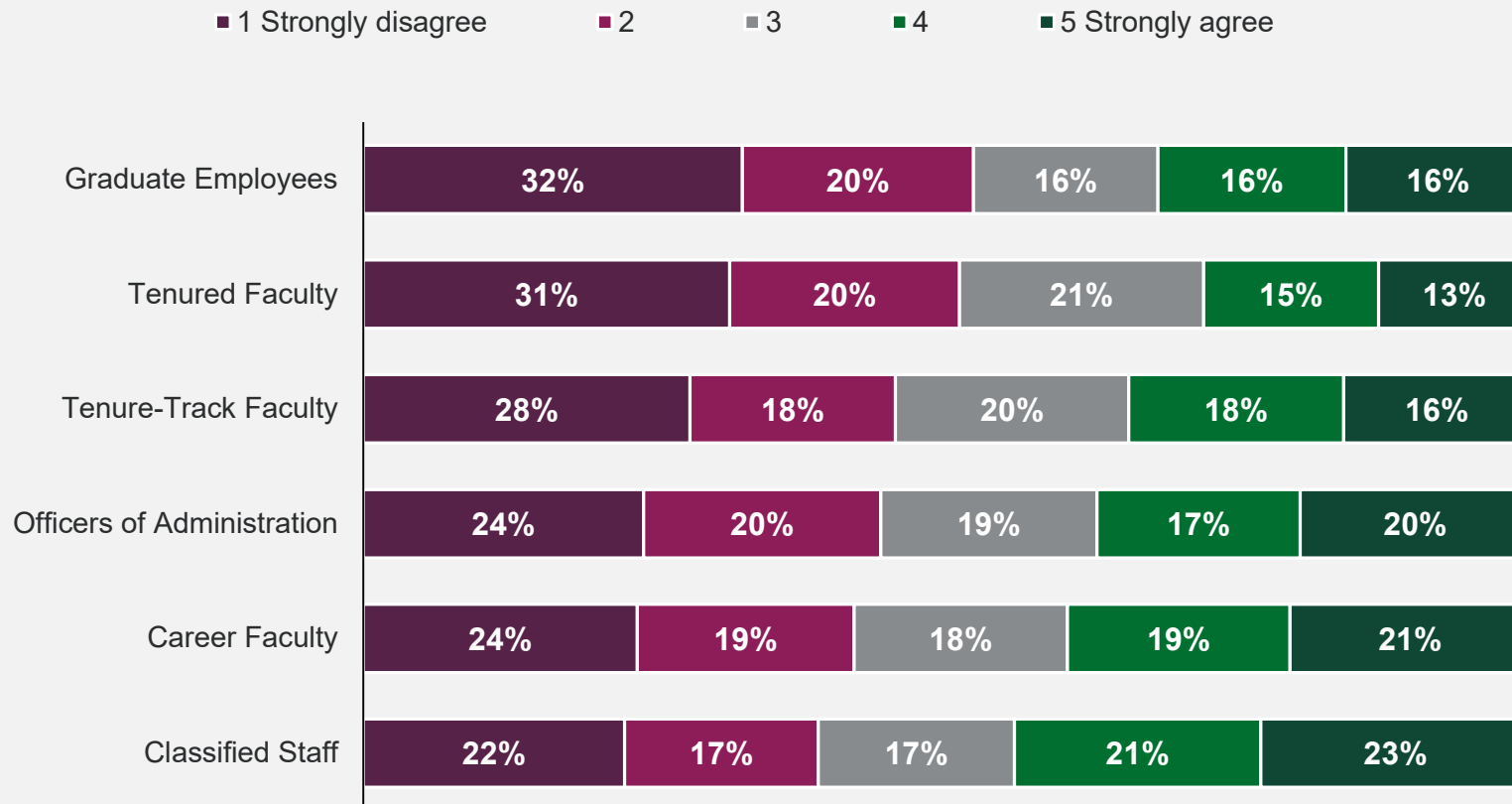
Are UO employees enthusiastic about and psychologically committed to the university and their peers?

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



44% of UO employees sometimes think seriously about leaving the university, including more than half (51%) of tenured faculty

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



“

UO has repeatedly refused to recognize graduate students as crucial to not only the everyday functions...of the university, but also of its reputation...UO has refused to pay graduate employees a living wage and...continues to ignore how many of their decisions, such as refusing to provide 12-month contracts, impacts our most vulnerable populations.

- *Graduate Employee*

“

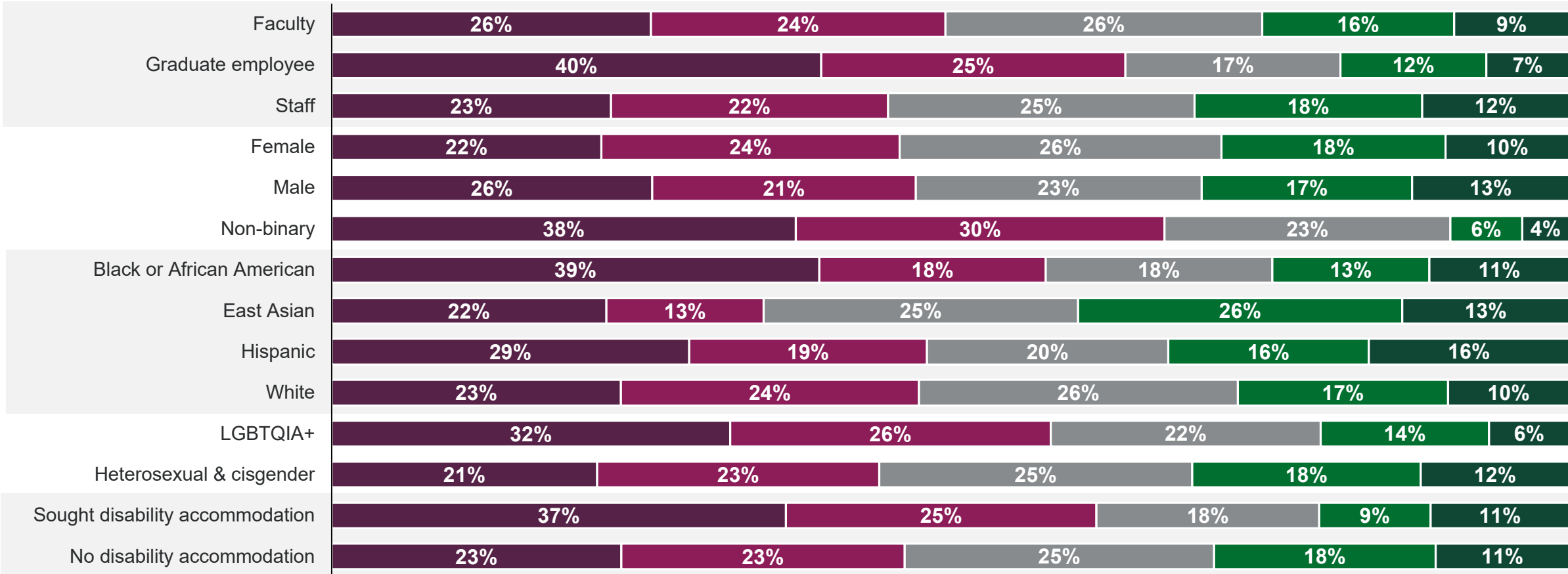
The teaching load in my unit is too high, but research faculty concerns about teaching and service load are completely ignored...When I propose real solutions (i.e., lightening [tenure-track faculty] teaching and service burdens), administrators recommend more retreats, events, programming (i.e., more time away from research activities and essentially more service).

- *Tenured faculty member*

Graduate employees, as well as Black, LGBTQIA+, nonbinary and employees with disability accommodations are particularly skeptical that UO will act on this survey’s findings

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

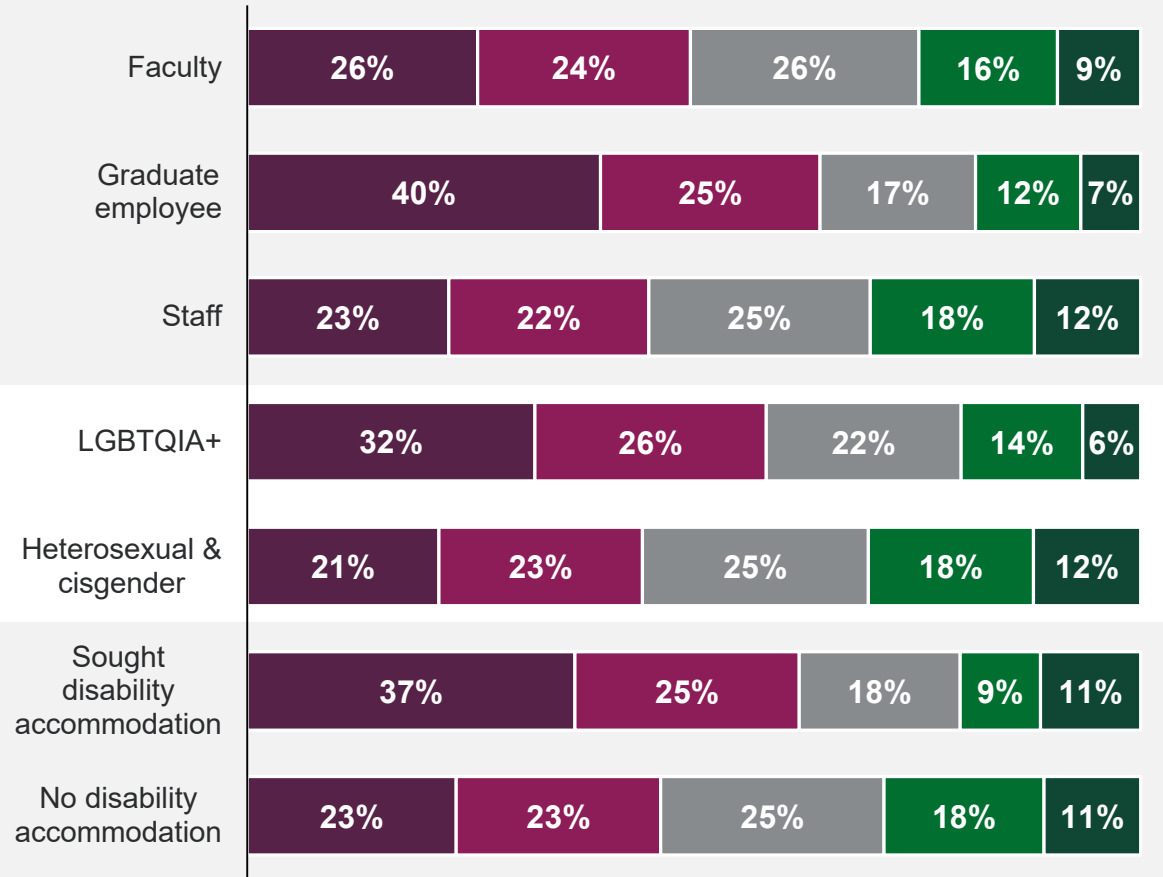
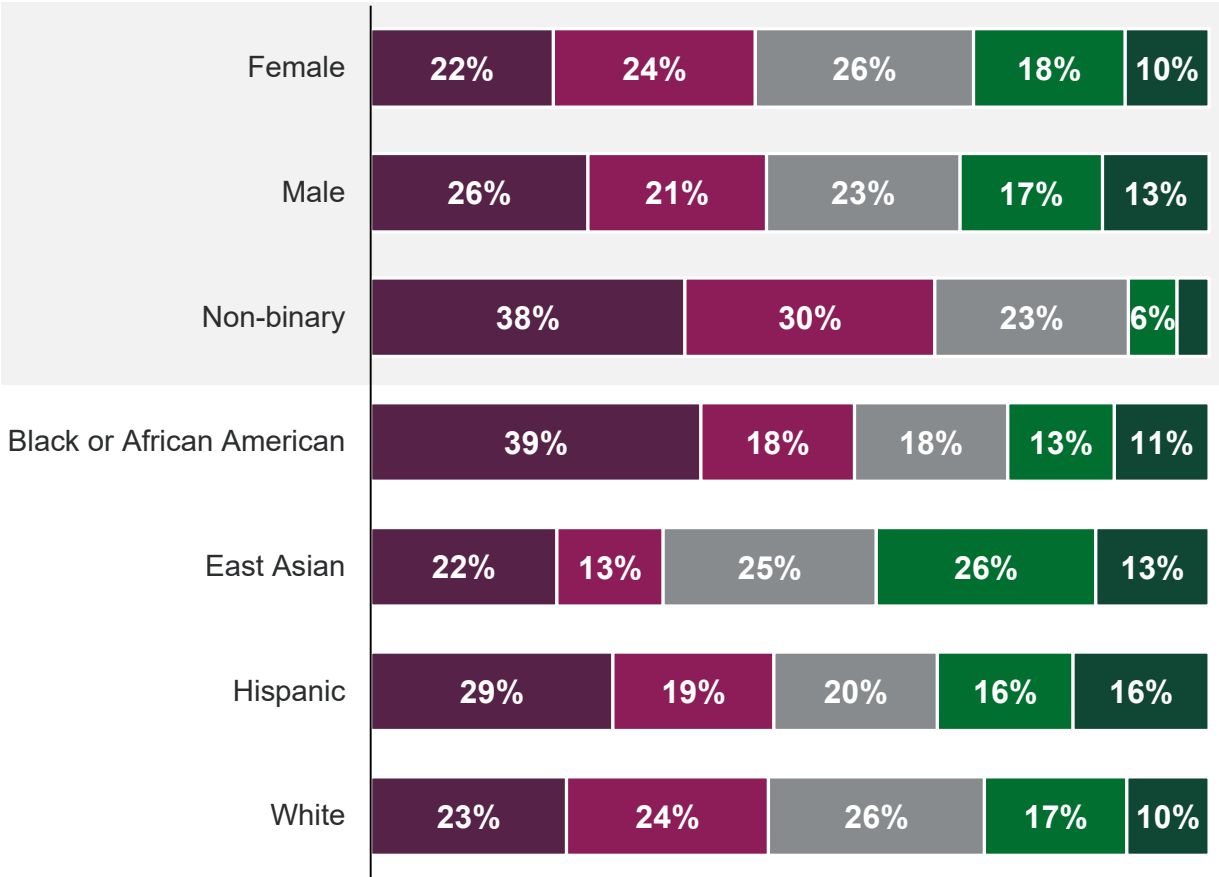
■ Strongly disagree ■ 2 ■ 3 ■ 4 ■ Strongly agree



Graduate employees, as well as Black, LGBTQIA+, nonbinary and employees with disability accommodations are particularly skeptical that UO will act on this survey’s findings

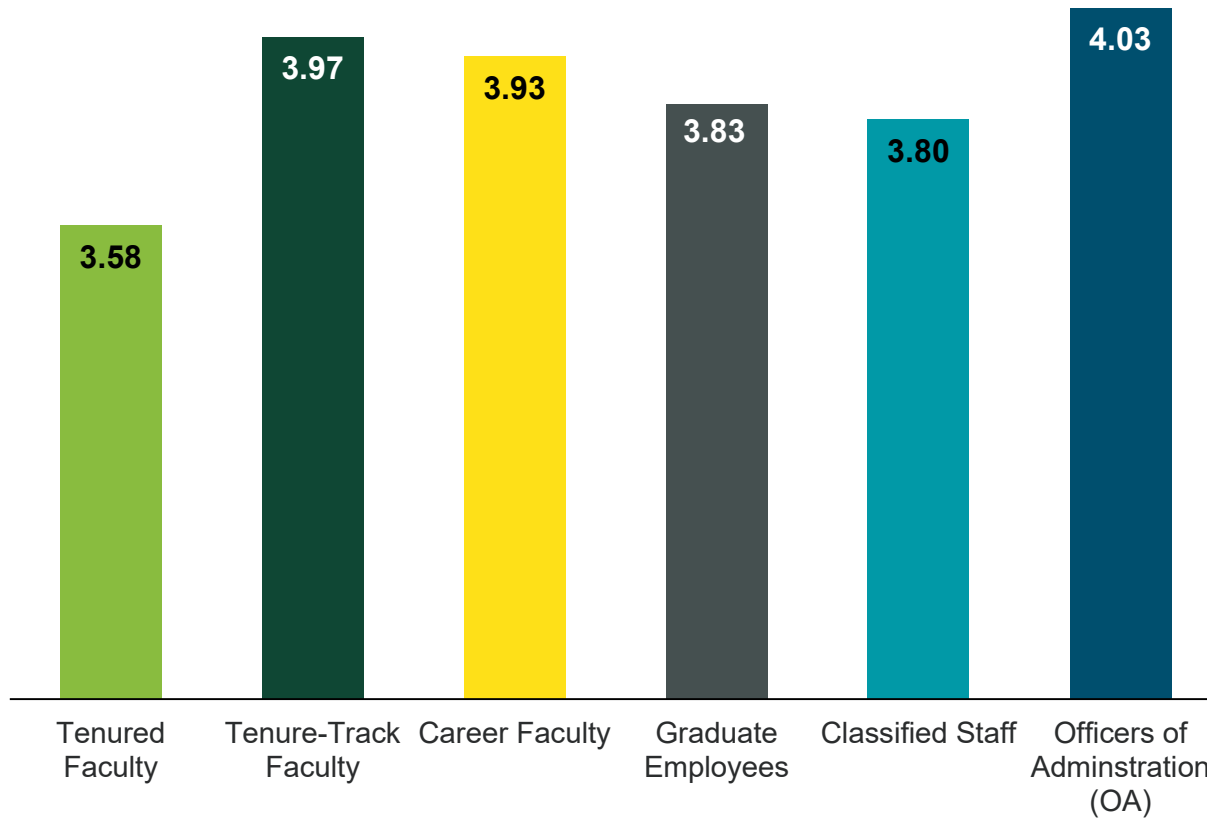
“I am confident the institution will act upon the issues arising from this survey.”

Strongly disagree 2 3 4 Strongly agree



Tenured faculty are the least engaged employee category at UO, followed by classified staff

Mean of Q12 Items*



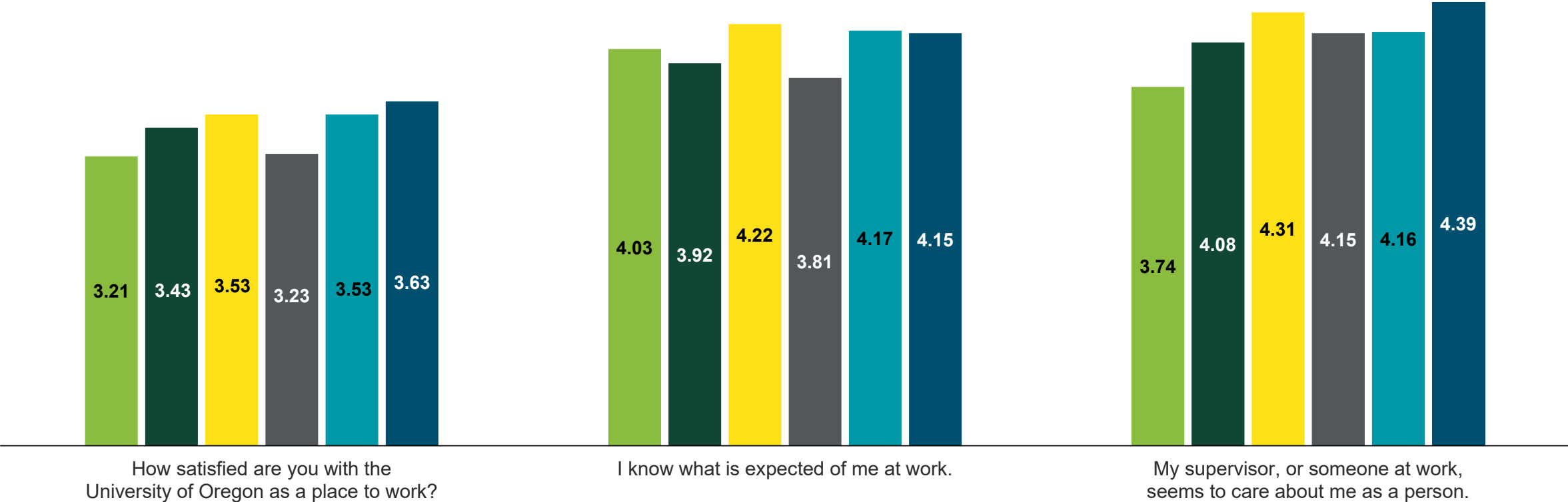
*Mean can range from a low of 1 to a high of 5

***Gallup uses 12 Likert scale items to measure employee engagement; the University of Oregon asked its employees nine of these questions**

- I know what is expected of me at work.
- I have the materials and equipment I need to do my work right.
- My supervisor, or someone at work, seems to care about me as a person.
- There is someone at work who encourages my development.
- At work, my opinions seem to count.
- The mission or purpose of my organization makes me feel my job is important.
- My colleagues are committed to doing quality work.
- In the last six months, someone at work has talked to me about my progress.
- This last year, I have had opportunities at work to learn and grow.

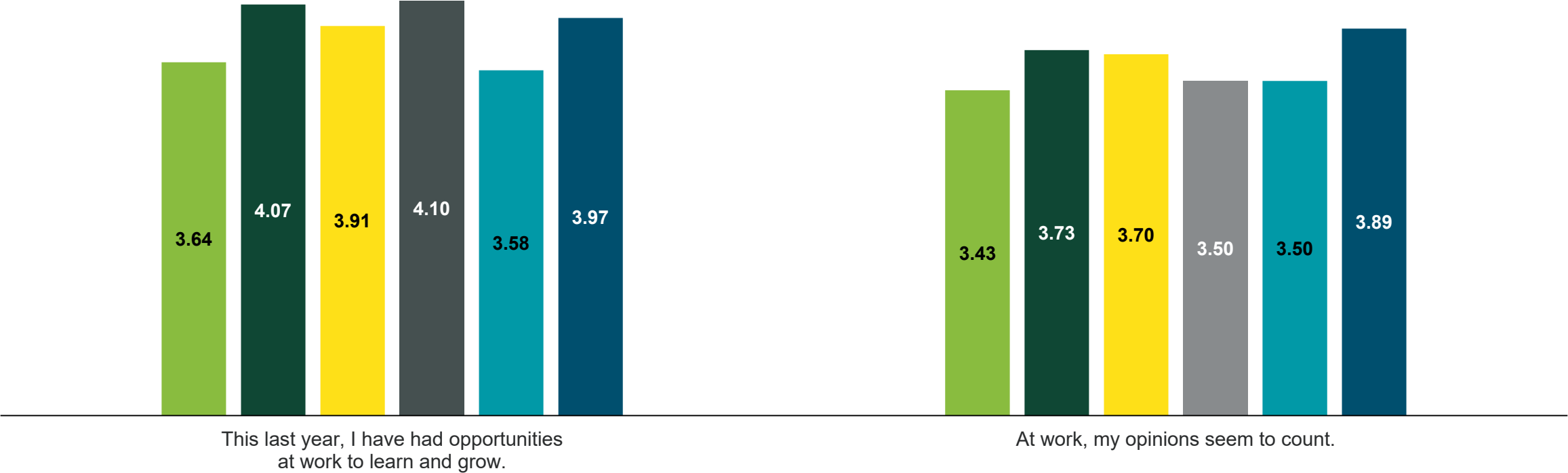
Compared to other higher education institutions, UO performs best in the care that supervisors and peers show one another, though this level of care varies by employee type

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



However, tenured faculty and classified staff trail their peers by notable margins in many engagement categories, particularly as it relates to growing in their role and feeling their opinions count

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



Collegiality

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



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

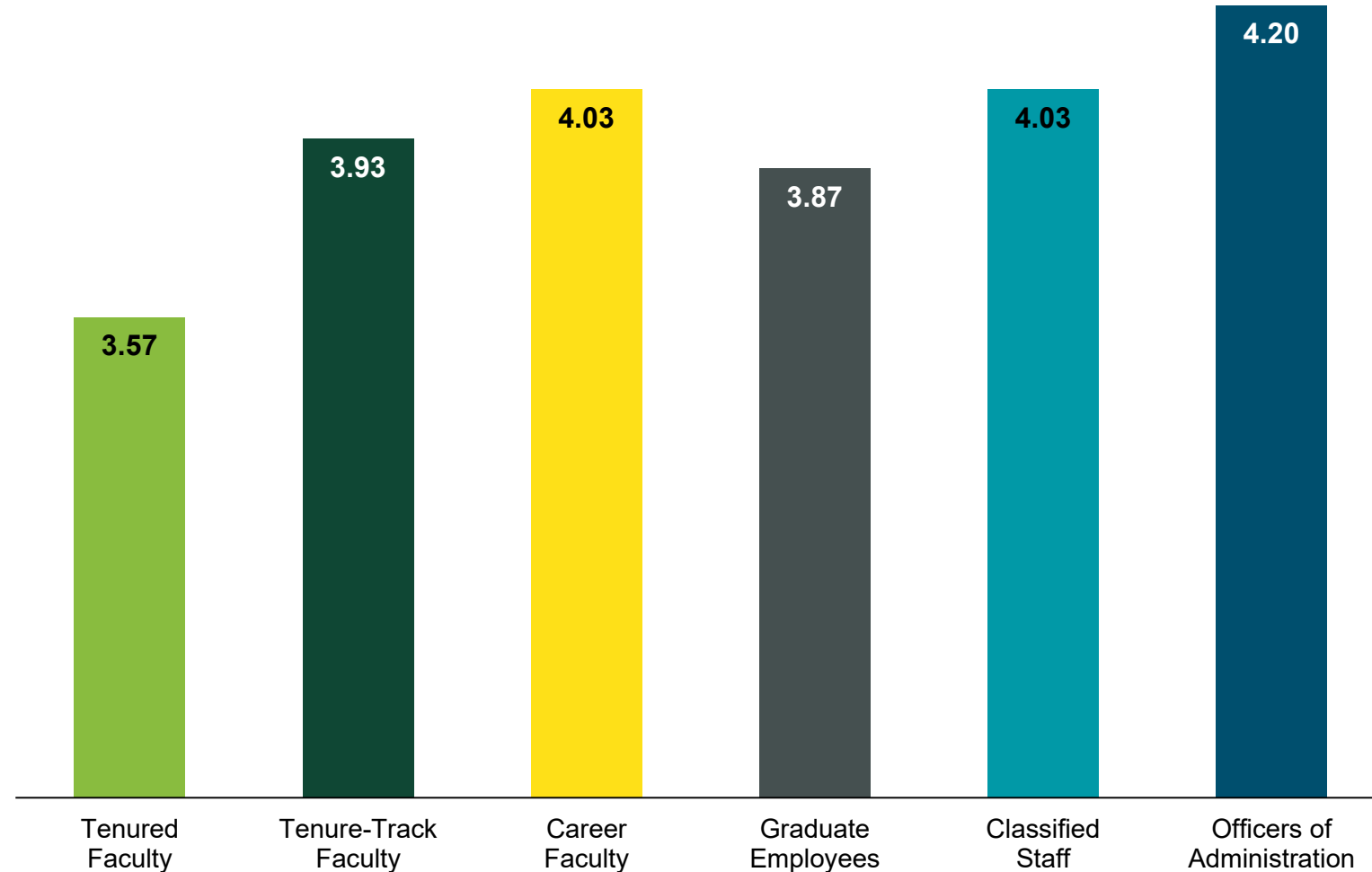
At work, I am treated with respect.
My coworkers appreciate my contributions.
I feel like a valued member of my team.
The people I work with help each other when there is a need.

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.

By this measure, **tenured faculty are least likely to feel respected and supported** by their colleagues, while OAs are most likely to report collegial relationships.

Collegiality Index

(Mean score of four items)

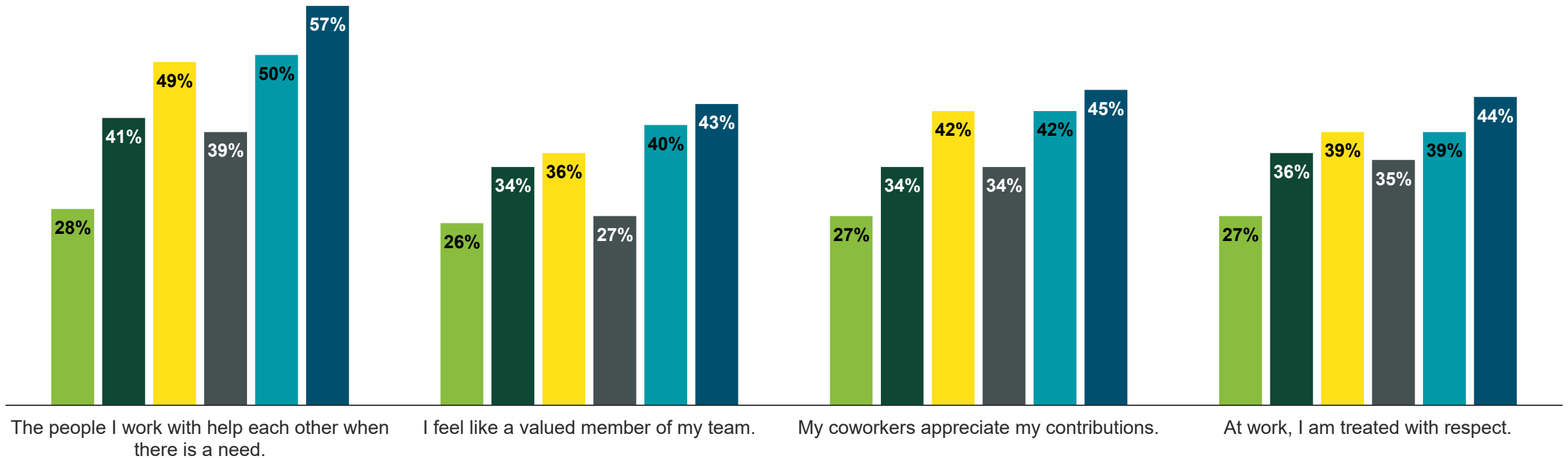


Tenured faculty are least likely to feel respected, valued, and supported by their colleagues; OAs and classified staff report higher levels of respect and collaboration

Collegiality Index Items

(% "Strongly agree")

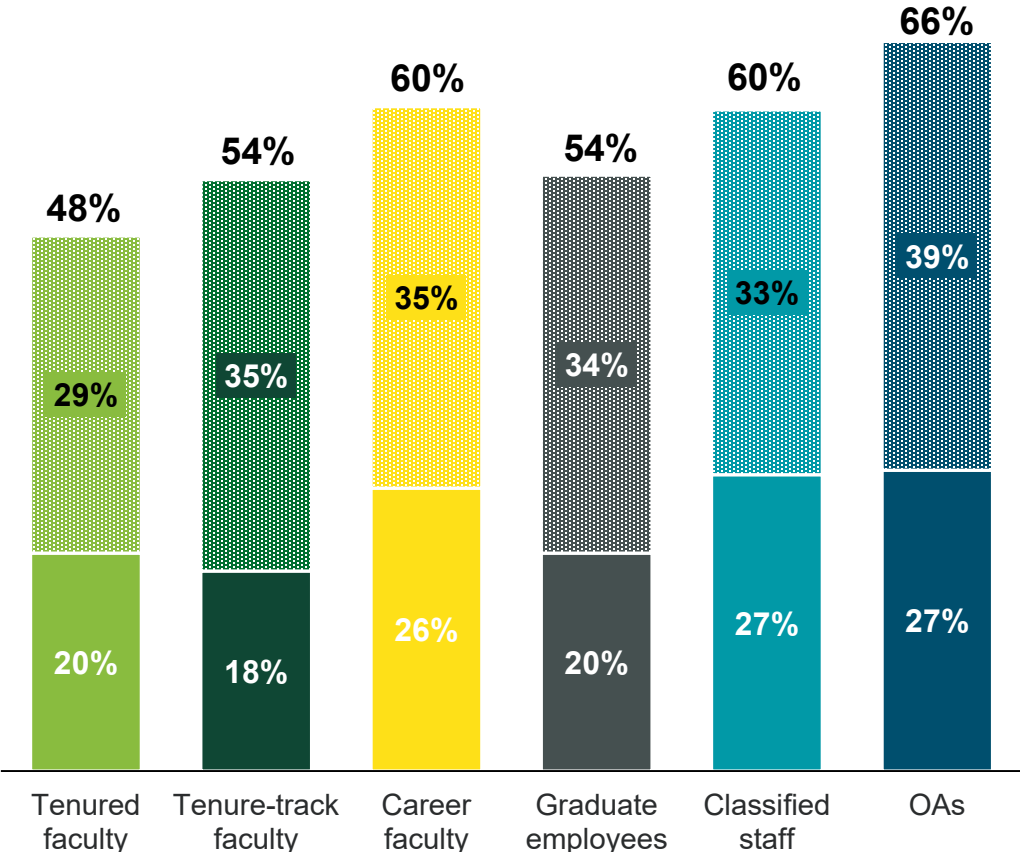
■ Tenured Faculty ■ Tenure-Track Faculty ■ Career Faculty ■ Graduate Employees ■ Classified Staff ■ Officers of Administration



Officers of Administration, Career Faculty and Classified Staff are more likely than other employee groups to feel at least somewhat safe openly sharing their ideas at work

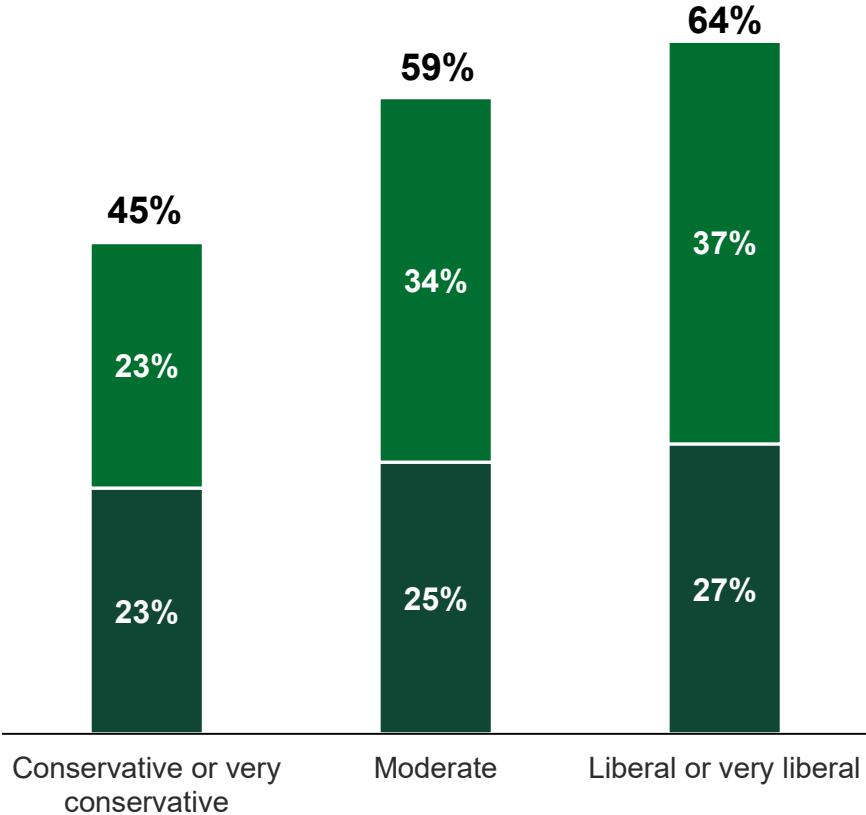
“I feel safe to openly share my ideas at work.”

(% “Strongly agree” + % 4)



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

(% “Strongly agree” + % 4)



Institutional Equity

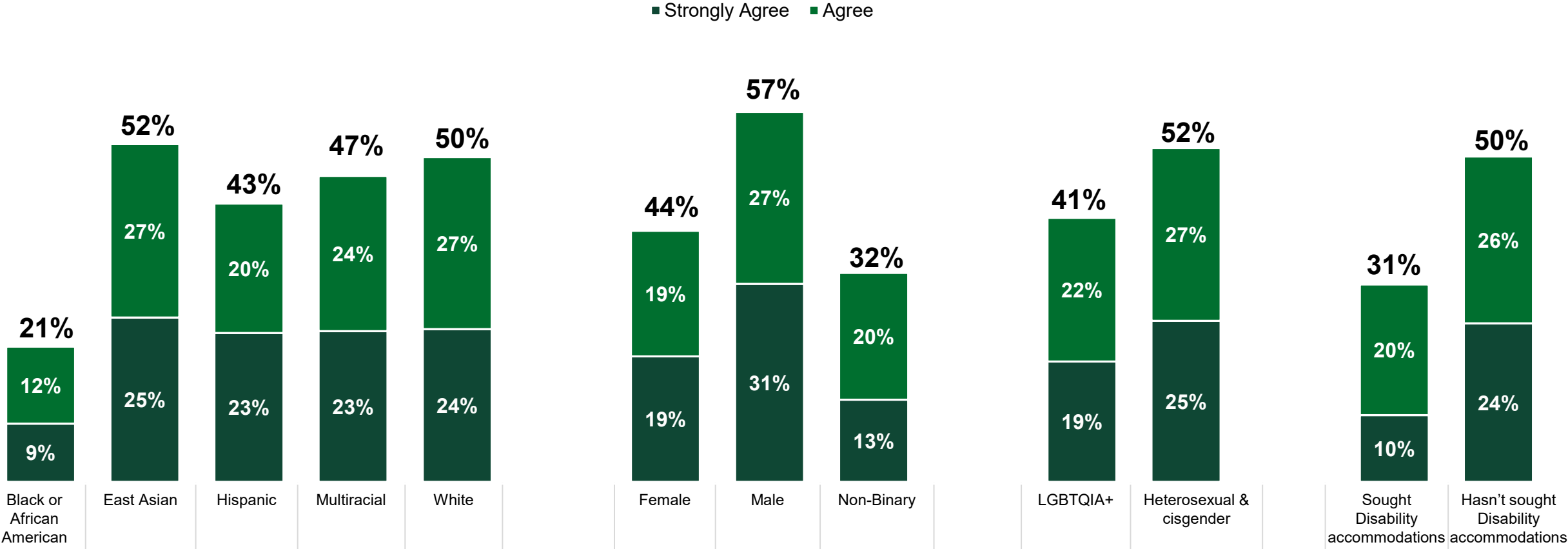
Do UO employees feel they have fair and just access to resources and opportunities to succeed?



	>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									
At work, my opinions seem to count.	3.67									
At work, I am treated with respect.	3.99									
My coworkers appreciate my contributions.	4.06									
I feel like a valued member of my team.	3.87									
I have the same opportunities for advancement as other colleagues at my organization with similar experience and performance levels.	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.	3.26									
I feel safe to openly share my ideas at work.	3.61									
UO makes effective efforts to prevent harm to employees from bullying, harassment, abuse and discrimination.	3.49									

Faculty and staff who are East Asian, White, male, heterosexual and cisgendered and who have not sought accommodations are more likely than others to feel the University of Oregon treats all its employees equitably.

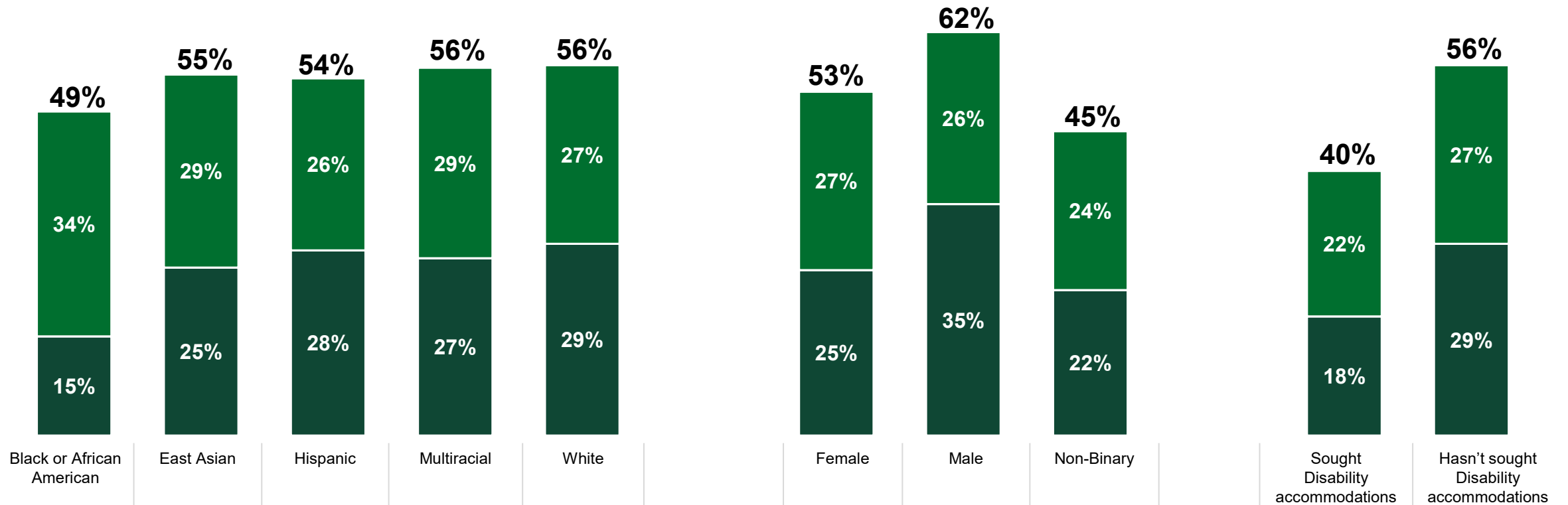
“Everyone at this institution is treated fairly regardless of ethnic background, race, gender, age, disability, class, sexuality, veteran status, nationality, religion, or other identities not related to job performance.”



While the gap lessens when it comes to personal advancement opportunities, white, East Asian, Hispanic, male and those who have never sought accommodations are more likely to feel they have the same opportunities for advancement as other colleagues at UO.

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

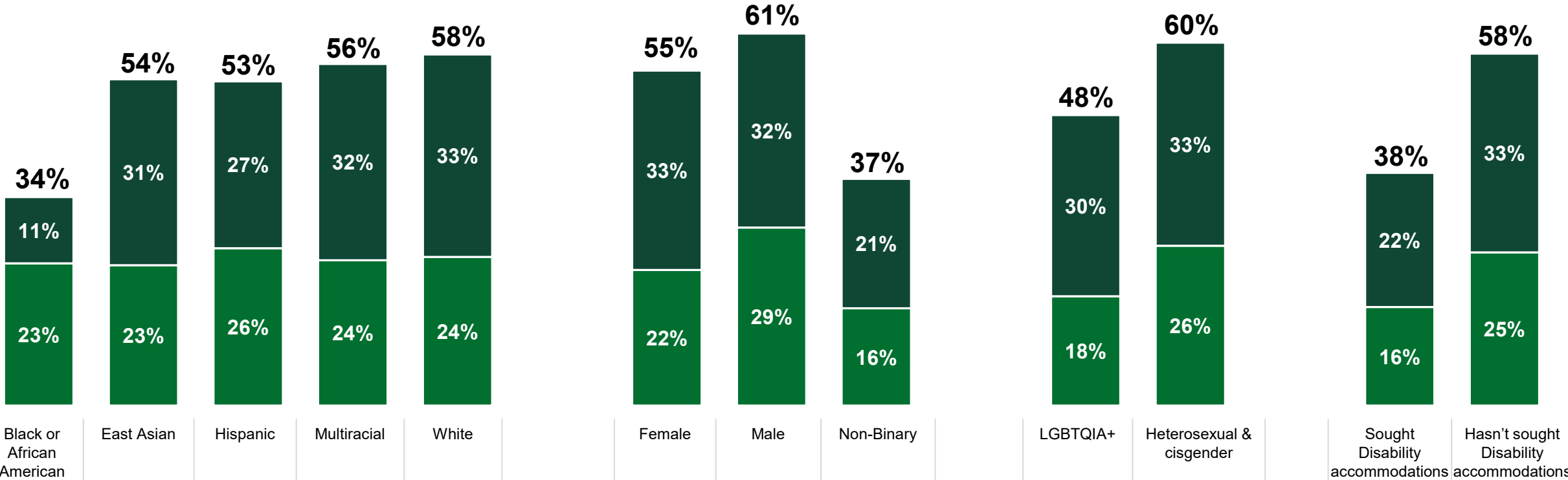
■ Strongly agree ■ Agree



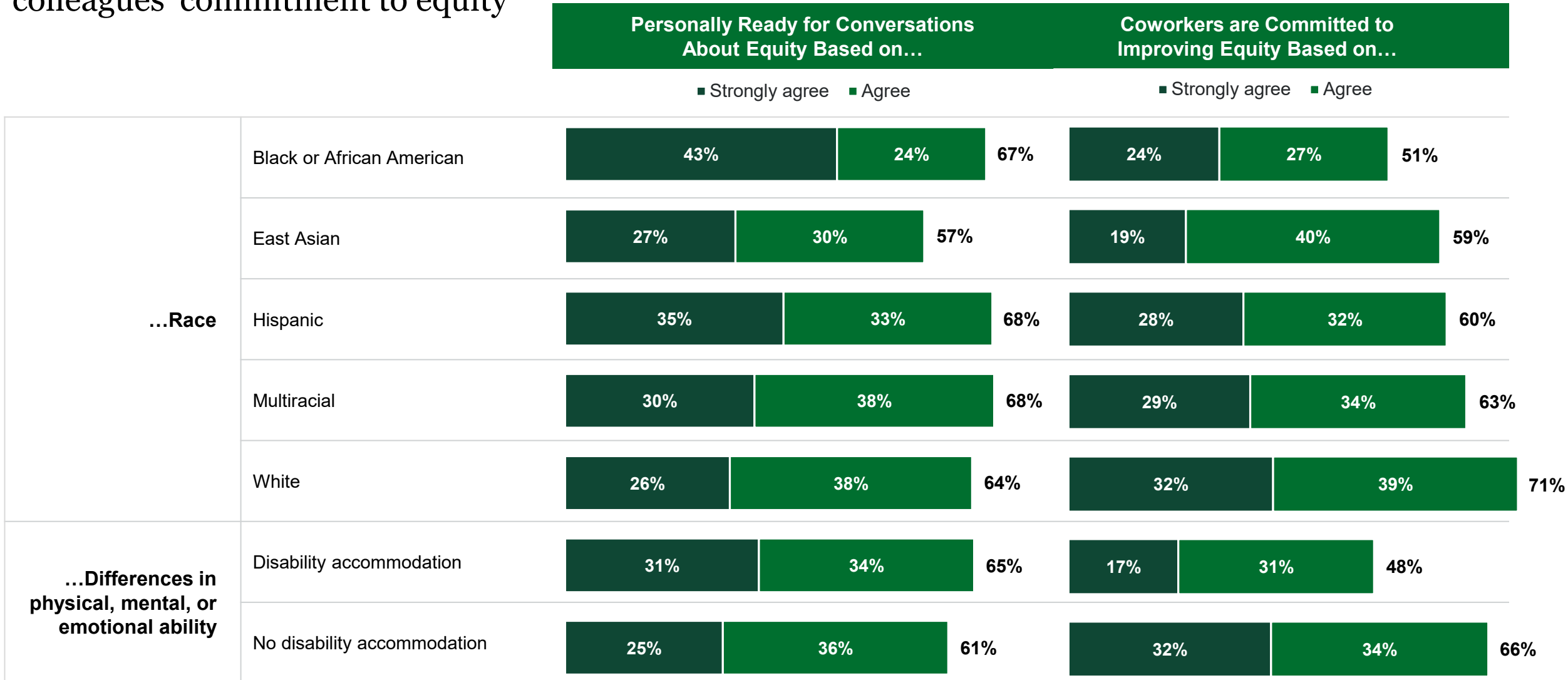
Just 56% of faculty and staff say the institution is effective in preventing harassment, bullying, and discrimination; those who are Black, non-binary, or have disability accommodations are notably less likely than their peers to agree

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

■ Strongly agree ■ Agree



Though most employees believe they are personally ready for conversations about equity based on race and ability, faculty and staff of color or who have disability accommodations are less confident in their colleagues' commitment to equity

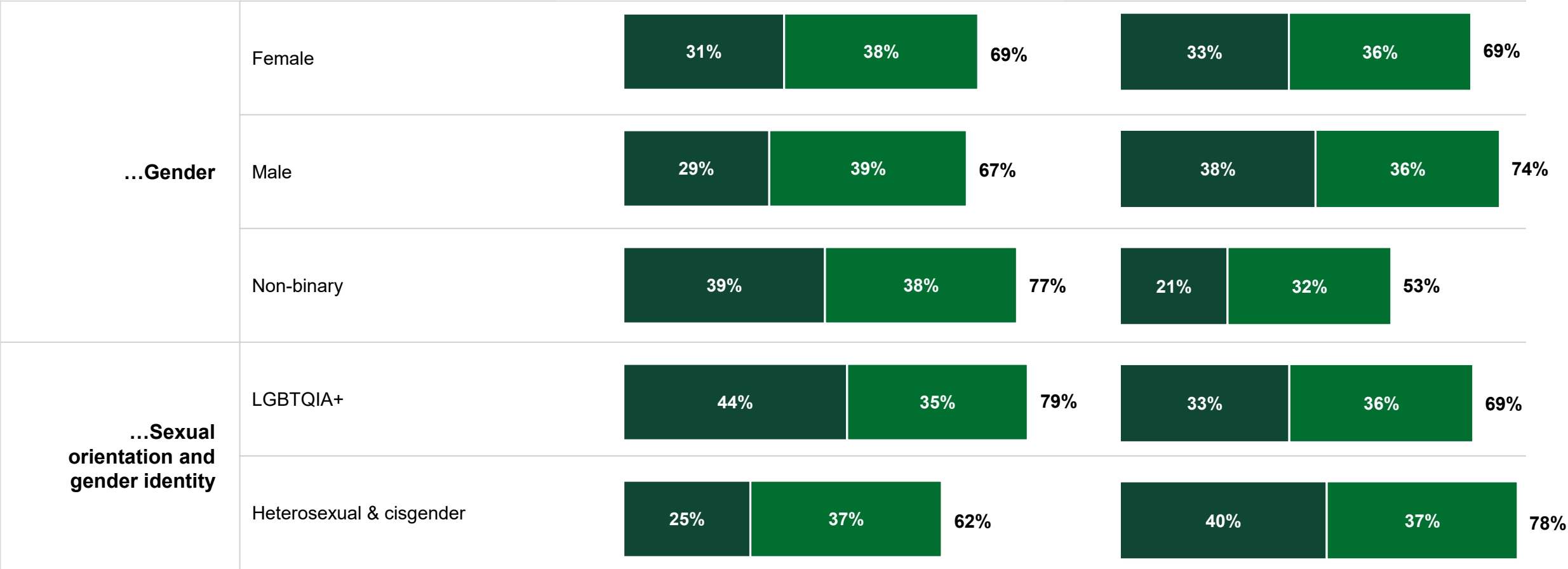


Members of the UO LGBTQIA+ community are less confident that their peers are committed to equity based on gender, gender identity, and sexual orientation, but feel more prepared to have these conversations

Personally Ready for Conversations About Equity Based on... **Coworkers are Committed to Improving Equity Based on...**

■ Strongly agree ■ Agree

■ Strongly agree ■ Agree





Experiences With Discrimination & Reporting Processes

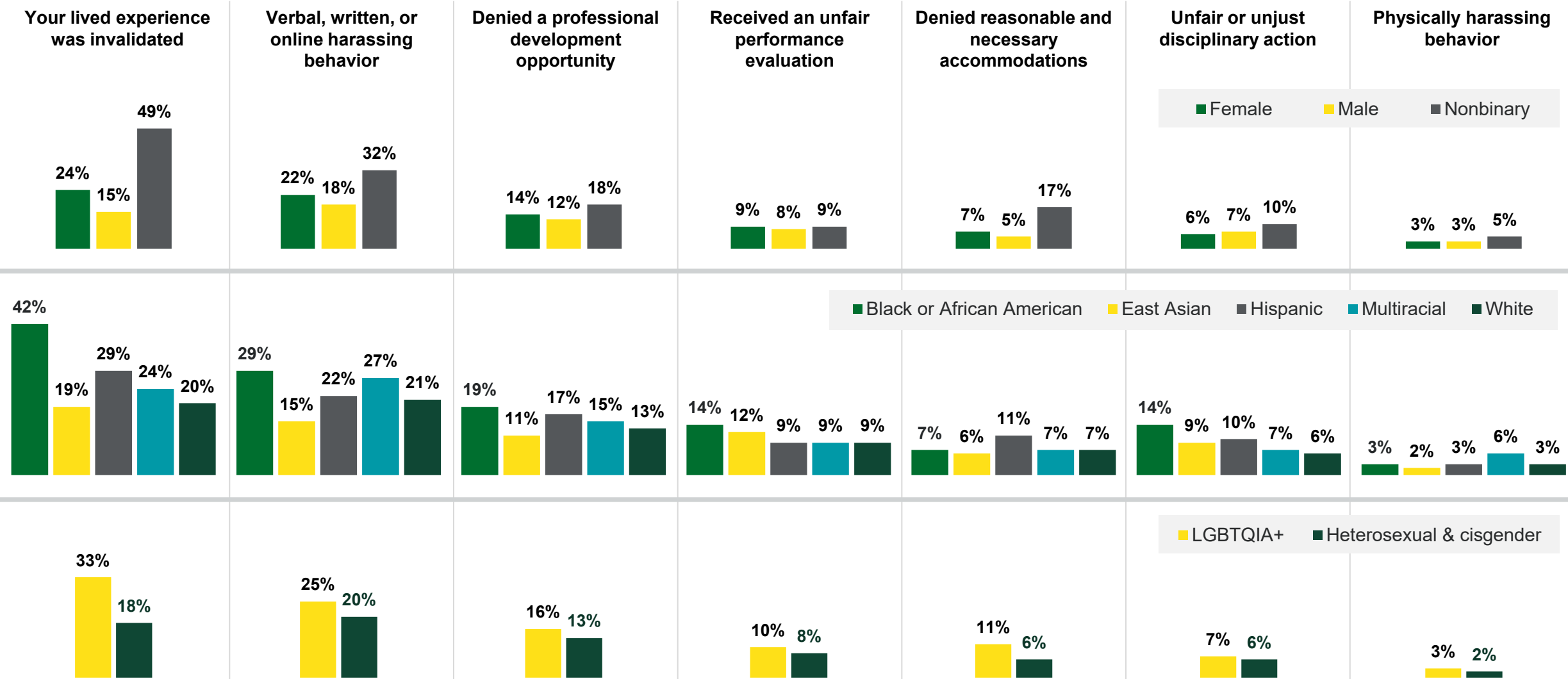
How have UO employees encountered harassment, discrimination, or other unfair treatment on campus based on their race, ethnicity, sexual orientation, gender identity, or ability?

Do UO employees report these incidents to the university?

Though the number of responses is limited, UO employees who identify as American Indian, Alaska Native, Middle Eastern, or North African are more likely than average to encounter harassment, denial of opportunities, or invalidation of their lived experience

	>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 UO Average	>5% above UO Average	>5% above UO Average		>10% above UO Average	>5% above UO Average	>5% above UO Average	>10% above UO Average	
Physically harassing behavior	3%	>5% above UO Average						>10% above UO Average		
Unfair or unjust disciplinary action	7%		>5% above UO Average					>10% above UO Average		
Denied a professional development opportunity	14%	>10% above UO Average	>5% above UO Average			>5% above UO Average		>10% above UO Average		
Received an unfair performance evaluation	9%					>10% above UO Average		>5% above UO Average		
Invalidated your lived experience	22%	>10% above UO Average	>10% above UO Average		>5% above UO Average	>10% above UO Average		>10% above UO Average		
Denied reasonable and necessary accommodations	7%					>10% above UO Average		>10% above UO Average		

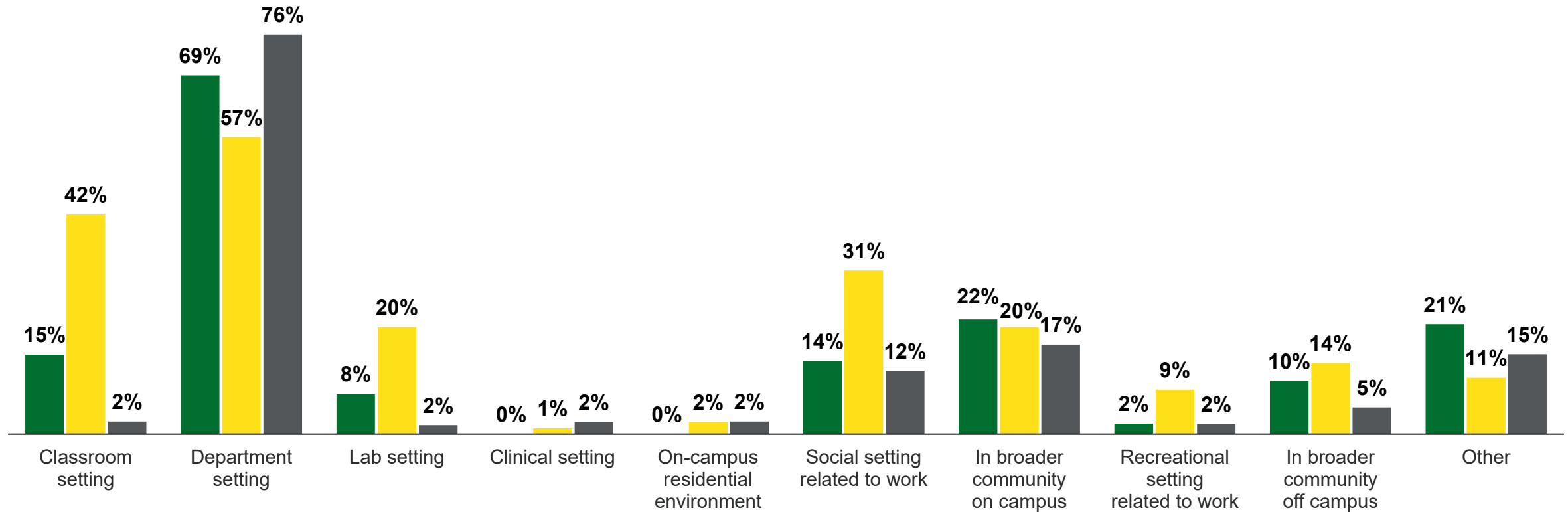
Black, nonbinary, and other LGBTQIA+ employees are notably more likely to report their lived experience has been invalidated, and marginally more likely to report harassment at UO



More than 70% of employees who have had a negative experience on campus encountered this behavior within their department, suggesting most incidents originate with coworkers

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

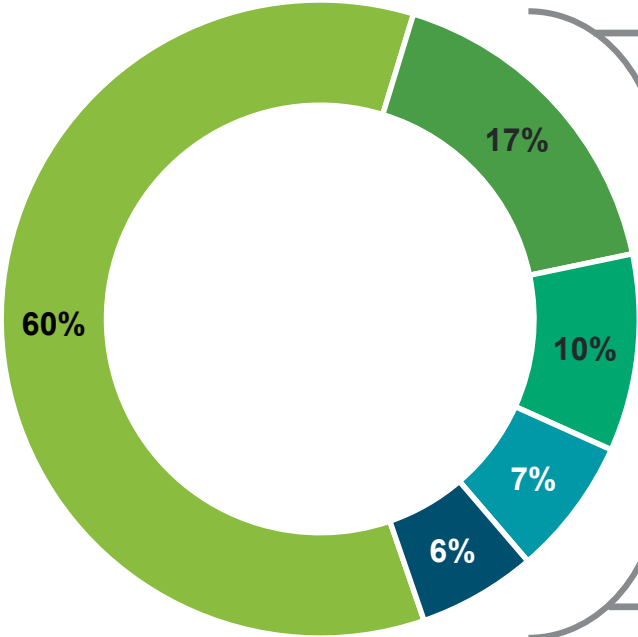
■ Faculty ■ Graduate Employee ■ Staff



40% of employees report having at least one of these negative experiences; of those, 80% say the negative experiences happened multiple times, and 70% did not make a formal complaint

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?

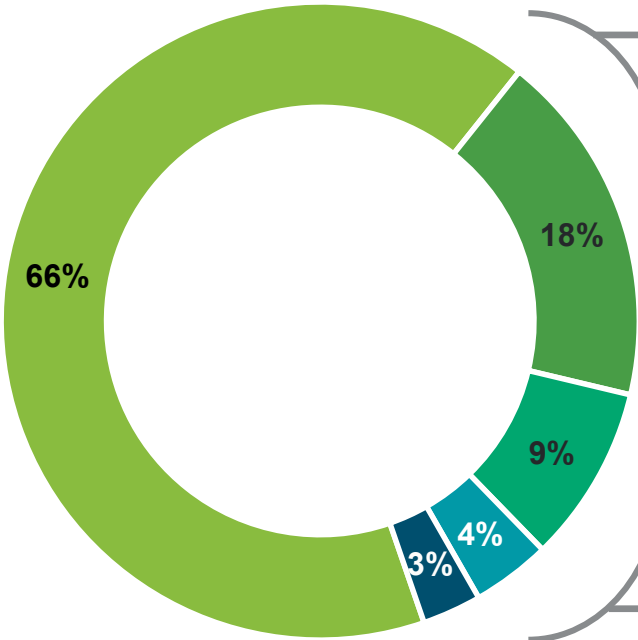
■ Yes ■ No ■ Prefer not to say



34% of employees report having at least one incidence of unfair treatment on campus (not including invalidation of their lived experience); of those, 80% say the negative experiences happened multiple times, and 63% did not make a formal complaint

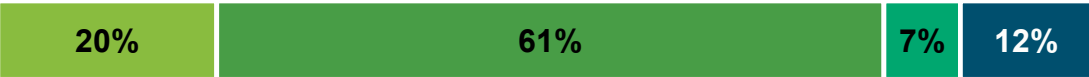
Number of Negative Experiences in the Past 3 Years

■ 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?*

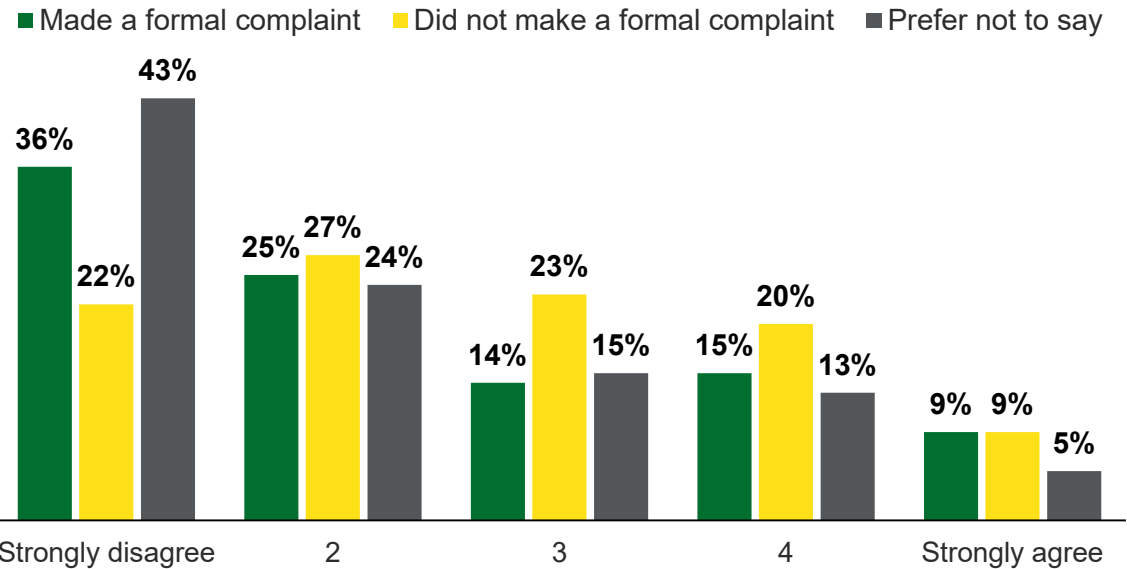
■ Yes ■ No ■ Prefer not to say



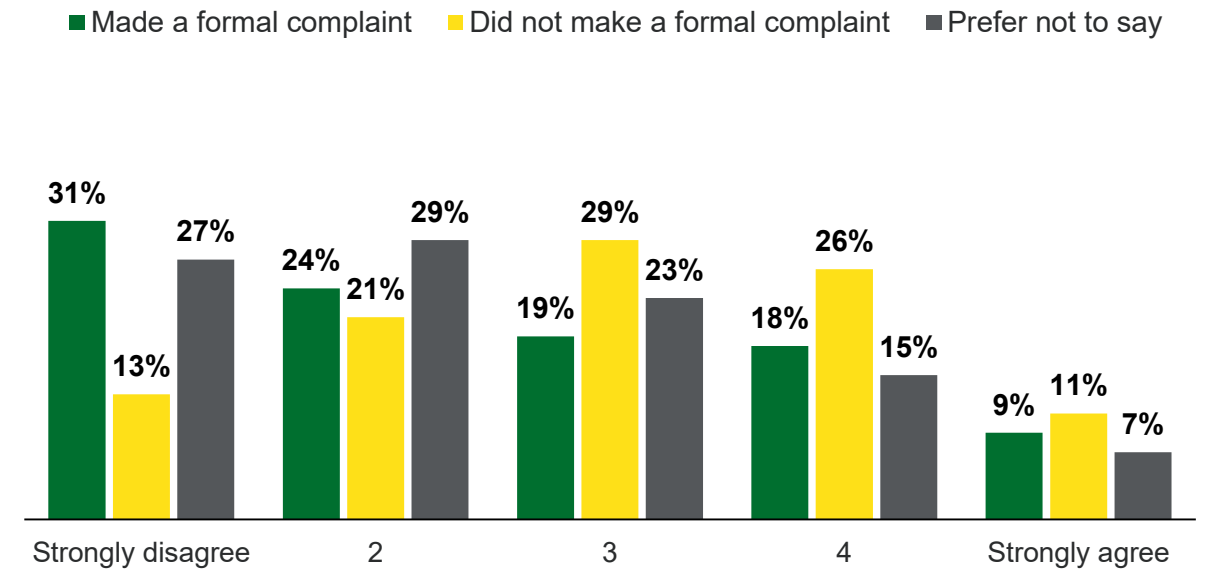
*Graphs do not include employees who did not report any negative experiences on campus, or those who only reported that their lived experience was invalidated (due to a lack of formal reporting channels for those negative experiences)

Those employees who did make a formal complaint – or who prefer not to say whether they did – are noticeably less confident in UO’s commitment to equity

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



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

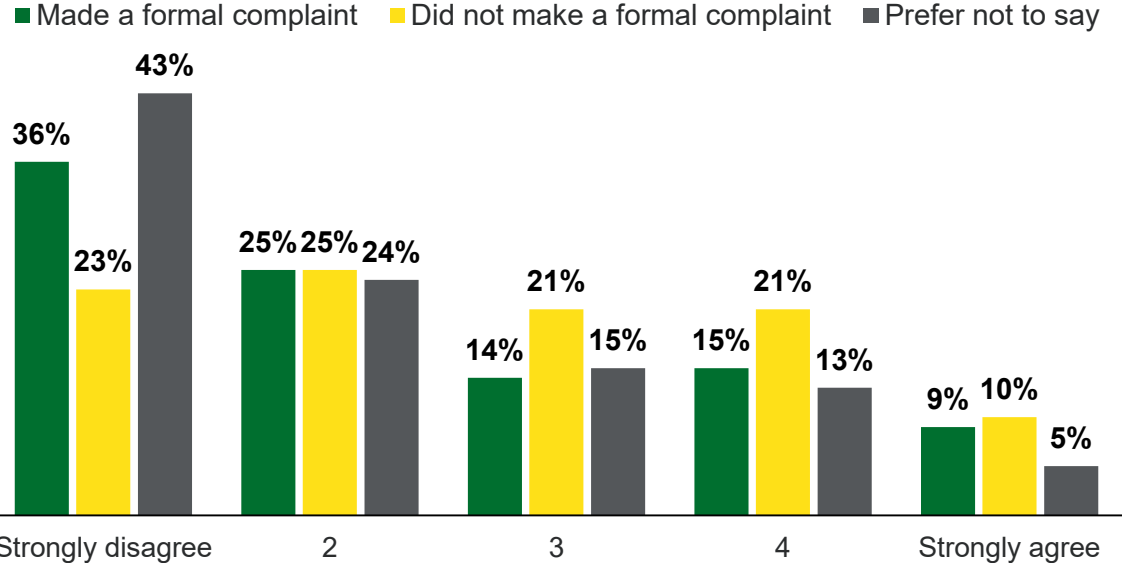


*Graphs only include employees who have had at least one instance of unfair treatment in the past three years

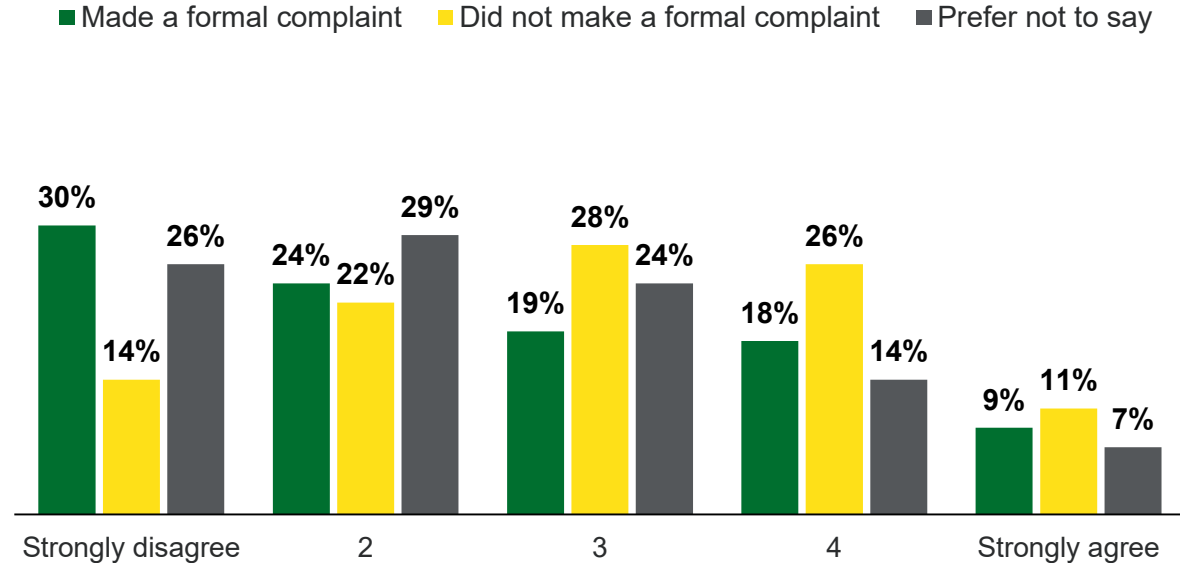
Gallup research finds that employees who believe their employer would do the right thing if they raised an issue about ethics and integrity are significantly more likely to report unethical behavior.

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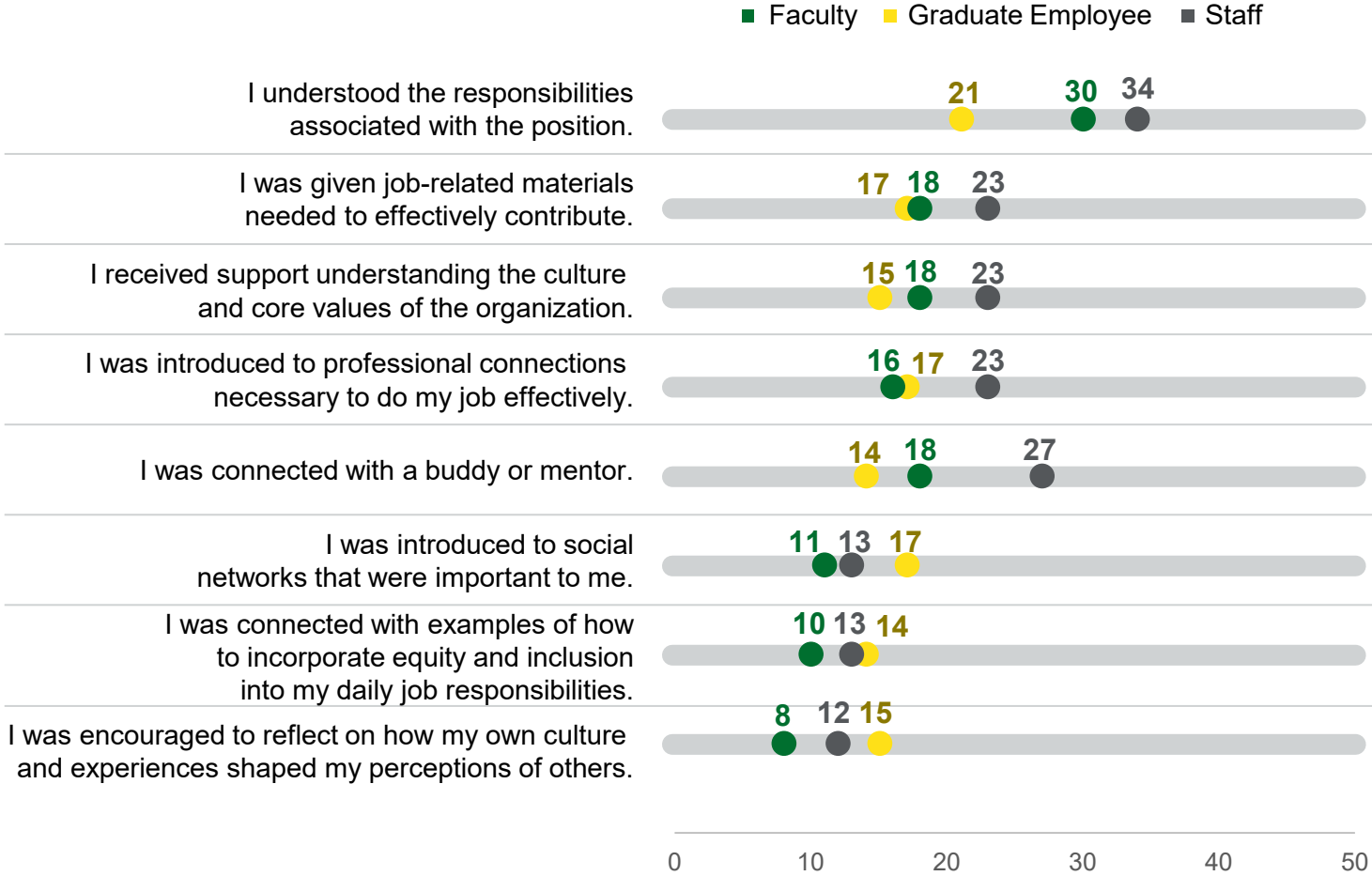


*Graphs only include employees who have had at least one non-invalidation instance of unfair treatment in the past three years

Gallup research finds that employees who believe their employer would do the right thing if they raised an issue about ethics and integrity **are significantly more likely to report** unethical behavior.

OAs and Classified staff are generally more positive about their onboarding experience than faculty and graduate employees

“Reflecting back on your onboarding at UO...”
 (% “Strongly agree”)



According to Gallup research, “employees who had exceptional onboarding experiences...are **2.6 times as likely to be extremely satisfied with their workplace- and consequently, far more likely to stay.**”

An **exceptional onboarding experience** answers the following five questions:

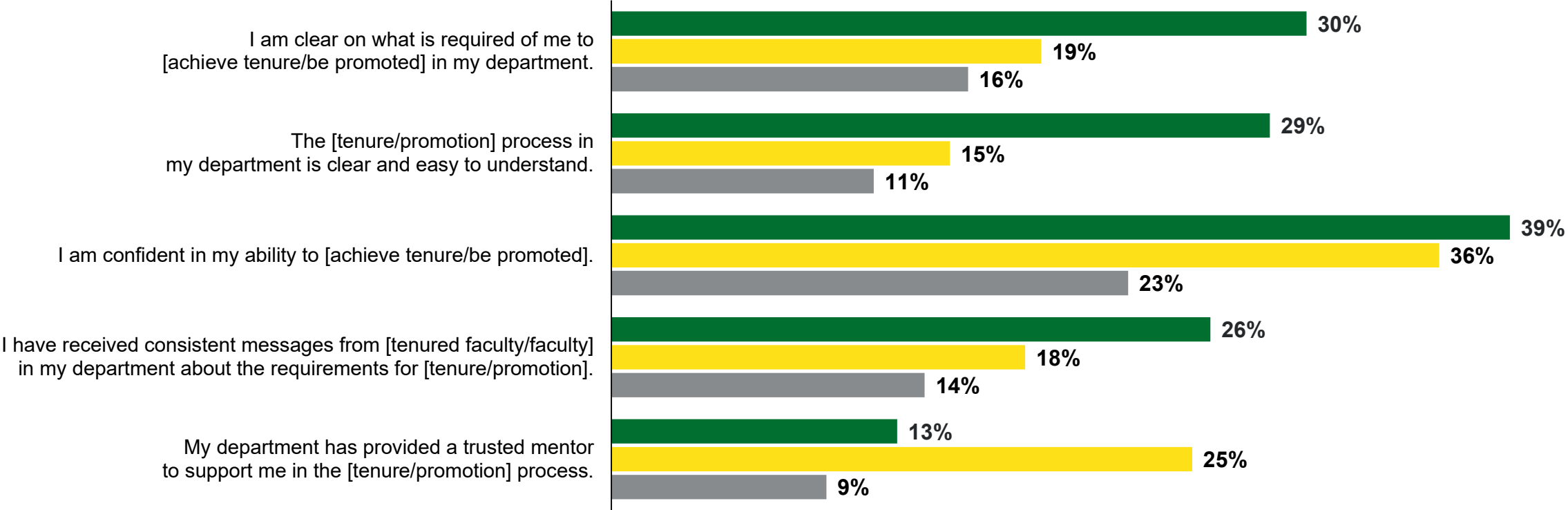
- 1 “What do we believe in around here?”
- 2 “What are my strengths?”
- 3 “What is my role?”
- 4 “Who are my partners?”
- 5 “What does my future here look like?”

Fewer than one in five tenure-track faculty strongly agree the tenure process is clear, and that messaging around it is consistent; career faculty are even less clear on the promotion process

Faculty Assessment of Promotion and Tenure Processes*

(% "Strongly agree")

■ Tenured faculty ■ Tenure-track faculty ■ Career faculty



*Tenured faculty and career faculty were asked questions about the promotion process; tenure-track faculty were asked questions about the tenure process

Next Steps and Action Planning



Additional Analysis and Reporting

- 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
- Presentation of results to UO community
- Local-level reviews of results
- Listening sessions and focus groups

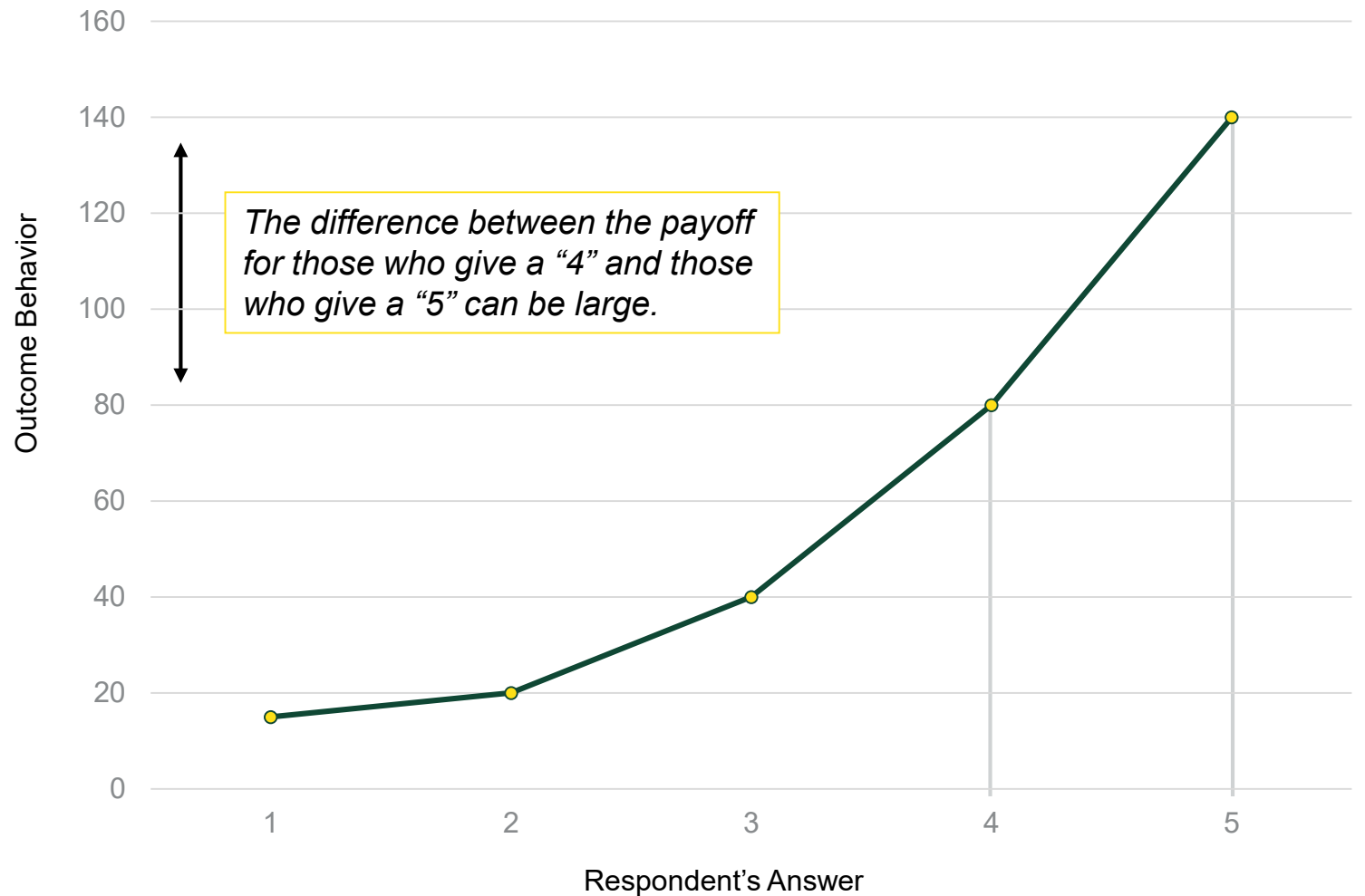
Appendix

What's in a number?

Gallup research shows that each response on the five-point scale has a correlating “real-world” answer:

5. Emphatic “yes”
4. “Yes, but...”
(Act and Think Like 3s)
3. Polite “no”
2. “No”
1. Emphatic “no”

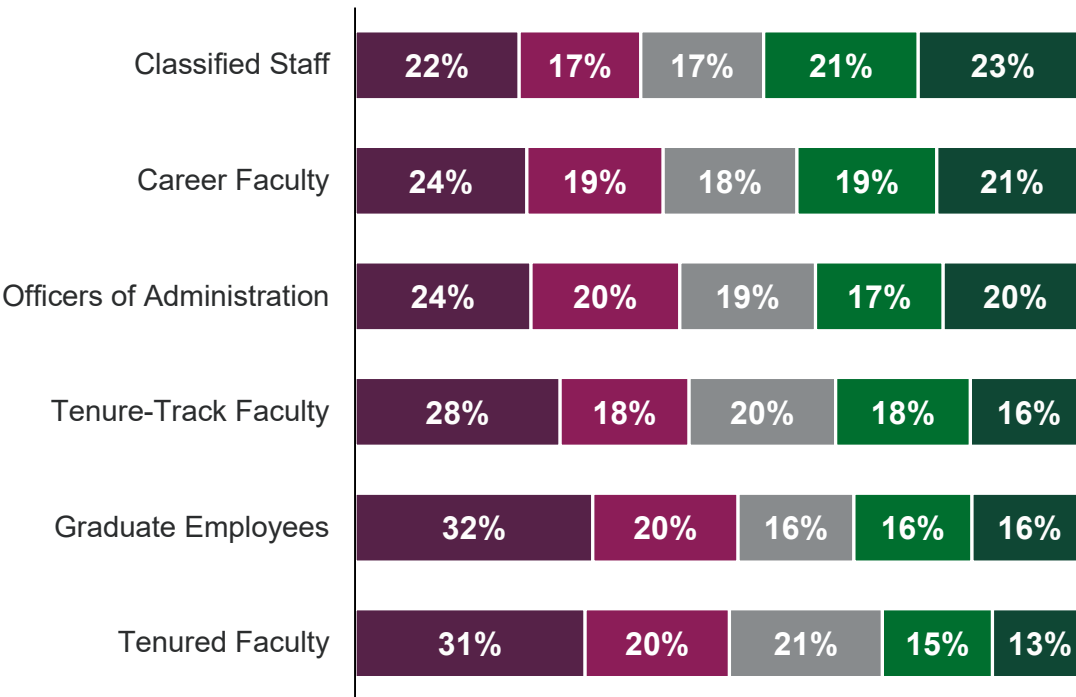
THE ADDED PAYOFF OF AN ENTHUSIASTIC RESPONSE



44% of UO employees sometimes think seriously about leaving the university; seven survey items account for nearly one third of UO employees' outlook on leaving

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

■ 1 Strongly disagree ■ 2 ■ 3 ■ 4 ■ 5 Strongly agree

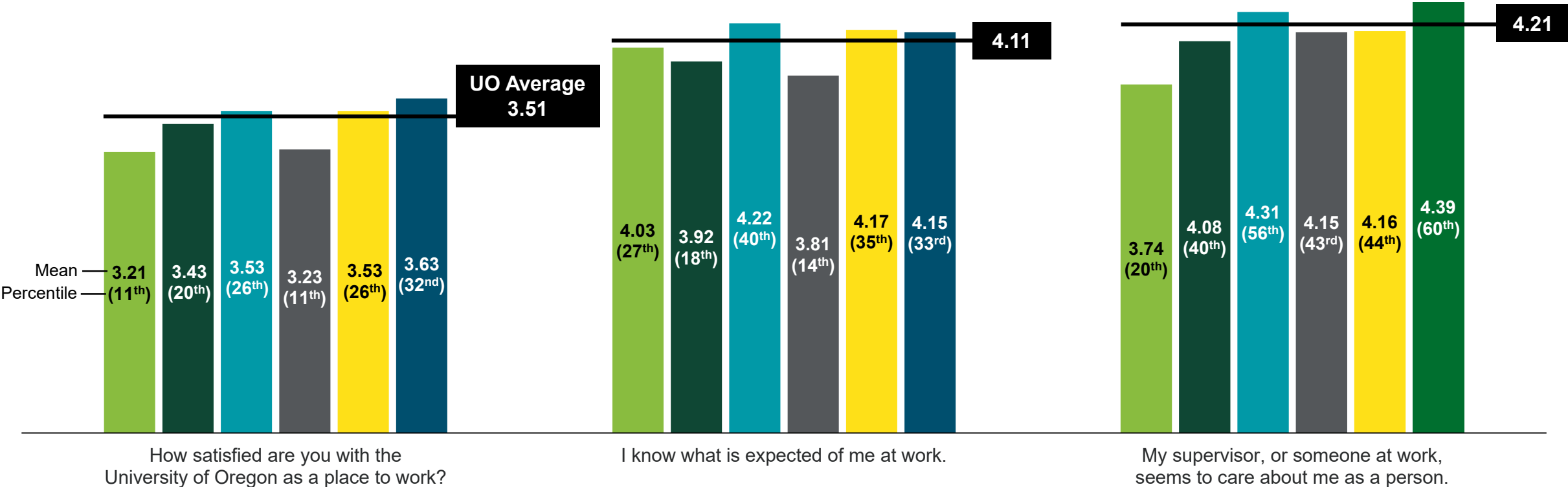


Strongest predictors of “I rarely think seriously about leaving UO to work somewhere else.”

Survey Item	Influence on consideration to leave UO
I am confident the institution will act upon the issues arising from this survey.	13%
I have the same opportunities for advancement as other colleagues at my organization with similar experience and performance levels.	3%
My pay is fair in comparison to the job market for people doing similar work in Oregon.	3%
The mission or purpose of my organization makes me feel my job is important.	3%
Multiple negative experiences at UO in the last three years (Negative)	3%
I know what is expected of me at work.	3%
I feel like a valued member of my team.	3%

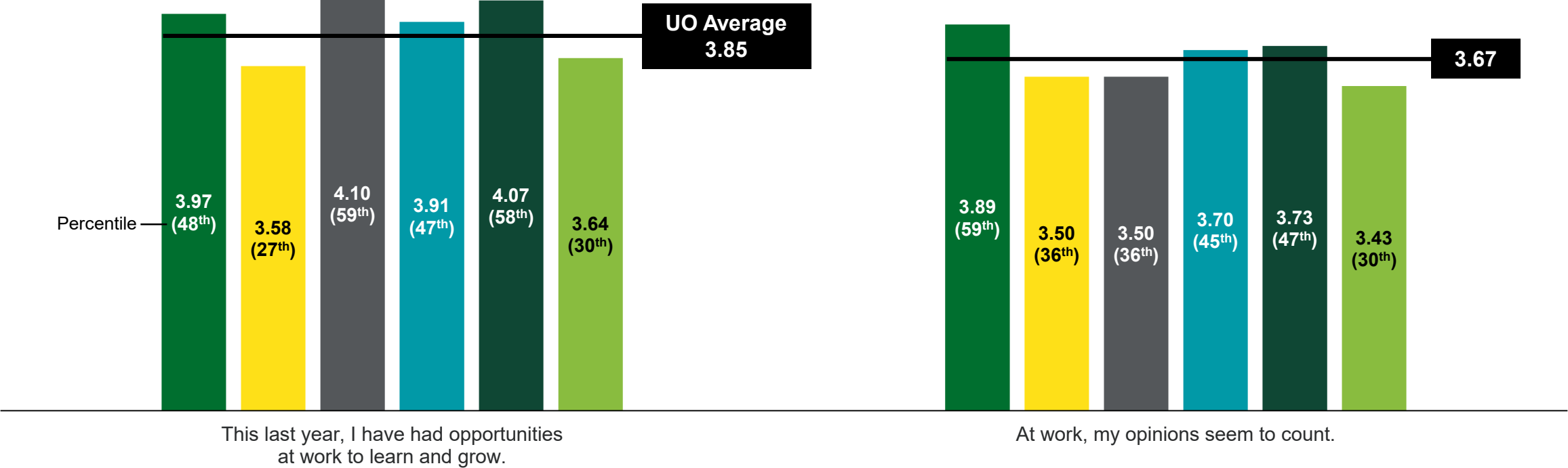
Compared to other higher education institutions, UO performs best in providing supervisors and peers that care about one another, though this level of care varies by employee type

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

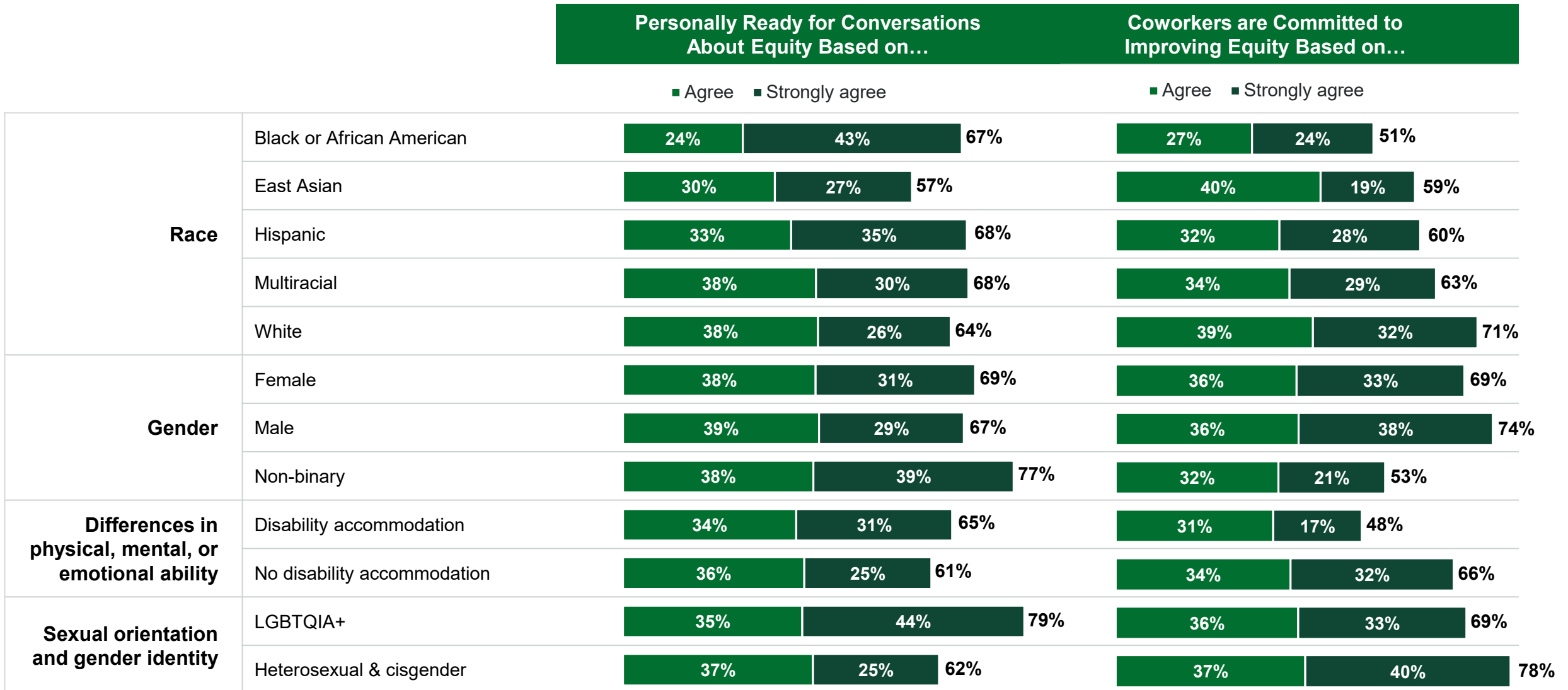


However, tenured faculty and classified staff trail their peers by notable margins in many engagement categories, particularly as it relates to growing in their role and feeling their opinions count

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



Members of historically underrepresented and marginalized employee groups are less likely to believe their colleagues are committed to equity for these groups



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