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University of Oregon 2022 Campus Climate Survey

Presentation of Results

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Stephanie Marken

Executive Director, Education Research

Zach Hrynowski

Research Consultant

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%

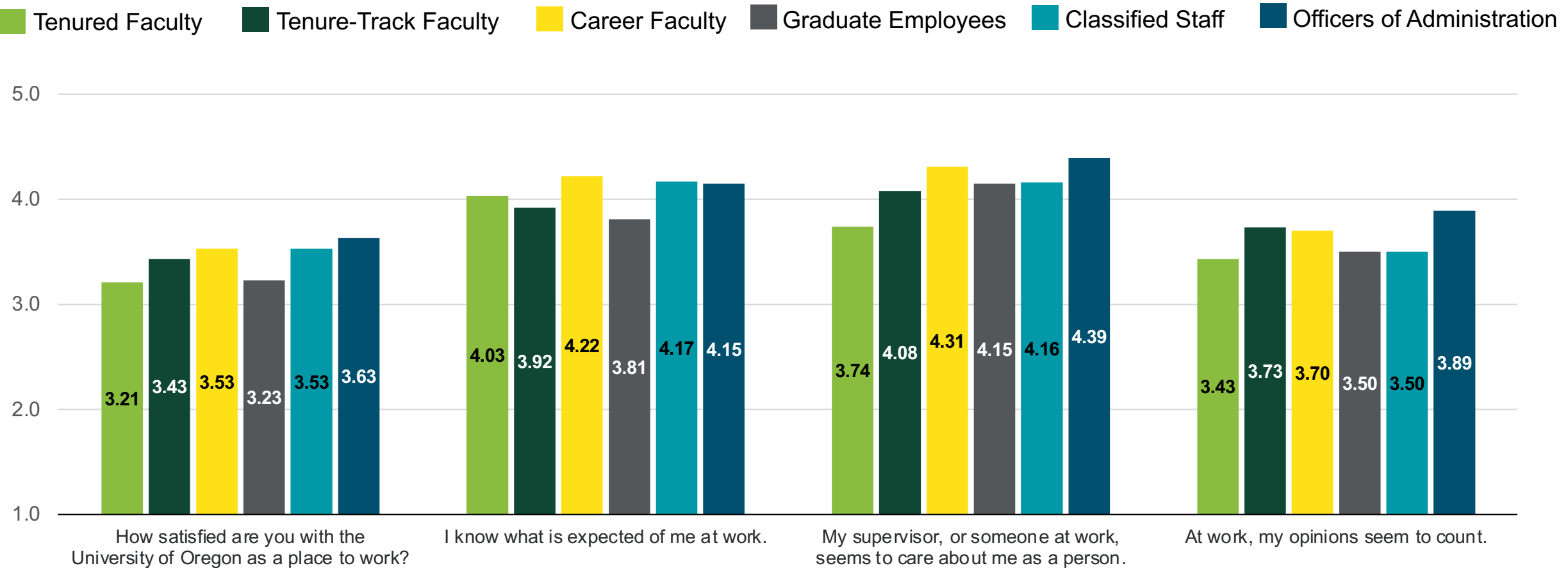
Employee Engagement

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?

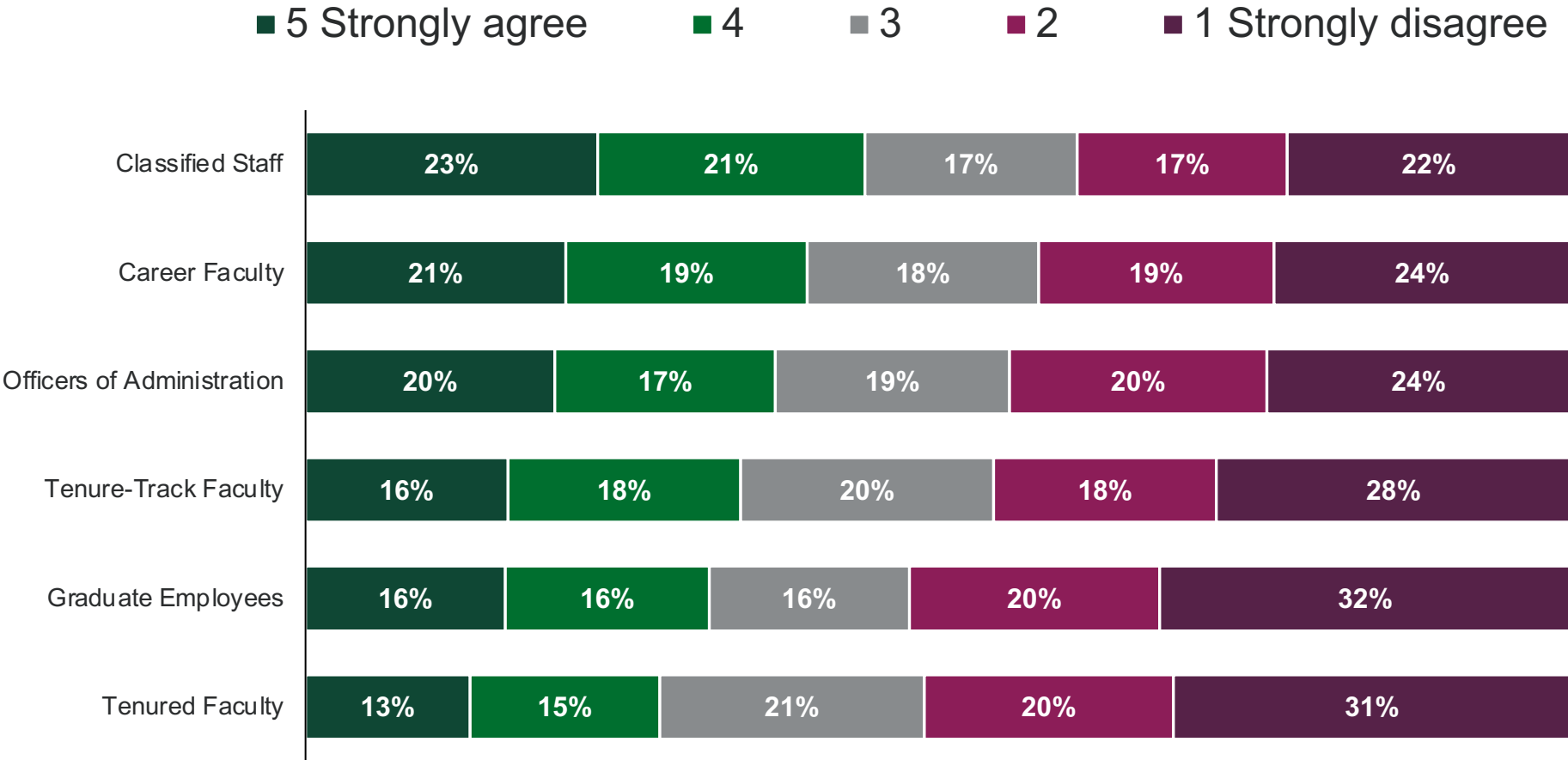


Employee Engagement



*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.”



Collegiality

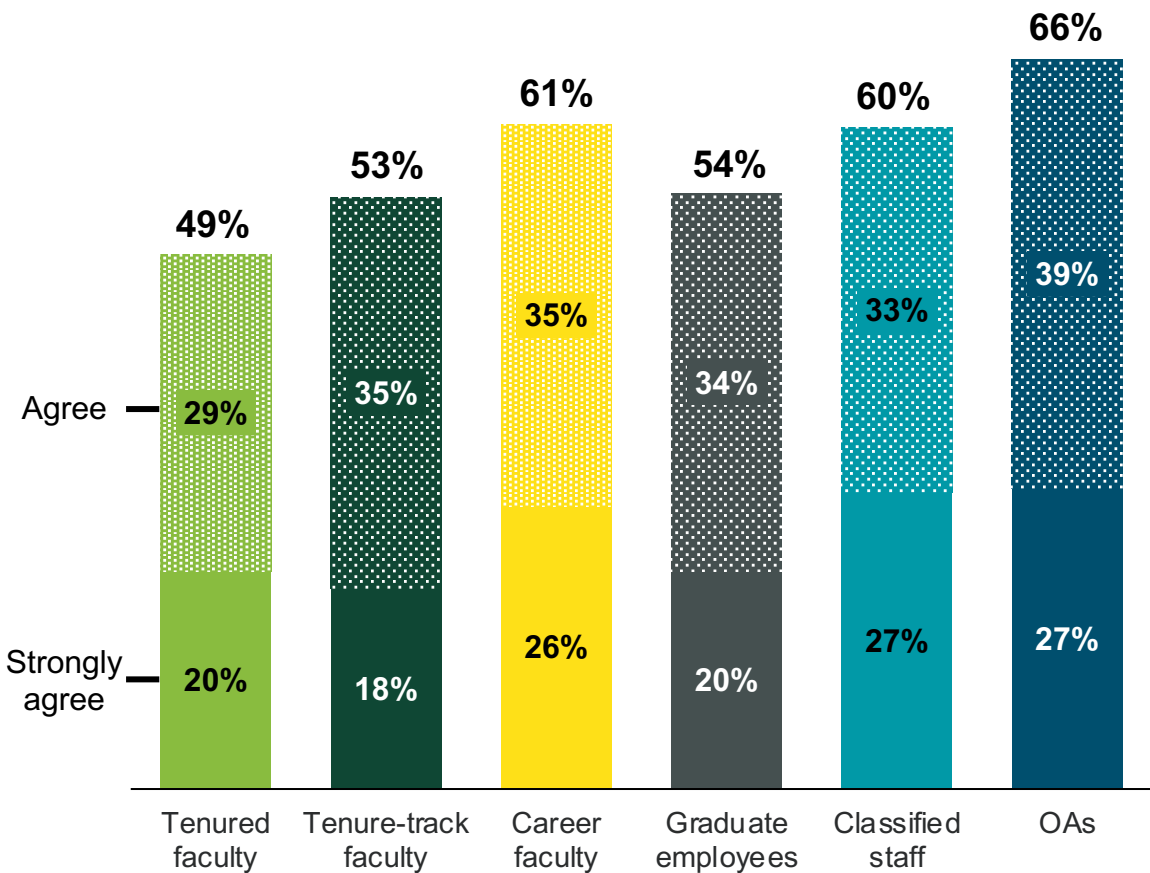
Do UO employees feel respected,
supported, and valued by their colleagues?



Psychological Safety

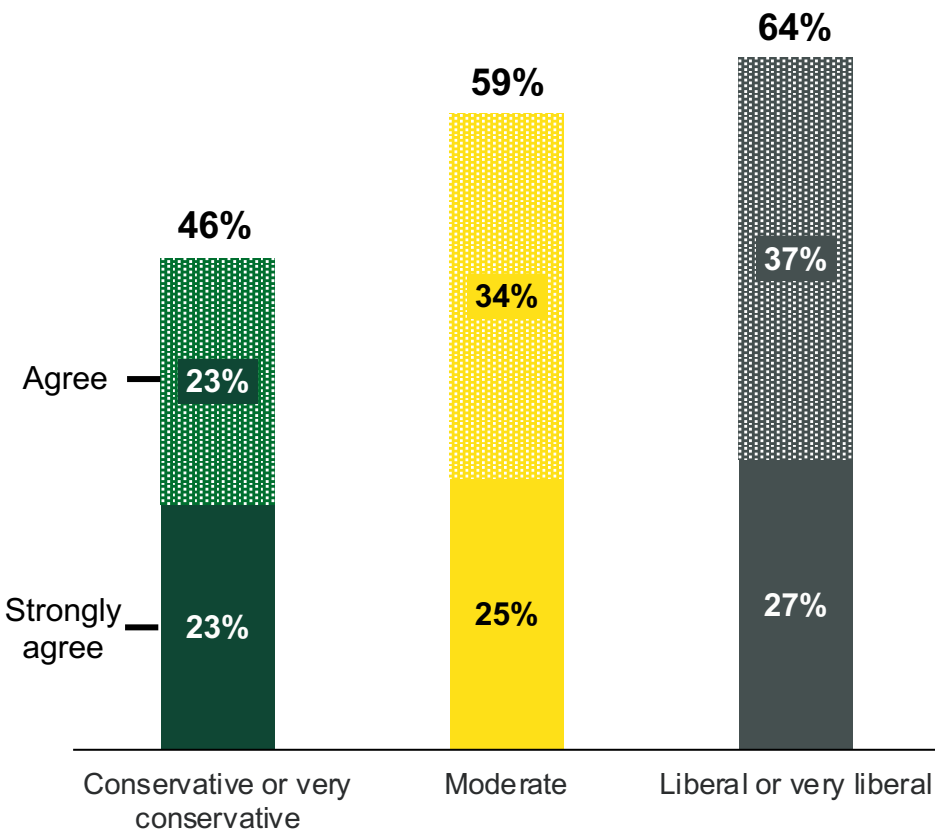
“I feel safe to openly share my ideas at work.”

(% “Strongly agree” + % Agree)



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

(% “Strongly agree” + % Agree)



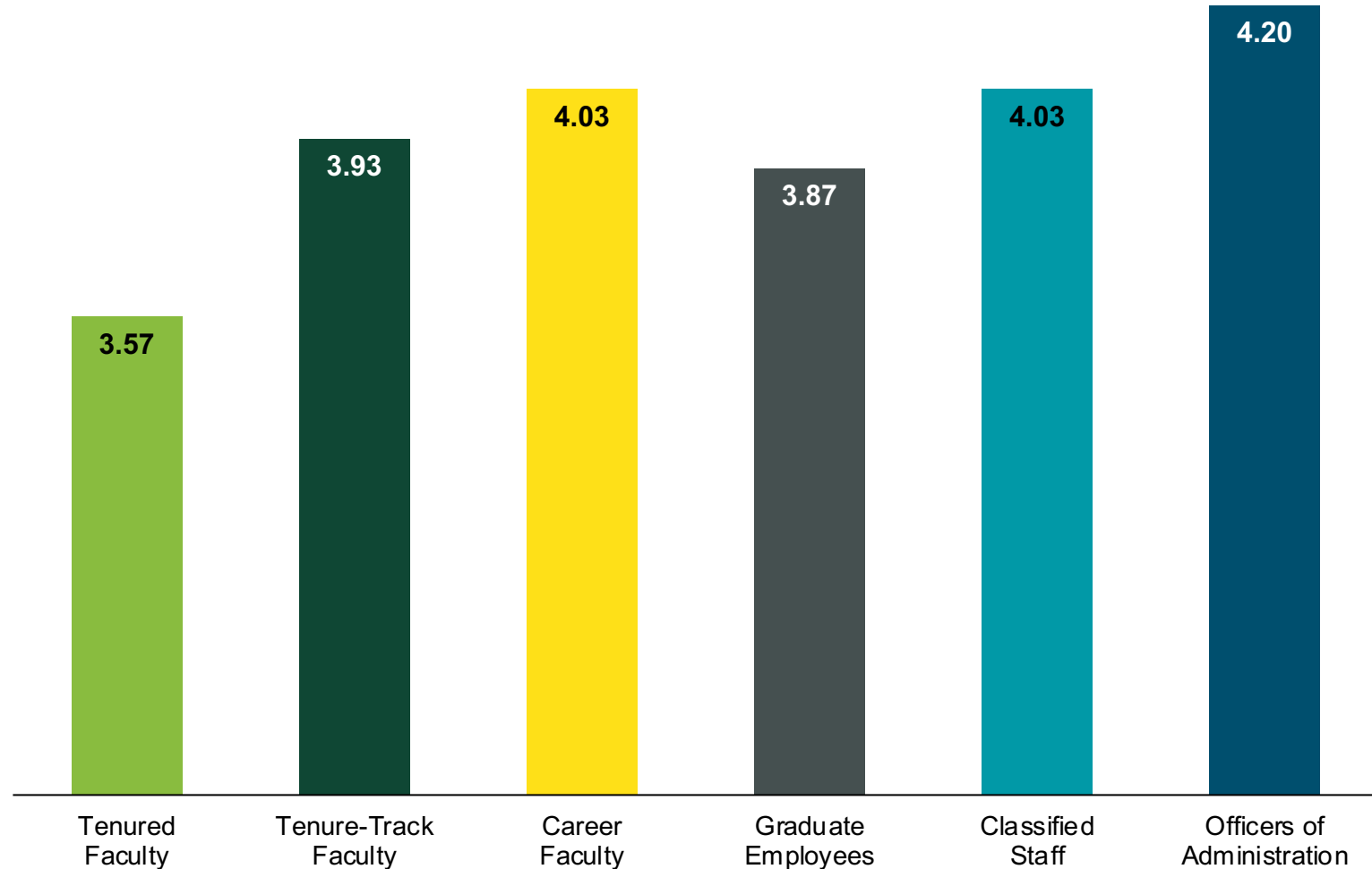
Using factor analysis, Gallup found the following four items represent a “collegiality” construct:

- 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)

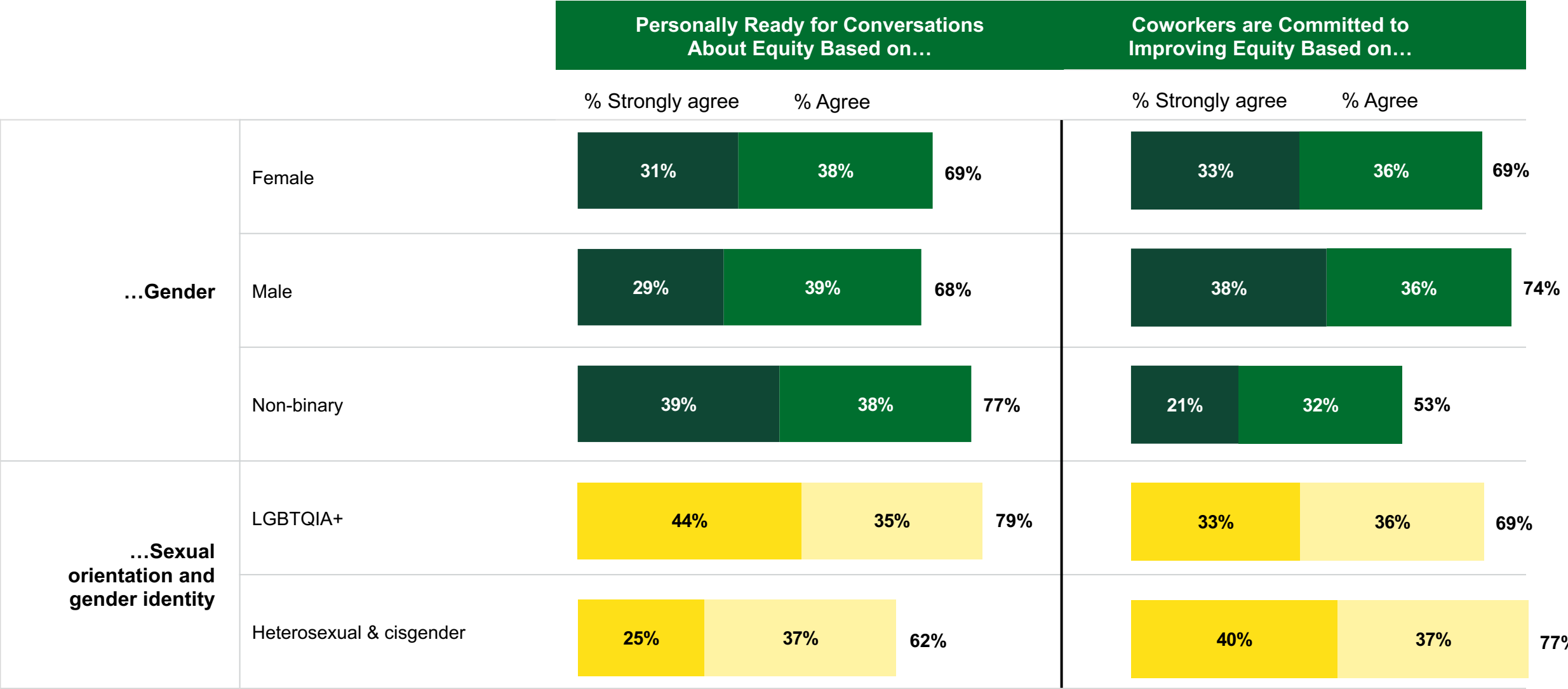


Institutional Equity

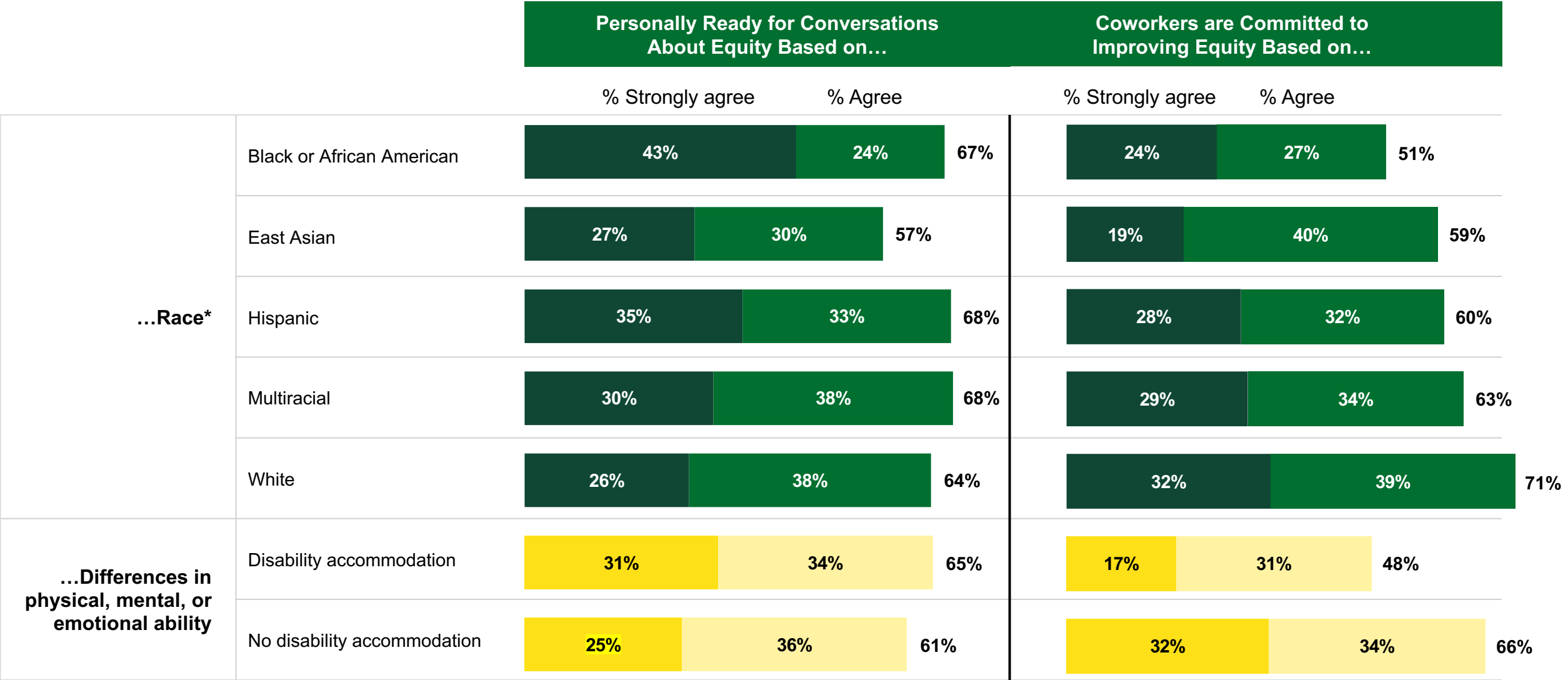
Do UO employees feel they have fair and just access to resources and opportunities to succeed?



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?

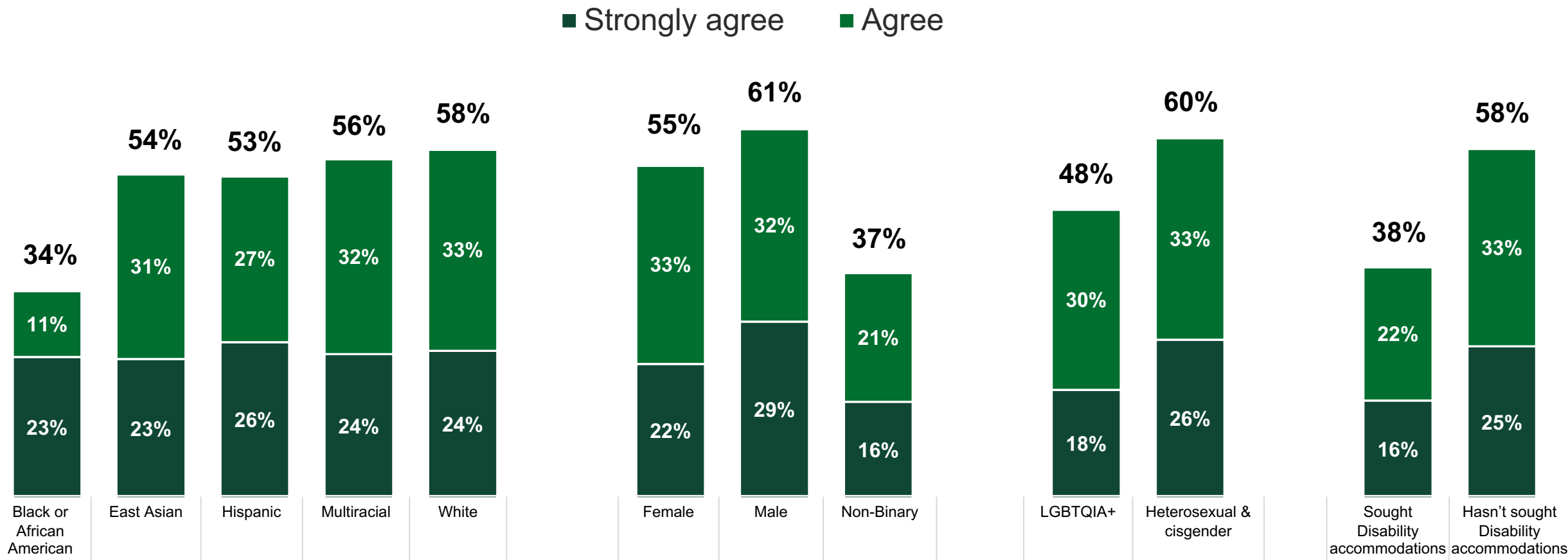


*To ensure confidentiality of individuals, full results are not displayed for American Indian & Alaska Native, Middle Eastern & North African, Native Hawaiian & Pacific Islander, or South Asian employees

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									
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									

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



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A photograph of two men in business suits. The man on the right is older, with grey hair and a beard, wearing a grey suit, white shirt, and blue tie. He is gesturing with his hands while speaking. The man on the left is younger, seen from the back, wearing a dark blue suit. They are in a bright, modern office setting.

Experiences With Discrimination & Reporting Processes

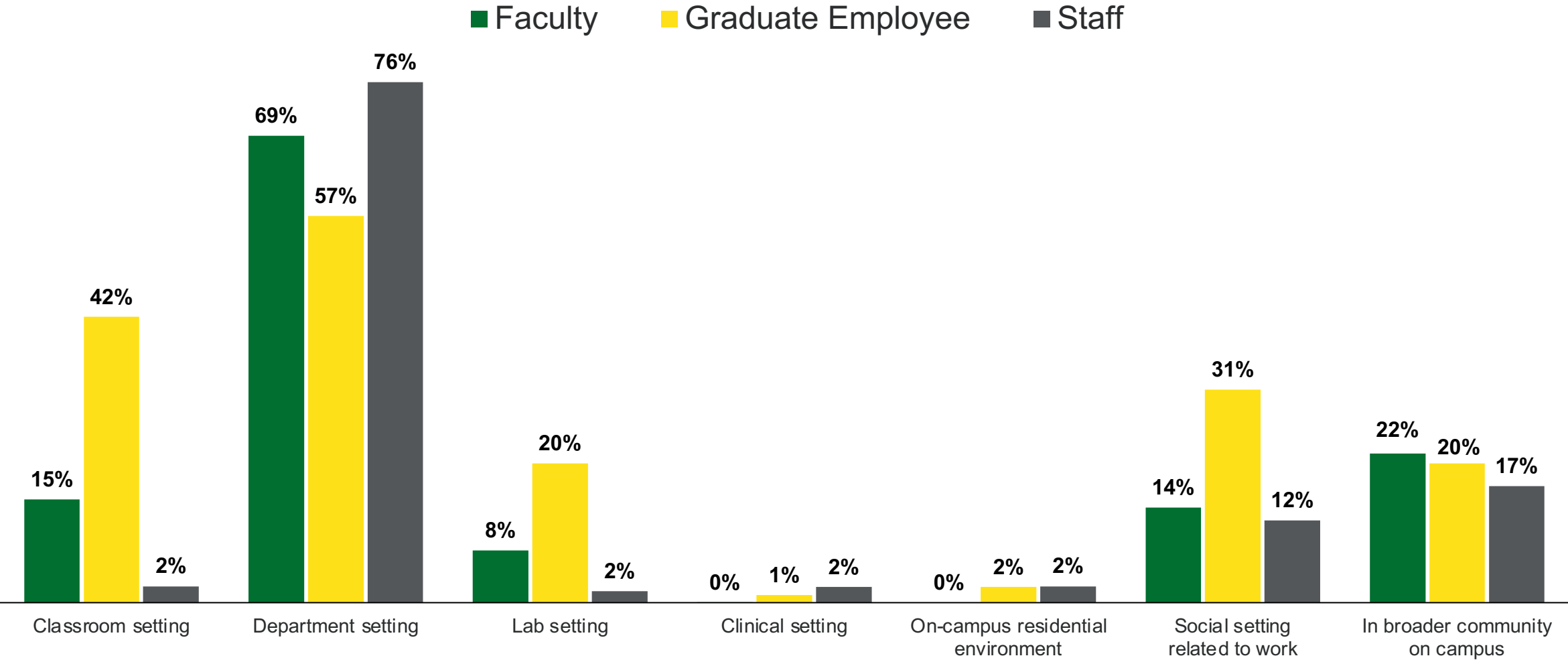
How have UO employees encountered harassment, discrimination, or other unfair treatment on campus based on their race, ethnicity, sexual orientation, gender identity, or ability?

Do UO employees report these incidents to the university?

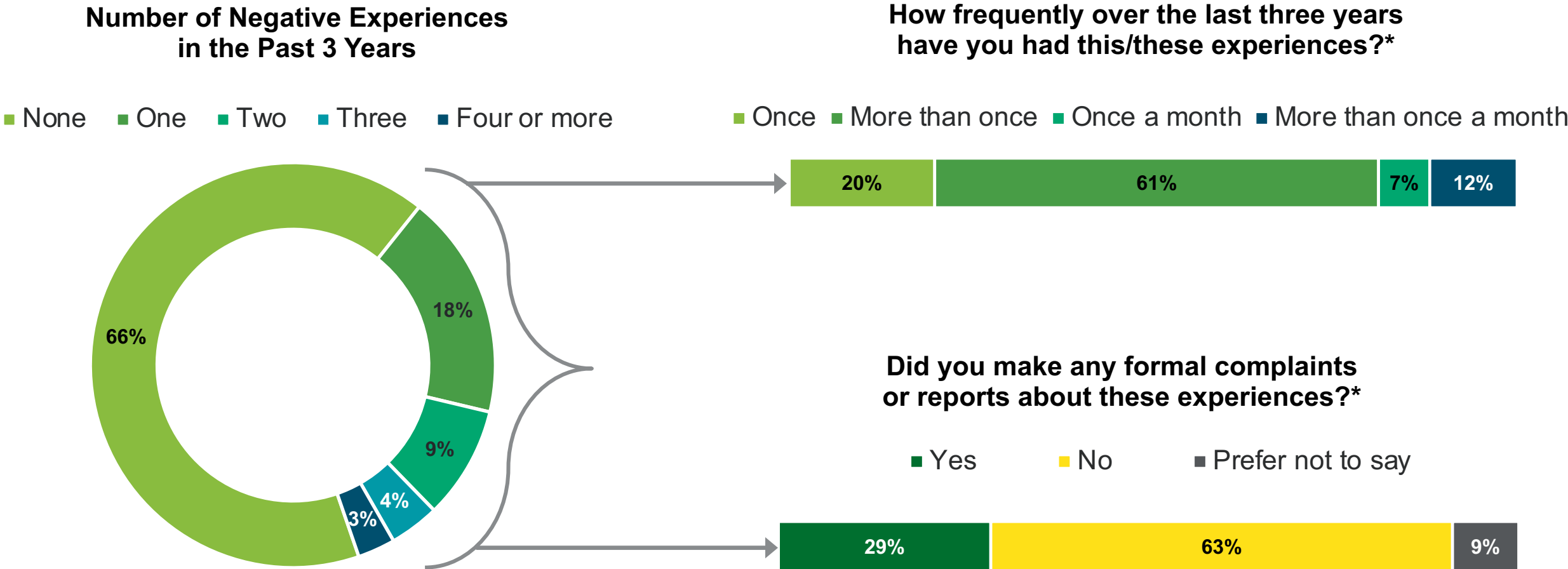
Harassment, denial of opportunities, or invalidation of lived experience by race

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

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



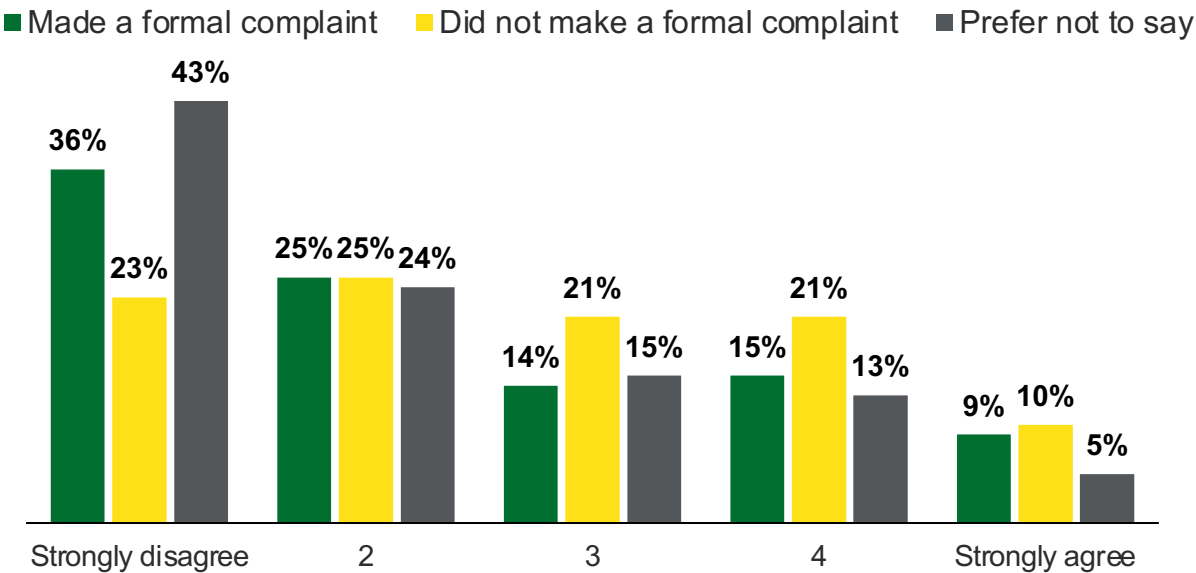
Frequency and Reporting of Negative Experiences



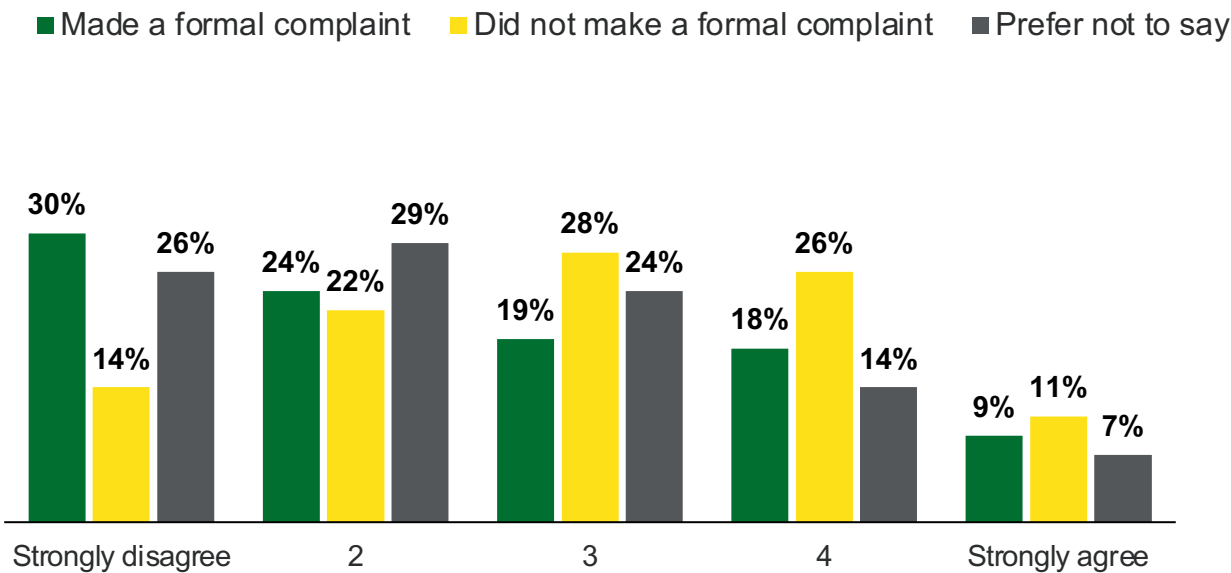
*Graphs do not include employees who did not report any negative experiences on campus, or those who only reported that their lived experience was invalidated (due to a lack of formal reporting channels for those negative experiences)

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.”

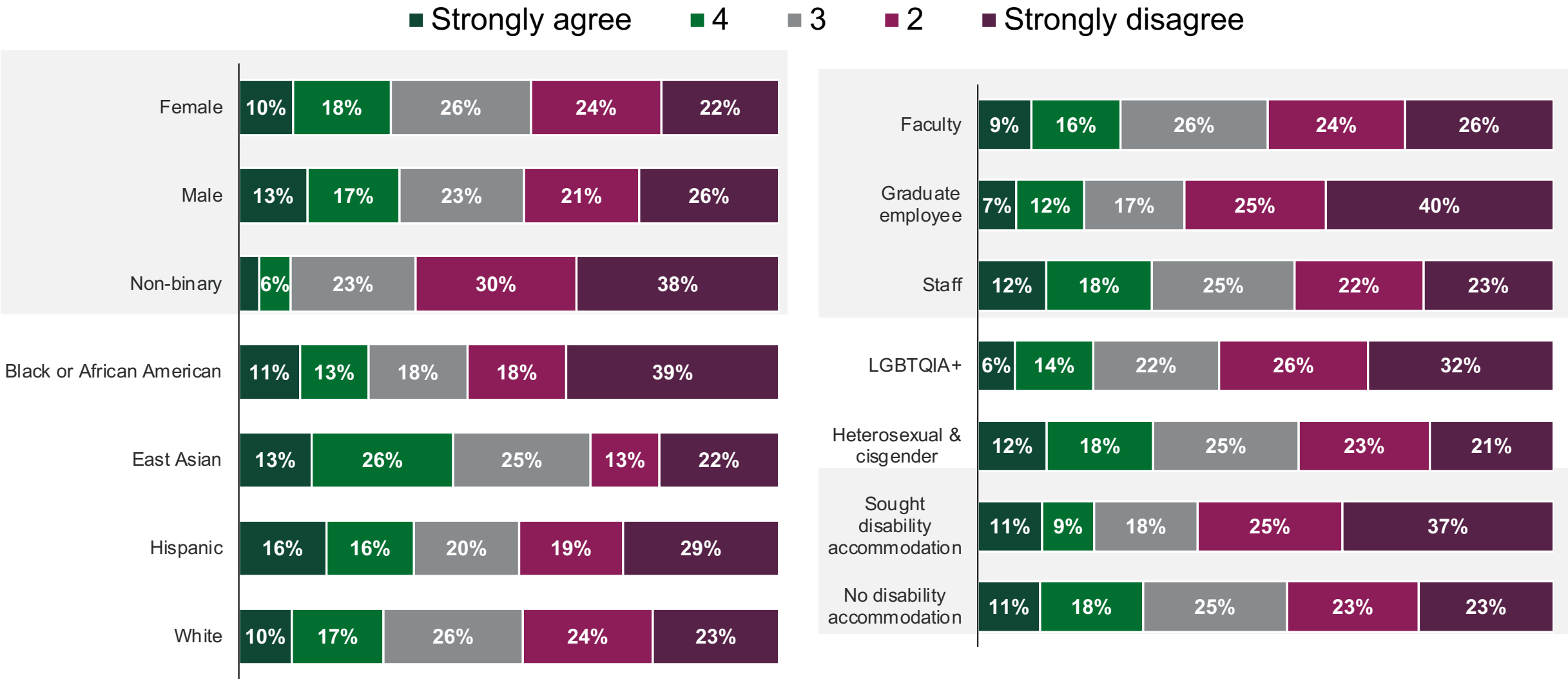


“UO makes effective efforts to prevent harm to employees from bullying, harassment, abuse, and discrimination.”



*Graphs only include employees who have had at least one 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.”



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Next Steps and Action Planning



Timeline

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

- 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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