2018 Faculty and Staff University Climate

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Demographics and Response Rates

- Response rate 39% (up from 22% in 2016)

- Female-identifying staff responded at a higher rate (40.4%) than men (26.4%)

- Professional Faculty and Tenured/Tenure track responded at highest rate

- Instructors and fixed-term professors had lowest amount of responses

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Faculty and Staff Survey: Would People Recommend OSU?

I would recommend OSU as an employer…

- The rate of agreement with this statement increased between 2016 (43.5%) and 2018 (48.6%).

- Men (78.6%) and women (78.3%) indicated either *agreement* or *strong agreement* to this statement at similar rates.

- 77.2% of staff of color and 79.4% of White or Middle Eastern staff *agreed* or *strongly agreed* they would recommend OSU.

I would recommend my college or division…

- 70% either *agreed* or *strongly agreed* with this statement.

- 2018 was the first year including this specific prompt.

- 74.1% of men and 70.9% of women *agreed* or *strongly agreed* they would recommend their division or college.

- 68.1% of staff of color and 73.3% of White or Middle Eastern staff *agreed* or *strongly agreed* they would recommend their college or division.

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Faculty & Staff Survey: Sense of Belonging

During the time you have worked at OSU, how would you describe your sense of belonging?

- This question was first asked in 2016.

- In 2018, 46.10% of respondents reported that they *generally feel welcome, aside from a few incidents* and 30% that they *always feel that they belong*.
  - 46.4% staff of color indicated *they generally feel welcome, other than a few incidents;* White or Middle Eastern staff reported at a similar rate (45.9%).
  - A higher rate of staff of color (24.1%) shared *they often wonder whether they belong* (compared to 18.1% of White or Middle Eastern staff).
  - 40.9% of male-identifying staff selected *I always felt I belonged here* compared to 26.6% of female-identifying staff.
  - 79.9% of male staff and 77.1% of female staff reported they *generally feel welcome* or *always feel they belong*.

- The responses did not change in a statistically significant way between 2016 and 2018.

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Faculty and Staff Survey: Respect & Open Communication

I feel valued by my colleagues.

- 78% responded affirmatively to this statement, either agree or strongly agree.

- This decreases by 8% (though still overwhelmingly positive) when asked if they feel valued by their supervisor.

- 45.% of staff of color and 50.6% of White or Middle Eastern staff *agreed* they feel valued by colleagues.
    - 11.2% of staff of color disagreed or strongly disagreed they feel valued by colleagues (compared to 6.5% of White or Middle Eastern respondents).

- Responses to this statement were consistent across gender (49.8% of men and 49.7% of women *agreed*).

My suggestions and improvements are welcomed by my supervisor.

- 69% indicated that they agreed or strongly agreed with this statement.

- Responses to this statement were consistent across gender (42.8% of men and 43.5% of women *agreed*).

- 40.9% of staff of color and 43.4% of White or Middle Eastern staff *agreed* their input is welcomed by their supervisor.

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Faculty & Staff Survey: Accessing Resources

I would feel comfortable accessing the following resources when dealing with conflicts in the workplace: Ombuds & Human Resources

- There was an increase in awareness (distinct from use of) of the following resources: Office of Institutional Diversity, SEIU (union), University Ombuds, Faculty Senate Grievance Committee.

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Faculty & Staff Survey: Compensation

My compensation/ benefits allow me to meet my basic needs...

- In 2018, 67.8% of respondents either *agreed* or *strongly agreed* with this statement.
- This was a decrease from 2016 (71.4%), but not statistically significant.
- 46.3% of staff of color and 49.1% of White or Middle Eastern staff *agree* with the statement. 21.6% of staff of color selected *disagree* or *strongly disagree* (compared to 15.7% of White or Middle Eastern staff).
- 72.8% of male identified staff and 67.8% of female identified staff *agree* or *strongly agree* with this statement.

I feel that I am compensated for the level of work I'm expected to perform...

- In 2016, 41.4% of respondents either *disagreed* or *strongly disagreed* with this statement. This rate did not change in 2018 (41.9%).
- Among female-identifying staff, 28.2% *disagree* that they are compensated for the level of week they perform and 30.1% *agree* (34.7% of male staff selected *agree*)
- 32% of White or Middle Eastern staff and 27.8% of staff of color *agree* that their compensation is at the level of work they perform. 17.2% of staff of color indicated they *strongly disagree* with this statement (compared to 14.6% of White or Middle Eastern staff).

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Faculty and Staff Survey: Advancement

I understand how I can advance at the university…

- In 2016, 33.8% of respondents either *disagreed* or *strongly disagreed* with this statement.
- In 2018, 29.4% of respondents either *disagreed* or *strongly disagreed* with this statement.
- 55.1% of male-identified staff and 46.1% of women-identified staff *agree* or *strongly agree* they understand how they can advance in their roles.
- 49.6% of White or Middle Eastern staff and 51.3% of staff of color **agree** or *strongly agree* with the statement.

- 76.4% *agreed* or *strongly agreed* that their supervisor supported participation in professional development opportunities.

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Faculty and Staff Survey: Retention

During the last 12 months, have you seriously considered leaving OSU?

- 31% are *actively* seeking or seriously considering other employment <u>because of disappointment with my job</u>
- 15.7% are actively seeking or seriously considering other employment but are <u>not disappointed with their job</u>
- 50.4% have <u>no intention of leaving </u>(short term/in general)
- 3% are unable to leave OSU

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Faculty and Staff Survey: Involvement in Diversity Initiatives

The percentage of people involved with diversity initiatives on campus has grown from 2016.

	2016		2018		
	#	%	#	%	Chi Square
Yes	453	38.20%	1215	49.1%	
No	549	46.30%	967	39.1%	
I would like to be	184	15.50%	294	11.9%	p=.000
TOTAL	1186		2476		

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Faculty and Staff Survey: Uncivil or Disrespectful Interactions

In the last year, I have experienced uncivil interactions with my...

- Campus: There was an increase in the percentage of people saying "never".
  - 64% of staff of color and 65% of White and Middle Eastern staff indicated *never* experiencing uncivil or disrespectful interactions at the division or college level.
  - 62.9% of men indicated they *never* experience uncivil interactions on campus, compared to 53.6% of women. (17.8% of women selected *sometimes* compared to 11% of men).
- Unit: Similarly, there was an increase in the number of people indicating that they "never" experience uncivil interactions.
  - 55% indicated "never", 37.6% indicated "rarely" or "sometimes"
  - 57% of White and Middle Eastern staff and 52% of staff of color reported *never* experiencing uncivil or disrespectful interactions at the unit/departmental level.
  - 61.7% of men indicated they *never* experience uncivil interactions at the unit level, compared to 59.1% of women. (12.7% of women selected *sometimes* compared to 9.6% of men).

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Qualitative Follow Up

- Following the 2018 survey, respondents received an invitation to participate in follow up conversations on related topics.

- There were 3 possible formats: focus groups, 1:1 interview, anonymous online open-ended survey

- In each of these formats, the topics explored:
    1. Feelings of belonging; what makes employees stay at OSU;
    2. Compensation and professional development;
    3. And experiences with diversity, (in)civility, and (dis)respect.

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Qualitative Follow Up: Findings

- Employees shared their sense of belonging was closely tied to the mission and strategic priorities of OSU. The more connected their work was to these areas, the more satisfied they felt.

- There was a sense that OSU has a number of different hierarchies, making it difficult to advance and/or know how to develop professionally to advance.

- Professional development opportunities were varied and often dependent upon support of supervisors.

- Feeling work and/or perspective is valued by unit/university bolsters sense of belonging.

- Diversity is espoused vocally across the university, but largely focuses on race. There need to be accountability measures for staff.

- Transparency (in communication, policies, budgeting, etc.) fosters a greater sense of satisfaction. There was a sense that transparency is an area for improvement.

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