2020 Faculty and Staff University Climate

Charlene Alexander, PhD, Vice President and Chief Diversity Officer
Response Rates

Staff and Faculty Climate Survey response rates

2014 2016 2018 2020

2020
Partially Complete N = 2272
Fully Complete N = 1921
Demographics: role

- Professional Faculty: 37.25%
- Classified Staff: 21.77%
- Tenured/Tenure Track Faculty (any rank): 17.26%
- Instructor (any appointment percent): 8.24%
- Research Faculty (Post docs, faculty research assistants, research associates): 7.24%
- Another category: 3.25%
- Fixed Term Professor (Practice, Clinical, Extension, Sr. Research): 3.10%
- Education Program Assistant: 1.31%
- Emeritus Faculty: 0.58%
Demographics: gender identity

- Woman: 58.7%
- Man: 31.3%
- Prefer not to answer: 7.4%
- Non-binary: 1.0%
- Transgender: 0.5%
- Genderqueer: 0.5%
- Agender: 0.3%
- Another identity: 0.3%
- Questioning/unsure: 0.1%
- Two-Spirit: 0.0%

Other Gender Identities Category
Demographics: race and ethnicity

- White: 74.96%
- I prefer not to answer: 11.60%
- Hispanic/Latino: 4.98%
- Asian: 3.98%
- American Indian/Alaska Native: 1.49%
- Black: 1.34%
- Middle Eastern/North African: 0.90%
- Native Hawaiian/Pacific Islander: 0.75%

BIPOC category
Recommending OSU as an employer

I would recommend OSU as an employer...

- Up from 2018 (80.3% up from 76.2%)
  - 2020: Men (83.7%), women (82.2%), and other gender categories (62.8%) indicated either agreement or strong agreement to this statement at similar rates.
  - 2018: Men (78.6%), women (78.3%), and other gender categories (60.4%) indicated either agreement or strong agreement to this statement at similar rates.

- 78.1% of BIPOC staff and 83.5% of White staff agreed or strongly agreed they would recommend OSU.
  - 2018 comparison: 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...

- 81.2% of men and 75.1% of women agreed or strongly agreed they would recommend their division or college.
  - 2018 Comparison: 74.1% of men and 70.9% of women agreed or strongly agreed they would recommend their division or college.

- 70.0% of BIPOC staff and 77.9% of White staff agreed or strongly agreed they would recommend their college or division.
  - 2018 Comparison: 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.
Sense of Belonging
Gender identity breakdown

Other categories: agender, non-binary, genderqueer, transgender, two-spirit, questioning/unsure, another identity

- I never feel welcome: 7.7%
- I rarely feel welcome: 5.8%
- I generally feel welcome, other than a few incidents: 51.9%
- I always feel I belong here: 32.7%

Prefer not to answer
- I never feel welcome: 3.5%
- I rarely feel welcome: 21.8%
- I generally feel welcome, other than a few incidents: 54.2%
- I always feel I belong here: 19.7%

Man
- I never feel welcome: 1.0%
- I rarely feel welcome: 5.3%
- I generally feel welcome, other than a few incidents: 49.2%
- I always feel I belong here: 43.2%

Woman
- I never feel welcome: 0.7%
- I rarely feel welcome: 7.4%
- I generally feel welcome, other than a few incidents: 59.2%
- I always feel I belong here: 32.6%
Sense of Belonging
Race and ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Prefer not to answer</th>
<th>BIPOC</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>I never feel welcome</td>
<td>3.0%</td>
<td>3.0%</td>
<td>0.7%</td>
</tr>
<tr>
<td>I rarely feel welcome</td>
<td>17.2%</td>
<td>12.2%</td>
<td>6.2%</td>
</tr>
<tr>
<td>I generally feel welcome, other than a few incidents</td>
<td>56.7%</td>
<td>55.9%</td>
<td>55.2%</td>
</tr>
<tr>
<td>I always feel I belong here</td>
<td>22.7%</td>
<td>28.9%</td>
<td>37.7%</td>
</tr>
</tbody>
</table>

I never feel welcome
I rarely feel welcome
I generally feel welcome, other than a few incidents
I always feel I belong here
Respect & Open Communication

*I feel valued by my colleagues*
- 79.9% overall, 73.7% of BIPOC staff, and 82.4% of White staff agreed or strongly agreed they feel valued by colleagues.
  - 2018 comparison: 78% of all respondents agreed or strongly agreed with this statement
  - The gap remains similar across BIPOC and White staff

*My suggestions and improvements are welcomed by my supervisor (74.6%)*
- Across gender, 77.7% of men and 71.9% of women agreed or strongly agreed.
  - There was a general increase in this response from 69% overall in 2018
- 71% of BIPOC staff and 74.5% of White staff agreed or strongly agreed that their input is welcomed by their supervisor.
  - The gap between the BIPOC and White respondents remained similar as in 2018
Awareness of resources when dealing with a workplace conflict

- **Faculty Senate Grievance Committee**: 672 (I am not aware), 1165 (I am aware but have not used), 49 (I am aware and have used)
- **United Academics of Oregon State University (Union)**: 582 (I am not aware), 1204 (I am aware but have not used), 97 (I am aware and have used)
- **EAP - Employee Assistance Program**: 336 (I am not aware), 1266 (I am aware but have not used), 299 (I am aware and have used)
- **SEIU (Union)**: 277 (I am not aware), 1399 (I am aware but have not used), 191 (I am aware and have used)
- **Deans**: 233 (I am not aware), 1294 (I am aware but have not used), 363 (I am aware and have used)
- **Institutional Diversity Office**: 208 (I am not aware), 1456 (I am aware but have not used), 239 (I am aware and have used)
- **University Ombuds Office**: 168 (I am not aware), 1329 (I am aware but have not used), 424 (I am aware and have used)
- **Equal Opportunity & Access Office**: 136 (I am not aware), 1389 (I am aware but have not used), 388 (I am aware and have used)
- **Department/Unit Heads**: 60 (I am not aware), 1143 (I am aware but have not used), 707 (I am aware and have used)
- **Human Resources**: 41 (I am not aware), 1241 (I am aware but have not used), 636 (I am aware and have used)
Feeling comfortable accessing the following resources when dealing with conflicts in the workplace

<table>
<thead>
<tr>
<th>Resource</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equal Opportunity &amp; Access Office</td>
<td>123, 131</td>
<td>765</td>
<td>318</td>
<td></td>
</tr>
<tr>
<td>Department/Unit Heads</td>
<td>174, 180</td>
<td>707</td>
<td>404</td>
<td></td>
</tr>
<tr>
<td>Human Resources</td>
<td>154, 231</td>
<td>704</td>
<td>298</td>
<td></td>
</tr>
<tr>
<td>University Ombuds Office</td>
<td>128, 137</td>
<td>697</td>
<td>442</td>
<td></td>
</tr>
<tr>
<td>Institutional Diversity Office</td>
<td>97, 123</td>
<td>679</td>
<td>314</td>
<td></td>
</tr>
<tr>
<td>EAP - Employee Assistance Program</td>
<td></td>
<td>634</td>
<td>347</td>
<td></td>
</tr>
<tr>
<td>Deans</td>
<td>224, 327</td>
<td>433</td>
<td>156</td>
<td></td>
</tr>
<tr>
<td>SEIU (Union)</td>
<td>177, 208</td>
<td>370</td>
<td>179</td>
<td></td>
</tr>
<tr>
<td>Faculty Senate Grievance Committee</td>
<td>150, 234</td>
<td>365</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>United Academics of Oregon State University (Union)</td>
<td>172, 181</td>
<td>337</td>
<td>143</td>
<td></td>
</tr>
</tbody>
</table>
Compensation

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

- 74.5% overall, 71.6% of BIPOC staff, and 76.8% of White staff *agree* or *strongly agree* with the statement.
  - 2018 comparison: 67.8% overall total
- 78.2% of male identified staff and 74.4% 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...*

- Overall 30.2% *agree* or *strongly agree*
- 37% of female-identifying staff and 29.5% of male-identifying staff *disagree* or *strongly disagree* that they are compensated for the level of work they perform.
- 34.3% of White staff and 35.1% of BIPOC staff *disagree* or *strongly disagree* that their compensation is at the level of work they perform.
Advancement

I understand how I can advance at the university...

- This year, 27% of respondents either disagreed or strongly disagreed with this statement.
  - In 2018, 29.4% of respondents either disagreed or strongly disagreed with this statement.
  - In 2016, 33.8% of respondents either disagreed or strongly disagreed with this statement.
- 57.4% of male-identified staff and 47.2% of women-identified staff agree or strongly agree they understand how they can advance in their roles.
- 51.3% of White staff and 47% of BIPOC staff agree or strongly agree with the statement.
- 67.3% agreed or strongly agreed that their supervisor supported participation in professional development opportunities.
Retention

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

- No, I have no intention of leaving OSU in the short term: 28.3%
- No, I have no intention of leaving OSU: 28.2%
- Yes, I have seriously considered leaving because of disappointment with my job: 15.8%
- Yes, I have seriously considered leaving but I'm not disappointed with my job: 11.5%
- No, I am unable to leave OSU:
Involvement in Diversity Initiatives

The percentage of people involved with diversity initiatives has decreased since 2018.

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2018</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>38.2%</td>
<td>49.1%</td>
<td>47.9%</td>
</tr>
<tr>
<td>No</td>
<td>46.3%</td>
<td>39.1%</td>
<td>40.6%</td>
</tr>
<tr>
<td>I would like to be</td>
<td>15.5%</td>
<td>11.9%</td>
<td>11.5%</td>
</tr>
</tbody>
</table>
Uncivil or Disrespectful Interactions

_In the last year, I have never experienced uncivil interactions within my..._

_all respondents_

- Local community (near where I work): 60.7%
- Division/College/County office: 60.5%
- Stakeholders/Customers (outside of OSU): 60.2%
- University: 57.4%
- Unit/Department/Office: 52.9%
Uncivil or Disrespectful Interactions

In the last year, I have never experienced uncivil interactions...

- BIPOC staff:
  - 57.7% has never had uncivil interactions in their department,
  - 60% has never had uncivil interactions in their college,
  - 58.5% has never had uncivil interactions with other university entities.

- White staff:
  - 59.8% has never had uncivil interactions in their department,
  - 68.3% has never had uncivil interactions in their college,
  - 64.7% has never had uncivil interactions with other university entities.
Acts of Bias

I have experienced an act of bias...

• 25.6% of respondents report having experienced an act of bias at OSU; 63.5% of them took action after the occurrence.
  • 35.5% of BIPOC staff has experienced an act of bias, while 25.5% of White staff has experienced an act of bias. 42.9% of employees that did not specify a racial identity experienced an act of bias.
  • 30.3% of female-identified staff has experienced an act of bias compared to 20.9% of male-identified staff and 42% of staff that did not specify a gender identity.

I have witnessed an act of bias...

• 32.5% of respondents report having witnessed an act of bias; 71.1% of them took action after the occurrence.
  • 39.2% of BIPOC staff has experienced an act of bias, while 34.7% of White staff has experienced an act of bias. 45% of employees that did not specify a racial identity experienced an act of bias.
  • 38.7% of female-identified staff has experienced an act of bias compared to 28.2% of male-identified staff and 46.4% of staff that did not specify a gender identity.
Actions taken by employees after the occurrence of an act of bias

- Talked to my supervisor about it: 230
- Talked to my friend or colleague about it: 219
- Addressed it with the individual or individuals causing the act of bias: 140
- Visited an office for support, please list office name: 113
- Filed a bias incident report: 65
Barriers to taking action after the occurrence of an act of bias

<table>
<thead>
<tr>
<th>Barrier</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did not think that reporting would do anything to help the situation</td>
<td>150</td>
</tr>
<tr>
<td>Worried that reporting would create more of a problem</td>
<td>110</td>
</tr>
<tr>
<td>Concern for the impact on my position</td>
<td>91</td>
</tr>
<tr>
<td>Afraid of retaliation from the individual(s) involved</td>
<td>91</td>
</tr>
<tr>
<td>Unsure if the experience was bias</td>
<td>53</td>
</tr>
<tr>
<td>Unaware of where to report the incident</td>
<td>32</td>
</tr>
<tr>
<td>Had a negative experience reporting an act of bias</td>
<td>19</td>
</tr>
</tbody>
</table>
### Sources of stress in the past year for OSU employees

<table>
<thead>
<tr>
<th>Source</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>COVID-19 pandemic</td>
<td>1422</td>
</tr>
<tr>
<td>Budget cuts in my department/unit</td>
<td>996</td>
</tr>
<tr>
<td>Competing job priorities / deadlines</td>
<td>906</td>
</tr>
<tr>
<td>Self-imposed high expectations</td>
<td>805</td>
</tr>
<tr>
<td>Increasing work responsibilities</td>
<td>751</td>
</tr>
<tr>
<td>My emotional well-being</td>
<td>708</td>
</tr>
<tr>
<td>Institutional procedures and red tape</td>
<td>700</td>
</tr>
<tr>
<td>Lack of personal time</td>
<td>646</td>
</tr>
<tr>
<td>Managing household responsibilities</td>
<td>578</td>
</tr>
<tr>
<td>Job security</td>
<td>558</td>
</tr>
<tr>
<td>My physical health</td>
<td>539</td>
</tr>
<tr>
<td>Meetings</td>
<td>482</td>
</tr>
<tr>
<td>Relationship with co-workers</td>
<td>480</td>
</tr>
<tr>
<td>Relationship with supervisor</td>
<td>463</td>
</tr>
<tr>
<td>Completing core job functions on time</td>
<td>423</td>
</tr>
<tr>
<td>Parking</td>
<td>418</td>
</tr>
<tr>
<td>Review / promotion process</td>
<td>390</td>
</tr>
<tr>
<td>Commuting</td>
<td>378</td>
</tr>
<tr>
<td>Bias (e.g., prejudice, racism, sexism, homophobia, transphobia)</td>
<td>304</td>
</tr>
<tr>
<td>Planning for retirement</td>
<td>302</td>
</tr>
<tr>
<td>Child care</td>
<td>296</td>
</tr>
<tr>
<td>Disconnect between my personal beliefs and the dominant views on campus</td>
<td>294</td>
</tr>
<tr>
<td>Students</td>
<td>258</td>
</tr>
<tr>
<td>Physical work environment</td>
<td>236</td>
</tr>
<tr>
<td>Workplace safety</td>
<td>178</td>
</tr>
<tr>
<td>Physical demands of the job</td>
<td>89</td>
</tr>
</tbody>
</table>
Accessing University and Unit Response Dashboard

To view the comparison between quantitative questions for completed surveys that appear in both the 2018 and 2020 surveys:

• Off campus: Log into VPN
• Visit: [https://devtableau.engr.oregonstate.edu/#/workbooks/614/views](https://devtableau.engr.oregonstate.edu/#/workbooks/614/views)
• Use ONID credential and DUO

Tab 1: Unit responses (no demographic break out)
Tab 2: University responses with demographic group filters