

# 2020 Faculty and Staff University Climate

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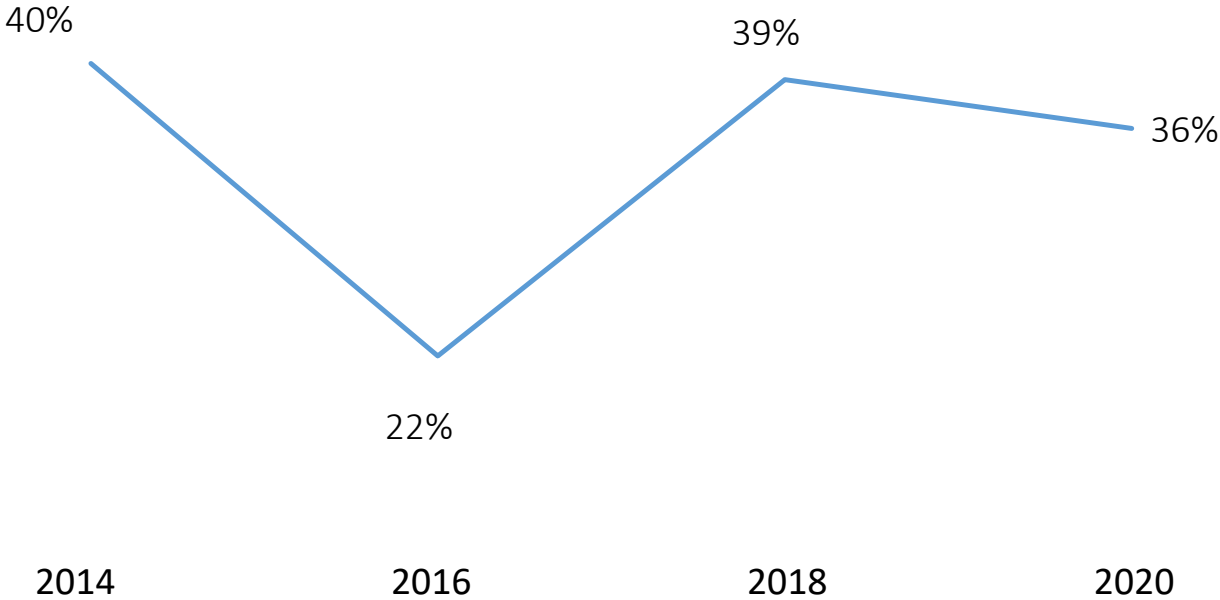


**Oregon State**  
University

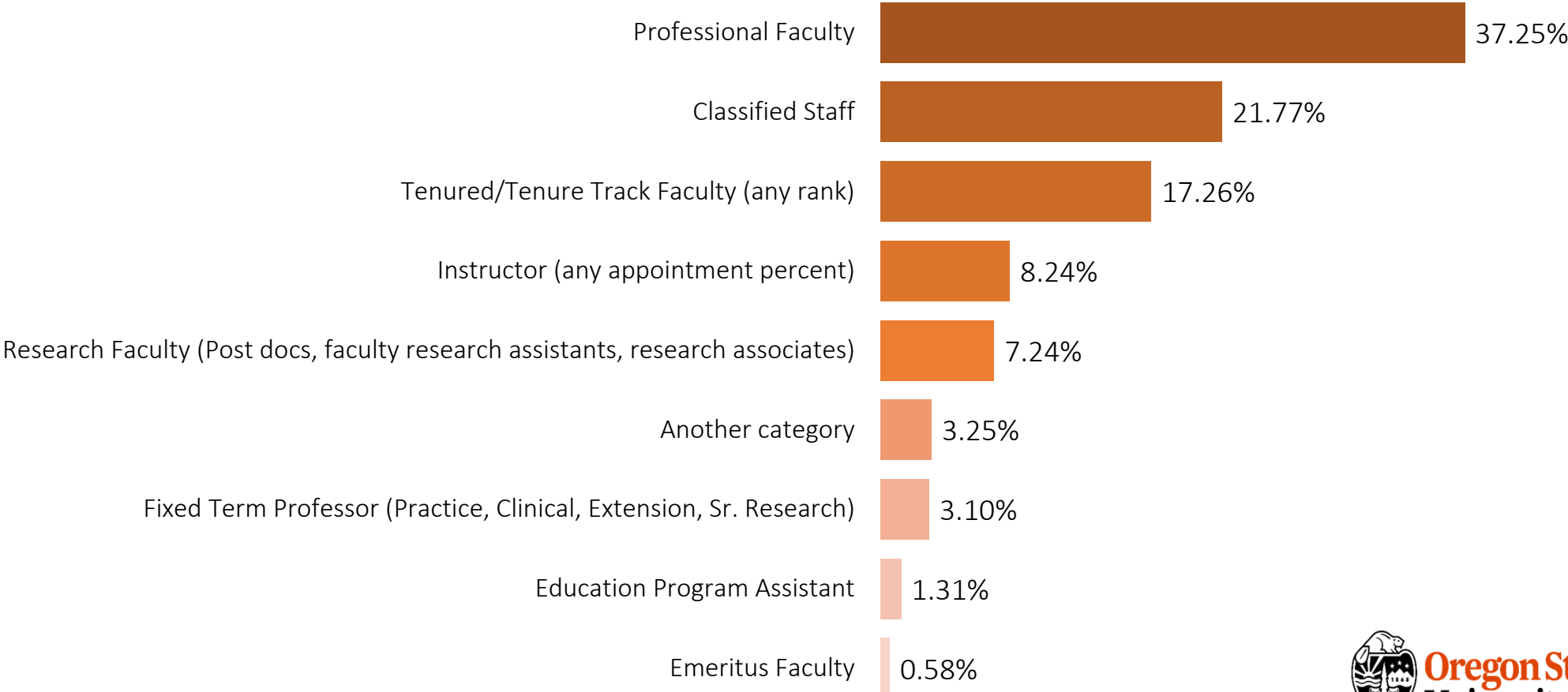
# Response Rates

2020  
Partially Complete N = 2272  
Fully Complete N = 1921

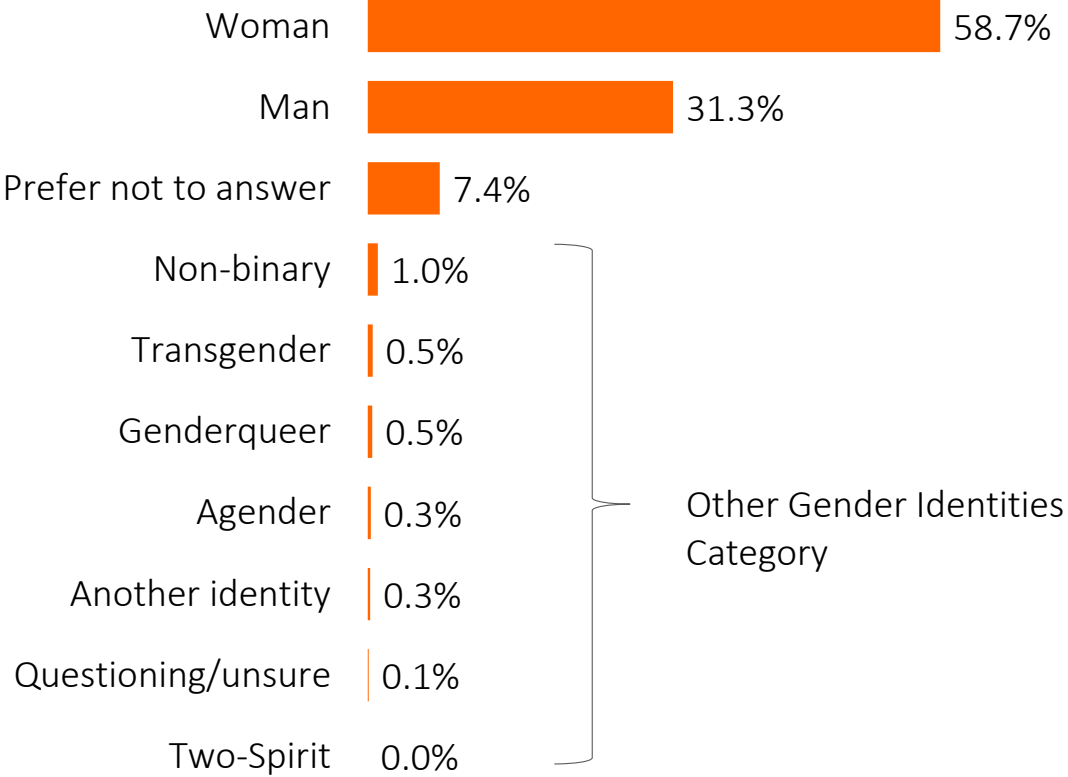
Staff and Faculty Climate Survey response rates



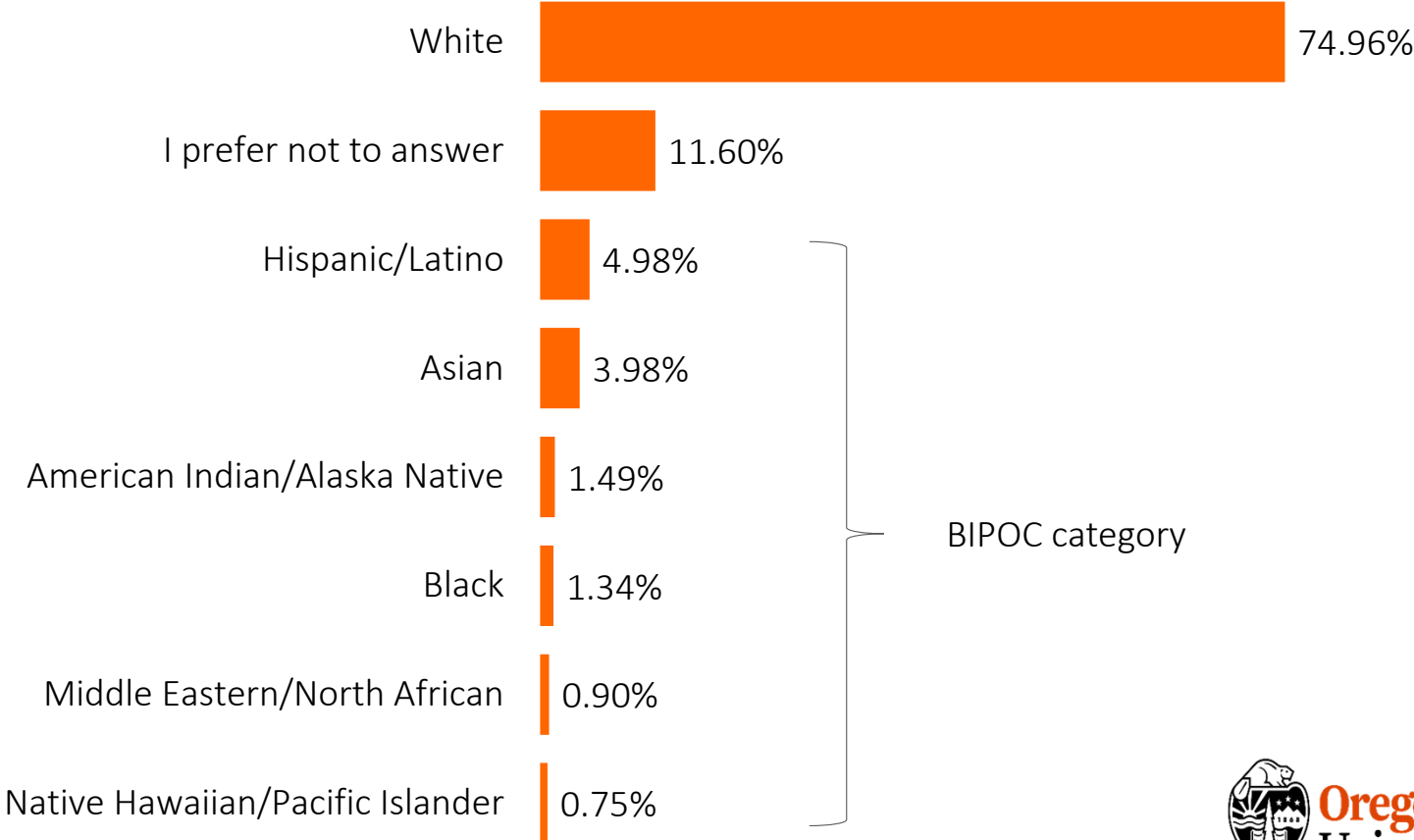
# Demographics: role



# Demographics: gender identity



# Demographics: race and ethnicity



# 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...*

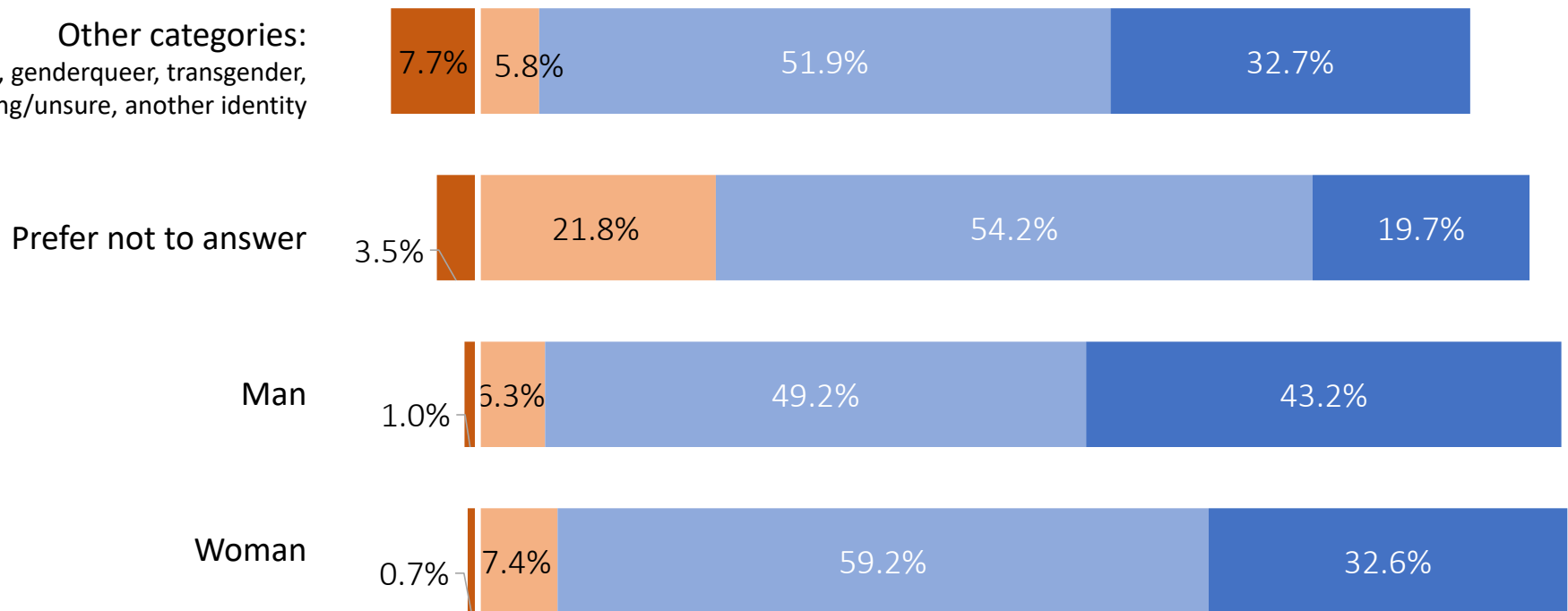
- 81.2% of men and 75.1% of women *agreed* or *strongly agreed* they would recommend their division or college.
  - 2018 Comparison: 74.1% of men and 70.9% of women *agreed* or *strongly agreed* they would recommend their division or college.
- 70.0% of BIPOC staff and 77.9% of White staff *agreed* or *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

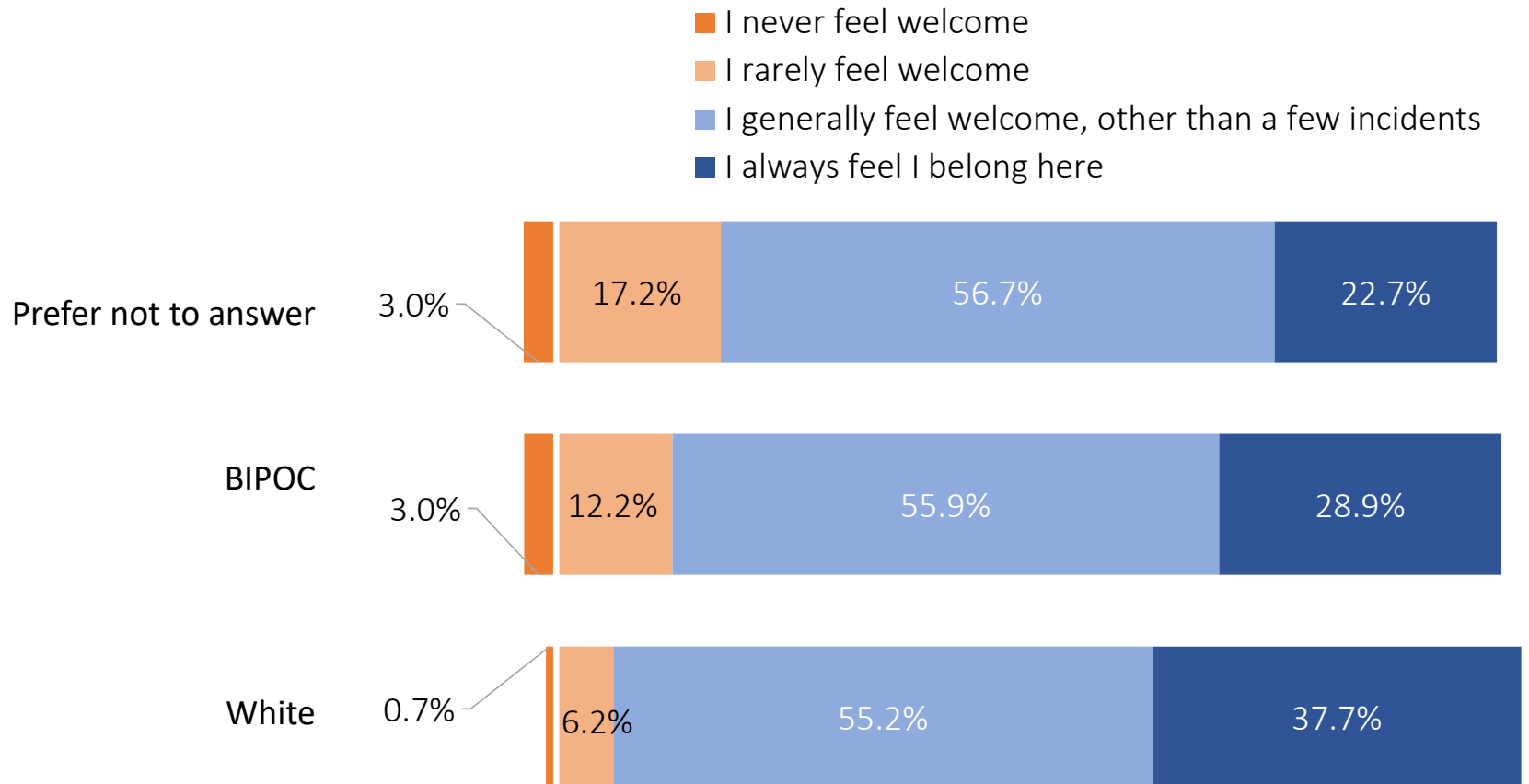
- I never feel welcome
- I rarely feel welcome
- I generally feel welcome, other than a few incidents
- I always feel I belong here

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



# Sense of Belonging

## Race and ethnicity





# Respect & Open Communication

## *I feel valued by my colleagues*

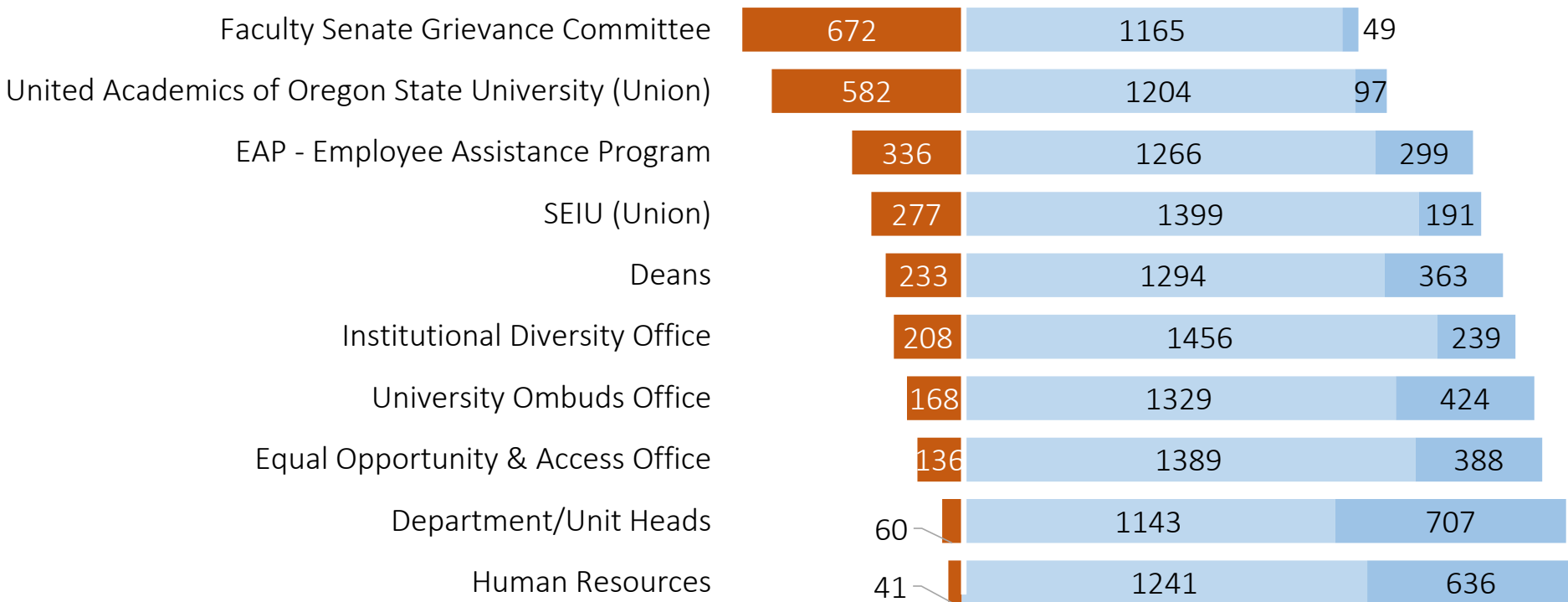
- 79.9% overall, 73.7% of BIPOC staff, and 82.4% of White staff *agreed* or *strongly agreed* they feel valued by colleagues.
  - 2018 comparison: 78% of all respondents agreed or strongly agreed with this statement
  - The gap remains similar across BIPOC and White staff

## *My suggestions and improvements are welcomed by my supervisor (74.6%)*

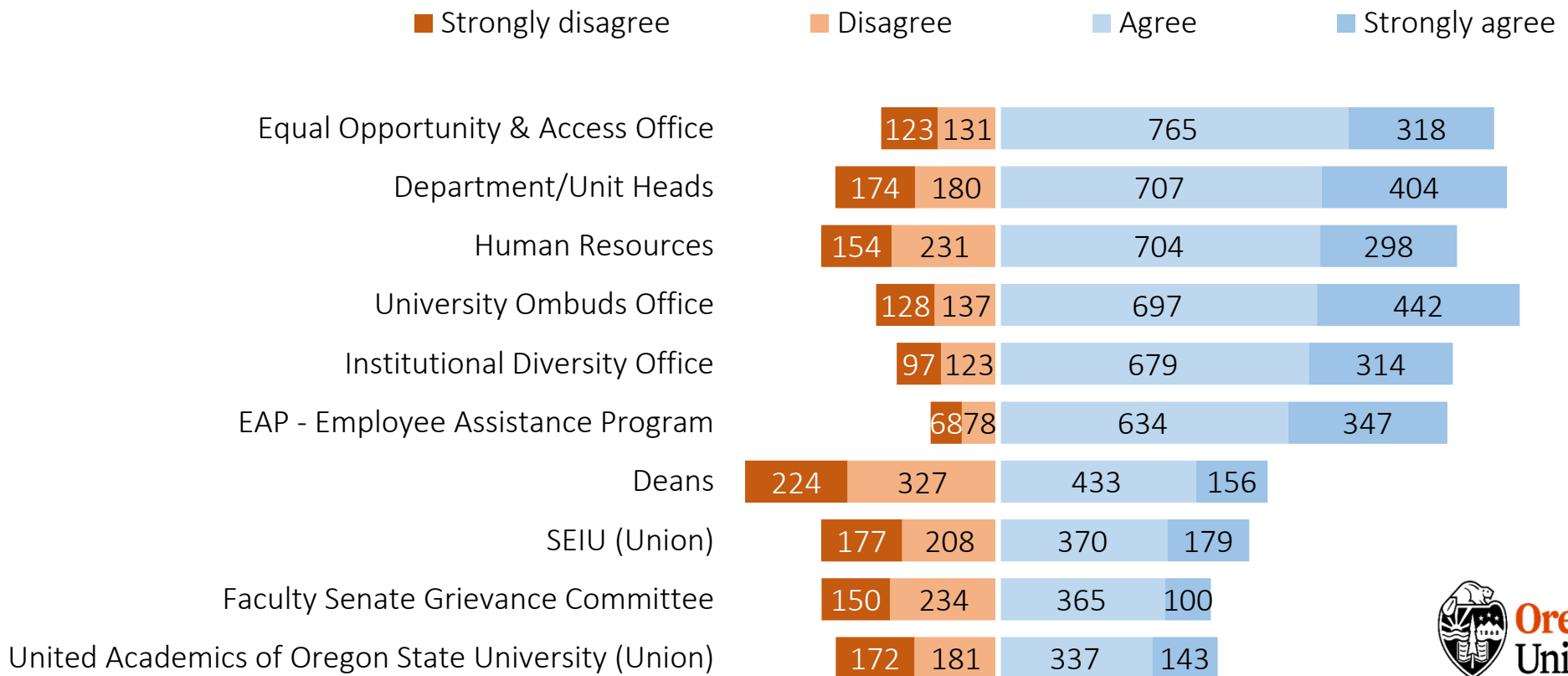
- Across gender, 77.7% of men and 71.9% of women *agreed* or *strongly agreed*.
  - There was a general increase in this response from 69% overall in 2018
- 71% of BIPOC staff and 74.5% of White staff *agreed* or *strongly agreed* that their input is welcomed by their supervisor.
  - The gap between the BIPOC and White respondents remained similar as in 2018

# Awareness of resources when dealing with a workplace conflict

■ I am not aware of this resource    
 ■ I am aware, but have not used    
 ■ I am aware and have used



# Feeling comfortable accessing the following resources when dealing with conflicts in the workplace



# 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?*



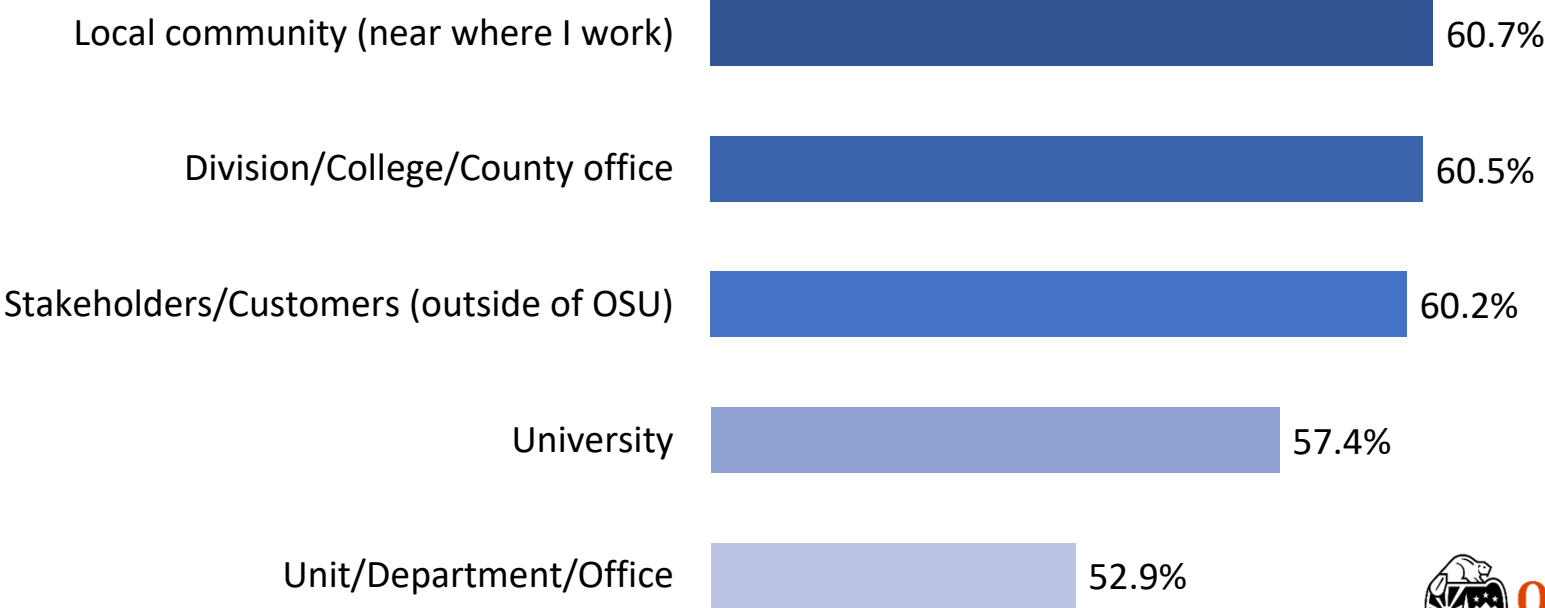
# Involvement in Diversity Initiatives

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

	2016	2018	2020
Yes	38.2%	49.1%	47.9%
No	46.3%	39.1%	40.6%
I would like to be	15.5%	11.9%	11.5%

# Uncivil or Disrespectful Interactions

*In the last year, I have never experienced uncivil interactions within my...  
(all respondents)*





# 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

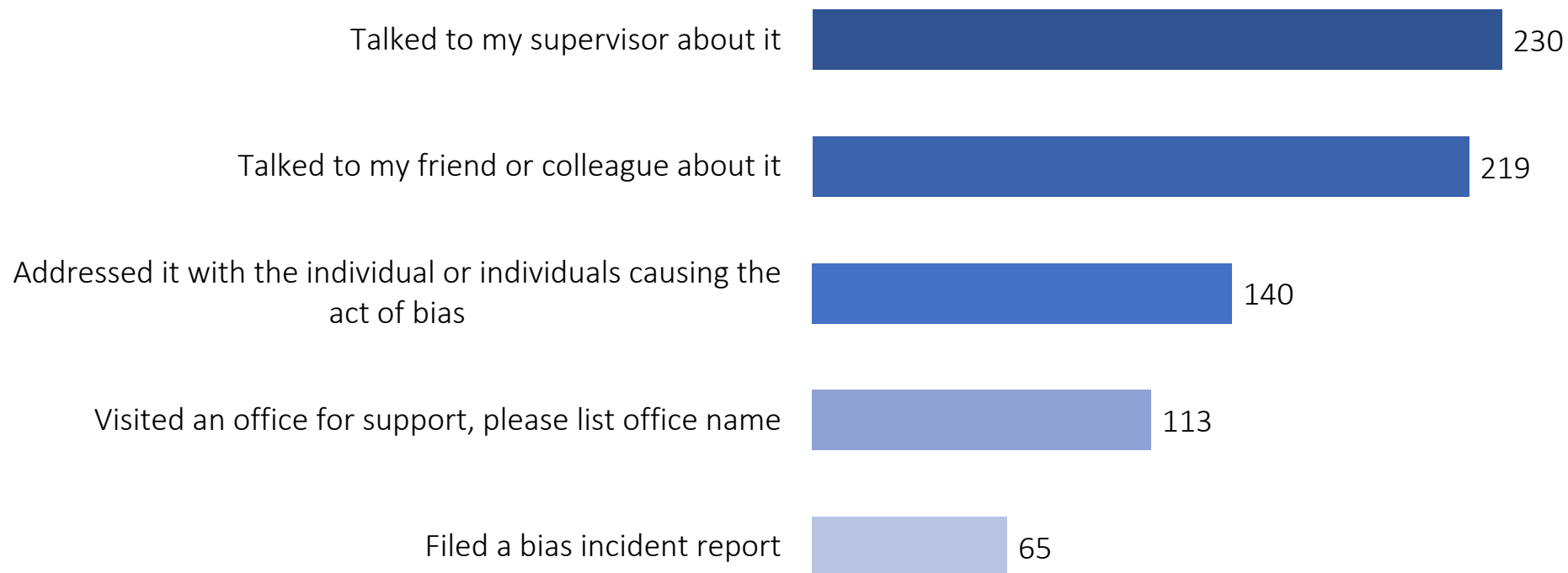
## *I have experienced an act of bias...*

- 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



# Barriers to taking action after the occurrence of an act of bias



# Sources of stress in the past year for OSU employees



# 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>
- Use ONID credential and DUO

Tab 1: Unit responses (no demographic break out)

Tab 2: University responses with demographic group filters