

Campus Climate Survey 2016 Results
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Survey given via web in April-May 2016 to about 6119 employees (actual number unclear because used Inform list in email). There were 1337 usable responses for a response rate of 21%. The 2014 survey had a response rate of 31%.

Employee Group responses

PRIMARY ROLE	Sample	%	Respondents	%	Response Rate
Classified	1592	26.0%	270	20.2%	17.0%
Emeritus	57	0.9%	5	0.4	8.8%
Fixed Term Professor (clinical, practice, extension, sr research)	169	2.8%	27	2.0%	16.0%
Instructors	761	12.4%	92	6.9%	12.1%
Professional Faculty	1699	27.8%	404	30.2%	23.8%
Research Faculty	710	11.6%	94	7.0%	13.2%
Tenured/Tenure Track Faculty	1131	18.5%	265	19.8%	23.4%
Other	-	-	29	2.2%	-
Missing/Prefer not to answer	-	-	151	11.3%	-
Total	6119	100.0%	1337	100%	21.8%

Selected cross-tabulations

Q1. "I would recommend my current department as an employer" by Self-Reported Employee Group

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Classified	270 100%	3.7 of 5	24 8.9%	32 11.9%	37 13.7%	98 36.3%	79 29.3%
Emeritus	5 100%	4.0 of 5	0 0.0%	1 20.0%	0 0.0%	2 40.0%	2 40.0%
Fixed Term Professor (clinical, practice, extension, sr research)	27 100%	3.7 of 5	1 3.7%	5 18.5%	1 3.7%	14 51.9%	6 22.2%
Instructors	92 100%	3.4 of 5	10 10.9%	13 14.1%	18 19.6%	33 35.9%	18 19.6%
Professional Faculty	403 100%	3.8 of 5	29 7.2%	44 10.9%	49 12.2%	129 32.2%	152 37.7%
Research Faculty	93 100%	3.9 of 5	6 6.5%	5 5.4%	17 18.3%	32 34.4%	33 35.5%
Tenured/Tenure Track Faculty	265 100%	3.8 of 5	20 7.5%	20 7.5%	42 15.8%	84 31.7%	99 37.4%
Other	29 100%	3.5 of 5	3 10.3%	2 6.9%	7 24.1%	12 41.4%	5 17.2%
Missing/no reply	150 100%	4.0 of 5	4 2.7%	10 6.7%	22 14.7%	63 42.0%	51 34.0%
TOTAL	1334 100%	3.8 of 5	97 7.3%	132 9.9%	193 14.5%	467 35.0%	445 33.4%

Statistically significant association (chi square test significance .029)

Q1. "I would recommend my current department as an employer" by Gender Identity/Expression

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Woman	711 100%	3.8 of 5	49 6.9%	72 10.1%	102 14.3%	243 34.2%	245 34.5%
Man	363 100%	3.8 of 5	29 8.0%	33 9.1%	39 10.7%	132 36.4%	130 35.8%
Transgender/Gender Queer	5 100%	4.0 of 5	0 0.0%	0 0.0%	1 20.0%	3 60.0%	1 20.0%
Prefer not to answer/ no reply	255 100%	3.6 of 5	19 7.5%	27 10.6%	51 20.0%	89 34.9%	69 27.1%
TOTAL	1334 100%	3.8 of 5	97 7.3%	132 9.9%	193 14.5%	467 35.0%	445 33.4%

Statistically significant association (chi square test significance .002)

Q1."I would recommend my current department as an employer" by Primary Organization

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Athletics	10 100%	3.0 of 5	2 20.0%	2 20.0%	1 10.0%	4 40.0%	1 10.0%
Cascades Campus – all depts	10 100%	3.7 of 5	1 10.0%	1 10.0%	2 20.0%	2 20.0%	4 40.0%
College of Agricultural Sciences	109 100%	3.9 of 5	7 6.4%	8 7.3%	18 16.5%	37 33.9%	39 35.8%
College of Business	31 100%	3.3 of 5	5 16.1%	6 19.4%	3 9.7%	8 25.8%	9 29.0%
College of Earth Ocean Atmospheric Sciences	38 100%	3.8 of 5	2 5.3%	3 7.9%	10 26.3%	9 23.7%	14 36.8%
College of Education	15 100%	3.5 of 5	0 0.0%	3 20.0%	5 33.3%	3 20.0%	4 26.7%
College of Engineering	95 100%	4.0 of 5	6 6.3%	3 3.2%	10 10.5%	40 42.1%	36 37.9%
College of Forestry	37 100%	3.5 of 5	5 13.5%	1 2.7%	8 21.6%	15 40.5%	8 21.6%
College of Liberal Arts	81 100%	3.6 of 5	11 13.6%	8 9.9%	10 12.3%	22 27.2%	30 37.9%
College of Pharmacy	5 100%	4.4 of 5	0 0.0%	0 0.0%	1 20.0%	1 20.0%	3 60.0%
College of Public Health & Human Sciences	65 100%	4.0 of 5	2 3.1%	8 12.3%	5 27.2%	26 40.0%	24 36.9%
College of Science	89 100%	3.7 of 5	7 7.9%	11 12.4%	14 15.7%	27 30.3%	30 33.7%
College of Veterinary Medicine	38 100%	3.9 of 5	1 2.6%	3 7.9%	5 13.2%	19 50.0%	10 26.3%
Enrollment Management	20 100%	4.1 of 5	1 5.0%	0 0.0%	2 10.0%	10 50.0%	7 35.0%
Experimental Stations/non-Corvallis Research Centers	17 100%	3.8 of 5	1 5.9%	0 0.0%	4 23.5%	8 47.1%	4 23.5%
Extension County Offices	31 100%	4.1 of 5	0 0.0%	1 3.2%	4 12.9%	17 54.8%	9 29.0%
Finance & Admin – Business Affairs/Business Centers	57 100%	3.5 of 5	9 15.8%	5 8.8%	6 10.5%	24 42.1%	13 22.8%
Finance & Admin – all other units	31 100%	3.8 of 5	1 3.2%	7 22.6%	2 6.5%	9 29.0%	12 38.7%
Information Services	27 100%	3.7 of 5	0 0.0%	5 18.5%	5 18.5%	11 40.7%	6 22.2%
International Programs	31 100%	2.6 of 5	6 19.4%	9 29.0%	8 25.8%	6 19.4%	2 6.5%
Library	38 100%	4.4 of 5	0 0.0%	0 0.0%	3 7.9%	15 39.5%	20 52.6%
Research Office/ campus Research Centers	30 100%	3.5 of 5	4 13.3%	5 16.7%	3 10.0%	7 23.3%	11 36.7%
Outreach & Engagement/ Ecampus	27 100%	4.3 of 5	1 3.7%	1 3.7%	3 11.1%	5 18.5%	17 63.0%
President/Board/Univ Relations/ Govt Relations/Diversity	25 100%	4.0 of 5	2 8.0%	2 8.0%	2 8.0%	8 32.0%	11 44.0%
Provost/Academic Affairs/Undergrda Studies/	27 100%	4.2 of 5	1 3.7%	1 3.7%	2 7.4%	10 37.0%	13 48.1%

Grad School							
Student Affairs – housing and dining	22 100%	4.1 of 5	1 4.5%	1 4.5%	1 4.5%	11 50.0%	8 36.4%
Student Affairs – all other units	65 100%	3.6 of 5	6 9.2%	10 15.4%	5 7.7%	25 38.5%	19 29.2%
Prefer not to answer/ missing	263 100%	3.7 of 5	15 5.7%	28 10.6%	51 19.4%	88 33.5%	81 30.8%
TOTAL	1334 100%	3.8 of 5	97 7.3%	132 9.9%	193 14.5%	467 35.0%	445 33.4%

Statistically significant association (chi square test significance .000)

Q1. "I would recommend my current department as an employer" by Self-Reported Ethnic Group

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
American Indian/Alaska Native/ Native Hawaiian	0 100%	-- of 5	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Asian	30 100%	3.7 of 5	2 6.7%	5 16.7%	4 13.3%	9 30.0%	10 33.3%
Black	13 100%	4.2 of 5	0 0.0%	1 7.7%	2 15.4%	3 23.1%	7 53.8%
Hispanic	56 100%	3.8 of 5	8 14.3%	3 5.4%	5 8.9%	18 32.1%	22 39.3%
Two or more races	35 100%	3.3 of 5	6 17.1%	7 20.0%	3 8.6%	9 25.7%	10 26.6%
White	872 100%	3.9 of 5	54 6.2%	80 9.2%	122 14.0%	312 35.8%	304 34.9%
Non US Resident	27 100%	4.0 of 5	1 3.7%	2 7.4%	4 14.8%	10 37.0%	10 37.0%
Prefer not to answer/ no reply	301 100%	3.6 of 5	26 8.6%	34 11.3%	53 17.6%	106 35.2%	82 27.2%
TOTAL	1334 100%	3.8 of 5	97 7.3%	132 9.9%	193 14.5%	467 35.0%	445 33.4%

NO statistically significant association (chi square test significance .140)

Q31. "In the past year I have experienced uncivil and/or disrespectful interactions within my unit" by Gender Identity/Expression

ITEM	Responses	Average	Never	Rarely	Sometimes	Often	Always
Woman	709 100%	2.0 of 5	315 44.4%	183 25.8%	131 18.5%	70 9.9%	10 1.4%
Man	362 100%	1.7 of 5	206 56.9%	76 21.0%	59 16.3%	17 4.7%	4 1.1%
Transgender/Gender Queer	5 100%	2.0 of 5	2 40.0%	1 20.0%	2 40.0%	0 0.0%	0 0.0%
Prefer not to answer/ no reply	133 100%	2.2 of 5	47 35.3%	39 29.3%	27 20.3%	17 12.8%	3 2.3%
TOTAL	1209 100%	1.9 of 5	570 47.1%	299 24.7%	219 18.1%	104 8.6%	17 1.4%

Statistically significant association (chi square test significance .002)

Q31. "In the past year I have experienced uncivil and/or disrespectful interactions within my unit" by Self-Reported Ethnic Group

ITEM	Responses	Average	Never	Rarely	Sometimes	Often	Always
American Indian/Alaska Native/ Native Hawaiian	0 100%	-- of 5	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Asian	30 100%	1.8 of 5	14 46.7%	11 36.7%	3 10.0%	2 6.7%	0 0.0%
Black	13 100%	1.5 of 5	9 69.2%	3 23.1%	0 0.0%	1 7.7%	0 0.0%
Hispanic	56 100%	2.0 of 5	24 42.9%	14 25.0%	11 19.6%	6 10.7%	1 1.8%
Two or more races	35 100%	2.4 of 5	10 28.6%	8 22.9%	9 25.7%	8 22.9%	0 0.0%
White	870 100%	1.9 of 5	435 50.0%	211 24.3%	150 17.2%	62 7.1%	12 1.4%
Non US Resident	27 100%	1.4 of 5	19 70.4%	4 14.8%	4 14.8%	0 0.0%	0 0.0%
Prefer not to answer/ no reply	178 100%	2.3 of 5	59 33.1%	48 27.0%	42 23.6%	25 14.0%	4 2.2%
TOTAL	1209 100%	1.9 of 5	570 47.1%	299 24.7%	219 18.1%	104 8.6%	17 1.4%

Statistically significant association (chi square test significance .001)

Q26."Sense of belonging during time worked at OSU" by Self-Reported Employee Group

ITEM	Responses	Average	I rarely felt welcome	I have often wondered whether I belonged	I generally felt welcome, other than a few incidents	I always felt I belonged
Classified	267 100%	3.1 of 4	11 4.1%	53 19.9%	113 42.3%	90 33.7%
Emeritus	4 100%	3.8 of 4	0 0.0%	0 0.0%	1 25.0%	3 75.0%
Fixed Term Professor (clinical, practice, extension, sr research)	27 100%	2.7 of 4	2 7.4%	8 29.6%	12 44.4%	5 18.5%
Instructors	92 100%	2.8 of 4	3 3.3%	28 30.4%	42 45.7%	19 20.7%
Professional Faculty	399 100%	3.1 of 4	8 2.0%	77 19.3%	175 43.9%	139 34.8%
Research Faculty	94 100%	2.8 of 4	8 8.5%	21 22.3%	45 47.9%	20 21.3%
Tenured/Tenure Track Faculty	264 100%	2.9 of 4	9 3.4%	69 26.1%	103 39.0%	83 31.4%
Other	29 100%	2.8 of 4	2 6.9%	7 24.1%	14 48.3%	6 20.7%
Missing/no reply	27 100%	3.0 of 4	1 3.7%	7 25.9%	11 40.7%	8 29.6%
TOTAL	1203 100%	3.0 of 4	44 3.7%	270 22.4%	516 42.9%	373 31.0%

NO statistically significant association (chi square test significance .061)

Q26."Sense of belonging during time worked at OSU" by Gender Identity/Expression

ITEM	Responses	Average	I rarely felt welcome	I have often wondered whether I belonged	I generally felt welcome, other than a few incidents	I always felt I belonged
Woman	708 100%	3.0 of 4	21 3.0%	157 22.2%	321 45.3%	209 29.5%
Man	359 100%	3.1 of 4	13 3.6%	69 19.2%	141 39.3%	136 37.9%
Transgender/Gender Queer	5 100%	3.2 of 4	0 0.0%	1 20.0%	2 40.0%	2 40.0%
Prefer not to answer/ no reply	131 100%	2.7 of 4	10 7.6%	43 32.8%	52 37.0%	26 19.8%
TOTAL	1203 100%	3.0 of 4	44 3.7%	270 22.4%	516 42.9%	373 31.0%

Statistically significant association (chi square test significance .002)

Q26."Sense of belonging during time worked at OSU" by Self-Reported Ethnic Group

ITEM	Responses	Average	I rarely felt welcome	I have often wondered whether I belonged	I generally felt welcome, other than a few incidents	I always felt I belonged
American Indian/Alaska Native/ Native Hawaiian	0 100%	-- of 4	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Asian	29 100%	2.9 of 4	1 3.4%	8 27.6%	13 44.8%	7 24.1%
Black	13 100%	3.2 of 4	0 0.0%	2 15.4%	7 53.8%	4 30.6%
Hispanic	56 100%	2.9 of 4	3 5.4%	17 30.4%	20 35.7%	16 28.6%
Two or more races	35 100%	2.5 of 4	5 14.3%	11 31.4%	15 42.9%	4 11.4%
White	864 100%	3.1 of 4	27 3.1%	170 19.7%	364 42.1%	303 35.1%
Non US Resident	27 100%	3.3 of 4	0 0.0%	1 3.7%	18 66.7%	8 29.6%
Prefer not to answer/ no reply	179 100%	2.7 of 4	8 4.5%	61 34.1%	79 44.1%	31 17.3%
TOTAL	1203 100%	3.0 of 4	44 3.7%	270 22.4%	516 42.9%	373 31.0%

Statistically significant association (chi square test significance .000)