

OSU Faculty and Staff Climate Survey

INTRODUCTION

Oregon State University is committed to improving diversity, inclusion, and creating a welcoming environment. In 2014 OSU initiated a survey of faculty and staff to assess institutional climate. This survey is part of our continuous assessment of campus climate.

Data collected from this survey will be kept confidential and will only be reported in aggregate form with no identifying information. Results from the first survey were shared via a series of open forums and at a joint session of the President's Cabinet and Provost Council. The Leadership Committee on Equity and Inclusion also reviewed results to develop policy recommendations.

We highly value your opinions; this survey is the only comprehensive source for OSU to gauge the opinions of all faculty and staff. We designed the survey to broadly measure various aspects of the work environment. However, it is only one component of a larger effort to improve campus climate.

The survey should take about 15 minutes to complete. The Office of Institutional Research is administering this survey and securely storing responses. If you have any technical questions related to taking the survey, please contact IR at InstitutionalResearch@oregonstate.edu or 541-737-9600. For general questions on campus climate assessment efforts, please contact the Office of Institutional Diversity.

What is your impression of OSU as an employer?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q1 I would recommend my current department as an employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q2 I would recommend OSU as an employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How I see my position's connection to the University's larger purpose:

	Not at all	A little	More yes than no	Definitely yes
Q3 I understand the University's strategic goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q4 I have the opportunity to participate in shaping policy at OSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5 I have the opportunity participate in shaping policy in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<BRANCH: if answer to Q3 is “More yes than no” or “definitely yes”>

		Not at all	A little	More yes than no	Definitely yes
	Q6 I understand how my job helps the university meet its strategic goals	0	0	0	0

<CONTINUE>

	Yes	No
Q7 I receive annual performance reviews (or on a regular schedule appropriate to my position)	0	0

<BRANCH: if answer to Q7 is “Yes”>

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q8 My performance reviews provide useful information on my actual performance	0	0	0	0	0
Q9 My performance reviews are relevant to my career advancement	0	0	0	0	0

<CONTINUE>

I am informed about changes and issues relevant to my position by my...

	Never	Rarely	Sometimes	Often	Always	Not sure
Q10 Unit/Department	0	0	0	0	0	0
Q11 College/Administrative Division	0	0	0	0	0	0
Q12 Institution	0	0	0	0	0	0

I work in a unit/department where

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q13 The leader fosters mutual respect amongst colleagues/employees	0	0	0	0	0
Q14 I am able to speak freely about my concerns to my colleagues	0	0	0	0	0
Q15 I am able to speak freely about my concerns to my supervisor	0	0	0	0	0

My suggestions and improvements are welcomed by my...

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q16 Stakeholders/Customers	0	0	0	0	0
Q17 Colleagues	0	0	0	0	0
Q18 Supervisor	0	0	0	0	0

I feel valued by my...

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q19 Stakeholders/Customers	0	0	0	0	0
Q20 Colleagues	0	0	0	0	0
Q21 Supervisor	0	0	0	0	0

In the past year, I have experienced uncivil and/or disrespectful interactions with my...

	Never	Rarely	Sometimes	Often	Always
Q22 Unit/Department	0	0	0	0	0
Q23 Campus	0	0	0	0	0
Q24 Stakeholders/Customers	0	0	0	0	0
Q25 Local Community	0	0	0	0	0

Q26 During the time you have worked at OSU, how would you describe your sense of belonging?

I rarely felt welcome	0
I have often wondered whether I belonged	0
I generally felt welcome, other than a few incidents	0
I always felt I belonged here	0

I am aware of resources available to me when dealing with conflict in the workplace

	I am aware, but have not used	I am aware and have used	I am not aware
Q27 Ombuds Office	0	0	0
Q28 Human Resources	0	0	0
Q29 Deans	0	0	0
Q30 SEIU (Union)	0	0	0
Q31 Faculty Senate Grievance Committee	0	0	0
Q32 Equal Opportunity & Access Office	0	0	0
Q33 Institutional Diversity Office	0	0	0
Q34 Department Heads	0	0	0
Q35 CAPS - Counseling and Psychological Services	0	0	0
Q36 EAP - Employee Assistance Program	0	0	0

I would feel comfortable accessing the following resources when dealing with conflicts in the workplace

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q37 Ombuds Office	0	0	0	0	0
Q38 Human Resources	0	0	0	0	0
Q39 Deans	0	0	0	0	0
Q40 SEIU (Union)	0	0	0	0	0
Q41 Faculty Senate Grievance Committee	0	0	0	0	0
Q42 Equal Opportunity & Access Office	0	0	0	0	0
Q43 Institutional Diversity Office	0	0	0	0	0
Q44 Department Heads	0	0	0	0	0
Q45 CAPS - Counseling and Psychological Services	0	0	0	0	0
Q46 EAP - Employee Assistance Program	0	0	0	0	0

Questions related to compensation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q47 My compensation/benefits allow me to meet my basic needs	0	0	0	0	0
Q48 I feel that I am compensated for the level of work I'm expected to perform	0	0	0	0	0

Professional development and advancement opportunities at OSU

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q49 My supervisor supports my participation in professional development opportunities	0	0	0	0	0
Q50 I understand how I can advance in my profession at the university	0	0	0	0	0

I feel my physical workspace at OSU is...

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q51 Attractive	0	0	0	0	0
Q52 Comfortable	0	0	0	0	0
Q53 Accessible	0	0	0	0	0
Q54 Safe	0	0	0	0	0

Q55 In relation to your physical workspace at OSU, please provide any additional comments or thoughts below.

<Open ended text>

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Q56 During the last 12 months, have you considered leaving OSU

	Selection
Yes, I have been actively seeking other employment because of disappointment with my job	0
Yes, I have been actively seeking other employment but I'm not disappointed with my job	0
Yes, I have seriously considered leaving because of disappointment in my job	0
Yes, I have seriously considered leaving but I'm not disappointed with my job	0
No, I have no intention of leaving OSU in the short term	0
No, I have no intention of leaving OSU	0
No, I am unable to leave OSU	0

<BRANCH: if select "No, I am unable to leave OSU">

Q57 Please provide information about why you are unable to leave OSU. Ex. Elder-care, children in school, under water for your house, partner's employment, your job/position isn't common elsewhere, etc

<Open ended text>

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There is visible leadership to foster diversity at OSU from:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Q58 The President's office	0	0	0	0	0
Q59 My academic dean/unit head	0	0	0	0	0
Q60 My department head/direct supervisor	0	0	0	0	0
Q61 Colleagues in my department	0	0	0	0	0

Q62 I am involved in diversity initiatives on campus

	Selection
Yes	<input type="radio"/>
No	<input type="radio"/>
No, but I would like to be	<input type="radio"/>

<BRANCH: if answered "No.." then ask question>

Q63 If you haven't been involved, why not?

<Open ended text>

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Q64 I feel that OSU values my involvement in diversity initiatives on campus

	Selection
Strongly agree	<input type="radio"/>
Agree	<input type="radio"/>
Neutral	<input type="radio"/>
Disagree	<input type="radio"/>
Strongly Disagree	<input type="radio"/>

Q65 Which of the following best describes your current primary employee group
(tenured administrators should select tenured/tenure track)

	Selection
Classified Staff	<input type="radio"/>
Professional Faculty	<input type="radio"/>
Tenured/Tenure Track Faculty (any rank)	<input type="radio"/>
Emeritus Faculty	<input type="radio"/>
Research Faculty (Post docs, faculty research assistants, research associates)	<input type="radio"/>
Fixed Term Professors (Practice, Clinical, Extension, Sr Research)	<input type="radio"/>
Instructor (any appointment percent)	<input type="radio"/>
Another category	<input type="radio"/>

<BRANCH: if answered “Tenured/Tenure Track”>

In support of my success in attaining tenure, promotion and advancement,
I have had adequate resources in my:

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q66 Department	0	0	0	0	0
	Q67 College/Administrative Division	0	0	0	0	0
	Q68 Institution	0	0	0	0	0

To access resources and support required to fulfill my duties as specified in my position description,
I have needed to work harder than others in my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q69 Department	0	0	0	0	0
	Q70 College/Administrative Division	0	0	0	0	0
	Q71 Institution	0	0	0	0	0

To have my scholarly achievements recognized and evaluated as legitimate, I have needed to work harder than others in my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q72 Department	0	0	0	0	0
	Q73 College/Administrative Division	0	0	0	0	0
	Q74 Institution	0	0	0	0	0

I feel free to voice my concerns and take actions to promote changes for the better without fear of retaliation in my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q75 Department	0	0	0	0	0
	Q76 College/Administrative Division	0	0	0	0	0
	Q77 Institution	0	0	0	0	0

I am encouraged to develop diversity skills, solutions, and change strategies to be an effective advocate for equity, inclusion and social justice in my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q78 Department	0	0	0	0	0
	Q79 College/Administrative Division	0	0	0	0	0
	Q80 Institution	0	0	0	0	0

I have opportunities to work in solidarity with others to improve diversity, equity, inclusion and social justice in my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q81 Department	0	0	0	0	0
	Q82 College/Administrative Division	0	0	0	0	0
	Q83 Institution	0	0	0	0	0

There are significant efforts to support and advance equity, inclusion, justice, civility, and cohesion within my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q84 Department	0	0	0	0	0
	Q85 College/Administrative Division	0	0	0	0	0
	Q86 Institution	0	0	0	0	0

Leaders build interconnections and inclusive alliances across differences in my...

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q87 Department	0	0	0	0	0
	Q88 College/Administrative Division	0	0	0	0	0
	Q89 Institution	0	0	0	0	0

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
	Q90 I am justly compensated for the level of work I'm expected to perform, compared to others at the same position level and education/experience.	0	0	0	0	0

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Q91 Which of the following best represents your primary organization/work unit (some of these are work locations)

	Selection
Athletics - Intercollegiate	0
Cascades Campus (all departments)	0
College of Agricultural Sciences (including Biological & Ecological Engineering, Ag Microbiology, Ag Statistics, Ag MMI)	0
College of Business	0
College of Earth, Ocean, Atmos Sciences	0
College of Education	0
College of Engineering	0
College of Forestry	0
College of Liberal Arts	0
College of Pharmacy	0
College of Public Health & Human Sciences	0
College of Science	0
College of Veterinary Medicine	0
Enrollment Management	0
Experimental Stations, non-Corvallis Research Centers, college or grant supported extension	0
Extension County Offices	0
Finance and Administration – Business Affairs/ Business Centers	0
Finance and Administration – all other units (budget, HR, facilities, public safety, planning, etc.)	0
Information Services	0
International Programs/ INTO OSU	0
Library	0
Office of Research, admin units, Corvallis based Research Centers	0

Outreach and Engagement – Administration, Extended Campus, Corvallis on-campus extension	<input type="radio"/>
President/ OSU Board/ University Relations/ Government Relations/ Alumni Relations/ Diversity/ Equal Opportunity/ Ombuds/ Shared Services	<input type="radio"/>
Provost/ Academic Affairs/ Undergraduate Studies and Student Success/ Faculty Senate/Graduate School	<input type="radio"/>
Student Affairs – Housing and Dining	<input type="radio"/>
Student Affairs – all other units	<input type="radio"/>
I prefer not to answer	<input type="radio"/>

Q92 Which group(s) best represents your ethnic background (Select all that apply)

	Selection
American Indian/Alaska Native	<input type="checkbox"/>
Asian	<input type="checkbox"/>
Black	<input type="checkbox"/>
Hispanic	<input type="checkbox"/>
Middle Eastern/North African	<input type="checkbox"/>
Native Hawaiian/Pacific Islander	<input type="checkbox"/>
White	<input type="checkbox"/>
I prefer not to answer	<input type="checkbox"/>

Q93 What is your US Residency Status?

	Selection
U.S. Citizen or Permanent Resident	<input type="radio"/>
Not permanent resident of US	<input type="radio"/>

Q94 Your Gender Identity/Expression

	Selection
Woman	<input type="radio"/>
Man	<input type="radio"/>
Transgender/ Genderqueer	<input type="radio"/>
I prefer not to answer	<input type="radio"/>

Q95 Sexual/Affectional Orientation

	Selection
Gay, Lesbian, or Bisexual	<input type="radio"/>
Heterosexual ("Straight")	<input type="radio"/>
A different category better describes me	<input type="radio"/>
I prefer not to answer	<input type="radio"/>

Q96 Do you have a disability?

	Selection
Yes	<input type="radio"/>
No	<input type="radio"/>
I prefer not to answer	<input type="radio"/>

Q97 Are you a veteran of the US Armed Services?

	Selection
Yes	<input type="radio"/>
No	<input type="radio"/>
I prefer not to answer	<input type="radio"/>