

Climate Survey Comparison of Tenured/Tenure Track Responses for ADVANCE Grant

Question listed is 2016 version. If 2014 version was different, that wording is below the 2016 question.

	2014 responses						2016 responses						% agree/strongly agree or equivalent			
	strongly disagree	disagree	neutral	agree	strongly agree	Total	strongly disagree	disagree	neutral	agree	strongly agree	Total	2014	2016	diff	
Q1. I would recommend my current department as an employer	23	26	35	95	131	310	20	20	42	84	99	265	73%	69%	-4%	
Q2. I would recommend OSU as an employer	19	26	36	137	90	308	11	36	48	95	74	264	74%	64%	-10%	
Q3. I understand the University's strategic goals		disagree	somewhat agree	agree		Total	Not at all	A little	More yes than no	Definitely yes		Total	91%	97%	6%	scales not the same so can't do an exact comparison
Q4. I have the opportunity to participate in shaping policy at OSU		27	124	159		310	8	49	101	107		265	68%	74%	6%	scales not the same so can't do an exact comparison
Q5. I have the opportunity to participate in shaping policy in my unit		100	129	81		310	69	83	71	40		263	83%	89%	6%	scales not the same so can't do an exact comparison
IF Q3 = "More yes than no" or "definitely yes": Q6. I understand how my job helps the university meet its strategic goals		54	88	168		310	30	58	75	101		264				
2014 IF Q3 = "somewhat agree" or "agree": Q6. I understand how my job helps the university meet its strategic goals							5	15	58	130		208		98%	3%	scales not the same so can't do an exact comparison
		15	66	201		282							95%			scales not the same so can't do an exact comparison
Q7. I receive annual performance reviews (or on a regular schedule appropriate to my position)	No	Yes				Total	No	Yes				Total				
2014 I receive annual performance reviews	44	266				310	38	224				262	86%	85%	0%	words not exactly the same but close
IF Q7 = Yes: Q8 My performance reviews provide useful information on my actual performance	strongly disagree	disagree	neutral	agree	strongly agree	Total	strongly disagree	disagree	neutral	agree	strongly agree	Total	71%	59%	-12%	
IF Q7 = Yes: Q9 My performance reviews are relevant to my career advancement	8	25	45	135	52	265	8	26	57	89	42	222	71%	62%	-9%	
	11	21	45	123	63	263	13	16	55	82	56	222				
I am informed about changes and issues relevant to my position...	never	rarely	sometimes	often	always	unsure	never	rarely	sometimes	often	always	unsure				
Q10. in my unit/department	6	31	61	94	108	5	11	20	47	84	85	12	66%	65%	-1%	
Q11. in my college/administrative division	27	49	80	81	61	10	24	35	71	73	40	22	46%	43%	-3%	
Q12. in my institution	31	71	79	76	35	14	31	43	76	59	26	26	36%	33%	-4%	
I work in a unit/department where...	strongly disagree	disagree	neutral	agree	strongly agree	Total	strongly disagree	disagree	neutral	agree	strongly agree	Total				
Q13. the leader fosters mutual respect amongst colleagues/ employees	29	27	34	95	125	310	30	29	31	90	85	265	71%	66%	-5%	
2014 the leader fosters respect amongst employees	6	20	34	118	125	303	26	28	31	99	81	265	80%	68%	-12%	
Q14. I am able to speak freely about my concerns to my colleagues	28	33	37	98	108	304	31	29	33	80	89	262	68%	65%	-3%	
Q15. I am able to speak freely about my concerns to my supervisor																
My suggestions and improvements are welcomed by my...	5	7	89	118	68	287	8	8	65	118	54	253	65%	68%	3%	
Q16. Stakeholders/customers	6	13	52	156	81	308	10	19	46	118	70	263	77%	71%	-5%	
Q17. Colleagues	23	34	48	115	86	306	29	30	48	88	64	259	66%	59%	-7%	
Q18. Supervisor																
I feel valued by my...	4	9	61	109	110	293	9	8	49	103	87	256	75%	74%	-1%	
Q19. Stakeholders/customers	6	14	39	136	112	307	9	22	32	115	87	265	81%	76%	-5%	
Q20. Colleagues	28	28	42	104	107	309	28	24	40	95	76	263	68%	65%	-3%	
Q21. Supervisor																
In the past year, I have experienced uncivil and/or disrespectful interactions with my...	never	rarely	sometimes	often	always	Total	never	rarely	sometimes	often	always	Total				
Q22. Unit/department	149	71	55	24	5	304	113	82	36	25	7	263	72%	74%	2%	
Q23. Campus	137	118	30	16	5	306	127	85	32	15	1	260	83%	82%	-2%	
Q24. Stakeholders/customers	164	87	38	4	2	295	141	80	31	5	1	258	85%	86%	1%	
Q25. Local community	186	92	22	4	1	305	157	74	19	8	3	261	91%	89%	-3%	
Q26 During the time you have worked at OSU, how would you describe your sense of belonging?							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 here		Total	new question	70%		
							9	69	103	83		264				
Q47 My compensation/benefits allow me to meet my basic needs	strongly disagree	disagree	neutral	agree	strongly agree	Total	strongly disagree	disagree	neutral	agree	strongly agree	Total	84%	84%	-1%	
	5	19	24	141	118	307	7	20	16	115	106	264				

Q48 I feel that I am compensated for the level of work I'm expected to perform	42	81	36	87	61	307	32	60	33	76	63	264	48%	53%	4%
Q49 My supervisor supports my participation in professional development opportunities	13	19	31	109	134	306	11	16	38	107	93	265	79%	75%	-4%
Q50 I understand how I can advance in my profession at the university	15	24	39	118	109	305	14	24	37	102	88	265	74%	72%	-3%
I feel my physical workspace at OSU is...															
Q51 Attractive	31	51	47	117	60	306	33	42	53	85	50	263	58%	51%	-7%
Q52 Comfortable	21	46	56	120	62	305	27	41	50	104	43	265	60%	55%	-4%
Q53 Accessible	29	22	29	138	87	305	16	24	43	126	55	264	74%	69%	-5%
Q54 Safe	12	35	33	130	96	306	18	29	26	113	75	261	74%	72%	-2%

	No, I have been actively seeking other employment					Total	Yes, I have seriously considered leaving but I'm not disappointed with my job					Total	2016 considered leaving/actively seeking only		
	No, I am unable to leave OSU	No, I have no intention of leaving OSU.	No, I have no intention of leaving OSU in the short term	Yes, I have considered/ thought about leaving.	Yes, I have been actively seeking other employment		No, I am unable to leave OSU	No, I have no intention of leaving OSU	No, I have no intention of leaving OSU in the short term	Yes, I have seriously considered leaving but I'm not disappointed with my job	Yes, I have seriously considered leaving because of disappointment in my job		Yes, I have been actively seeking other employment but I'm not disappointed with my job	Yes, I have been actively seeking other employment because of disappointment with my job	2014 considered leaving/actively seeking
Q56 During the last 12 months, have you considered leaving OSU	6	69	76	123	35	309	12	56	77	28	53	27	51%	45%	30%
2014 During the last 12 months, have you seriously considered leaving OSU															
There is visible leadership to foster diversity at OSU from:															
Q58 The President's office	strongly disagree	disagree	neutral	agree	strongly agree	Total	strongly disagree	disagree	neutral	agree	strongly agree	Total	55%	77%	22%
Q59 My academic dean/unit head	15	39	83	107	63	307	7	15	37	119	83	261	57%	64%	7%
Q60 My department head/direct supervisor	27	27	79	103	71	307	14	34	46	101	66	261	59%	63%	4%
Q61 Colleagues in my department	22	26	78	105	75	306	20	24	49	89	67	249	61%	61%	0%
	15	27	79	125	61	307	19	27	56	101	58	261			
Q62 I am involved in diversity initiatives on campus															
	No, but I would like to be					Total	No, but I would like to be					Total	42%	57%	15%
	No	to be	Yes			306	No	to be	Yes			264			
	155	22	129			306	81	33	150			264			
	strongly disagree	disagree	neutral	agree	strongly agree	Total	strongly disagree	disagree	neutral	agree	strongly agree	Total			
Q64 I feel that OSU values my involvement in diversity initiatives on campus	23	32	120	86	37	298	19	18	83	92	48	260	41%	54%	13%