

Campus Climate Survey 2016 Results  
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I am pleased to present summary results from Oregon State's 2016 campus climate survey.

Oregon State University is committed to improving diversity, inclusion, and creating a welcoming environment. In 2013, a representative committee of OSU employees designed a survey process to assess campus climate. The survey was administered in February 2014. 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.

This survey is the second distribution of a recurring (every two years or so) survey of campus climate. The survey generally contains the same questions as the first, although a few questions were clarified or simplified to streamline the survey. A new question on "sense of belonging" was added.

In support of the ADVANCE grant, a subset of additional questions was added for tenured/tenure track faculty. The ADVANCE grant committee designed these question to do a deeper, theory-based analysis of professional climate for tenured/tenure track faculty. These results are not included here but will be provided in a separate report.

The survey was a web-based instrument distributed via the Inform e-mail list. The Inform list is a distribution list in OSU's email system that sends a message to selected employee groups. This process does not use names or IDs to sample OSU employees. The survey was live from April 15, 2016 to May 27, 2016. A reminder was sent on the day before the survey closed.

We chose to keep the survey anonymous and so I do not have a direct means to compute response rates or to determine if partial surveys represent an attempted start that were later completed, or even if individuals responded multiple times. For analysis purposes, I report the total responses for each question. In some cases, respondents were directed to a follow-up question depending on their answer to a screening question. In general, I report percentages out of valid responses.

To estimate how representative the responses are, I computed active employee counts as of April 15, 2016 from the Banner HR system. I compare these distributions to the self-reported categories, although there is not direct link. Some self-reported demographics may not match what is in the employee data system. Other demographics are not available in Banner at all and cannot be estimated.

I present demographics and basic results in the rest of this paper. I also provide selected cross-tabulations. Analysis of open-ended comments will be conducted at a later point.

There were 1391 responses, of which 1337 were at least partially complete and 54 which had little or no responses. On April 15, 2016 there were 6119 active employees (excluding temporary and student employees, but including academic wage and post-doctoral researchers) that could have been sampled for the survey (it is unclear how many are not reached by the Inform List or how many screen out e-mails from that list). Thus, the overall response rate was about 22%.

## Employee Groups

The survey asked for self-identified primary employee category. While the wording for these categories did not exactly match categories in the Human Resources database, the following table provides approximate response rates for employee groups.

<b>PRIMARY ROLE</b>	<b>Sample</b>	<b>%</b>	<b>Respondents</b>	<b>%</b>	<b>Response Rate</b>
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%	-
<b>Total</b>	<b>6119</b>	<b>100.0%</b>	<b>1337</b>	<b>100%</b>	<b>21.8%</b>

Professional faculty and tenured/tenure track faculty are represented in proportion to their sample numbers. In the first survey, professional faculty had one of the highest response rates and were represented in higher proportion than the sample. However, in the first survey it was not clear where tenured administrators should report their employee group.

Classified staff, fixed term professors and emeritus were somewhat underrepresented in responses; in the first survey, classified staff had been proportionally represented.

Instructors and research faculty had the lowest rates of representation in the responses. This is similar to the first survey. About half of the instructors are part-time, so for instructors, this may represent a lack of access to the survey or a reduced interest in career issues. It is unclear why research faculty responded in lower numbers.

## Gender/Ethnic Group

The survey allowed for a wider range of self-reported identity than is available in the human resources system (survey terms are in parentheses). Where possible, I group to represent the response rate as closely as possible.

<b>GENDER</b>	<b>Sample</b>	<b>%</b>	<b>Respondents</b>	<b>%</b>	<b>Response Rate</b>
Female (Woman)	3364	55.0%	712	53.3%	21.2%
Male (Man)	2755	45.0%	363	27.2%	13.2%
(Transgender/gender queer)	-	-	5	0.4%	-
(decline to answer/no answer)	-	-	257	19.3%	-
<b>Total</b>	<b>6119</b>	<b>100.0%</b>	<b>1377</b>	<b>100%</b>	<b>21.8%</b>

Women appear to be proportionally represented. Men are seemingly underrepresented, but it is possible that the majority of the “prefer not to answer” are men. If so, this would bring the proportion close to representativeness. Other gender identities cannot be cross-checked with HR data at this time (although work is progressing to expand the gender reporting options).

<b>ETHNIC GROUP</b>	<b>Sample</b>	<b>%</b>	<b>Respondents</b>	<b>%</b>	<b>Response Rate</b>
American Indian/Alaskan/Native Hawaiian	43	0.7%	0	0.0%	0.0%
Asian	273	4.5%	30	2.2%	11.0%
Black/African American	58	0.9%	13	1.0%	22.4%
Hispanic	271	4.4%	56	4.2%	20.7%
Two or more	104	1.7%	35	2.6%	33.7%
White/(Middle Eastern)	4700	76.8%	872	65.2%	18.6%
Non US Resident	234	3.8%	27	2.0%	11.5%
Unknown (Prefer not to answer)	421	6.9%	304	22.7%	72.2%
<b>Total</b>	<b>6119</b>	<b>100.0%</b>	<b>1337</b>	<b>100%</b>	<b>21.8%</b>

The ethnic identity that respondents report may differ from what is listed in their employee record in Banner. Also, many employee demographic records are from a time when employees could select only one ethnic code, but here they can select more than one category. For example, in the responses, no one selected American Indian/Alaska Native or Native Hawaiian/Pacific Islander as a single item. All respondents that selected these items also selected other ethnic groups. In keeping with standard procedure, if they selected “Hispanic” they are counted in Hispanic numbers, otherwise, they are in the “Two or More” category. Thus, the seeming zero response rate for these groups is misleading.

Black and Hispanic employees are proportionally represented.

Asians and Non US Residents (international without permanent residency) are underrepresented. This was the case in first survey. It is unclear why Asians respond at lower rates, but they may have higher representation in employee groups (research faculty) that respond at lower rates. For Non-US resident employees, we rely on their reporting US residency status to determine this case, so this may simply reflect lower rates of reporting this status.

White respondents show a drop in their representation and “decline to state” show a corresponding rise. Historically, about 80% of “decline to state” are White (when other data sources are available) and 15% are Asian. If this distribution holds for these respondents, then Whites are fully represented and Asians are underrepresented by about 1% in the rate.

Note: Middle Eastern is not an option in the Banner system; this group is asked to select White, so while we provide this option in the survey, the tables counts those that selected “Middle Eastern” in “White”.

#### Primary Job Unit

<b>Primary Unit</b>	<b>Sample</b>	<b>%</b>	<b>Respondents</b>	<b>%</b>	<b>Response Rate</b>
Athletics	160	2.6%	10	0.7%	6.3%
Cascades Campus	145	2.4%	10	0.7%	6.9%
College of Agricultural Sciences	647	10.6%	109	8.2%	16.9%
College of Business	156	2.5%	31	2.3%	19.9%

College of Earth, Ocean, Atmos Sci	271	4.4%	39	2.9%	14.4%
College of Education	75	1.2%	15	1.1%	20.0%
College of Engineering	389	6.4%	95	7.1%	24.4%
College of Forestry	229	3.7%	37	2.8%	16.2%
College of Liberal Arts	433	7.1%	81	6.1%	18.7%
College of Pharmacy	96	1.6%	5	0.4%	5.2%
College of Public Health & Human Sci	261	4.3%	65	4.9%	24.9%
College of Science	327	5.3%	89	6.7%	27.2%
College of Veterinary Medicine	218	3.6%	38	2.8%	17.4%
Enrollment Management	106	1.7%	20	1.5%	18.9%
Experimental Stations/non Corvallis	176	2.9%	17	1.3%	9.7%
Research Centers					
Extension County Offices	410	6.7%	31	2.3%	7.6%
Finance & Administration – Business	254	4.2%	57	4.3%	22.4%
Affairs/Business Centers					
Finance & Administration – all other units	268	4.4%	31	2.3%	11.6%
Information Services	137	2.2%	27	2.0%	19.7%
International Programs/INTO	143	2.3%	31	2.3%	21.7%
Library	95	1.6%	38	2.8%	40.0%
Office of Research/Corvallis research	243	4.0%	30	2.2%	12.5%
centers					
Outreach and Engagement/Ecampus	144	2.4%	27	2.0%	18.8%
President Office/OSU Board/Alumni	105	1.7%	25	1.9%	23.8%
Relations/Equity & Inclusion					
Provost/Academic Affairs/Undergraduate	109	1.8%	27	2.0%	24.8%
Studies/Grad School					
Student Affairs – Housing and Dining	221	3.6%	22	1.6%	10.0%
Student Affairs – all other units	301	4.9%	65	4.9%	21.6%
(Prefer not to answer)	-	-	265	19.9%	-
<b>Total</b>	<b>6119</b>	<b>100.0</b>	<b>1337</b>	<b>100%</b>	<b>21.9%</b>
		<b>%</b>			

One of the more common requests when we held feedback sessions after the first survey was to include more specific unit identification. The first survey did not identify unit, but did have a question on job location. The difficult thing with this survey was balancing anonymous responses with unit specificity. In creating the unit categories, I tried to keep groupings as close to a minimum of 100 when possible.

However, having this level of unit specificity may have caused concern for some people and may have reduced the response rate, compared to the first survey. In particular, employees do not necessarily know the size of their employee unit from the drop down menu.

In the basic response rates, College of Pharmacy, Athletics, Cascades Campus, Extension County Offices, Experimental Stations/non Corvallis Research Centers, Student Affairs Housing and Dining, and Finance and Administration – all others (excluding Business Affairs and Business Centers), and Office of Research/Corvallis Research centers had the lowest response rates. Some of this may be related to the employee group distributions within these areas. Research staff, classified facilities staff, part-time instructors and off-site staff may be less motivated to participate in a “campus climate” survey or may feel it is less relevant.

The Colleges of Earth, Ocean, and Atmospheric Sciences, Forestry, Agricultural Sciences, and Veterinary Medicine had moderate below average response rates. Some of the employee patterns mentioned in the prior paragraph may also occur here but at lower rates.

Above average responders were Business Affairs/Business Centers, President Office (including Board, Alumni Relations, University Relations, Diversity etc), Provost/Academic Affairs/Undergraduate Studies/ Grad School, College of Public Health & Human Sciences, College of Science and the Library. Here again, there may be a higher proportion of employees that find the survey relevant.

Given the very small responses from a number of units, none of the sample proportion were outside of a 95% confidence interval for the response proportion, so we cannot say that any of the unit response rate had a statistically significant difference from the expected rate.

## SURVEY RESPONSES

What is your impression of OSU?

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1. I would recommend my current department as an employer	1334	3.8	97	132	193	467	445
	100%	of 5	7.3%	9.9%	14.5%	35.0%	33.4%
2. I would recommend OSU as an employer	1321	3.9	55	102	200	575	389
	100%	of 5	4.2%	7.7%	15.1%	43.5%	29.4%

The following questions are related to my understanding of my position's connection to the University's larger purpose:

ITEM	Responses	Average	Not at all	A little	More yes than no	Definitely yes
3. I understand the University's strategic goals	1331	2.7	98	339	542	352
	100%	of 4	7.4%	25.5%	40.7%	26.4%
4. I have opportunity to participate in shaping policy at OSU	1326	2.0	482	468	242	134
	100%	of 4	36.3%	35.3%	18.3%	10.1%
5. I have opportunity to participate in shaping policy in my unit	1329	2.6	254	385	354	336
	100%	of 4	19.1%	29.0%	26.6%	25.3%

If answered “more yes than no” or “definitely yes” to question 3, then the following question

ITEM	Responses	Average	Not at all	A little	More yes than no	Definitely yes
6. I understand how my job helps the university meet its strategic goals	887	3.4	15	78	314	480
	100%	of 4	1.7%	8.8%	35.4%	54.1%

7. I receive annual performance reviews (or on a regular schedule appropriate to my position)

Yes	985	76.2%
No	307	23.8%
Total	1292	100.0%

Of those that responded “Yes” to receiving regular performance reviews:

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
8. My reviews provide useful information on my actual performance	959	3.5	51	107	239	414	158
	100%	of 5	5.3%	11.0%	24.7%	42.7%	16.3%
9. My performance reviews are relevant to my career advancement	970	3.4	71	121	285	331	162
	100%	of 5	7.3%	12.5%	29.4%	34.1%	16.7%

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

ITEM	Responses	Average	Never	Rarely	Sometimes	Often	Always	Unsure
10. Unit/Department	1234	3.7	47	129	288	358	365	47
	100%	of 5	3.8%	10.5%	23.3%	29.0%	29.6%	3.8%
11. College/Administrative Division	1227	3.1	121	216	353	297	136	104
	100%	of 5	9.9%	17.6%	28.8%	24.2%	11.1%	8.5%
12. Institution	1218	2.9	156	203	375	271	85	128
	100%	of 5	12.8%	16.7%	30.8%	22.2%	7.0%	10.5%

Questions about respect and open communications

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
13. I work in a unit/department where the leader fosters mutual respect amongst colleagues/employees	1248	3.6	131	137	180	418	382
	100%	of 5	10.5%	11.0%	14.4%	33.5%	30.6%
14. I work in a unit/department where I am able to speak freely	1246	3.6	106	152	204	454	330

about my concerns to my colleagues.	100%	of 5	8.5%	12.2%	16.4%	36.4%	26.5%
15. I work in a unit/department where I am able to speak freely about my concerns to my supervisor.	1241	3.6	141	140	172	383	405
	100%	of 5	11.4%	11.3%	13.9%	30.9%	32.6%
16. My suggestions and improvements are welcomed by my stakeholders/ customers.	1220	3.7	32	47	382	538	221
		of 5	2.6%	3.9%	31.3%	44.1%	18.1%
17. My suggestions and improvements are welcomed by my colleagues.	1242	3.8	34	85	221	619	283
		of 5	2.7%	6.8%	17.8%	49.8%	22.8%
18. My suggestions and improvements are welcomed by my supervisor.	1227	3.6	111	129	211	457	319
		of 5	9.0%	10.5%	17.2%	37.2%	26.0%
19. I feel valued by my stakeholders/ customers.	1228	3.9	36	58	266	526	342
		of 5	2.9%	4.7%	21.7%	42.8%	27.9%
20. I feel valued by my colleagues.	1241	3.9	38	90	203	555	355
		of 5	3.1%	7.3%	16.4%	44.7%	28.6%
21. I feel valued by my supervisor.	1242	3.7	124	112	195	418	393
		of 5	10.0%	9.0%	15.7%	33.7%	31.6%

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

ITEM	Responses	Average	Never	Rarely	Sometimes	Often	Always
22. Unit	1209 100%	1.9 of 5	570 47.1%	299 24.7%	219 18.1%	104 8.6%	17 1.4%
23. Campus	1200 100%	1.7 of 5	642 53.5%	365 30.4%	151 12.6%	38 3.2%	4 0.3%
24. Stakeholders/ customers	1200 100%	1.7 of 5	618 51.5%	379 31.6%	163 13.6%	37 3.1%	3 0.3%
25. Local community	1193	1.5 of 5	749 62.8%	324 27.2%	90 7.5%	25 2.1%	5 0.4%

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

I rarely felt welcome	44	3.7%
I have often wondered whether I belonged	270	22.4%
I generally felt welcome, other than a few incidents	516	42.9%
I always felt I belonged here	373	31.0%
Total	1203	100.0%

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

ITEM	Responses	I am aware but have not used	I am aware and have used	I am not aware
27. Ombuds Office	1210 100%	786 65.0%	237 19.6%	187 15.5%
28. Human Resources	1207 100%	752 62.3%	401 33.2%	54 4.5%
29. Deans	1200 100%	801 66.8%	188 15.7%	211 17.6%
30. SEIU (Union)	1188	809 68.1%	86 7.2%	293 24.7%
31. Faculty Senate Grievance Committee	1199	726 60.6%	14 1.2%	459 38.3%
32. Equal opportunity and Access Office	1200	828 69.0%	154 12.8%	218 18.2%
33. Institutional Diversity Office	1195	877 73.4%	55 4.6%	263 22.0%
34. Department Heads	1194	720 60.3%	373 31.2%	101 8.5%
35. CAPS - Counseling and Psychological Services	1203	975 81.0%	100 8.3%	128 10.6%
36. EAP - Employee Assistance Program	1198	750 62.6%	155 12.9%	293 24.5%

Each item below is restricted to the people that reported awareness of the corresponding item in the prior set of questions.

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

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
37. Ombuds Office	1013 100%	3.6 of 5	72 7.1%	90 8.9%	241 23.8%	398 39.3%	212 20.9%
38. Human Resources	1141 100%	3.3 of 5	92 8.1%	146 12.8%	325 28.5%	440 38.6%	138 12.1%
39. Deans	978 100%	2.9 of 5	131 13.4%	183 18.7%	351 35.9%	235 24.0%	78 8.0%
40. SEIU (Union)	875 100%	3.0 of 5	120 13.7%	107 12.2%	398 45.5%	176 20.1%	74 8.5%
41. Faculty Senate Grievance Committee	727 100%	3.0 of 5	75 10.3%	113 15.5%	336 46.2%	159 21.9%	44 6.1%
42. Equal opportunity and Access Office	967 100%	3.3 of 5	78 8.1%	94 9.7%	329 34.0%	363 37.5%	103 10.7%
43. Institutional Diversity Office	916 100%	3.2 of 5	70 7.6%	89 9.7%	382 41.7%	300 32.8%	75 8.2%
44. Department Heads	1077 100%	3.3 of 5	105 9.7%	140 13.0%	285 26.5%	386 35.8%	161 14.9%
45. CAPS - Counseling and Psychological Services	1052 100%	3.5 of 5	57 5.4%	65 6.2%	385 36.6%	397 37.7%	148 14.1%



46. EAP - Employee Assistance Program	889	3.5	45	47	337	311	149
	100%	of 5	5.1%	5.3%	37.9%	35.0%	16.8%

The following questions are related to compensation, professional development and advancement.

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
47. My compensation/ benefits allow me to meet my basic needs	1206	3.7	62	138	145	587	274
	100%	of 5	5.1%	11.4%	12.0%	48.7%	22.7%
48. I feel that I am compensated for the level of work I'm expected to perform	1201	3.0	190	308	187	353	163
	100%	of 5	15.8%	25.6%	15.6%	29.4%	13.6%
49. My supervisor supports my participation in professional development opportunities	1205	3.9	70	86	173	478	398
	100%	of 5	5.8%	7.1%	14.4%	39.7%	33.0%
50. I understand how I can advance in my profession at the university	1207	3.1	158	250	232	374	193
	100%	of 5	13.1%	20.7%	19.2%	31.0%	16.0%

I feel my physical workspace at OSU is...

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
51. Attractive	1197	3.3	129	189	244	406	229
	100%	of 5	10.8%	15.8%	20.4%	33.9%	19.1%
52. Comfortable	1195	3.5	101	158	229	487	220
	100%	of 5	8.5%	13.2%	19.2%	40.8%	18.4%
53. Accessible	1196	3.7	71	96	194	562	273
	100%	of 5	5.9%	8.0%	16.2%	47.0%	22.8%
54. Safe	1190	3.8	66	107	166	539	312
	100%	of 5	5.5%	9.0%	13.9%	45.3%	26.2%

56. During the last 12 months, have you considered leaving OSU

Yes, I have been actively seeking other employment because of disappointment with my job	174	14.5%
Yes, I have been actively seeking other employment but I'm not disappointed with my job	54	4.5%
Yes, I have seriously considered leaving because of disappointment in my job	217	18.1%
Yes, I have seriously considered leaving but I'm not disappointed with my job	125	10.5%
No, I have no intention of leaving OSU in the short term	330	27.6%
No, I have no intention of leaving OSU	261	21.8%
No, I am unable to leave OSU	35	2.9%
Total	1196	100.0%

There is visible leadership to foster diversity at OSU from:

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
58. The President's office	1181 100%	3.9 of 5	41 3.5%	50 4.2%	234 19.8%	521 44.1%	335 28.4%
59. My academic dean/unit head	1173 100%	3.6 of 5	55 4.7%	117 10.0%	350 29.8%	425 36.2%	226 19.3%
60. My department head/direct supervisor	1171 100%	3.6 of 5	79 6.7%	110 9.4%	295 25.2%	408 34.8%	279 23.8%
61. Colleagues in my department	1171 100%	3.6 of 5	53 4.5%	92 7.9%	326 27.8%	472 40.3%	228 19.5%

62. I am involved in diversity initiatives on campus

Yes	453	38.2%
No	549	46.3%
No, but I would like to be	184	15.5%
TOTAL	1186	100%

ITEM	Responses	Average	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
64. I feel that OSU values my involvement in diversity initiatives on campus	1176 100%	3.4 of 5	56 4.8%	92 7.8%	473 40.2%	401 34.1%	154 13.1%

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)