

Campus Climate and Inclusivity: Staff and Faculty

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Oregon State
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Demographics and Response Rates

Faculty and Staff (2016)

- Response rate 22%
- Professional Faculty and Tenured/Tenure track proportionately represented
- Classified, fixed term and emeritus groups underrepresented
- Instructors and research faculty lowest amount of responses

Student (2017)

- Response rate 22%
- Undergraduate students overrepresented, as are females
- Included Cascades, Corvallis, and Ecampus students, Corvallis proportionately represented
- Completion a factor



Faculty and Staff Survey: Would People Recommend OSU?

I would recommend OSU as an employer...

- While not statistically significant ($p=.078$), agreement with this statement declined between 2014 and 2016.

Faculty and Staff Survey: Advancement

I understand how I can advance at the university...

- In 2014, 30.5% of respondents either disagreed or strongly disagreed with this statement.
- In 2016, 33.8% of respondents either disagreed or strongly disagreed with this statement.

Faculty and Staff Survey: Retention

During the last 12 months, have you seriously considered leaving OSU?

- 32.6% are actively seeking or seriously considering other employment because of disappointment with my job
- 15% are actively seeking or seriously considering other employment but are not disappointed with their job
- 49.4% have no intention of leaving (short term/in general)
- 2.9% are unable to leave OSU



Faculty and Staff Survey: Physical Workspace

My physical workspace is...

- Accessible, Comfortable, Safe: For those with disabilities, significant difference between 2014 and 2016 across all three, more disagreed or strongly disagreed in 2016
- Same patterns for gender, across men and women, differs significantly from 2014 to 2016

Faculty and Staff Survey: Involvement in Diversity Initiatives

The percentage of people who are interested in becoming involved with diversity initiatives on campus has grown from 2014

	2014		2016		Chi Square
	#	%	#	%	
Yes	540	31.80%	453	38.20%	p=.570
No	993	58.50%	549	46.30%	
I would like to be	163	9.60%	184	15.50%	
TOTAL	1696	100%	1186	100%	

Faculty and Staff Survey: Reasons for Not Being Involved in Diversity Initiatives

The open-ended responses to this question largely fell within the following themes (this is a summary list):

- Sense that involvement requires too much time and/or their work load is too intensive to allow for involvement
- Uncertain about opportunities and/or how to become involved
- Actively discouraged or prevented from involvement due to their position responsibilities or supervisor
- Not interested and/or do not feel welcome in initiatives
- Work is happening in their work or work communities

Faculty and Staff Survey: Uncivil or Disrespectful Interactions

In the last year, I have experienced uncivil interactions with my...

- Campus: percentages are nearly the same from respondents in 2014 and 2016, with a significant increase in the percentage of people saying “never”.
- Unit: percentages are nearly the same from respondents in 2014 and 2016, with a significant increase in the percentage of people who marked “often.”
- Unit: by gender (2014, 2016) and ethnic group (2016) - significant differences exist from respondents.

Faculty and Staff Surveys

- Surveys can be found at:
<https://leadership.oregonstate.edu/diversity/reports/climate-assessment>
- Promotional video can be found at:
[2018 Climate Survey Promotional Video](#)