

## Diversity Council

### Annual Report 2016-2017

The Diversity Council members for 2016-2017 consisted of:

Dwaine Plaza, Chair '20	Sociology
Carolyn Fanyo '17	Graduate School
Amarah Khan '18	Diversity & Cultural Engagement
Jason Thomas '18	Athletics
Stephanie Jenkins '19	School of History, Philosophy & Religion
Goran Jovanovic '19	Chemical, Biological & Environmental Engr
Thuy Tran '19	College of Engineering
Kreg Lindberg '20	OSU Cascades

Ex-officio members:

Angela Batista – Office of Institutional Diversity  
Nana Osei-Kofi – Difference, Power & Discrimination  
Executive Committee Liaison – John Becker-Blease

2016-17 – The Council moved this year in the direction of understanding the “revolving door” phenomenon at Oregon State University for professional and tenure track faculty. There is a great deal of misunderstanding about why faculty leave OSU. There are many factors which cause individuals to make the decision to leave and take another job elsewhere. Some of the reasons why people leave are:

- Internal personnel conflicts in departments
- A lack of opportunities for mobility
- A denial of tenure and promotion
- Corvallis being a place that is not hospitable
- The weather
- Poor schooling options for children
- Lack of intimate relationship opportunities

Any or all of these issues might play out for individuals who have left OSU. There is no data at OSU to tell us what the major factors are that encourage the revolving door syndrome.

The Council is particularly interested in understanding why faculty of color, LGBTQ and women leave Oregon State University after being here for only a short period of time. This is especially problematic because the university spends so much money to recruit these individuals. There is disappointment for the faculty member and the department who loses an individual.

The Council did some preliminary information gathering by speaking to Salvador Castillo in the Research Office. It was discovered that Human Resources at OSU does not do an “exit” survey in a formal way. Any faculty member who leaves OSU is asked to take a voluntary online survey that asks them why they departed. Initially the Council was going to use the collected data from this survey and look at the patterns for trends. It was soon discovered that, in the past five years, only 10 online exit surveys have been completed by individuals. This was most disappointing to the Diversity Council.

The Council decided to develop a shorter exit survey instrument that could be sent out electronically to professional faculty and tenure-track faculty who have departed in the past

five years. Dwaine Plaza and Angela Batista met with Susan Capalbo to talk about the issue of faculty of color, LGBTQ and women leaving the university in a revolving door fashion. The members were interested to determine why this was happening, and why so little is known about these people. Susan suggested that the Council also needed to know the opposite side of the story. Who stays at OSU and what factors keep LGBTQ, Faculty of Color and women here.

Given this new charge by Susan Capalbo, the Council took a few months to do a review of the existing academic literature on the revolving door syndrome beyond OSU. Many universities were found that have undertaken similar studies. From these sources, survey questions were gleaned that could be added to a new Qualtrics survey instrument on both who stays and who leaves. Related to this, the Council spent a few months drafting a revolving door survey instrument. The existing exit survey from OSU was used as the DNA to work through the development of a new instrument.

During winter term, the Council completed a good draft survey. The Council began working on the survey that measured why people stay at OSU. Both instruments attempt to dig into the social, department, economic and cultural factors that result in LGBTQ, faculty of color and women remaining at OSU. What makes this group happy about OSU?

Both surveys are attached to this annual report:

- Appendix A - [Faculty Senate Retention Survey 2017](#)
- Appendix B - [Faculty Senate Exit Survey 2017](#)

The strategy for getting the list of faculty who have departed involves a partnership with Human Resources (HR). The Council needs HR to give us the names of individuals who have left OSU in the past five years. It is recognized that the Council will need to then do some research on the individuals. The Council members have already pledged to look up names and locations for departed faculty (this will be a lot of busy work). The Council will adhere to Institutional Review Board (IRB)/Family Education Rights and Privacy Act (FERPA) guidelines in order to recruit faculty now living somewhere else to participate in the survey.

The second group of faculty who are already at OSU will receive an electronic survey that comes out with the Faculty Senate's approval and support. To disseminate an electronic Qualtrics survey, assistance will be sought from Vickie Nunnemaker who will generate an email list of all faculty who are on the Faculty Senate list. The survey will be sent out in the fall term. Two reminder emails will then be sent to faculty encouraging them to complete the survey.

The Diversity Council is willing to do the work that is involved with tracking down the individuals who have departed from OSU. The Council also has discussed doing some telephone interviews to supplement the online survey instrument. The Council is also dedicated to doing the analysis of the data once information is received.

Stephanie Jenkins and Dwaine Plaza visited the IRB Office and found out how to do an expedited review; it should not take long to get through the expedited ranking. The timeline is to get IRB approval in the fall term. Changes to the instrument will also be finalized and the trigger will be pulled and send out the survey in the late fall. The goal is to get data back in the winter term. An analysis focusing on the trends of staying or departing will be performed. Findings will be compared with the existing academic literature that was previously reviewed.

The goal is to present findings during the June 2018 Faculty Senate meeting.

The Council is very dedicated to the task at hand. The members are motivated by the fact that they are curious as to what the results will look like. They are also willing to make phone calls to collect more data.

Moving into the fall of 2017, Dwaine Plaza will be sharing the leadership role of the Diversity Council with Stephanie Jenkins. We both look forward to continuing to work closely with the Faculty Senate Office and Susan Capalbo to collect the data. The Council will continue to hold regular meetings.

*Report Prepared by Dwaine Plaza September 20, 2017.*