

## Faculty Senate Retention Survey 2017

The purpose of this Faculty Senate sponsored retention survey is to understand the work experiences of Oregon State University's affiliate, research, professional, tenured and tenure track faculty. To this end, we would like to ask you some general questions about your background, and then some specific questions about your workplace satisfaction at OSU. The survey is confidential. The data you provide will only be available to a small number of people on the Faculty Senate Diversity Council, and will not be shared outside of that group. The data from the survey will be aggregated to produce a final report on faculty satisfaction at Oregon State University. The survey should take about 5 minutes to complete. Please type out or click on the answer which best captures your work experiences at OSU.

Q1 Where is your primary work location?

- OSU Cascades (1)
- Corvallis Campus (2)
- County/Regional Extension (3)
- Experiment Station/Research Center (4)
- Newport/HMSC (5)
- Ecampus (7)
- Other Please Specify (6) \_\_\_\_\_

Q2 Including breaks in employment, how many years have you been employed at Oregon State University?

- Less than 1 year (1)
- 1-3 years (2)
- 4-6 years (3)
- 7-10 years (4)
- 11-15 years (5)
- 16-20 years (6)
- 21 or more years (7)

Q3 What is your age range?

- 18-29 (1)
- 30-39 (2)
- 40-49 (3)
- 50-59 (4)
- 60-69 (5)
- 70+ years (6)

Q4 Do you identify as

- A Man (1)
- A Woman (2)
- A Transgendered Individual (3)
- A Gender Queer Individual (5)
- Self Identified (4) \_\_\_\_\_
- I prefer not to answer (6)

Q5 Do you consider yourself a member of a marginalized and or under-represented group(s) at OSU?

- Yes (1)
- No (2)
- I Prefer Not to Answer (3)

Condition: Yes Is Selected. Skip To: Which categories apply to your margin....Condition: No Is Selected. Skip To: While employed at OSU were you tenure....

Q6 Which categories apply to your marginalized and/or under-represented identity? (Please check all that apply)

- Race (1)
- Ethnicity (2)
- Disability (3)
- Sexual Orientation (4)
- Sex (5)
- Gender Identity/ Expression (10)
- Gender (18)
- Social Class (7)
- Age (6)
- Veteran (8)
- Religion (9)
- International Faculty (11)
- Employment Authorization/ Visa Status (15)
- National Identity (12)
- Geographic Origin (13)
- Decline to answer (16)
- Other Please Specify (14) \_\_\_\_\_

Q7 What best describes your current work status at OSU?

- I am tenured (1)
- I am on the tenure track but not yet tenured (2)
- I am an administrator but tenured to an academic college (3)
- I am an administrator but on the tenure track in an academic college (4)
- I am not tenured or tenure track eligible (5)
- I am professional faculty (6)
- Other Please specify? (7) \_\_\_\_\_

Q8 What were your primary reasons for originally choosing to work at OSU? (Please check all that apply)

- Academic environment (1)
- Research opportunities (2)
- Colleagues (3)
- Geographic location (4)
- Lifestyle (5)
- Family (6)
- Dual career support (7)
- Partner hire (14)
- Work-life balance (8)
- Benefits (9)
- Compensation (10)
- University reputation (11)
- Career opportunities (12)
- Other Please Specify (13) \_\_\_\_\_

Q9 Please indicate the factors that keep you happy in you work life at OSU?

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	Not Important (1)	Somewhat Important (2)	Very Important (3)
A realistic workload (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciation for my work (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for promotion (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spousal employment opportunities (36)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enough resources to do my work (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enough administrative support (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional collegiality (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reasonable cost of living in Corvallis (37)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suitable accommodations for disabilities (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate opportunities for partner/spouse employment at OSU or nearby (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good local public K-12 education for children (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good support from department or unit leadership (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good work life balance (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good opportunities for interdisciplinary collaborations (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good space (office & research) (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High achieving students (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Good sense of a community in Corvallis (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely experience discrimination, harassment, hostile work environment, microaggressions (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other please specify (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10 How reasonable is the teaching requirement at Oregon State University?

- Very reasonable (4)
- Reasonable (5)
- Neither reasonable or unreasonable (6)
- Unreasonable (7)
- Very unreasonable (8)
- Other Please specify (9) \_\_\_\_\_
- I am not required to teach in my position at OSU (10)

Q11 How satisfied are you with the availability of resources for teaching at Oregon State University?

- Extremely satisfied (18)
- Somewhat satisfied (19)
- Neither satisfied nor dissatisfied (20)
- Somewhat dissatisfied (21)
- Extremely dissatisfied (22)
- I am not required to teach in my position at OSU (23)

Q12 In your opinion how well does Oregon State University recognize its faculty for their achievements?

- Far too much (24)
- Moderately too much (25)
- Slightly too much (26)
- Neither too much nor too little (27)
- Slightly too little (28)
- Moderately too little (29)
- Far too little (30)

Q13 How respectfully do members of your department treat each other?

- Extremely professional (30)
- Somewhat professional (31)
- Neither professional nor unprofessional (32)
- Somewhat unprofessional (33)
- Extremely unprofessional (34)

Q14 In my unit, I DO NOT raise concerns about things such as discrimination, harassment, or management practices because I would be afraid of retaliation.

- Clearly describes my feelings (23)
- Mostly describes my feelings (24)
- Moderately describes my feelings (25)
- Slightly describes my feelings (26)
- Does not describe my feelings (27)

Q15 How satisfied are you with your departments leadership?

- Extremely satisfied (18)
- Somewhat satisfied (19)
- Neither satisfied nor dissatisfied (20)
- Somewhat dissatisfied (21)
- Extremely dissatisfied (22)

Q16 How satisfied are you with the FMLA policies at Oregon State University?

- Extremely satisfied (35)
- Slightly satisfied (37)
- Neither satisfied nor dissatisfied (38)
- Slightly dissatisfied (39)
- Extremely dissatisfied (40)
- I don't know what FMLA Policies are? (41)

Q17 How well does OSU perform in the following areas?

	Short of my expectations (1)	Meets my Expectations (2)	Exceeds my expectations (3)
Recruitment efforts in my unit reflect a commitment to diversity (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tenure and promotion processes are free from bias based on personal characteristics (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention efforts reflect a commitment to maintaining a diverse workforce (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18 Have you seriously considered leaving OSU because of:

	A great deal (19)	A lot (20)	A moderate amount (21)	A little (22)	None at all (23)
Intolerance of co-workers in the workplace (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lack of diversity in the workplace (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lack of feeling fully valued in the workplace (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lack of respect in the workplace (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personally experiencing bullying in the workplace (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q19 How satisfied are you with the opportunities for professional development at Oregon State University?

- Extremely satisfied (18)
- Somewhat satisfied (19)
- Neither satisfied nor dissatisfied (20)
- Somewhat dissatisfied (21)
- Extremely dissatisfied (22)

Q20 How satisfied are you with the compensation package at Oregon State University?

- Extremely satisfied (18)
- Somewhat satisfied (19)
- Neither satisfied nor dissatisfied (20)
- Somewhat dissatisfied (21)
- Extremely dissatisfied (22)

Q21 How likely is it that you would recommend Oregon State University as a good place for a friend to work?

- Extremely likely (19)
- Somewhat likely (20)
- Neither likely nor unlikely (21)
- Somewhat unlikely (22)
- Extremely unlikely (23)

Q22 All things being equal, if you had an opportunity to get another job with equal pay, benefits, and working conditions, would you leave OSU?

- Extremely likely (18)
- Somewhat likely (19)
- Neither likely nor unlikely (20)
- Somewhat unlikely (21)
- Extremely unlikely (22)

Q23 Reflecting on your experience at OSU, how can the institution make faculty feel happier about their work life?

Q24 What could OSU do to provide a better work experience for faculty?

Q25 Are there any factor(s) that would cause you to depart from OSU?

Q26 What point(s) are not addressed on this survey that you feel are relevant to our better understanding of the faculty success and happiness working at OSU?

THANKS The results of this survey will be used for preparing descriptive statistics about faculty engagement and retention at Oregon State University, A report will be presented at a

future Faculty Senate meeting during AY- 2017-2018. Please contact Professor Dwaine Plaza (dplaza@orst.edu) if you have any questions or concerns about this survey.

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