

Faculty Senate Retention Survey 2017

Start of Block: Default Question Block

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 anonymous and 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 work and career satisfaction at Oregon State University. This final report will be presented to the Faculty Senate President and the Senior Vice Provost for Academic Affairs. We hope that the findings from this research might help to influence policy decisions about the workplace as well as improve faculty satisfaction and retention. The survey should take about 10 minutes to complete. Please type out or click on the answer that 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 Excluding 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)

Skip To: Q6 If Do you consider yourself a member of a marginalized and or under-represented group(s) at OSU? = Yes

Skip To: Q7 If Do you consider yourself a member of a marginalized and or under-represented group(s) at OSU? = No

Skip To: Q7 If Do you consider yourself a member of a marginalized and or under-represented group(s) at OSU? = I Prefer Not to Answer

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)

Marital Status (29)

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)
 - I am an Instructor (8)
 - 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)

Work-life balance (8)

Benefits (9)

Compensation (10)

University reputation (11)

Career opportunities (12)

Other Please Specify (13) _____

Q9 Please indicate your level of satisfaction with the following aspects of your employment at OSU and conditions in the community in which you work (Corvallis, Newport, Bend, etc.).

	Not at all satisfied (1)	Somewhat satisfied (2)	Extremely satisfied (3)	Not Applicable (4)
Collegiality within department / unit (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mutual respect within department / unit (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentor ship by peers and supervisors (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition and support by peers, supervisors, and OSU as a whole (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence of discrimination, harassment, or hostile work environment in general (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence of bias in the promotion and tenure processes (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to diversity within department / unit (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accommodation for disabilities (37)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation / salary (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for promotion (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Opportunities for partner / spouse employment (at OSU or in community) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall workload (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching load (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for interdisciplinary collaboration (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of undergraduate students (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of graduate students (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available space (office, lab / research) (49)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative support (50)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for teaching, such as the Center for Teaching and Learning (51)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for research (52)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for childcare (53)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for eldercare (dependent parents) (54)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Cost of living in the community (55)

Quality of life in the community (56)

Quality of K through 12 education in the community (57)

Q10 Have you considered leaving OSU due to the “climate” within your department / unit?

- Have not considered (1)
- Considered, but not seriously (2)
- Considered seriously (3)

Skip To: Q11 If Have you considered leaving OSU due to the “climate” within your department / unit? = Considered, but not seriously

Skip To: Q11 If Have you considered leaving OSU due to the “climate” within your department / unit? = Considered seriously

Q11 If you have considered leaving, was that due to any of the following? Please check all that apply.

- Intolerance of co-workers (1)
 - Lack of workplace diversity (2)
 - Lack of feeling valued in the workplace (3)
 - Lack of respect in the workplace (4)
 - "Bullying" in the workplace (5)
 - Lack of communication/support from supervisor(s) (7)
 - Other please specify (6) _____
-

Q12 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)
-

Q13 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"/>

Q14 How satisfied are you with the compensation package you receive from Oregon State University?

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

- Extremely dissatisfied (please explain) (22)

Q15 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)
-

Q16 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)
-

Q17 Reflecting on your own experience at OSU, how can the institution make faculty feel happier about their career?

Q18 What could OSU do to provide a better work experience for faculty?

Q19 Are there any factor(s) that would cause you to depart from OSU?

Q20 What point(s) are not addressed on this survey that you feel are relevant to our better understanding of faculty success and work experience at OSU?

THANK-YOU!

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. The results will also be presented to the Vice Provost for Academic Affairs.

Please contact Professor Dwaine Plaza (dplaza@orst.edu) if you have any questions or concerns about this survey.

End of Block: Default Question Block

Start of Block: Block 1