



# Campus Climate Survey Update Presented to the OA Council

Wednesday, May 24, 2023



# General findings / Data

- One in four UO employees thinks seriously about leaving the university, including almost one-third (31%) of tenured faculty
- Tenured faculty report the lowest levels of collegiality, respect, and support from their peers; OAs, classified staff, and career faculty report more positive experiences
- 40% of UO employees report having at least experience with discrimination, harassment, or invalidation of their lived experience while at UO; of those, 70% say they did not file a formal complaint
- Nearly half (48%) of UO employees do not believe the institution is committed to acting on the survey's findings



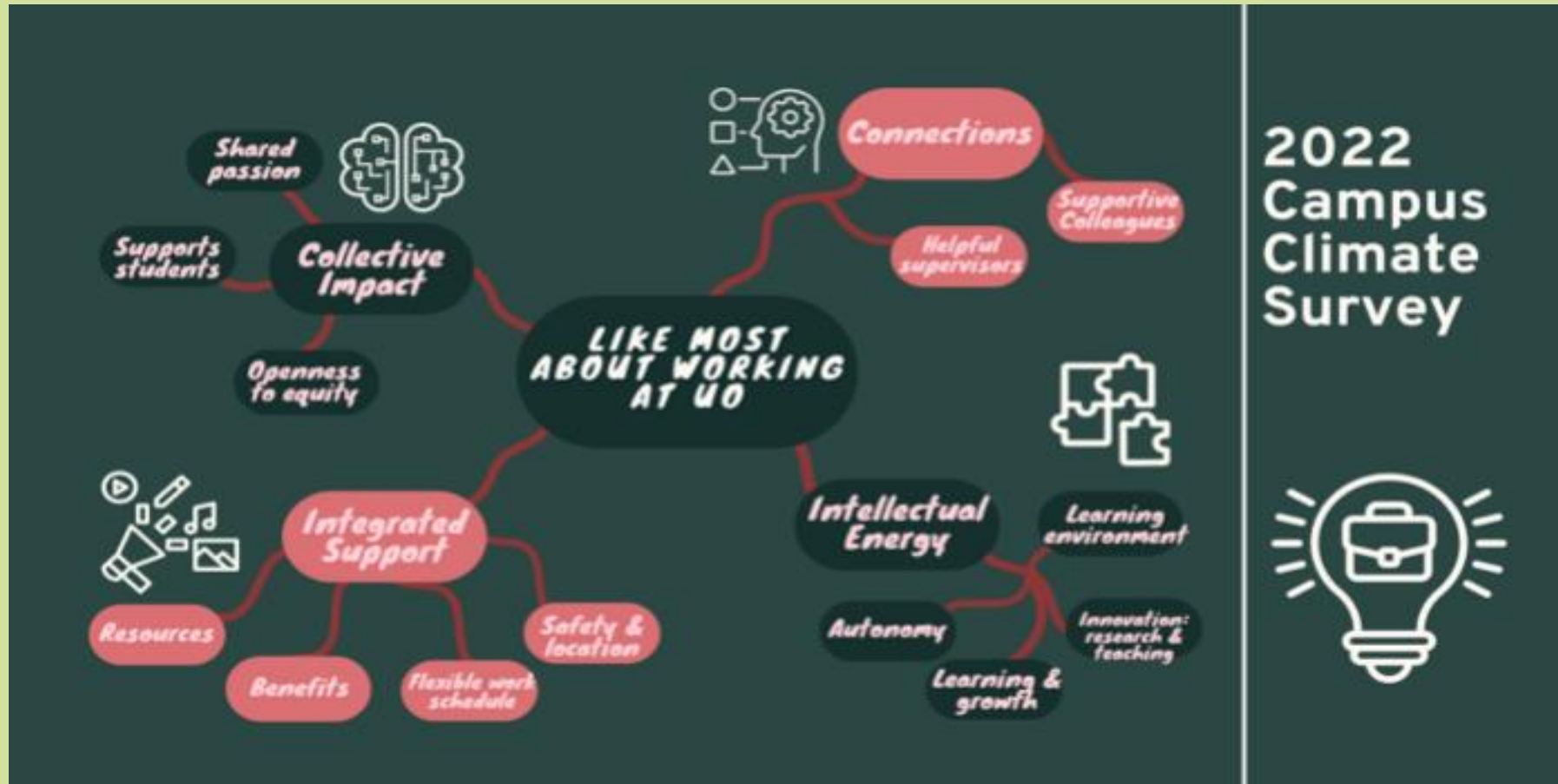
# General findings / Data

Members of historically underrepresented or marginalized groups – particularly faculty and staff who are Black, American Indian and Alaska Native, female, LGBTQIA+, or have disabilities – are far less confident than their peers in the University’s commitment to equity and preventing discrimination or harassment of its employees

These employees are also less likely than their peers to believe UO employees are committed to improving equity for employees of all races, ethnicities, gender identities, sexual orientations, and physical or mental abilities



# ONE thing you like MOST about working at the UO?





# ONE thing you like LEAST about working at the UO?





# Survey Process

## Committee Structure:

Campus Climate Steering Committee: survey design, mobilization, etc.

Analysis Team: partnering with Gallup on analyses

Action Team: designing and implementing action processes

Working Groups Focused on Climate Survey Responses: responding to the five different areas of survey findings in collaboration with administrative leads

Senior Leadership Task Force: providing coordinated support and guidance for action and institutionalization.



# Working Groups and Working Group Charges

## Engagement and Onboarding:

The purpose of the Engagement and Onboarding working group is to identify strategies and resources to enhance onboarding and engagement practices at UO, based on the IDEAL campus climate survey that was administered in spring term 2022.

*Lead: Kaia Rogers / Senior Leadership: Mark Schmelz*

## Equity:

The purpose of the Equity workgroup is to explore and analyze the climate survey findings on equity and to recommend interventions that will bring about a more equitable campus for all. As part of this work, we will engage administrative leads, action team members, and local communities in deep thinking, problem solving, inspiration, and, if necessary, disruption, about UO IDEAL campus climate survey results for equity.

*Co-Leads: Elliot Berkman & Lesley-Anne Pittard /  
Senior Leadership: Yvette Alex-Assensoh*



# Working Groups and Working Group Charges

## Response, Reporting and Anti Discrimination Work Group:

The purpose of the Response, Reporting and Anti Discrimination Workgroup is to engage administrative leads, action team members and external thought partners in deep thinking, problem solving and inspiration about UO IDEAL campus climate survey results for anti-discrimination, bias, response, and reporting.

*Co-Leads: Nicole Commissiong & Brett Harris | Senior Leadership: Jamie Moffitt*

## Faculty Tenure and Promotion/Service Working Group

The purpose of this working group is to engage faculty, deans, department heads, and other internal constituencies to respond constructively to the campus climate survey results related to major faculty reviews--both promotion-and-tenure reviews for Tenure-track Faculty and promotion for Career Faculty—and service contributions made by faculty at the departmental, college/school, and university levels.

*Lead: Karen Ford | Senior Leadership: Janet Woodruff-Borden*





# Milestones

- By end of Spring Quarter/Semester: All units should have participated in initial unit-based discussions about their data and themes. Leadership should begin, if not already underway, to action plan, incorporating initial input from employees who participated in the unit-based discussions.
- By the end of May: Vice presidents and deans will be asked to provide status updates to the President and Provost.
- Fall 2023: Action planning check-in meeting with vice presidents, deans and their leadership teams. Specific date forthcoming.
- End of Fall Term 2023: Detailed action plans finalized for each vice president's portfolio and each school/college



# Your Turn

- In regard to the climate survey, what does success look like?
- What do you want your legacy to be at the UO? How might this work relate to your desired legacy?
- What is your role in campus climate? How do we transition from a focus on climate survey process to climate as an important part of leading, serving, teaching and learning at the UO?

