



# Campus Climate Survey Update Presented to 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

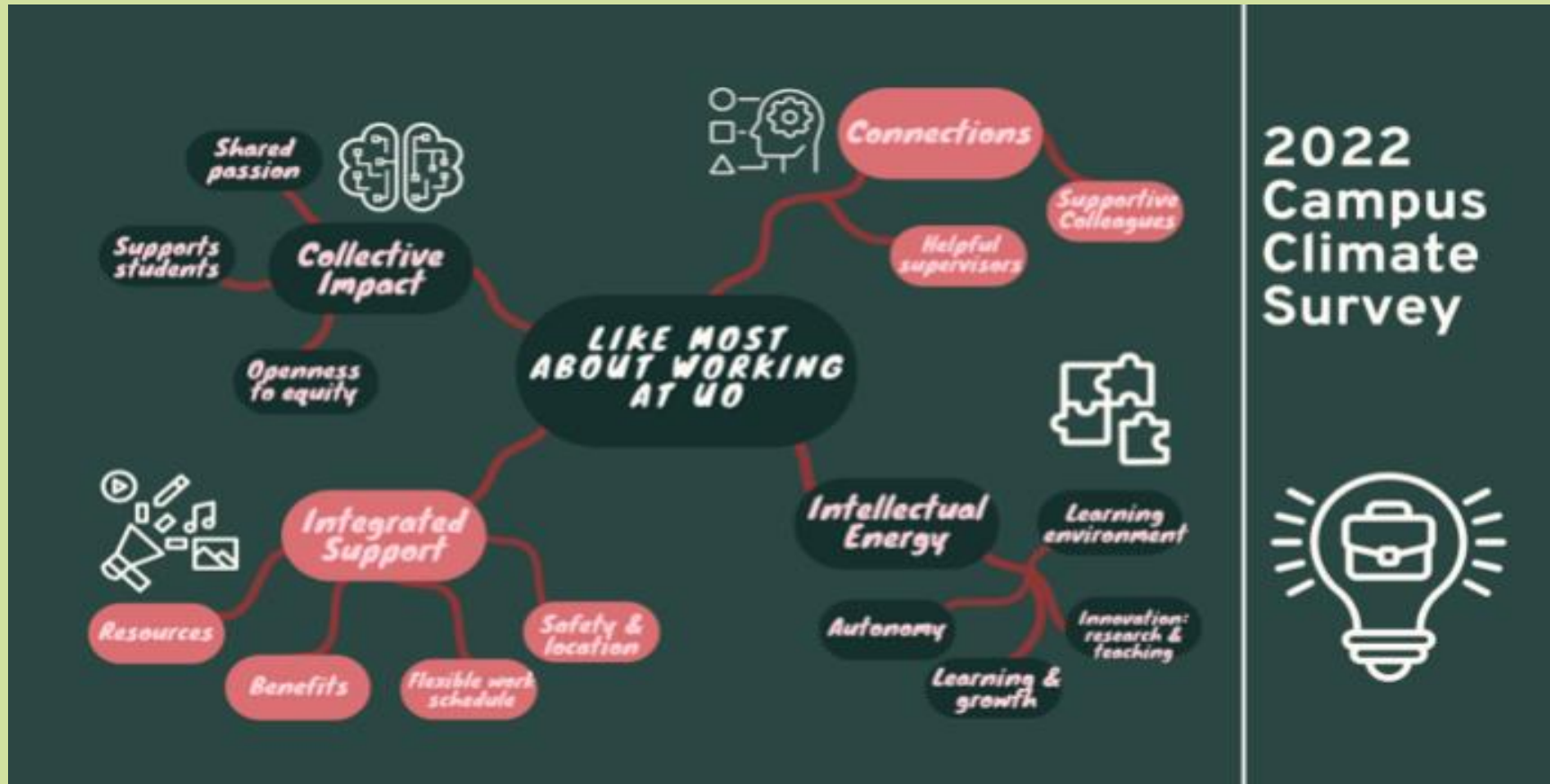
Members of historically underrepresented or marginalized groups – particularly faculty and staff who are Black, American Indian and Alaska Native, female, LGBTQIA+, or have disabilities – are far less confident than their peers in the University’s commitment to equity and preventing discrimination or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

YOUR VOICE

OUR FUTURE

ONE thing you like MOST about working at UO?



## Themes

- Shared Passion for Mission & Impact
- Connections
- Intellectual Energy
- Integrated Support



UNIVERSITY OF  
OREGON

Division of Equity  
and Inclusion

# ONE THING YOU LIKE LEAST ABOUT WORKING AT UO?

## 2022 Campus Climate Survey



Like least  
about  
working at  
UO



## Themes

- Financial Restrictions
- Culture
- Lack of Gratitude

# SURVEY PROCESS

PRESENTER: YVETTE ALEX-ASSENSOH

## **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:

Lead: Kaia Rogers | Senior Leadership: Mark Schmelz

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. The working group will focus on three main areas:

- Defining what an engagement culture means at UO and how leadership sets the tone for an engagement culture
- Providing tools and resources for individuals, supervisors, and managers to support an engagement culture
- Leveraging localized engagement strategies across schools/colleges/divisions and employee groups, as effective onboarding and engagement requires unit level actions, utilization of existing resources, and contribution to university wide themes and conversations

This will involve making short-term recommendations related to communication and provision of resources, as well as proposing longer-term strategies and sustainable structures. An initial report on working group activities and short-term recommendations will be submitted by December 2, 2022, with work likely continuing throughout winter and spring terms 2023.

## Equity:

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

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. Initial strategies include learning about existing processes then engaging leaders and communities to identify promising and feasible strategies that are responsive to local needs and aligned with structural changes prompted by the Climate Survey results. The working group will focus on the following three goals:

Develop tools and interventions to address the gaps in equity among racial, gender, the disabled, ethnic groups and employee groups.

Create a list of policy recommendations and protocols to embed equity practices and an equity lens approach in UO systems and processes

Partner with HR to develop expectations and tools for supervisory skills in effectively engaging equity in the workplace. The Equity working group plans to submit its recommendations by ~March 20, 2023.

# Working Groups Continued

## Response, Reporting and Anti Discrimination Work Group:

*Co-Leads: Nicole Commissiong & Brett Harris | Senior Leadership: Patrick Phillips*

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.

As a workgroup we will identify issues, opportunities and challenges related to anti-discrimination, bias, and reporting on campus based on the results of the climate survey.

The workgroup will focus on the two goals of 1) improving the system of university reporting and response, and 2) proactively preventing bias discrimination and harassment as well as other impacts around inclusion and belonging on campus. Based on these goals, this workgroup will recommend key strategies and tactics to achieve goals, including deliverables and milestones. This working group will focus especially on structural, procedural, policy and/or other programmatic issues that can be addressed administratively.

A report on workgroup activities and final recommendations will be provided by December 2, 2022.

## Faculty Tenure and Promotion/Service Working Group

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

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.

The working group will explore and analyze the climate survey data and focus on the following questions/topics and propose promising, and efficacious, interventions: (1) why faculty find policies, processes, and expectations related to major reviews unclear; (2) the role of mentorship in clarifying expectations, policies, and processes as faculty prepare for and undergo major reviews; and (3), building on the Senate Taskforce on Service's efforts, how to more effectively define, distribute, recognize, and reward service, particularly those service endeavors designed to enhance the UO's capacity to achieve its DEI-related goals and aspirations.

A final report on working group's activities and final recommendations will be delivered on March 1, 2023.





# 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?

