

University of Oregon 2022 Climate Survey

1. On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?

5 - Extremely satisfied / 4 / 3 / 2 / 1 - Extremely dissatisfied

2. I know what is expected of me at work.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

3. I have the materials and equipment I need to do my work right.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

4. My supervisor, or someone at work, seems to care about me as a person.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

5. There is someone at work who encourages my development.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

6. At work, my opinions seem to count.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

7. The mission or purpose of my organization makes me feel my job is important.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

8. My colleagues are committed to doing quality work.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

9. In the last six months, someone at work has talked to me about my progress.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

10. This last year, I have had opportunities at work to learn and grow.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

11. At work, I am treated with respect.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

12. My coworkers appreciate my contributions.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

13. I feel like a valued member of my team.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

14. I have the same opportunities for advancement as other colleagues at my organization with similar experience and performance levels.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

15. Everyone at this institution is treated fairly regardless of ethnic background, race, gender, age, disability, class, sexuality, veteran status, nationality, religion or other identities not related to job performance.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

16. It is my responsibility to engage in meaningful conversations about identity and equity in the workplace.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

17. I feel prepared to have meaningful conversations about race and equity with my team.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

18. I feel prepared to have meaningful conversations about gender and equity with my team.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

19. I feel prepared to have meaningful conversations about differences in physical, mental and emotional ability and equity with my team.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

20. I feel prepared to have meaningful conversations about sexual orientation, gender identity and equity with my team.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

21. I feel prepared to have meaningful conversations about intersectionality in the workplace.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

22. What can the university do to enhance your readiness for any of the conversations for which you do not feel ready or prepared?

[Verbatim Response]

23. I feel safe to openly share my ideas at work.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

24. The tenure process in my department is clear and easy to understand. **[Tenure-track faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

25. I am clear on what is required of me to achieve tenure in my department. **[Tenure-track faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

26. I am confident in my ability to achieve tenure. **[Tenure-track faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

27. I have received consistent messages from tenured faculty in my department about the requirements for tenure. **[Tenure-track faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

28. My department has provided a trusted mentor to support me in the tenure process. **[Tenure-track faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

29. The promotion process in my department is clear and easy to understand. **[Tenured faculty and Fixed term faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

30. I am clear on what is required of me to be promoted in my department. **[Tenured faculty and Fixed term faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

31. I am confident in my ability to be promoted. **[Tenured faculty and Fixed term faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

32. I have received consistent messages from faculty in my department about the requirements for promotion. **[Tenured faculty and Fixed term faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

33. My department has provided a trusted mentor to support me in the promotion process. **[Tenured faculty and Fixed term faculty only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

34. My work experience at UO is helping me to prepare for the career I want post graduation. **[Graduate employees only]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

35. My pay is fair in comparison to the job market for people doing similar work in Oregon.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

36. My coworkers are committed to improving racial justice or equity in our workplace.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

37. My coworkers are committed to gender equity in our workplace.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

38. My coworkers are committed to equity for employees regardless of differences in physical, mental or emotional ability.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

39. My coworkers are committed to equity for employees regardless of sexual orientation or gender identity.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

40. My coworkers are committed to equity for employees regardless of religion.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

41. UO makes effective efforts to prevent harm to employees from bullying, harassment, abuse and discrimination.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

Next are a few questions about your experience as an employee at UO.

42. Reflecting on the last three years, have you ever experienced: Verbal, written, or online harassing behavior?

Yes / No / Prefer not to say

43. Reflecting on the last three years, have you ever experienced: Physically harassing behavior?

Yes / No / Prefer not to say

44. Reflecting on the last three years, have you ever experienced: Unfair or unjust disciplinary action?

Yes / No / Prefer not to say

45. Reflecting on the last three years, have you ever experienced: Denied a professional development opportunity?

Yes / No / Prefer not to say

46. Reflecting on the last three years, have you ever experienced: Received an unfair performance evaluation?

Yes / No / Prefer not to say

47. Reflecting on the last three years, have you ever experienced: Invalidated your lived experience?

Yes / No / Prefer not to say

48. Reflecting on the last three years, have you ever experienced: Denied reasonable and necessary accommodations?

Yes / No / Prefer not to say

49. If you answered "Yes" to any of the above experiences, how frequently over the last three years have you had this/these experience(s)?

Once / More than once / Once a month / Two or more times per month/
Weekly / Daily / Did not have any of these experiences

50. Did you make any formal complaints/reports about these experiences? **[Only asked of those who had these experiences at least once]**

Yes / No / Prefer not to say

51. Have you experienced this/these behaviors in the following settings? (Select all that apply) **[Only asked of those who had these experiences at least once]**

- Classroom setting
- Department setting
- Lab setting
- Clinical setting
- On-campus residential environment
- Social setting related to work
- Recreational setting related to work
- Broader community on campus
- Broader community off campus
- Other setting (Please specify)

52. Thinking about the most recent event that occurred, what was the relationship between you and the person? **[Only asked of those who had these experiences at least once]**

- Supervisor
- Advisor, mentor, dissertation advisor
- Someone I was teaching or advising
- Coworker, colleague
- Roommate or someone I live with
- Client, patient, customer I was helping or supporting
- Did not know or recognize this person
- Other (Please specify)

53. Which of the following best describes the impact that this/these experience(s) had. (Select all that apply) **[Only asked of those who had these experiences at least once]**

- Interfered with my professional performance
- Limited my ability to participate in academic or workplace programs
- Created an intimidating, hostile or offensive social, academic or work environment
- I was impacted by this/these experiences, but not in these ways
- I was not significantly impacted by these experiences
- Other impact (Please specify)

54. There are a number of ways UO employees participate in service. For example, serving on a committee for your department may be a type of internal university service. Thinking about the activities you are involved in, do you currently engage in internal service activities on campus? **[Asked only of faculty]**

Yes / No / Prefer not to say

Please provide your thoughts about service contributions at the unit, university, professional, or community levels.

55. My unit level policies clearly define what counts as service. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

56. My unit level policies clearly define quality expectations for service. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

57. My unit has clear processes for how service is assigned. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

58. My unit differentiates between assigned and optional service. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

59. The service that I perform is valued by the institution. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

60. I am doing diversity, equity and inclusion activities that my unit does not formally recognize as service. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

61. What are the diversity, equity, and inclusion activities you are engaged in within your unit? **[Asked only of faculty who indicated they engage in DEI activities that are not formally recognized as service]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

62. Some of what is now considered as service should be reclassified as research or teaching. **[Asked only of faculty who engage in internal service activities]**

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

63. What are activities you believe need to be reclassified from service? **[Asked only of faculty who say some of the service they engage in should be reclassified as research or teaching]**

[Verbatim Response]

Reflecting back on your onboarding at the UO, please indicate your level of agreement with the following.

64. I was introduced to professional connections necessary to do my job effectively.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

65. I was introduced to social networks that were important to me.

5 - Strongly agree. / 4 / 3 / 2 / 1 - Strongly disagree

66. I was given job-related materials needed to effectively contribute.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

67. I understood the responsibilities associated with the position.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

68. I received support understanding the culture and core values of the organization.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

69. I was connected with a buddy or mentor.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

70. I was encouraged to reflect on how my own culture and experiences shaped my perceptions of others.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

71. I was connected with examples of how to incorporate equity and inclusion into my daily job responsibilities.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

72. I rarely think seriously about leaving UO to work somewhere else.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

73. I am confident the institution will act upon the issues arising from this survey.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

74. My team takes time to reflect on and discuss how we can make things better.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

75. The people I work with help each other when there is a need.

5 - Strongly agree / 4 / 3 / 2 / 1 - Strongly disagree

76. Please tell us one thing you like most about working at UO.

[Verbatim Response]

77. Please tell us one thing you like least about working at UO.

[Verbatim Response]

To help us understand the experiences and consider the needs of all our employees, please consider the following optional questions.

78. Do you have any of the following responsibilities? (Select all that apply)

- Infants, toddlers, or pre-school age children who live with you at least half the year
- Elementary, middle, or high school age children who live with you at least half the year
- Children 18 or over who live with you at least half the year
- Children away at college for whom you are financially responsible
- Elders or other adults for whom you are providing ongoing care for more than 3 hours a week
- A disabled or ill family member
- Sending remittance to family members in support of their care and upkeep
- I do not have any caregiving responsibilities

79. Which of the following do you identify as?

- Female
- Male
- Non-binary or third gender
- Gender nonconforming
- Gender queer
- Questioning
- I use another term
- Prefer not to say

80. Do you identify as transgender?

Yes / No / Prefer not to say

81. Which of the following do you identify as?

- Straight/Heterosexual
- Gay or lesbian
- Bisexual
- Pansexual
- Questioning
- I use another term
- Prefer not to say

82. Are you of Hispanic, Latino, or Spanish origin - such as Mexican, Puerto Rican, Cuban, or other Spanish ethnicity?

Yes / No / Prefer not to say

83. Please select your race. (Select all that apply)

American Indian or Alaska Native
Black or African American
Chinese
Filipino
Guamanian or Chamorro
Japanese
Korean
Middle Eastern or North African
Native Hawaiian or Pacific Islander
Samoan
South Asian or Desi
Vietnamese
White

84. Do you currently have or have you sought a disability accommodation from the University of Oregon?

Yes / No / Prefer not to say

85. Does the university have programs which support people with disabilities?

Yes / No / Prefer not to say

86. What is your preferred language?

[Verbatim Response]

87. Does the university provide information and/or materials that you need to perform your job in your preferred language?

Yes
No

88. What is your religious preference?

None/No religion
Buddhist
Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)
Jewish (Judaism)
Muslim (Islam)
Sikh
Other (Please specify)

89. How would you describe your political views?

- Very conservative
- Conservative
- Moderate
- Liberal
- Very liberal

90. In politics, as of today, do you consider yourself:

- A Republican
- A Democrat
- Independent
- Don't know
- Other (Please specify)