The purpose of this Faculty Senate Sponsored survey is to explore the current attitudes, opinions and experiences of Oregon State University Faculty and Staff to a variety of diversity issues. To this end, we would like to ask you some very general questions about your background and then some specific questions about your opinions on diversity issues taking place on the OSU campus. We are hoping that the results of this research will give us a better understanding of the way Faculty and Staff are thinking about diversity in general. The survey is anonymous, the answers you give can in no way be traced back to you. The survey has been designed to be self-administered. Please take some time to type out or click on the answer which best captures your attitudes, opinions or experience at OSU.

Please tell us your sex?
- Male
- Female
- Transgender
- Prefer not to Answer
- Other Please specify

What is your age range?
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
How many years have you been employed at Oregon State University
- Less than one year
- One to three years
- Four to six years
- Seven to ten years
- Eleven to fifteen years
- Sixteen to twenty years
- Twenty-one or more years

What is your employment status?
- Employed part time
- Employed full-time
- Retired Faculty Member
- Other Please Specify

What is your primary position at OSU?
- Instructor
- Professional Faculty
- Assistant Professor (without tenure)
- Assistant Professor (with tenure)
- Associate Professor (with tenure)
- Full Professor (with tenure)
- Retired Faculty Member (Emeritus)
- Temporary Contract Employee
- Visiting Faculty
- Other Please Specify

If you are a Professional Faculty at OSU what is your primary Affiliation?
- Academic Affairs
- Student Affairs
- Library
- Research Office
- International Programs
- Extension Services
- E-campus
What college are you primarily affiliated with at OSU?

- Agricultural Sciences
- Business
- Education
- Engineering
- Forestry
- Graduate School
- Health & Human Sci.
- Liberal Arts
- Oceanic & Atmos. Sci.
- Pharmacy
- Science
- INTO OSU
- Other Please specify

Do you consider yourself the member of a minority group at OSU?

- Yes
- No
- I Prefer Not to Answer

If Yes, which minority group do you belong to (check all that apply)

- Race
- Ethnicity
- Ability
- Sexuality
- Age
- Social Class
- Religious
- Other Please Specify
What is the typical annual gross pay received for the work you do at OSU?

- 0 to $10,000
- $10,001-$30,000
- $30,001-$50,000
- $50,001-$70,000
- $70,001-$90,000
- $90,001-$110,000
- $110,001 or more

We would now like to ask you some specific questions about your opinions on diversity issues taking place on the OSU campus. We would like you to provide as much detail as you can in your responses so we can make specific policy suggestions to the Faculty Senate Executive and membership.

Please tell us how familiar you are with the following campus practices/policies?

<table>
<thead>
<tr>
<th></th>
<th>Not at all familiar</th>
<th>A Little Familiar</th>
<th>Somewhat Familiar</th>
<th>Very Familiar</th>
<th>I have personally used</th>
<th>I have a Colleague who used it</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADA and disability policies</td>
<td></td>
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<tr>
<td>Family Medical Leave Act (FMLA)</td>
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</tr>
<tr>
<td>The OSU Diversity mission statement</td>
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</tbody>
</table>

In the past three years, have you incorporated culture, history, health, or social concerns of under served groups in:

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Most of the Time</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>The curriculum you teach</td>
<td></td>
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<tr>
<td>The development responsibilities you have</td>
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<tr>
<td>The program responsibilities you have</td>
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</tbody>
</table>
In your opinion how does Oregon State University do in the following areas. Please indicate your feelings for each statement below.

<table>
<thead>
<tr>
<th>Statement</th>
<th>All of the Time</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment efforts in my school/department reflect a commitment to achieving a diverse faculty.</td>
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<td>Tenure and promotion processes in my school/department are free from bias based on personal characteristics.</td>
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<tr>
<td>Retention efforts in my school/department reflect a commitment to maintaining a diverse faculty.</td>
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</tbody>
</table>

Do you feel that the current diversity plans in your department/school are working in conjunction with the OSU strategic plan?
- Far short of expectations
- Short of expectations
- Exceeds expectations
- Far exceeds expectations

Do you feel that Oregon State University is a comfortable and secure place to work for people with the following characteristics:

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Very Near to the ideal</th>
<th>Near the ideal</th>
<th>Far from the ideal</th>
<th>Very Far from the ideal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td></td>
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<tr>
<td>Male</td>
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<td></td>
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<td></td>
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<tr>
<td>Racial/ethnic minorities</td>
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<td></td>
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<tr>
<td>White Euro-Americans</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Gay, Lesbian, Bisexual, Transgender</td>
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<td></td>
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<tr>
<td>Persons with disabilities</td>
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<tr>
<td>Older/younger age group</td>
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<td></td>
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<tr>
<td>People with differing religious preferences</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>People with differing political views</td>
<td></td>
<td></td>
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</tbody>
</table>

Have you seriously considered leaving Oregon State University because of the climate?
- Never
- Occasionally
- Very Often
- Always
Have you seriously considered leaving Oregon State University because of the lack of diversity?

- Never
- Occasionally
- Very Often
- Always

I hesitate to raise concerns about things such as discrimination, harassment, or inappropriate management practices because I would be afraid of retaliation.

- Clearly does not describe my feelings
- Mostly does not describe my feelings
- Somewhat describes my feelings
- Mostly describes my feelings
- Clearly describes my feelings

If I had an opportunity to get another job with equal pay, benefits and working conditions, I probably would leave OSU.

- Definitely will not
- Probably will not
- Don't know
- Probably will
- Definitely will

In your opinion what are the primary obstacles to diversity and inclusion at OSU?

Have you personally experienced any conduct based on personal characteristics that has interfered unreasonably with your ability to work or learn at OSU?

If you had a magic wand and unlimited resources what would you change to diversity or the working conditions for faculty and staff at OSU?

THANKS

The results of this survey will only be used for preparing descriptive statistics about faculty and staff attitudes, opinions and experiences at Oregon State University with the issue of diversity. A report will be presented at a future Faculty Senate Meeting in 2013.

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