Faculty Senate Diversity Survey 2013

Q1 The purpose of this Faculty Senate Sponsored survey is to explore the current attitudes, opinions, and experiences of Oregon State University faculty and unclassified staff on 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 at OSU. We are hoping this survey provides a better understanding of the ways faculty and unclassified staff are thinking inclusions and equity about diversity in general. The survey is anonymous; the answers can not be traced back to you. The survey has been designed to be self-administered and should take about 7 minutes to complete. Please type out or click on the answer which best captures your attitudes, opinions, or experiences at OSU.

Q2 I identify as?
☐ Female (1)
☐ Male (2)
☐ Transgender (3)
☐ Other Please specify (4) ____________________

Q3 What is your age range?
☐ Under 18 (1)
☐ 18-24 (2)
☐ 25-34 (3)
☐ 35-44 (4)
☐ 45-54 (5)
☐ 55-64 (6)
☐ 65+ (7)
Q4 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)

Q5 What is your employment status?

- Employed part time (1)
- Employed full-time (2)
- Retired Emeritus Faculty Member (3)
- Other (please specify) (4) ____________________

Q7 What is your primary position at OSU? Please check all that apply.

- Instructor (1)
- Unclassified Staff (2)
- Professional Faculty (3)
- Assistant Professor (without tenure) (4)
- Assistant Professor (with tenure) (5)
- Associate Professor (without tenure) (6)
- Associate Professor (with tenure) (7)
- Full Professor (with tenure) (8)
- Retired Faculty Member (Emeritus) (9)
- Temporary Contract Employee (10)
- Visiting Faculty (11)
- Senior Research Faculty (12)
- Research Scientist (13)
- Post doctoral fellow (14)
- Academic Wage Appointment (15)
- Research Associate (16)
- Other Please Specify (17) ____________________

If Professional Faculty is selected, then skip to If you are a Professional Faculty at...
Q32 What is your primary affiliation? (please check all that apply).

- Academic Affairs (1)
- Student Affairs (2)
- Library (3)
- Research Office (4)
- International Programs (5)
- Extension Services (6)
- E-campus (7)
- Finance & Administration (8)
- Athletics (9)
- Presidents Office (10)
- Provost Office (11)
- University Relations (12)
- Development Office (13)
- Information Services (14)
- OSU Cascades Campus (15)
- Outreach & Engagement (16)
- Satellite campus/office (17)
- Graduate School (18)
- University Honors College (19)
- Click to write Choice 21 (20)
- Other Please specify (21) ____________________
Q6 What college(s) are you primarily affiliated with at OSU? (please check all that apply)

- Not affiliated with any college (1)
- Agricultural Sciences (2)
- Business (3)
- Education (4)
- Engineering (5)
- Forestry (6)
- Graduate School (7)
- Public Health & Human Sciences (8)
- Liberal Arts (9)
- Earth, Ocean and Atmospheric Science (10)
- Pharmacy (11)
- Science (12)
- Vet. Med. (13)
- University Honors College (14)
- Other Please specify (15) ____________________

Q8 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) ____________________

If Yes Is Selected, Then Skip To What do you think should be done to m...
Q33 Which category(s) apply to your marginalized and/or under-represented identity? (please check all that apply)

- Race (1)
- Ethnicity (2)
- Ability (3)
- Sexuality (4)
- Gender (5)
- Age (6)
- Social Class (7)
- Veteran (8)
- Religion (9)
- Gender Identity/Expression (10)
- International Faculty (11)
- National Identity (12)
- Geographic Origin (13)
- Other Please Specify (14) ____________________

Q9 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.

Q10 Please tell us how familiar you are with the following campus practices/policies?

<table>
<thead>
<tr>
<th></th>
<th>Not at all familiar (1)</th>
<th>A Little Familiar (2)</th>
<th>Somewhat Familiar (3)</th>
<th>Very Familiar (4)</th>
<th>I have personally used (5)</th>
<th>I have a Colleague who used it (6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADA and disability policies (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family Medical Leave Act (FMLA) (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The OSU Diversity mission statement (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q11 In the past three years, have you incorporated culture, history, health, or social concerns of underserved groups in:

<table>
<thead>
<tr>
<th></th>
<th>Never (1)</th>
<th>Rarely (2)</th>
<th>Sometimes (3)</th>
<th>Most of the Time (4)</th>
<th>Always (5)</th>
<th>Does not apply to my job (6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The curriculum you teach (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The development responsibilities you have (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The program responsibilities you have (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q12 In your opinion how well 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 (1)</th>
<th>Often (2)</th>
<th>Sometimes (3)</th>
<th>Rarely (4)</th>
<th>Never (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment efforts in my school/department reflect a commitment to achieving a diverse faculty. (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Tenure and promotion processes in my school/department are free from bias based on personal characteristics. (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Retention efforts in my school/department reflect a commitment to maintaining a diverse faculty. (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Q14 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 (1)
○ Short of expectations (2)
○ Exceeds expectations (3)
○ Far exceeds expectations (4)
○ I have little to no understanding about the strategic plan at OSU (5)
Q16 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></th>
<th>Very Near to the ideal (1)</th>
<th>Near the ideal (2)</th>
<th>Far from the ideal (3)</th>
<th>Very Far from the ideal (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Male (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Racial/ethnic minorities (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>White Euro-Americans (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Gay, Lesbian, Bisexual, Transgender (5)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Persons with disabilities (6)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Older/younger age group (7)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People with differing religious preferences (8)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People with differing political views (9)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Q20 Have you seriously considered leaving Oregon State University because of the climate?

- Never (1)
- Occasionally (2)
- Very Often (3)
- Always (4)
Q35 Have you seriously considered leaving Oregon State University because of the lack of diversity?

- Never (1)
- Occasionally (2)
- Very Often (3)
- Always (4)

Q22 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 (1)
- Mostly does not describe my feelings (2)
- Somewhat describes my feelings (3)
- Mostly describes my feelings (4)
- Clearly describes my feelings (5)

Q23 If I had an opportunity to get another job with equal pay, benefits and working conditions, I probably would leave OSU.

- Definitely will not (1)
- Probably will not (2)
- Don't know (3)
- Probably will (4)
- Definitely will (5)

Q27 In your opinion what are the primary obstacles to diversity and inclusion at OSU?

Q29 Have you personally experienced any conduct based on personal characteristics that has interfered unreasonably with your ability to work or learn at OSU?

Q30 If you had a magic wand and unlimited resources what would you change to the diversity or the working conditions for faculty and unclassified staff at OSU?

Q31 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.