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's Affiliate, Research and Tenure track faculty on a variety of diversity issues. To this end, we would like to ask you some general questions about your background, and then some specific questions about your opinions on diversity at OSU. The survey is anonymous; the answers cannot be traced back to you. The results will only be available to a small number of people on the Faculty Senate Diversity Council, and will not be shared outside of that group. The survey has been designed to be self-administered and should take about 15 minutes to complete. The survey will close two weeks after you first receive it. Please type out or click on the answer which best captures your attitudes, opinions, or experiences at OSU.

Q2 Including breaks in employment, 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)

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)

If Under 18 Is Selected, Then Skip To End of Survey

Q45 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 I identify as
- Female (1)
- Male (2)
- Transgender (3)
- Other Please specify (4) ____________________

Q5 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 No Is Selected, Then Skip To We would now like to ask you some s...

Q6 Which categories apply to your marginalized and/or under-represented identity? (Please check all that apply)
- Race (1)
- Ethnicity (2)
- (Dis) 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) ____________________

Q7 We would now like to ask you some specific questions about your opinions on diversity issues at OSU. Please provide as much detail as possible in your response so specific policy suggestions can be made to the Faculty Senate Executive committee and the membership at large.
Q8 Please tell us how familiar you are with the following practices/policies. Check all that apply.

<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 (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>
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<tr>
<td>Family Medical Leave Act (FMLA) (2)</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
</tbody>
</table>

Q9 Please tell us how familiar you are with the following policy.

<table>
<thead>
<tr>
<th></th>
<th>Not at all familiar (1)</th>
<th>A little familiar (4)</th>
<th>Somewhat familiar (2)</th>
<th>Very familiar (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OSU diversity mission statement (1)</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
</tbody>
</table>

Q10 In the past three years, how often have you incorporated culture, history, health, or social concerns of marginalized or under-representative groups in the following activities?

<table>
<thead>
<tr>
<th></th>
<th>Never (1)</th>
<th>Rarely (2)</th>
<th>Sometimes (3)</th>
<th>Often (7)</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>Teaching curriculum (1)</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Professional activities (2)</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
</tbody>
</table>
Q11 How well does OSU perform in the following areas?

<table>
<thead>
<tr>
<th>Area</th>
<th>Far short of my expectations (1)</th>
<th>Short of my expectations (2)</th>
<th>Meets my expectations (6)</th>
<th>Exceeds my expectations (3)</th>
<th>Far exceeds my expectations (4)</th>
<th>Does not apply to my job (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment efforts in my unit reflect a commitment to diversity</td>
<td>○</td>
<td>○</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
</tr>
<tr>
<td>(1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Tenure and promotion processes are free from bias based on personal</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
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<tr>
<td>characteristics (2)</td>
<td></td>
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<tr>
<td>Retention efforts reflect a commitment to maintaining a diverse</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
<td>◯</td>
</tr>
<tr>
<td>workforce (3)</td>
<td></td>
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</tbody>
</table>

Q12 Does your unit have a diversity plan?

- Yes (1)
- No (2)
- Not sure (3)

If Yes Is Selected, Then Skip To Is your unit's diversity plan effective...If No Is Selected, Then Skip To Have you seriously considered leaving...If Not sure Is Selected, Then Skip To Have you seriously considered leaving...

Q13 Is your unit's diversity plan effective in the way it guides/ promotes equity and inclusion?

- Very effective (1)
- Effective (2)
- Not effective (3)
- Not used (4)
- I have little to no understanding of my unit's diversity plan-- please explain why not? (5)
Q14 Do you feel that the current diversity plan in your unit/department/school is working in conjunction with the OSU strategic plan?
- Far short of my expectations (1)
- Short of my expectations (2)
- Meets my expectations (6)
- Exceeds my expectations (3)
- Far exceeds my expectations (4)
- I have little to no understanding about the strategic plan at OSU (5)

Q15 Have you seriously considered leaving OSU because of:

<table>
<thead>
<tr>
<th></th>
<th>Never (1)</th>
<th>Rarely (2)</th>
<th>Sometimes (3)</th>
<th>Often (4)</th>
<th>All of the Time (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intolerance of co-workers in</td>
<td></td>
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<tr>
<td>the workplace (1)</td>
<td></td>
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<tr>
<td>A lack of diversity in the</td>
<td></td>
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<tr>
<td>workplace (2)</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>A lack of feeling fully</td>
<td></td>
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<tr>
<td>valued in the workplace (3)</td>
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<tr>
<td>A lack of respect in the</td>
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<tr>
<td>workplace (4)</td>
<td></td>
<td></td>
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</tbody>
</table>

Q16 I DO NOT raise concerns about things such as discrimination, harassment, or 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--please explain (5) ____________________

Q17 All things being equal, if you had an opportunity to get another job with equal pay, benefits, and working conditions, would you leave OSU?
- Definitely would not (1)
- Probably would not (2)
- Don't know (3)
- Probably would (4)
- Definitely would--please explain (5) ____________________
Q18 Are you tenured or on the tenure track?
- I am tenured (1)
- I am on the tenure track but not yet tenured (2)
- I am currently an administrator but tenured to an academic college (3)
- I am an administrator but on the tenure track in an academic college (4)
- I am not tenured or tenure track eligible (5)

Q19 What best describes your current PRIMARY position at OSU? (Please check ONLY one.)
- Assistant Professor (1)
- Associate Professor (2)
- Full Professor (3)
- Senior Research Professor (4)
- Senior Associate Professor (5)
- Senior Assistant Professor (6)
- Clinical Assistant Professor (7)
- Clinical Associate Professor (8)
- Clinical Full Professor (9)
- Emeritus (retired) faculty member (10)
- Courtesy faculty (11)
- Visiting faculty (12)
- Adjunct faculty (13)
- Professional faculty (includes administrative appointments) (14)
- Research Associate (15)
- Instructor (16)
- Senior Instructor (17)
- Faculty Research Assistant (18)
- Senior Faculty Research Assistant (19)
- Post-doctoral Fellow (20)
- Academic Wage Employee (21)
- Other (please specify) (22) ____________________
Q20 What is your primary divisional affiliation? (Please check the division category most applicable)
- An OSU College (1)
- Division of Academic Affairs (3)
- Division of Student Affairs (4)
- Finance and Administration (2)
- Information Services (6)
- OSU Cascades campus (11)
- Office of the President (9)
- Office of the Provost and Executive Vice President (10)
- The Research Office (7)
- University Outreach and Engagement (5)
- University Relations and Marketing (8)
- Other please specify (12) ____________________

Q21 In your opinion what are the primary obstacles to achieving diversity and inclusion at OSU?

Q22 In your opinion what do you see as the positive efforts at OSU for achieving diversity and inclusion?

Q23 Have you experienced any conduct based on personal characteristics that has affected your ability to succeed at OSU? Please share your experiences below.

Q24 Please share any suggestions on how to improve diversity and promote an inclusive culture at OSU?

Q25 What point or points are not addressed on this survey that you feel is relevant to our better understanding of diversity issues at OSU?

Q26 THANKS The results of this survey will only be used for preparing descriptive statistics about Affiliate, Research and Tenure track faculty attitudes, opinions and experiences at Oregon State University related to issues of diversity. A report will be presented at a future Faculty Senate meeting during AY-2013-2014. Please contact Professor Dwaine Plaza (dplaza@orst.edu) if you have any questions or concerns about this survey.