Campus Climate Survey

May 29, 2020

Center on Evaluation, Technology & Research

Western Oregon UNIVERSITY

Introduction

Center on Evaluation, Technology & Research (CETR) invited by President Fuller to analyze and report on Campus Climate Survey and provide recommendations.

Responses collected May and June 2019.
399 responses for analyses.

Report identified recommended actions based on data analyses.

Presentation follows these recommended actions.

Introduction

Broken out further by:

- Men and Women

- Faculty and Staff

- Length of Employment

- Employees of Color

- Employees with Disabilities

- Employees self-identified as LGBTQIA

Survey Representativeness

- More women than men took the survey

- Overall, survey was representative by race and ethnic groups

|	IPEDS		Survey	
	N	%	N	%
Total	899		399	
Gender				
Men	383	42.6	120	30.1
Women	516	57.4	216	54.1
Race/ Ethnicity				
White	691	76.9	289	72.4
Non-White	131	14.6	50	12.5
Unknown	77	8.6	60	15.0

TOGETHER WE
ACHIEVE
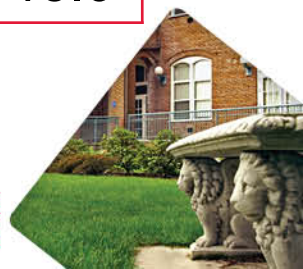
Working at WOU

Attracted to WOU by its small size, its location, its focus on teaching.

- Great sense of belonging at WOU.

- Ideas and feedback are actively solicited.

- Employees are appropriately involved in their departments' or units' decision-making.

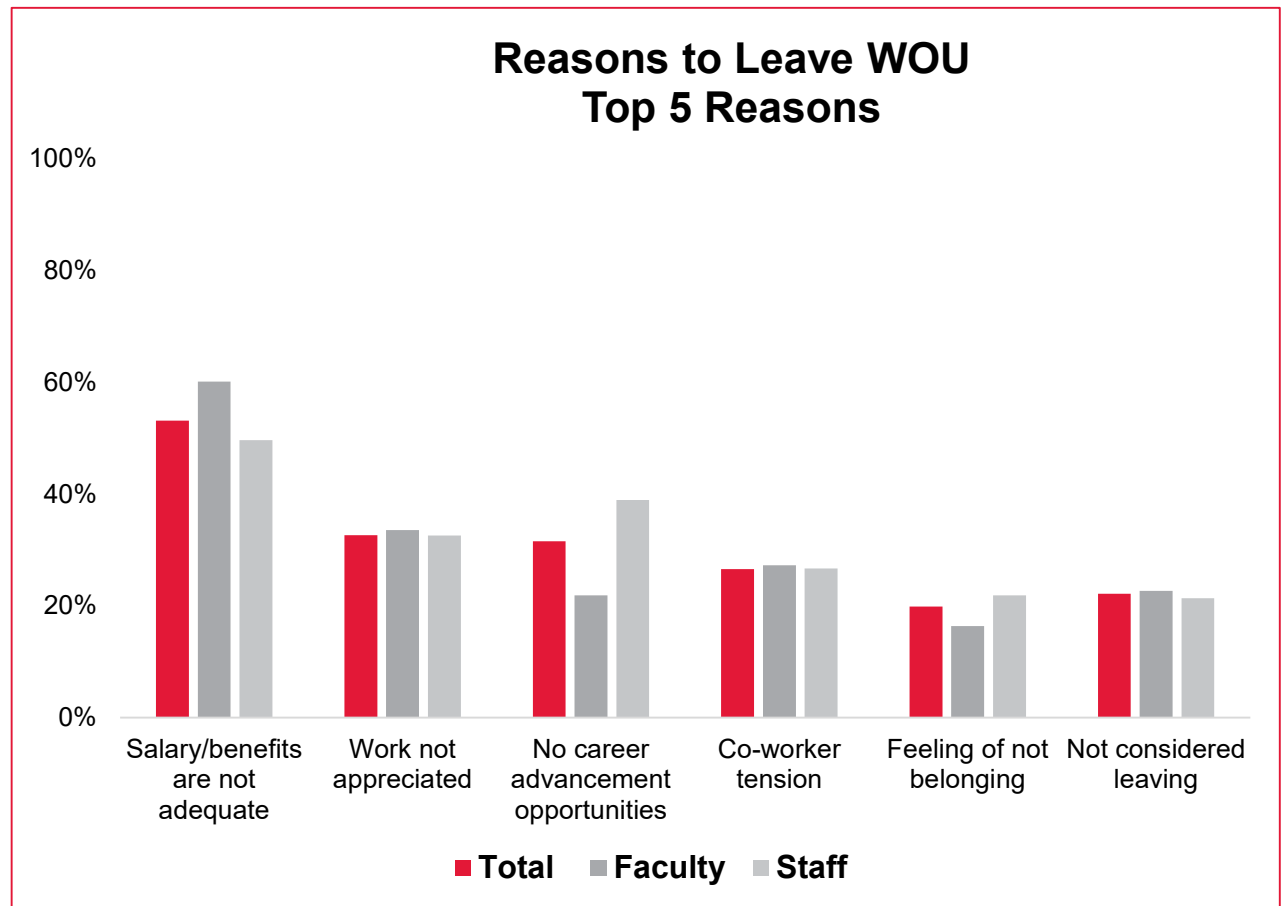- Employees can use their full range of skills in their position.

Some Bigger Issues lead to Dissatisfaction

- Salary issues and pay disparities are big issues

- Heavy workload

- No good work-life balance

Summary: Strongly agree/Agree

TOGETHER WE
LEARN
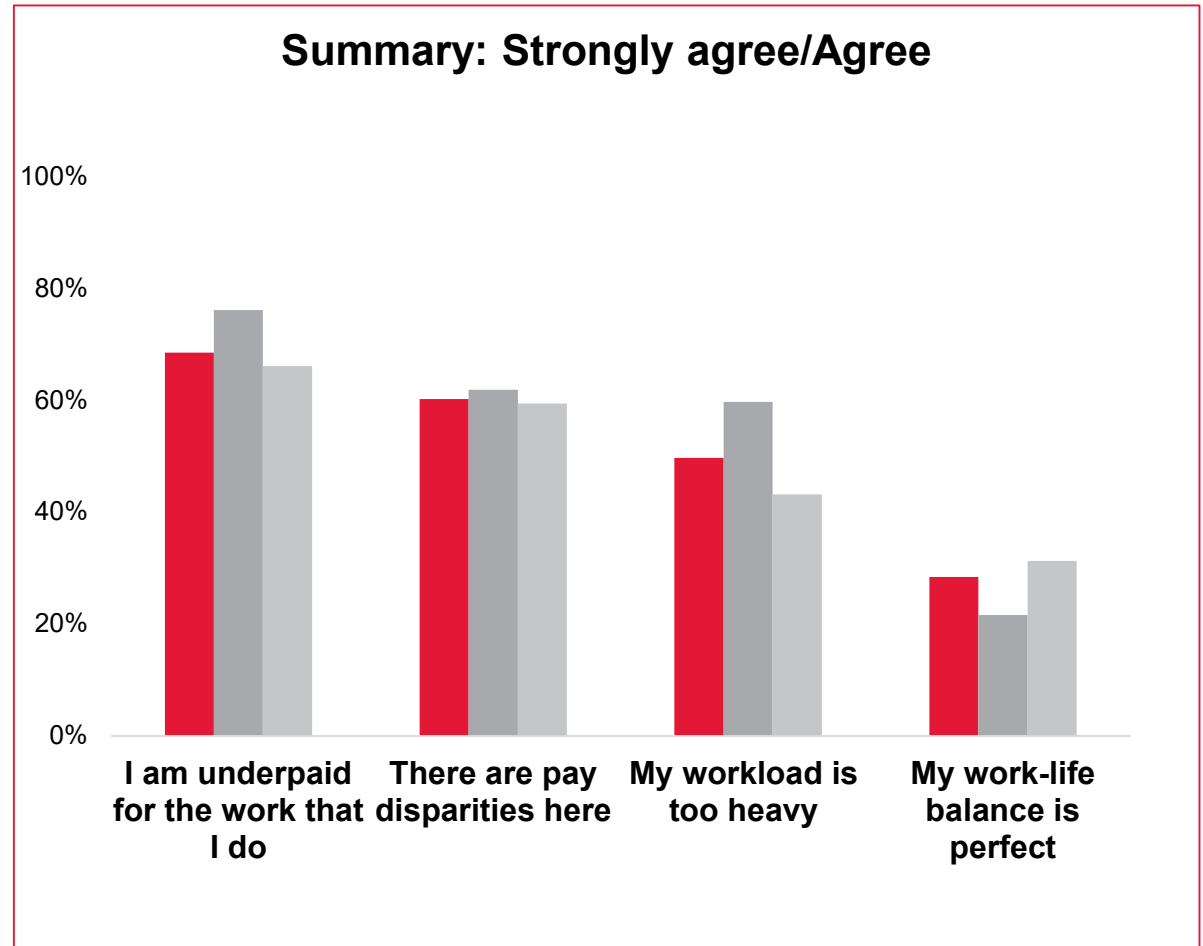
Dissatisfaction Can Lead to Thoughts of Leaving WOU

- Salary issues

- Work not appreciated

- No advancement

Reasons to Leave WOU
Top 5 Reasons

	Salary/benefits are not adequate	Work not appreciated	No career advancement opportunities	Co-worker tension	Feeling of not belonging	Not considered leaving
Total						
Faculty						
Staff						

Conclusion & Recommendations

Campus members do not feel like they are being heard or appreciated.

- Recognition of their hard work is missing. These beliefs can lead to burnout among employees.

- Recognize hard work of faculty and staff by:

  - Honest and timely performance evaluations.

  - Assess pay disparities.

  - Measure unequal workloads and address disparities.

  - Examine service loads and committee breakdowns by race/ethnicity and gender.
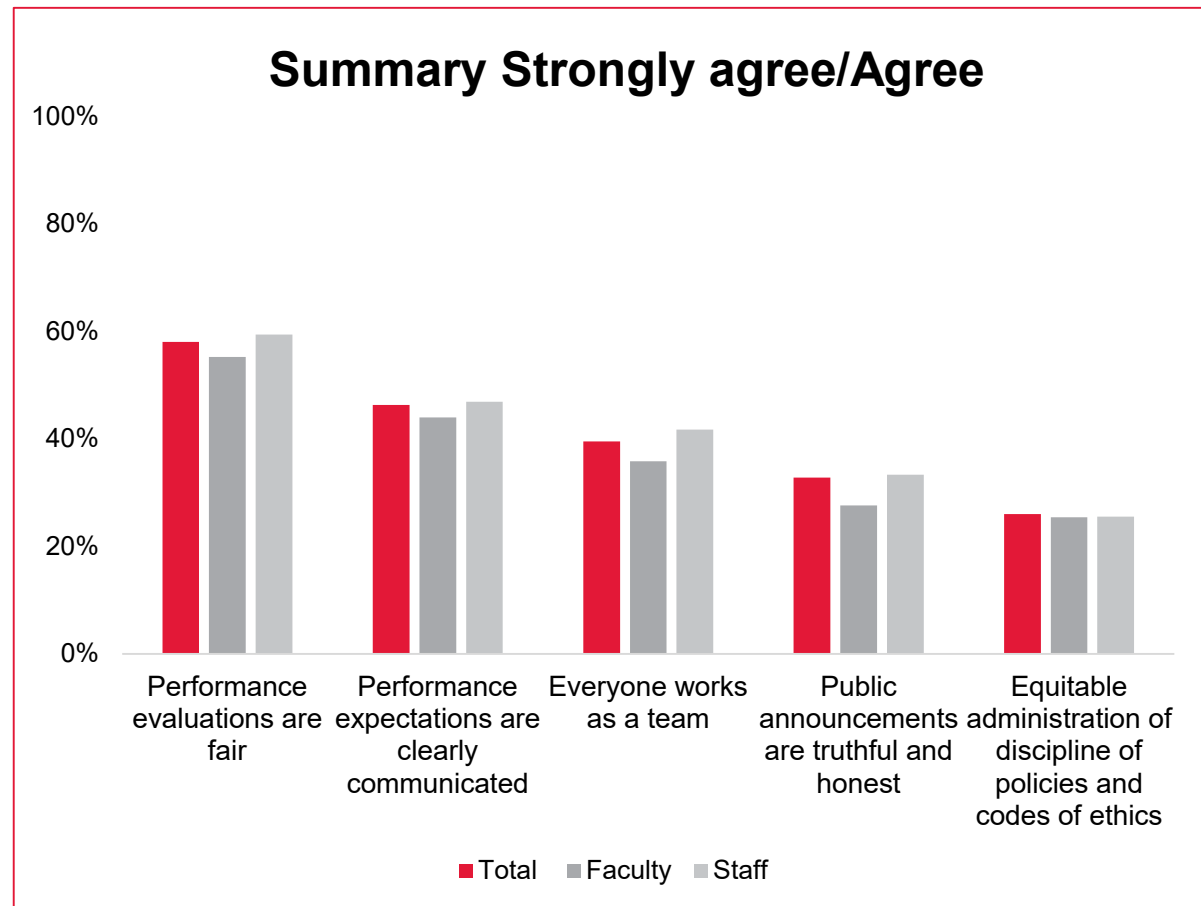
Communication

- Communication is the dominant theme that runs through all other recommendations.

- A general sense of not being heard, which can transform into "why bother?"

- Can explain who so many neutral or N/A answers.

Perceived Failures in Communication Identified

- Under half believe all work as a team

- Policies and codes of ethics viewed as inequitable

- Staff focused on lack of communication, performance expectations, and evaluations

Summary Strongly agree/Agree

Legend: ■ Total ■ Faculty ■ Staff

Categories (x-axis):
- Performance evaluations are fair
- Performance expectations are clearly communicated
- Everyone works as a team
- Public announcements are truthful and honest
- Equitable administration of discipline of policies and codes of ethics

Y-axis: 0% to 100%

TOGETHER WE ACHIEVE

Conclusions & Recommendations

Sense of resignation and perceived inequity, without clear communication needs to be addressed.

- Improve communication <u>across</u> units and groups.

- Recognize that changes within can affect others.

- Timely and fair performance evaluations.

- Communicate and discuss performance expectations.

- Mandatory, focused training for supervisors.

- Timely and transparent communication modeled by WOU leadership.
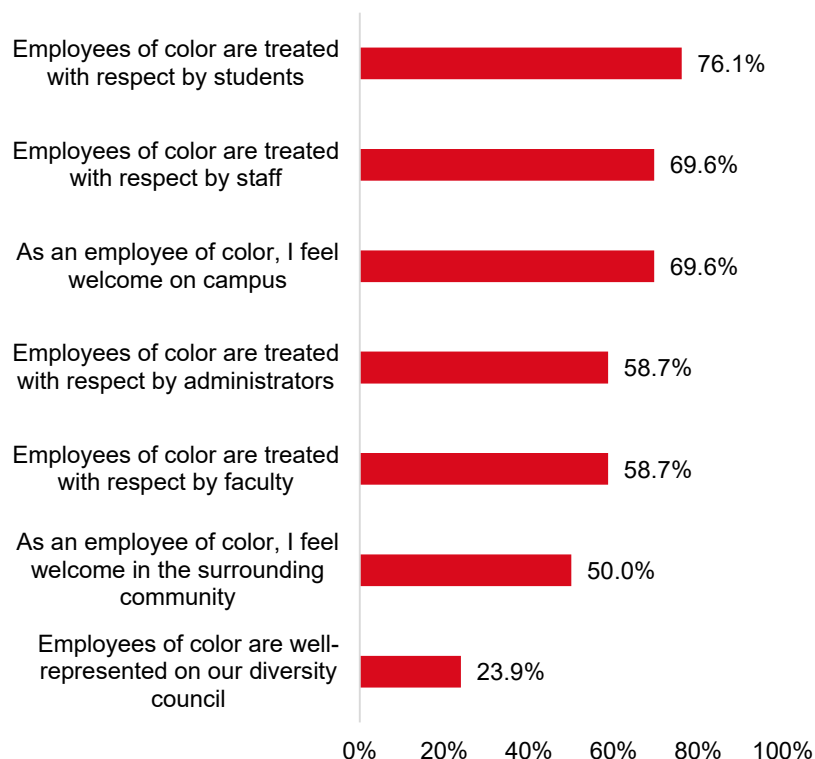
TOGETHER WE
LEAD

Diversity

Campus embraces ideas of diversity, but there is some more work to do.

- Over half the campus views multiculturalism as a core value, but only 20% feel we adequately fund diversity efforts.

- Employees of color are less likely to see the campus as welcoming to non-whites.
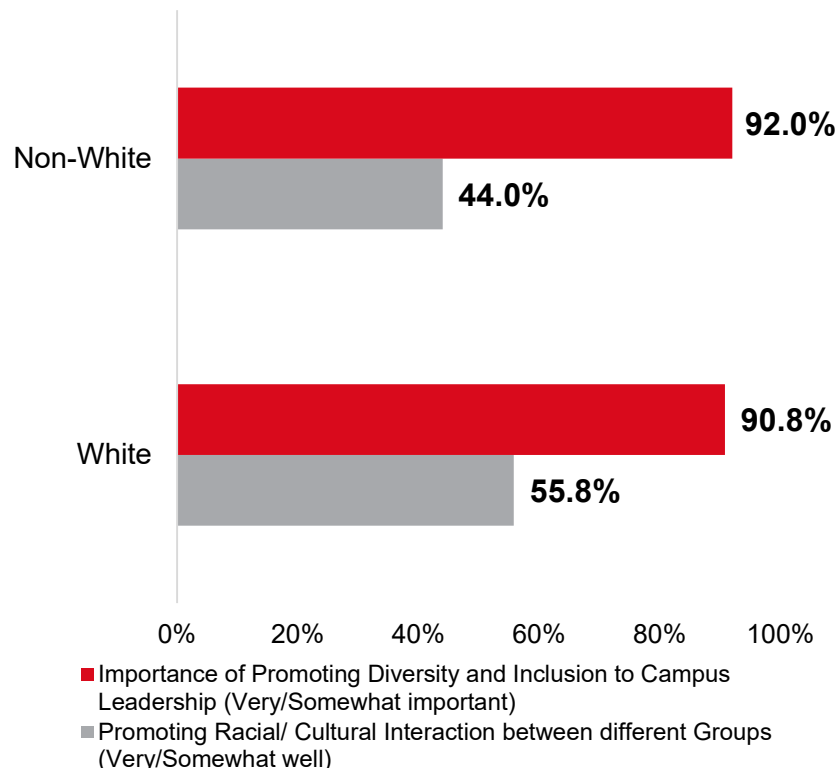
- Women perceive more inequities.

Diversity

Reception of Employees of Color
### (Summary: Strongly/Somewhat Agree)
(Base: Employees of Color)

Employees of color are treated with respect by students	76.1%
Employees of color are treated with respect by staff	69.6%
As an employee of color, I feel welcome on campus	69.6%
Employees of color are treated with respect by administrators	58.7%
Employees of color are treated with respect by faculty	58.7%
As an employee of color, I feel welcome in the surrounding community	50.0%
Employees of color are well-represented on our diversity council	23.9%

Importance of Promoting Diversity and Interactions between Groups
(Summary Very/Somewhat Important or Very/Somewhat Well)

|	
Non-White	92.0%
	44.0%
White	90.8%
	55.8%

■ Importance of Promoting Diversity and Inclusion to Campus Leadership (Very/Somewhat important)
■ Promoting Racial/ Cultural Interaction between different Groups (Very/Somewhat well)

TOGETHER WE
SUCCEED

Strategic Diversity Plan

- Knowledge of the Strategic Diversity Plan is low

- Faculty awareness lower

Summary: Strongly agree/Agree

TOGETHER WE
• LEAD
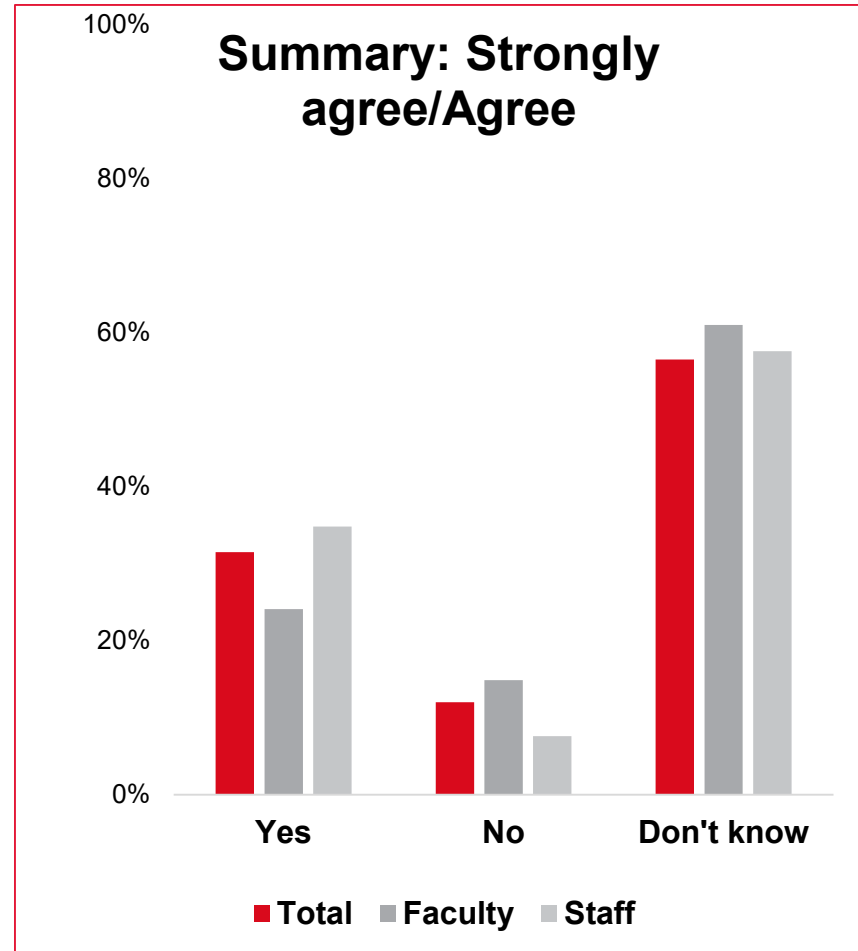
Campus Community Strongly Favors Mandatory Diversity Training for All Groups on Campus

Summary: Strongly agree/Agree
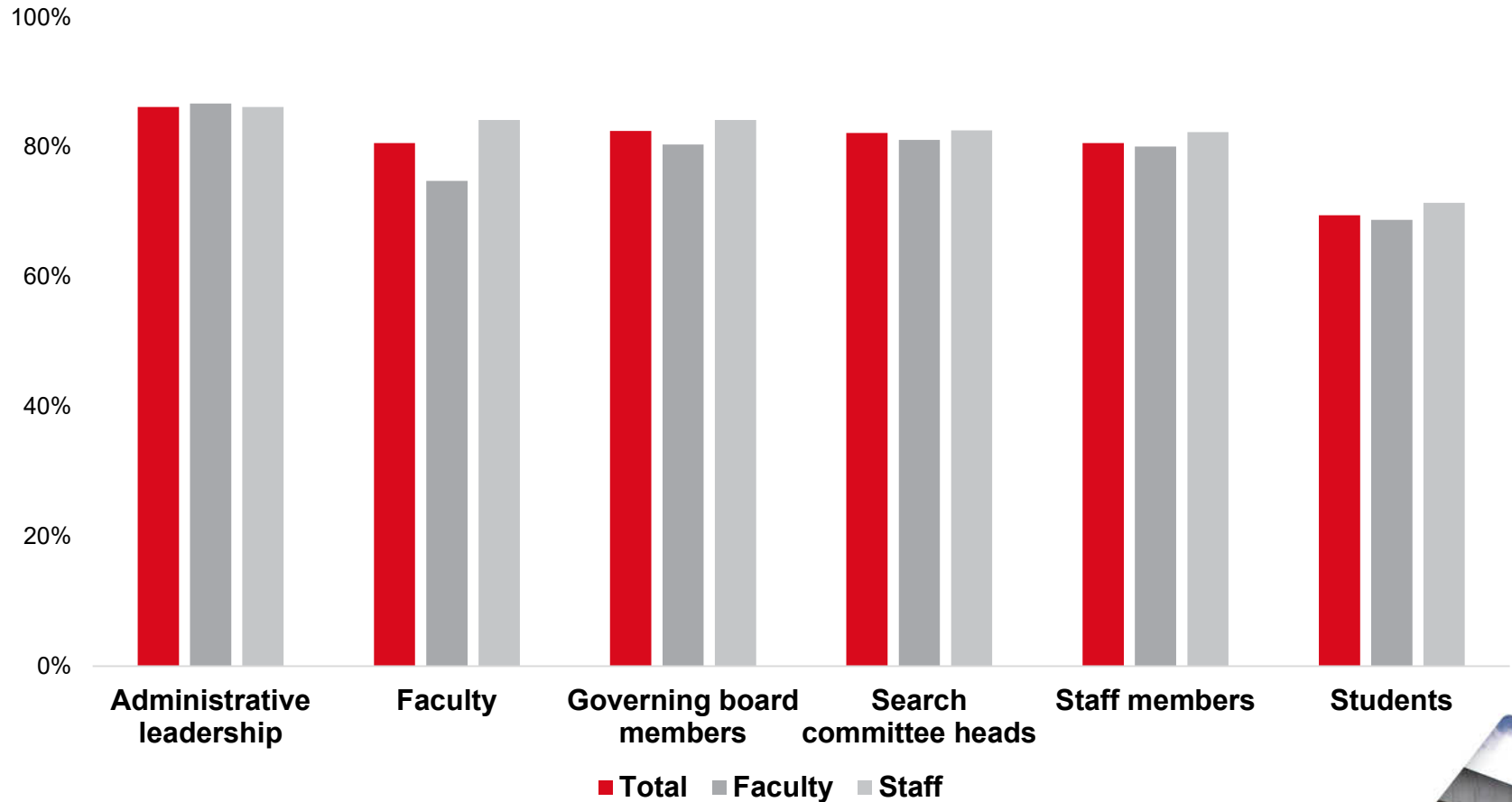
Conclusions & Recommendations

- Majority feel campus needs diversity training.

- Employees of color more likely to have experienced discrimination/harassment based on race.

- Representation on diversity council perceived as lacking for people of color, people with disabilities, and LGBTQIA.

- **We recommend in-person mandatory training on diversity.**
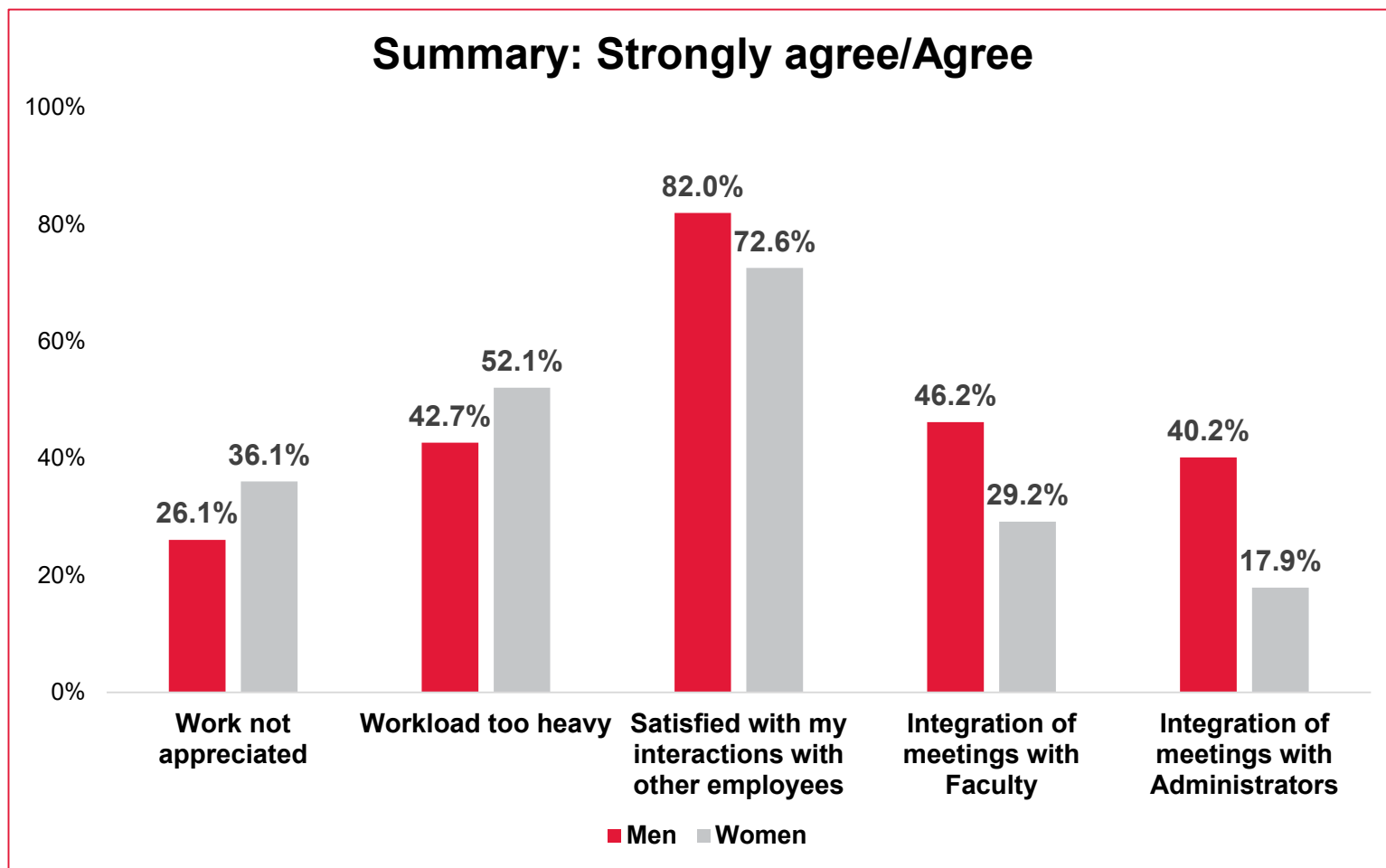
TOGETHER WE
ENGAGE

Gender Differences Are Apparent in Many Areas

From work environment to diversity to discrimination and bullying, women perceive more adverse effects.
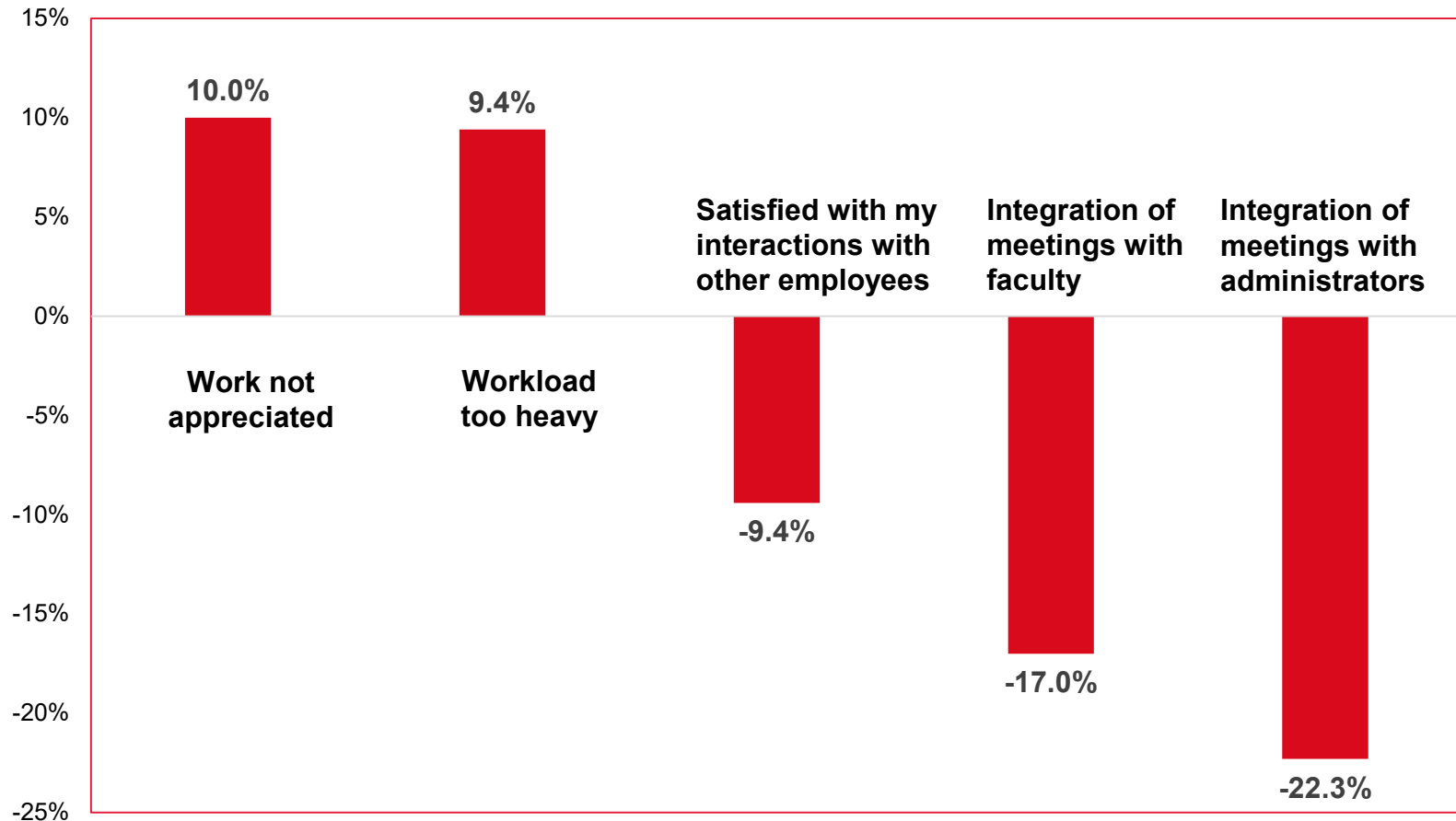
- Women employed longer than 5 years more likely to perceive a hostile work environment.

- Men are more likely to view campus as welcoming to other groups.

- Overall, women are less likely to agree that campus is integrated.

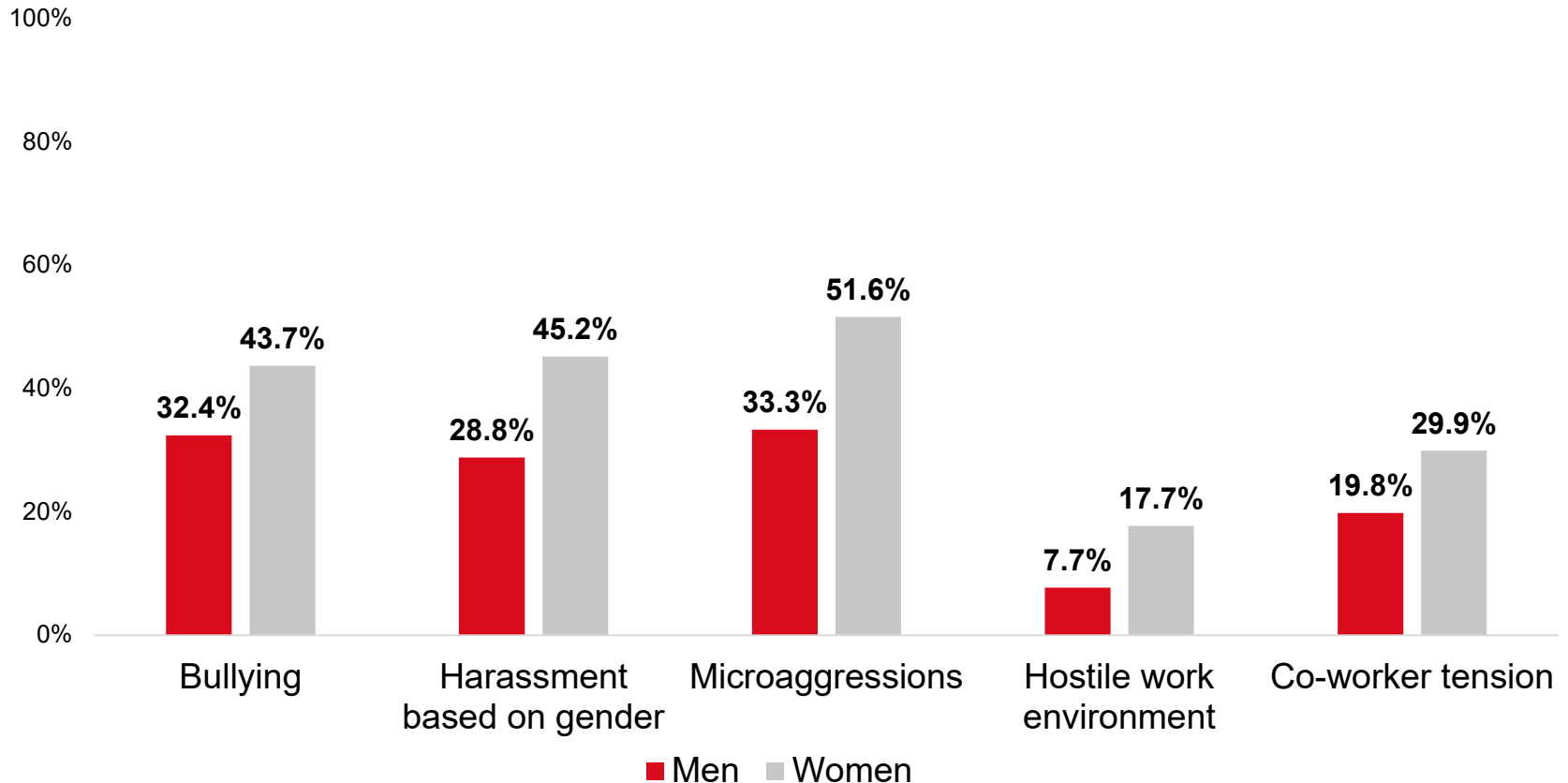- Women are more likely to feel higher work loads and work less appreciated.

TOGETHER WE
LEAD

Gender Differences

Summary: Strongly agree/Agree

Category	Men	Women
Work not appreciated	26.1%	36.1%
Workload too heavy	42.7%	52.1%
Satisfied with my interactions with other employees	82.0%	72.6%
Integration of meetings with Faculty	46.2%	29.2%
Integration of meetings with Administrators	40.2%	17.9%

■ Men   ■ Women

TOGETHER WE
■ ACHIEVE

Difference in Percent Agreement between Women and Men

Gender Differences on Adverse Experiences

Summary: Strongly agree/Agree

	Men	Women
Bullying	32.4%	43.7%
Harassment based on gender	28.8%	45.2%
Microaggressions	33.3%	51.6%
Hostile work environment	7.7%	17.7%
Co-worker tension	19.8%	29.9%

TOGETHER WE SUCCEED

Difference in Percent Agreement between Women and Men on Adverse Experiences
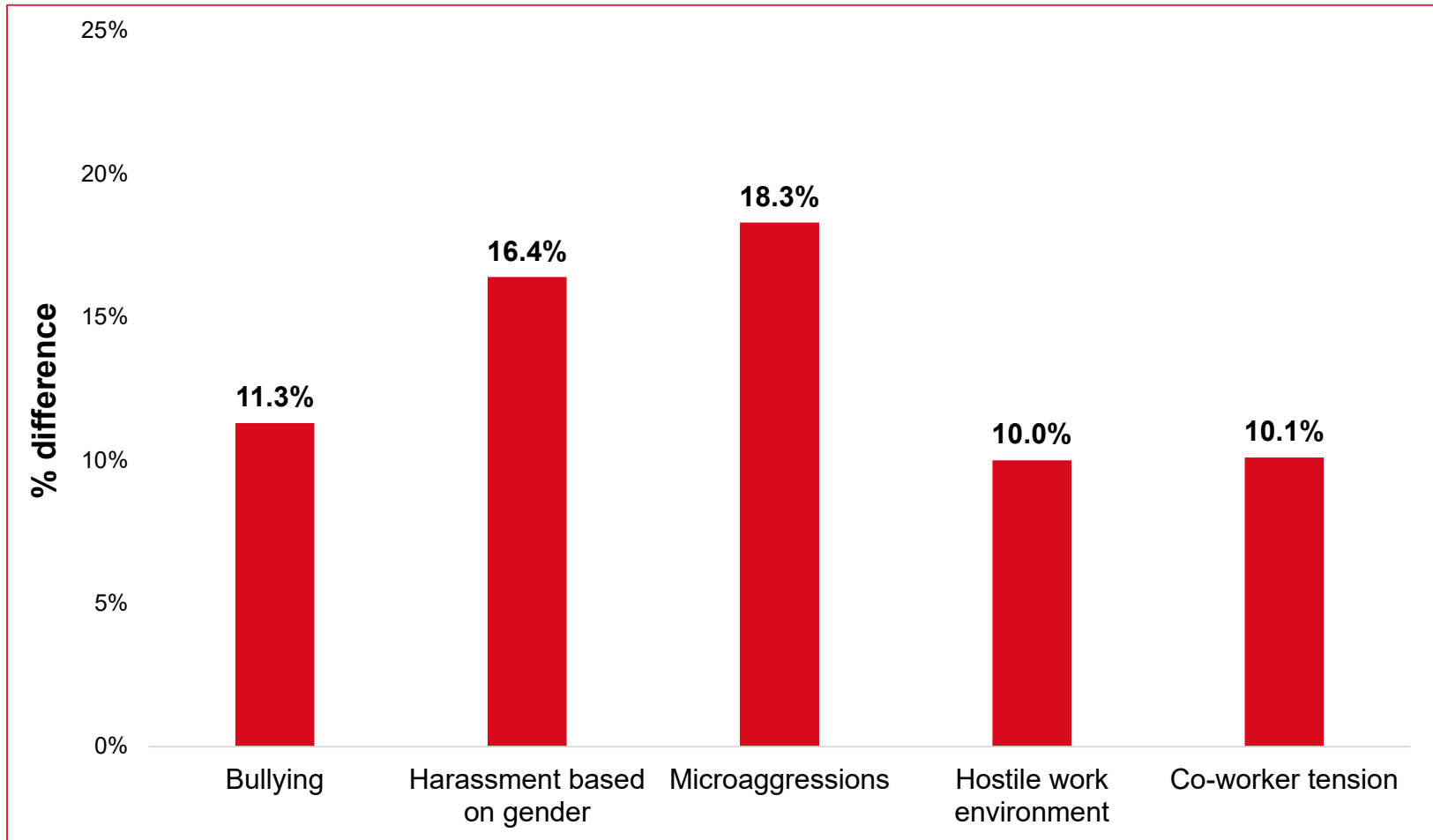
Conclusions & Recommendations

- Women feeling disenfranchised, overworked, and underappreciated does not make for satisfied employees. This is especially apparent among women who have worked at WOU for longer periods of time.

- Microaggressions and co-worker tension are felt keenly among women.

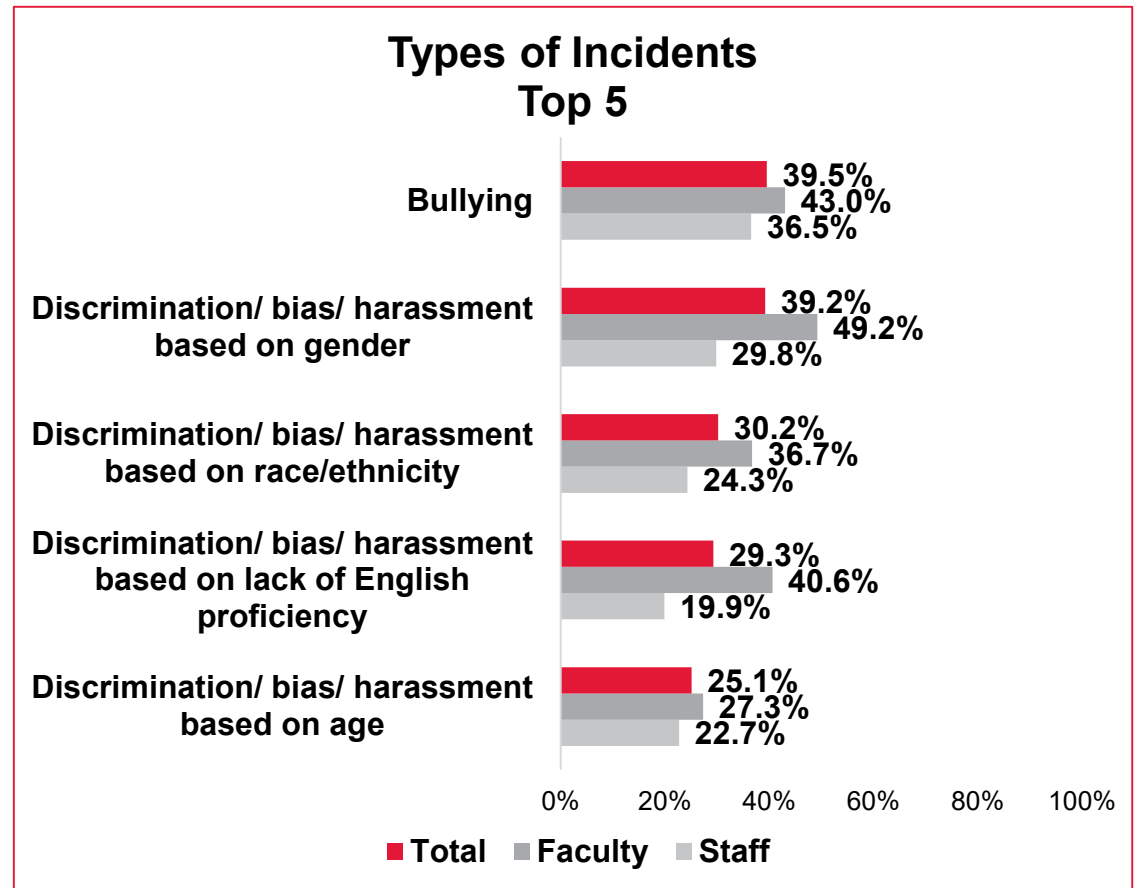- **We recommend in-person mandatory training for gender equity.**

Discrimination and Harassment on Campus

- 71% experienced or witnessed at least one incident

- 40% - bullying

- 45% - microaggressions

- Low reporting of incidents by one in four only.

- Belief report gets dismissed or no support from college.

 - Nearly one in four afraid they lose job.

Discrimination and Harassment on Campus

- More faculty experienced/saw incidents than staff

- Faculty see more gender-based incidents

- Staff see more religious-affiliation based discrimination

- Women especially likely to indicate incidents

Types of Incidents
Top 5

Bullying
- 39.5%
- 43.0%
- 36.5%

Discrimination/ bias/ harassment based on gender
- 39.2%
- 49.2%
- 29.8%

Discrimination/ bias/ harassment based on race/ethnicity
- 30.2%
- 36.7%
- 24.3%

Discrimination/ bias/ harassment based on lack of English proficiency
- 29.3%
- 40.6%
- 19.9%

Discrimination/ bias/ harassment based on age
- 25.1%
- 27.3%
- 22.7%

0%   20%   40%   60%   80%   100%

■ **Total**   ■ **Faculty**   ■ **Staff**

TOGETHER WE
■ **ACHIEVE**

Faculty Members are Mentioned as Instigators of Adverse Incidents by 80% of Responding Faculty

Cause of Incidents Top 5
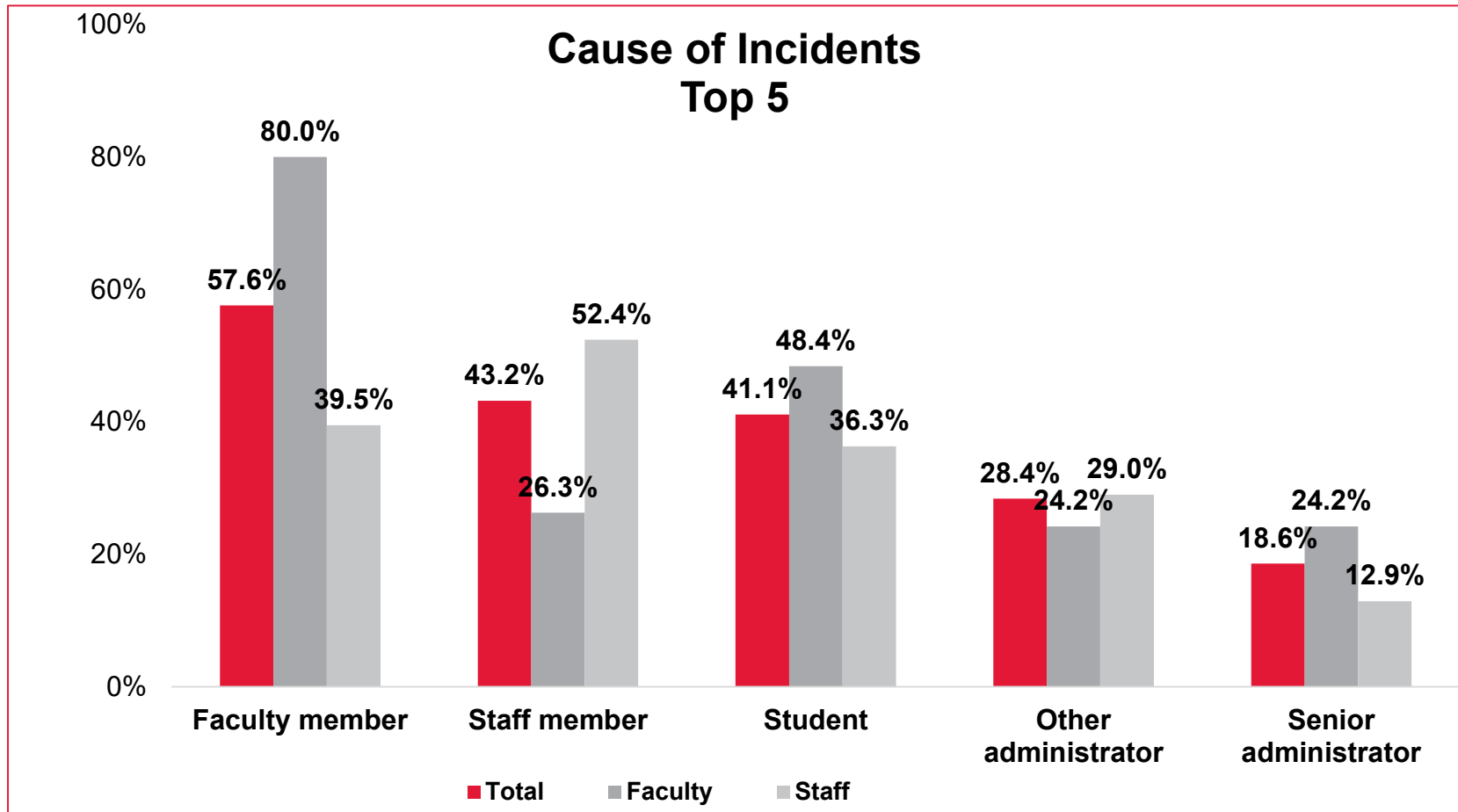
Conclusions & Recommendations

Employees ask for mandatory diversity training but this needs to include various topics.

- Topics on harassment and bullying.
  - Covers gender-based harassment

- Clear path for reporting incidents.

- Guideline with specific steps to alleviate fear of retaliation or belief nothing will happen.
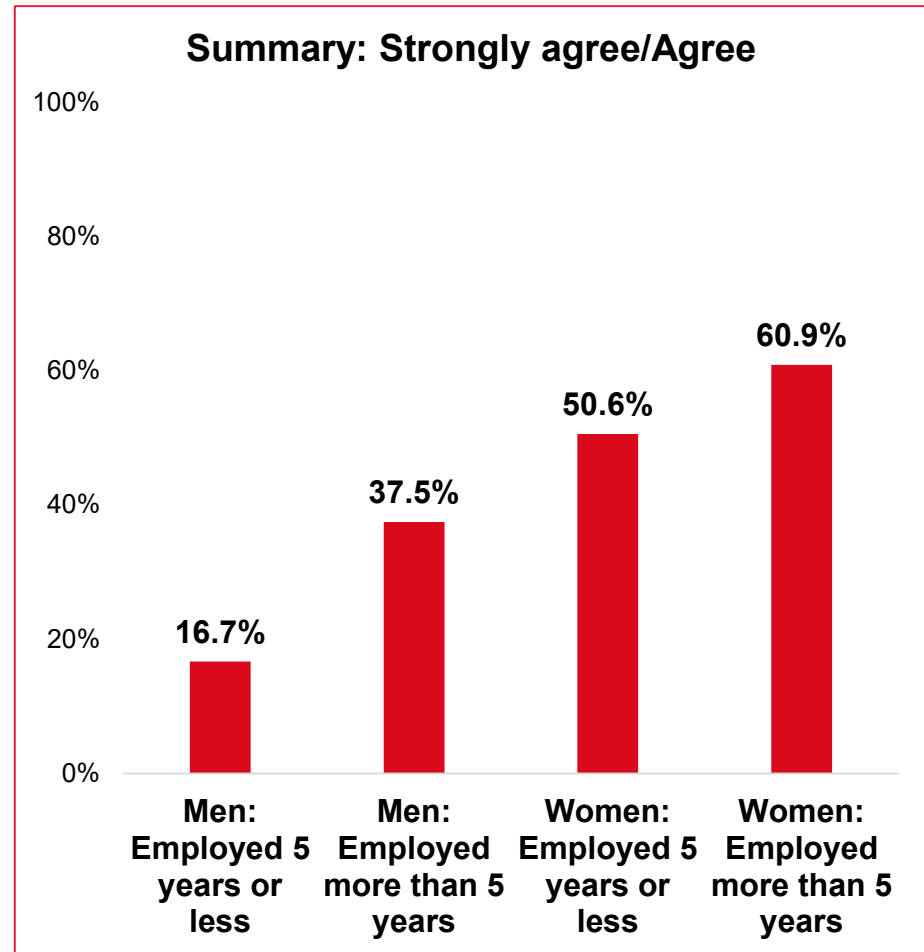
TOGETHER WE
LEAD

There is a Need to Address Performance and Merit Evaluations

- 58% feel performance evaluations are fair.

- 27% believe merit and promotion processes are fair.

- 46% see performance expectations as clearly defined.

- 41% of faculty view the tenure process as fair.

- 50% of staff say they have a performance evaluation on a regular basis.

- Less than one in five (18%) staff feel that the merit and promotion process is fair.

TOGETHER WE
LEAD

Performance Evaluations For Staff are not done on Consistent Basis

- Only half say their evaluation is done regularly

- There is a distinct gender difference, especially by length of employment

Summary: Strongly agree/Agree

Chart values:
- Men: Employed 5 years or less — 16.7%
- Men: Employed more than 5 years — 37.5%
- Women: Employed 5 years or less — 50.6%
- Women: Employed more than 5 years — 60.9%

Conclusions & Recommendations

Allow for better and fairer increases that consider merit.

- Start broader conversation that address perceived unfairness. Include all constituents – administration, unions, Human Resources, and various campus groups.

- Explain the type of comparisons that are used as basis for salary and merit increases. Have open communications.

- Use standards that apply to all.

Final Thoughts

Report identified points that need to be addressed.

• We believe these CAN be addressed.

• Sense of resignation and apathy among employees, less anger.

• Low agreement can be sign of lack of awareness.

• Clear, concise, and open communication seems to be the key to solving most issues and is clearly perceived to be lacking.

TOGETHER WE LEAD

Final Recommendations

Start open conversations and broaden communication, with input besides higher administration.

- Allow a year or two and repeat survey to measure impact and change.

  - Internally developed survey – shorter, more concise, better designed.

  - Include campus members in design.

- Rekindle enthusiasm for working at WOU and supporting its mission.

TOGETHER WE
LEAD

Thank you!

Questions?