OA Workplace Climate Survey Results

Officers of Administration Council 2017-2018

Presented by – Larissa Ennis and Micah Sardell
Executive Overview - Planning

• Beginning in 2016 and continuing into 2017 the Officers of Administration Council (OAC) re-initiated the listening tour separating it into several phases
  • Planning phase and survey re-development
  • Workplace Climate Survey
  • Listening Tour Focus Groups
  • Final report and action plans

• In Fall of 2017 the OAC conducted a re-designed workplace climate survey and received 549 responses.
Executive Overview – Successes

• **Generally speaking University of Oregon Officers of Administration:**
  - Identify as feeling “engaged (73%) and supported (65%)” in their work
  - Feel their work is valued by their immediate supervisor a “great deal (48%)” or “a lot (23%)” (71% Positive Response)
  - Feel that the university is inclusive of people of every:
    - Gender identity (89%), Sex (88%), Gender Expression (86%), and Sexual Orientation (93%) — Total of all “Moderate, Very, and Extremely well” responses
  - Feel that past concerns raised by OA’s through the OA Council have improved
    - OA specific employment policies (42%)
    - Communications from university leadership (37%)
  - Feel that professional (34%) and personal skill building (22%) are important topics that the OA Council needs to work with university leadership to improve.
Executive Overview – Important Priorities

• **Generally speaking University of Oregon Officers of Administration:**
  • Identify with lower levels of empowerment (44%) and higher levels of frustration (77%)
  • 48% of responders identified as extremely or somewhat likely to apply for a comparable position in the private/corporate sector influenced by career growth, workplace climate, and pay
  • Feel that the University could do better being inclusive of people of every ability (58%), race, color or ethnicity (57%), or age (55%)
  • Do not generally feel their work is highly valued by their VP level representative (41%) or University Leadership generally (57%).
  • Do not feel that they can influence campus plans or decisions that affect their work (62%).
  • Feel that professional development and advancement opportunities have not improved (45%)
Executive Overview – Next Steps

Winter Term 2018
During Winter Term 2018 the OAC will
• begin socializing and sharing workplace climate survey results with the University Community including:
  • senior leadership,
  • OAC members
  • other interested parties

Winter-Spring Term 2018
In Winter-Spring 2018 OAC will conduct “Listening Tour Focus Groups” to drill down on specific areas of interest and collect feedback and suggestions

Summer-Fall Term 2018
In Summer-Fall 2018 OAC will produce a completed report and begin work on an action plan.
Survey Data

Workplace Climate Survey Results
Q1 - Thinking about your current job position, in the last 6 months how frequently have you felt the following?
Q2 - Thinking about your current job position, in the last 6 months how frequently have you felt the following?
Q3 - If a comparable position at equal or greater pay were to open up in the private/corporate sector, how likely would you be to apply for that position?

24% Extremely likely
24% Somewhat likely
16% Neither
17% Somewhat unlikely
20% Extremely unlikely
Q4 - You indicated that you would be open to applying for a comparable position in the private/corporate sector. What factors would influence your decision?

- 12% job stability
- 12% job flexibility
- 12% benefits
- 18% career growth
- 20% workplace climate
- 21% pay
Q5 - Thinking about the University of Oregon as a whole, provide 3 words that you would use to describe the current workplace climate.
Q6 - Thinking about your experiences at the UO in general, how well do you think that:
Q7 - Thinking about your experiences at the UO in general, how well do you think that the University is inclusive of people of every:

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Q8 - Rate the degree to which you feel your individual work as an Officer of Administration is valued by:

- Your immediate supervisor
- Your Vice President or Vice Provost
- University leadership, e.g., the President's office

Responses:
- None at all
- A little
- A moderate amount
- A lot
- A great deal
Q9 - Rate the degree to which you feel that:
Q15 - In the last OAC listening tour, (2013-2014), a number of concerns were raised by OAs: below are listed the 5 most frequently identified. Please rate the progress made on these issues since 2013.
Q16 - 1 - Rate your ability (support of your supervisor, reasonable workload, release time) to participate in the following areas:
Q16 - 2 - Rate your interest (support of your supervisor, reasonable workload, release time) to participate in the following areas:
Q17 - What are the most important two or three topics you would like the OAC to focus on in the next two years?
Survey participant
metadata
Q21 - Do you hold a faculty appointment?
Q22 - How many years have you worked at UO?
Questions for further discussion

• What results were most expected?
• What results were most surprising?
• Which results do you think are in need of further discussion and refinement through focus group sessions?
• Who do you think needs to see this data?
• What tangible steps can we take with you to begin work on improving areas of interest?
Acknowledgments

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