University of Oregon
OA Workplace Climate Survey Results – SLT

Officers of Administration Council
2017-2018

Presented by – Larissa Ennis, Leslie Wolgamott 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.
A note about the graphs and charts...

Yellow and green are always representative of positive workplace climate responses.

Green and yellow are good.

Blue always represents the neutral response – “somewhat, moderately, or neither”.

Purple and red are always representative of an area that needs improvement.

Red is always the strongest area of improvement.
Lets start by bragging a little...
Executive Overview – Successes

• Generally speaking University of Oregon Officers of Administration:
  • Identify as feeling “engaged (73%) and supported (65%)” in their work
Q1 - Thinking about your current job position, in the last 6 months how frequently have you felt the following?
Executive Overview – Successes

--“It was helpful to hear from the VP of Finance and President at the OA Meeting. I felt included and valued.”

--”I feel appreciated and satisfied in my little world within the College of Design, but know other OAs with bigger problems that I am concerned about.”
Executive Overview – Successes

• Generally speaking University of Oregon Officers of Administration:
  • Feel their work is valued by their immediate supervisor (71% Positive Response)
Q8 - Rate the degree to which you feel your individual work as an Officer of Administration is valued by:
Executive Overview – Successes

- Generally speaking University of Oregon Officers of Administration:
  - 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 “positive” responses
Q7 - Thinking about your experiences at the UO in general, how well do you think that the University is inclusive of people of every:
Executive Overview – Successes

• Generally speaking University of Oregon Officers of Administration:

  • Feel that past concerns raised by OA’s through the OA Council have improved

    • OA specific employment policies (42%)
    • Communications from university leadership (37%)
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.
Executive Overview – Successes

--“The OA policies are a big improvement. I appreciate no longer having a yearly "at will" contract renewal.”
Executive Overview – Successes

- Generally speaking University of Oregon Officers of Administration:
  - Feel that professional (34%) and personal skill building (22%) are important topics that the OA Council needs to work with university leadership to improve.
Q17 - What are the most important two or three topics you would like the OAC to focus on in the next two years?
Q5 - Thinking about the University of Oregon as a whole, provide 3 words that you would use to describe the current workplace climate.
Some areas of improvement were identified...
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%)
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?
Executive Overview – Important Priorities

• Generally speaking University of Oregon Officers of Administration:
  • 48% of responders identified as extremely or somewhat likely to apply for a comparable position in the private/corporate sector influenced by pay, workplace climate, and career growth.
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

Nearly Equal!
Executive Overview – Important Priorities

Salary Bands

-”The new 'bands' don't work, aren't fair, and decrease my sense of commitment to UO”

-”Please consider restructuring the OA Band to incorporate room for advancement (i.e., Advisor I, Advisor II, Lead Advisor, etc.). This will empower OAs who are advisors to build professional skills, increase collaboration, increase motivation, etc.”

-”The salary bands, while a step in the right direction, are very broad and seemed somewhat arbitrary based on who was already in positions rather than by a thorough analysis of tasks and duties.”
Executive Overview – Important Priorities
Career Advancement

-”Job opportunities at the UO discriminate against qualified people apply[ing] for job[s] by stating a bachelor's degree is required which does not allow me to even apply for upward mobility.”

-”OA career growth opportunities -- which are currently worse than they have been in decades”

-”Achieving pay equity for OAs as well as opportunities for promotion and career advancement”
Executive Overview – Important Priorities

• Generally speaking University of Oregon Officers of Administration:
  • Feel that the University could do better at being inclusive of people of every: ability (58%), race, color or ethnicity (57%), or age (55%)
Q7 - Thinking about your experiences at the UO in general, how well do you think that the University is inclusive of people of every:
Executive Overview – Important Priorities

--”I wish you would have asked separately about the university's policies VERSUS actions related to diversity, equity and inclusion. I think its policies are solid, actions are not yet "there".”

--”The university needs to value opinions that are different from the university. More conservative viewpoints are not welcome here, although the views are not discriminatory.”

--”Please prioritize a diverse workforce. We are not keeping pace with the diversity of students”

--”Pay more attention to disability access issues. There is little to no attention paid to it outside of the AEC.”

--”Making workplace more welcoming to diverse people - we continue to hire majority white employees”
Executive Overview – Important Priorities

• Generally speaking University of Oregon Officers of Administration:

• Do not generally feel their work is highly valued by their VP level representative (41%) or University Leadership generally (57%).
Q8 - Rate the degree to which you feel your individual work as an Officer of Administration is valued by:
Executive Overview – Important Priorities

• Generally speaking University of Oregon Officers of Administration:

• Do not feel that they can influence campus plans or decisions that affect their work (62%).
Q9 - Rate the degree to which you feel that:
Executive Overview – Important Priorities

• Generally speaking University of Oregon Officers of Administration:
  • Feel that professional development and advancement opportunities have not improved (45%)
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.
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

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

In Summer-Fall 2018 OAC will produce a completed report and begin work on an action plan with partners.
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?
- 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?
Q16 - 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?