

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the page, framing the central text. The overall aesthetic is clean and modern.

Western Oregon University

Campus Climate Survey: 2019

Participants

- ▶ Survey conducted by Viewfinder, a campus climate survey instrument.
- ▶ Survey participation: 405 administrators, faculty and staff.
- ▶ Participation by category:

	Frequency	Percent
Administrator	33	8.21
Faculty	150	37.31
Staff	219	54.48

Q6 How long have you been employed here - by Employee Category

	<u>Administrator</u>		<u>Faculty member</u>		<u>Staff member</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Did not answer	2	6.06	5	3.33	6	2.74
Less than one year	1	3.03	11	7.33	29	13.24
1-5 years	10	30.3	36	24	93	42.47
6-10 years	7	21.21	35	23.33	33	15.07
11-15 years	5	15.15	25	16.67	29	13.24
16-20 years	1	3.03	19	12.67	12	5.48
21 years or more	7	21.21	19	12.67	17	7.76

Demographics

► Gender

	Frequency	Percent
Female	216	53
Male	120	30
Missing	63	16
Other	6	1

► Race/Ethnicity

	Frequency	Percent
African American/Black	4	1
Asian American	8	2
Caucasian/White	289	85
Hispanic/Latino	22	6
Multicultural	13	4
Native American	3	1
Missing	66	2

Q6 How long have you been employed here - by Gender

	<u>Female</u>		<u>Male</u>	
	Frequency	Percent	Frequency	Percent
Did not answer	1	0.46	1	0.83
Less than one year	23	10.65	10	8.33
1-5 years	92	42.59	32	26.67
6-10 years	38	17.59	25	20.83
11-15 years	29	13.43	23	19.17
16-20 years	16	7.41	13	10.83
21 years or more	17	7.87	16	13.33

Person of color, International Employees

- ▶ Forty seven or 12% of the respondents identified themselves as persons of color. Twenty seven or 7% did not answer this question.
- ▶ Only five or 1% of respondents identified themselves as international employee.
- ▶ HR satisfaction related questions were asked of only international employees.

Q6 How long have you been employed here - Comparison with Persons of Color

	<u>All</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
Did not answer	16	3.95	0	0
Less than one year	41	10.12	9	19.2
1-5 years	139	34.3	23	48.9
6-10 years	75	18.52	7	14.9
11-15 years	59	14.57	5	10.6
16-20 years	32	7.9	0	0
21 years or more	43	10.6	3	6.38

Top 5 Reasons to Chose to Work for WOU

- ▶ **Administrators:** career advancement opportunity, size of school, location, benefits, surrounding community
- ▶ **Faculty:** size of school, location, work-life balance, employee benefits, surrounding community.
- ▶ **Staff:** location, employee benefits, work-life balance, size of school, surrounding community.

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Administrative Leadership</u>			
	<u>All Respondents</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
No answer	3	0.7	1	2.1
Strongly agree	235	58.0	33	70.2
Agree	91	22.5	9	19.1
Neutral	26	6.4	1	2.1
Disagree	11	2.7	2	4.3
Strongly disagree	11	2.7	1	2.1
Missing	28	6.9	0	0.0
Total	405	100.0	47	100.0

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	Administrative Leadership									
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	28	6.91	6	4.32	4	5.33	7	5.22	11	19.3
No answer	3	0.74	0	0.0	2	2.7	1	0.8	0	0.0
Strongly agree	235	58.0	94	67.6	44	58.7	65	48.5	32	56.1
Agree	91	22.47	27	19.4	18	24.0	38	28.4	8	14.0
Neutral	26	6.42	7	5.0	5	6.7	11	8.2	3	5.3
Disagree	11	2.72	1	0.72	1	1.33	7	5.22	2	3.51
Strongly disagree	11	2.7	4	2.88	1	1.33	5	3.73	1	1.75

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Faculty</u>			
	<u>All Respondents</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
No answer	3	0.7	1	2.1
Strongly agree	204	50.4	31	66.0
Agree	101	24.9	10	21.3
Neutral	41	10.1	2	4.3
Disagree	13	3.2	2	4.3
Strongly disagree	13	3.2	1	2.1
Missing	30	7.4	0	0.0
Total	405	100.0	47	100.0

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	Faculty									
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	30	7.41	6	4.32	4	5.33	9	6.72	11	19.3
No answer	3	0.74	0	0.0	2	2.7	1	0.8	0	0.0
Strongly agree	204	50.4	87	62.6	38	50.7	50	37.3	29	50.9
Agree	101	24.94	32	23.0	20	26.7	41	30.6	8	14.0
Neutral	41	10.12	9	6.5	8	10.7	18	13.4	6	10.5
Disagree	13	3.21	1	0.72	2	2.67	8	5.97	2	3.51
Strongly disagree	13	3.2	4	2.88	1	1.33	7	5.22	1	1.75

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Governing Board Members</u>			
	<u>All Respondents</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
No answer	5	1.2	2	4.3
Strongly agree	218	53.8	33	70.2
Agree	93	23.0	8	17.0
Neutral	37	9.1	1	2.1
Disagree	12	3.0	2	4.3
Strongly disagree	11	2.7	1	2.1
Missing	29	7.2	0	0.0
Total	405	100.0	47	100.0

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Governing Board Members</u>									
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	29	7.16	5	3.6	4	5.33	8	5.97	12	21.05
No answer	5	1.23	1	0.7	3	4.0	1	0.8	0	0.0
Strongly agree	218	53.8	89	64.0	44	58.7	58	43.3	27	47.4
Agree	93	22.96	29	20.9	14	18.7	40	29.9	10	17.5
Neutral	37	9.14	10	7.2	7	9.3	15	11.2	5	8.8
Disagree	12	2.96	1	0.72	2	2.67	7	5.22	2	3.51
Strongly disagree	11	2.7	4	2.88	1	1.33	5	3.73	1	1.75

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Search committee heads</u>			
	<u>All Respondents</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
No answer	5	1.2	1	2.1
Strongly agree	212	52.3	33	70.2
Agree	98	24.2	7	14.9
Neutral	39	9.6	3	6.4
Disagree	12	3.0	2	4.3
Strongly disagree	11	2.7	1	2.1
Missing	28	6.9	0	0.0
Total	405	100.0	47	100.0

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training

	<u>Search Committee Heads</u>									
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	28	6.91	5	3.6	4	5.33	8	5.97	11	19.3
No answer	5	1.23	1	0.7	2	2.7	2	1.5	0	0.0
Strongly agree	212	52.4	87	62.6	41	54.7	54	40.3	30	52.6
Agree	98	24.2	29	20.9	20	26.7	40	29.9	9	15.8
Neutral	39	9.63	12	8.6	5	6.7	18	13.4	4	7.0
Disagree	12	2.96	1	0.72	3	4	6	4.48	2	3.51
Strongly disagree	11	2.7	4	2.88	0	0	6	4.48	1	1.75

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Staff Members</u>			
	<u>All Respondents</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
No answer	2	0.5	0	0.0
Strongly agree	193	47.7	33	70.2
Agree	111	27.4	10	21.3
Neutral	43	10.6	1	2.1
Disagree	14	3.5	2	4.3
Strongly disagree	12	3.0	1	2.1
Missing	30	7.4	0	0.0
Total	405	100.0	47	100.0

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training

Staff Members										
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	30	7.41	5	3.6	4	5.33	9	6.72	12	21.05
No answer	2	0.49	0	0.0	1	1.3	1	0.8	0	0.0
Strongly agree	193	47.7	82	59.0	36	48.0	49	36.6	26	45.6
Agree	111	27.41	35	25.2	24	32.0	43	32.1	9	15.8
Neutral	43	10.62	12	8.6	7	9.3	17	12.7	7	12.3
Disagree	14	3.46	1	0.72	2	2.67	9	6.72	2	3.51
Strongly disagree	12	3.0	4	2.88	1	1.33	6	4.48	1	1.75

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training.

	<u>Students</u>			
	<u>All Respondents</u>		<u>Person of Color</u>	
	Frequency	Percent	Frequency	Percent
No answer	2	0.5	0	0.0
Strongly agree	148	36.5	23	48.9
Agree	115	28.4	17	36.2
Neutral	76	18.8	2	4.3
Disagree	19	4.7	4	8.5
Strongly disagree	13	3.2	1	2.1
Missing	32	7.9	0	0.0
Total	405	100.0	47	100.0

Diversity Training Needed

Q42 The following groups should be required to participate in mandatory diversity training

	<u>Students</u>									
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	32	7.9	6	4.32	4	5.33	10	7.46	12	21.05
No answer	2	0.49	0	0.0	1	1.3	1	0.8	0	0.0
Strongly agree	148	36.5	64	46.0	28	37.3	36	26.9	20	35.1
Agree	115	28.4	39	28.1	25	33.3	38	28.4	13	22.8
Neutral	76	18.77	24	17.3	14	18.7	30	22.4	8	14.0
Disagree	19	4.69	2	1.44	2	2.67	13	9.7	2	3.51
Strongly disagree	13	3.2	4	2.88	1	1.33	6	4.48	2	3.51

Served in Search Committee

Q43 Have you served on a search committee in the past two years?

	<u>Served in Search Committee</u>					
	<u>All Respondents</u>	<u>Female</u>	<u>Male</u>	<u>Missing</u>	<u>Person of Color</u>	<u>Hispanic/Latino</u>
	Percent	Percent	Percent	Percent	Percent	Percent
Yes	52.6	59.7	26.9	62.2	53.2	45.5
No	39.8	39.8	26.9	37.8	46.8	54.5
Missing	7.7	0.5	0.0	0.0	0.0	0.0

Served in Search Committee

Q43 Have you served on a search committee in the past two years?

	<u>Served in Search Committee</u>									
	<u>All</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Missing	31	7.65	5	3.6	5	6.67	9	6.72	12	21.05
Yes	213	52.59	76	54.7	43	57.3	80	59.7	14	24.6
No	161	39.8	58	41.7	27	36.0	45	33.6	31	54.4

How Welcoming is Campus

Q47 How welcoming is our campus to the following groups?

	VERY WELCOMING	SOMEWHAT WELCOMING	NEUTRAL	NOT VERY WELCOMING	NOT AT ALL WELCOMING	I DON'T KNOW
African Americans	26.0	29.3	11.1	11.9	1.9	19.9
Asian Americans	32.9	29.8	11.4	6.1	0.8	18.9
Caucasians/Whites	73.5	12.7	3.9	1.9	0.6	7.5
First-generation students	62.5	25.6	3.0	1.4	0.3	7.2
Hispanics/Latinos	49.0	33.1	5.2	3.0	0.0	9.6
International students and employees	32.3	29.3	16.0	7.7	1.1	13.5
LGBTQIA+ people	40.8	33.1	12.5	1.9	0.0	11.7
Middle Eastern people	24.1	28.5	14.7	12.5	1.7	18.6
Military veterans	45.7	33.8	6.4	2.5	0.6	11.1
Muslims	24.0	26.2	15.8	11.1	1.9	21.0
Native Americans	28.5	27.1	15.5	8.0	0.8	20.2
Native Hawaiians/Pacific Islanders	41.1	33.1	7.7	2.8	0.0	15.4
People with disabilities	39.8	37.1	8.0	5.2	0.6	9.3
Undocumented students	31.2	29.3	11.6	5.3	1.9	20.7
Women	47.0	29.7	11.3	3.3	0.8	8.0

How Welcoming is Campus:

Comparison of Respondents from Own Categories

Q47 How welcoming is our campus to the following groups?

		<u>Hispanics/Latinos</u>					
	VERY WELCOMING	SOMEWHAT WELCOMING	NEUTRAL	NOT VERY WELCOMING	NOT AT ALL WELCOMING	I DON'T KNOW	
All respondents	49.04%	33.06%	5.23%	3.03%	0.00%	9.64%	
Hispanic/Latino respondents only	27.27%	45.45%	13.64%	13.64%	0.00%	0.00%	
		<u>Women</u>					
All respondents	46.98%	29.67%	11.26%	3.30%	0.82%	7.97%	
Women respondents only	45.75%	34.43%	6.13%	4.25%	0.00%	9.43%	

Institution Promotes Racial/Cultural Interaction between Groups

Q49 How well does our institution promote racial/cultural interaction between different groups?

	<u>All Respondents</u>		<u>Person of Color</u>		<u>Hispanic/Latino</u>	
	<u>Frequency</u>	<u>Percent</u>	<u>Frequency</u>	<u>Percent</u>	<u>Frequency</u>	<u>Percent</u>
Very well	46	12.6	3	6.5	1	4.5
Somewhat	145	39.8	15	32.6	6	27.3
Not very well	88	24.2	15	32.6	9	40.9
Not at all	17	4.7	6	13.0	2	9.1
I don't know	68	18.7	7	15.2	4	18.2
Total	364	100	46	100	22	100.0

Institution Promotes Racial/Cultural Interaction between Groups

Q49 How well does our institution promote racial/cultural interaction between different groups?

	<u>All Respondents</u>		<u>1-5 years</u>		<u>6-10 years</u>		<u>More than 10 years</u>		<u>Less than 1 year or missing</u>	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Very well	46	12.6	17	12.8	4	6.0	19	15.83	6	13.64
Somewhat	145	39.8	51	38.4	25	37.3	54	45	15	34.09
Not very well	88	24.2	41	30.8	18	26.9	23	19.2	6	13.6
Not at all	17	4.7	2	1.5	6	9.0	5	4.2	4	9.1
I don't know	68	18.7	22	16.5	14	20.9	19	15.83	13	29.55

Safety on Campus (All Respondents)

Q57 To what extent do you agree or disagree with the following statements about safety on/off campus?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A
I feel safe on campus	46.41%	45.03%	6.08%	1.93%	0.55%	0.00%
I feel safe off campus	38.78%	51.52%	6.65%	1.39%	0.28%	1.39%
My family feels I am safe on campus	40.95%	38.44%	6.96%	2.51%	0.28%	10.86%
My family feels I am safe off campus	36.80%	45.51%	6.46%	0.56%	0.00%	10.67%
Employees are supportive of other employees who have experienced incidences of physical confrontation	24.16%	37.36%	12.92%	2.81%	1.40%	21.35%
Employees are supportive of other employees who have experienced incidences of physical confrontation experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	22.47%	38.20%	16.57%	8.71%	2.25%	11.80%

Safety on Campus - Comparison

Q57 To what extent do you agree or disagree with the following statements about safety on/off campus?

	All (strongly agree and agree)	Person of color (strongly agree and agree)	Women (strongly agree and agree)
I feel safe on campus	91.4	84.8	91.2
I feel safe off campus	90.3	80.4	91.6
My family feels I am safe on campus	79.4	76.1	78.9
My family feels I am safe off campus	82.3	71.7	83.0
Employees are supportive of other employees who have experienced incidences of physical confrontation	61.5	56.5	61.3
Employees are supportive of other employees who have experienced incidences of physical confrontation experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	60.7	50.0	59.4

Campus Climate

Q60 To what extent do you agree or disagree with the following statements about the overall climate on our campus?

	STRONGLY AGREE	Agree	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A
I am satisfied overall with my interactions with other employees	23.51	52.12	15.01	8.22	1.13	0
Our campus is diverse, but not inclusive	4.31	15.8	40.23	31.03	5.17	3.45
Our campus is inclusive, but not diverse	4.64	24.93	34.78	27.54	4.64	3.48
Multiculturalism is a core value of our institution's mission	10.6	45.56	24.64	13.18	3.15	2.87
I have received adequate diversity training to engage with students and employees on campus	10.14	29.57	23.77	24.06	9.86	2.61
Our school engages with external communities to understand their interests and respond to their needs	3.21	27.7	33.24	20.7	3.79	11.37
Our school puts too much emphasis on diversity	3.52	7.33	20.53	36.66	28.74	3.23
The policy to improve campus climate via diverse hiring is effective	3.24	15.63	40.12	21.24	11.5	8.26
Public announcements regarding internal communications and practices are honest and truthful	4.69	29.33	34.9	14.96	9.38	6.74
There are effective measures in place to reduce the amount of bias in admissions and placement practices	3.83	18.29	38.94	8.85	7.67	22.42

Campus Climate

Q60 To what extent do you agree or disagree with the following statements about the overall climate on our campus?

	<u>All</u>	<u>1-5 years</u>	<u>6-10 years</u>	<u>More than</u>
	<u>Strongly</u>	<u>Strongly</u>	<u>Strongly</u>	<u>Strongly</u>
	<u>Agree or</u>	<u>Agree or</u>	<u>Agree or</u>	<u>Agree or</u>
	<u>Agree</u>	<u>Agree</u>	<u>Agree</u>	<u>Agree</u>
I am satisfied overall with my interactions with other employees	65.9	71.2	56.0	70.1
Our campus is diverse, but not inclusive	17.3	20.1	21.3	14.9
Our campus is inclusive, but not diverse	25.2	26.6	26.7	25.4
There are enough qualified administrators to enable the president to delegate authority to establish effective and equitable procedures for our institution	36.3	34.5	37.3	36.6
Multiculturalism is a core value of our institution's mission	48.4	54.0	42.7	48.5
All campus personnel are held to the same code of professional ethics and conduct	22.7	23.7	18.7	23.1
I have received adequate diversity training to engage with students and employees on campus	33.8	31.7	30.7	41.8
Our school engages with external communities to understand their interests and respond to their needs	26.2	30.9	30.9	25.4
An unannounced visit by an accrediting agency regarding diversity matters would be welcomed	45.2	56.1	42.7	38.8
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	7.4	5.8	8.0	9.7
Our school puts too much emphasis on diversity Our school anticipates the emergence of demographic shifts and makes adjustments before crises occur	9.1	10.8	9.3	8.2
Our school anticipates the emergence of demographic shifts and makes adjustments before crises occur	21.2	20.9	18.7	23.1
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing those efforts	31.9	36.7	40.0	22.4
Diverse perspectives can easily be found within our general education programs	35.1	36.0	29.3	41.8
The welfare of our institution takes precedence over donor demands, investment matters, and political interests	34.8	36.7	34.7	35.1
I am encouraged to weave diversity/cultural competence* into my work	51.1	54.7	48.0	55.2
The policy to improve campus climate via diverse hiring is effective	15.8	20.1	12.0	16.4
Public announcements regarding internal communications and practices are honest and truthful	28.6	31.7	22.7	29.9
Processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs	15.6	19.4	19.4	16.4
There are effective measures in place to reduce the amount of bias in admissions and placement practices	18.5	22.3	22.3	20.1

Top 5 Reasons to Consider Leaving WOU

Q62 If you have ever considered leaving our institution, please tell us why

All	1-5 Years	6-10 Years	More than 10 Years
Salary benefits are not adequate	Salary benefits are not adequate	Salary benefits are not adequate	Salary benefits are not adequate
Work not appreciated	No career advancement opportunities	Work not appreciated	Work not appreciated
No career advancement opportunities	Work not appreciated	Co-worker tension	Other
Co-worker tension	Co-worker tension	No career advancement opportunities	Co-worker tension
Feeling of not belonging	Feeling of not belonging	Feeling of not belonging	No career advancement opportunities

Top 5 Reasons to Consider Leaving WOU

Q62 If you have ever considered leaving our institution, please tell us why

<u>Administrator</u>	<u>Faculty</u>	<u>Staff</u>
Salary benefits are not adequate	Salary benefits are not adequate	Salary benefits are not adequate
Work not appreciated	Work not appreciated	No career advancement opportunities
No career advancement opportunities	Co-worker tension	Work not appreciated
Offered a job elsewhere	No career advancement opportunities	Co-worker tension
Co-worker tension	Other	Feeling of not belonging