

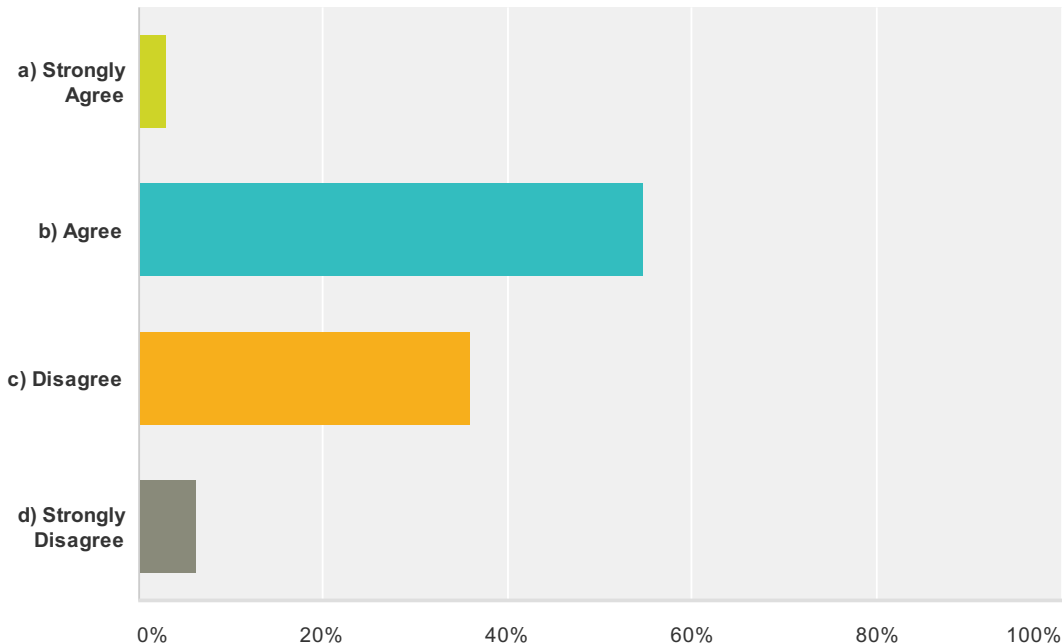


**OU Town Hall Climate Survey**  
Faculty and Staff Session  
10/28/13

**Responses to Questions  
Submitted by Town Hall Participants**

# Q1 Did the survey adequately cover issues related to underrepresented minorities?

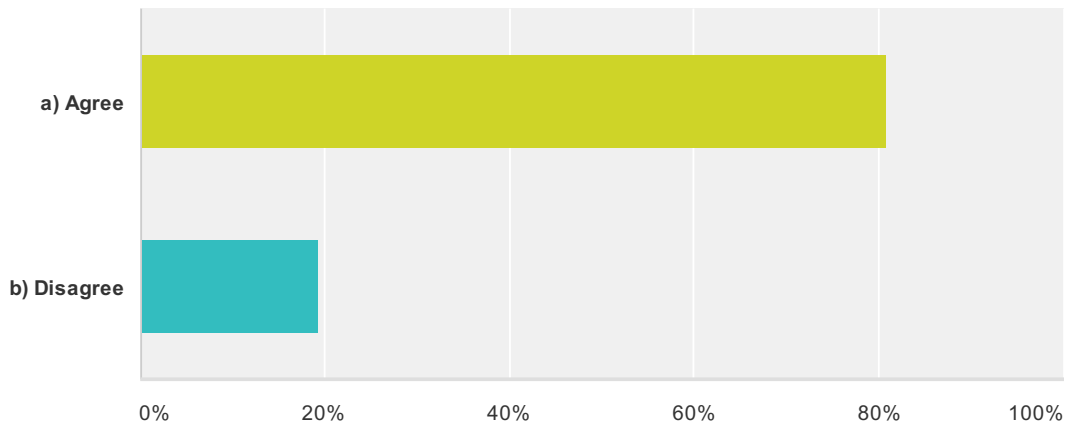
Answered: 64 Skipped: 4



**Q2 Issue: There needs to be a place where faculty and staff can go to voice their concerns about issues without fear of negative consequences.**

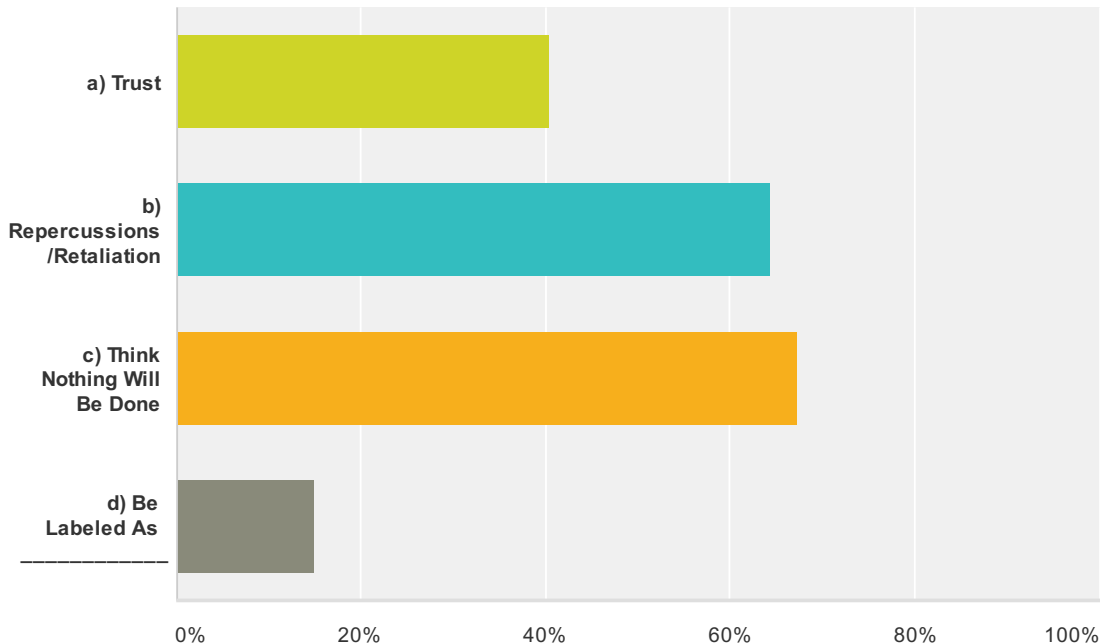
**Recommendation: Ombudsman with the authority to act on concerns and obtain results.**

Answered: 67 Skipped: 1



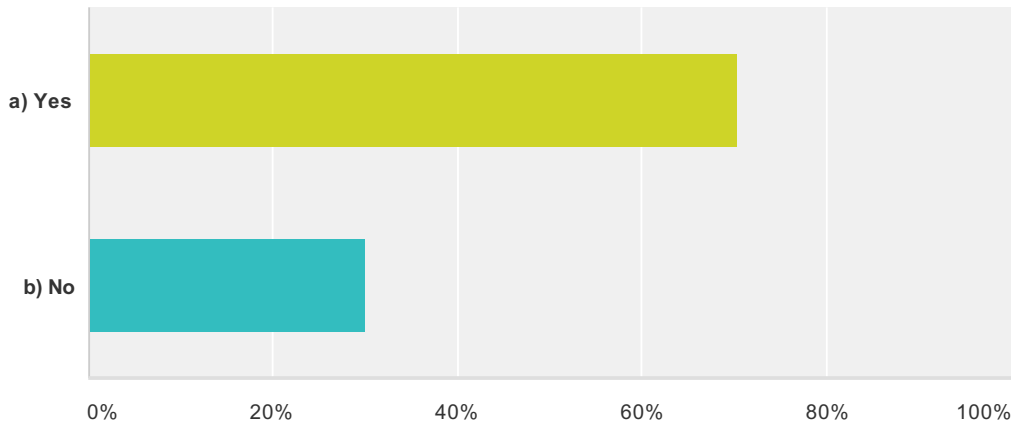
### Q3 Why are people afraid to report an issue?

Answered: 67 Skipped: 1



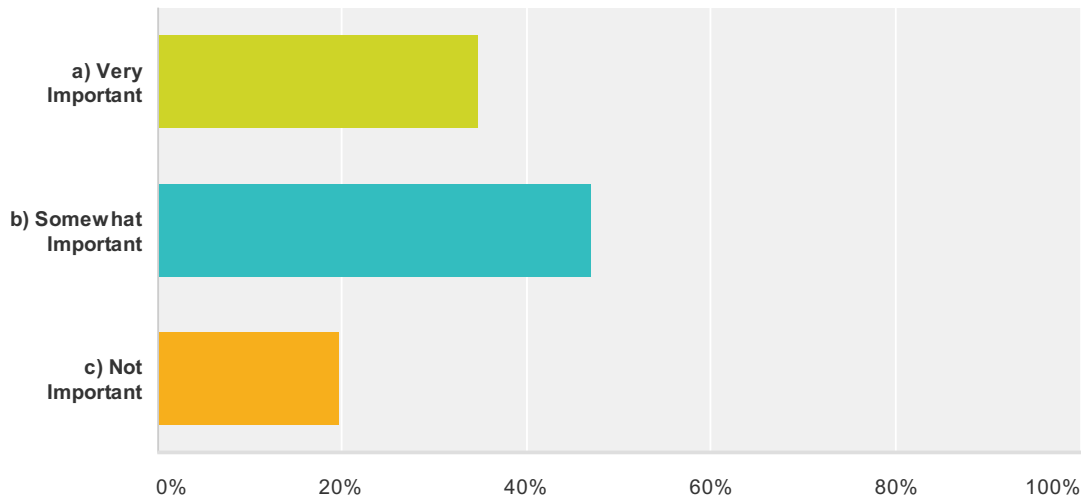
## Q4 Is there interest in exploring generational differences?

Answered: 67 Skipped: 1



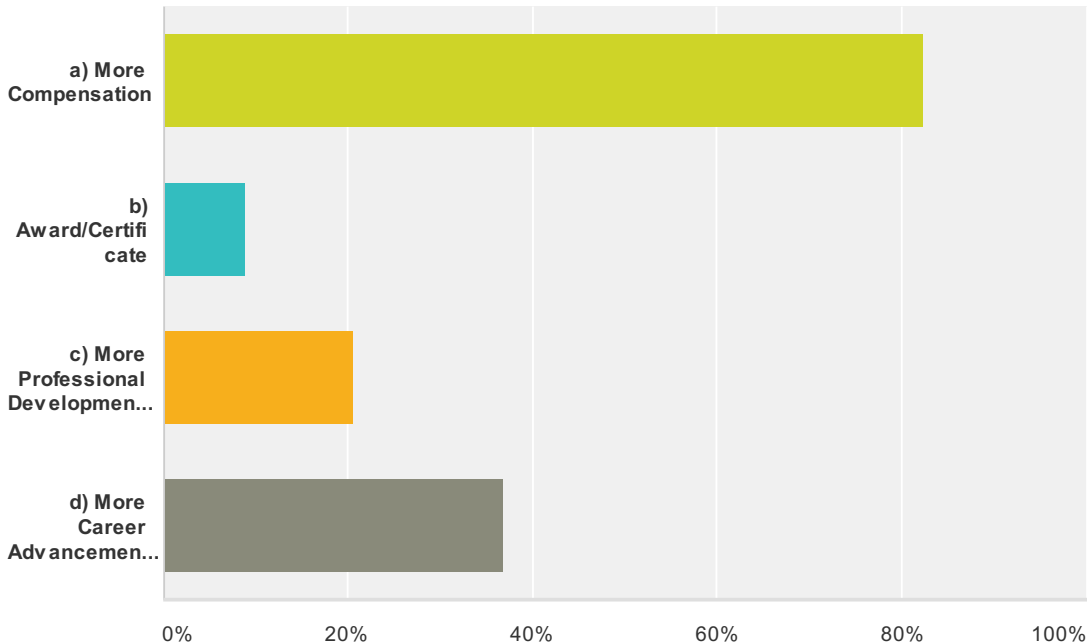
## Q5 With seemingly little variance in the data presented, how important or actionable are the results?

Answered: 66 Skipped: 2



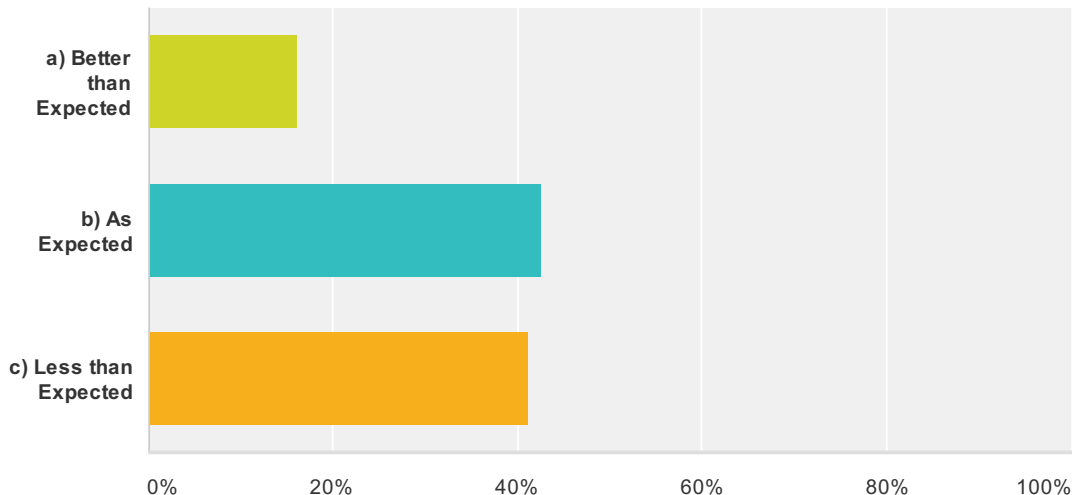
## Q6 With recognition listed as an area for improvement for faculty and staff, how would you prefer to be recognized?

Answered: 68 Skipped: 0



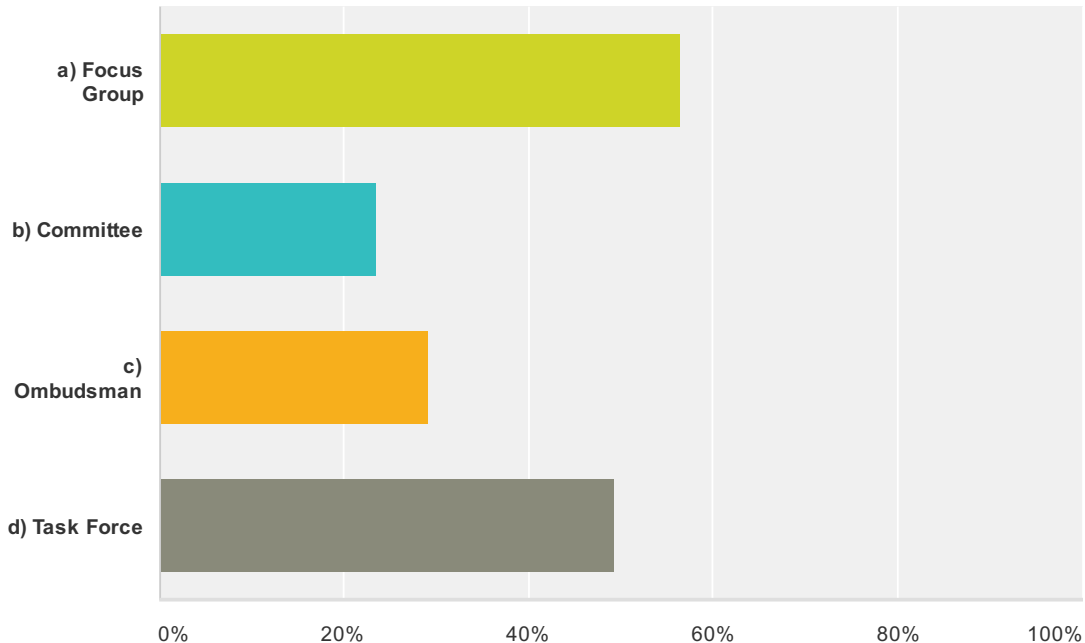
## Q7 How has your career progressed at OU compared to your expectations at the time of hire?

Answered: 68 Skipped: 0



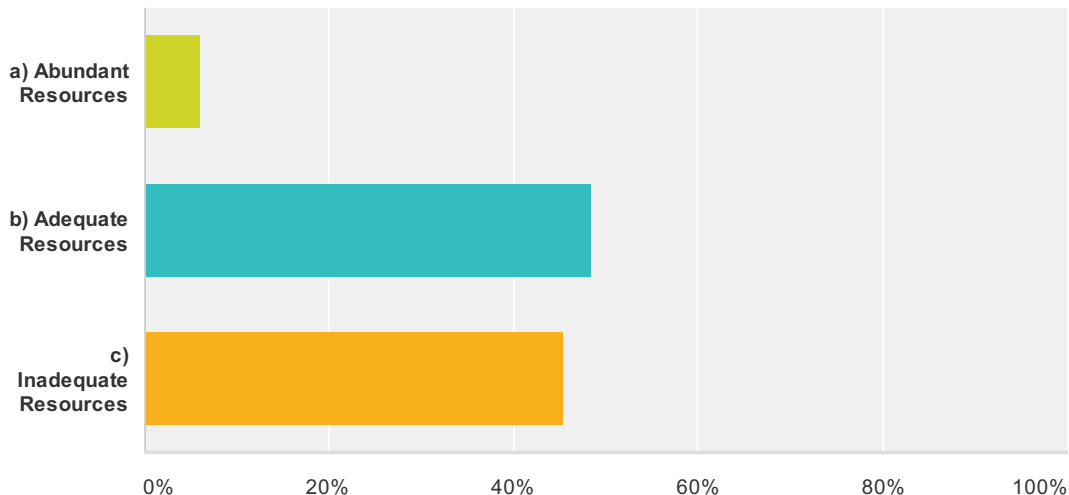
## Q8 What are the future plans for addressing the groups (questions) with low ratings?

Answered: 55 Skipped: 13



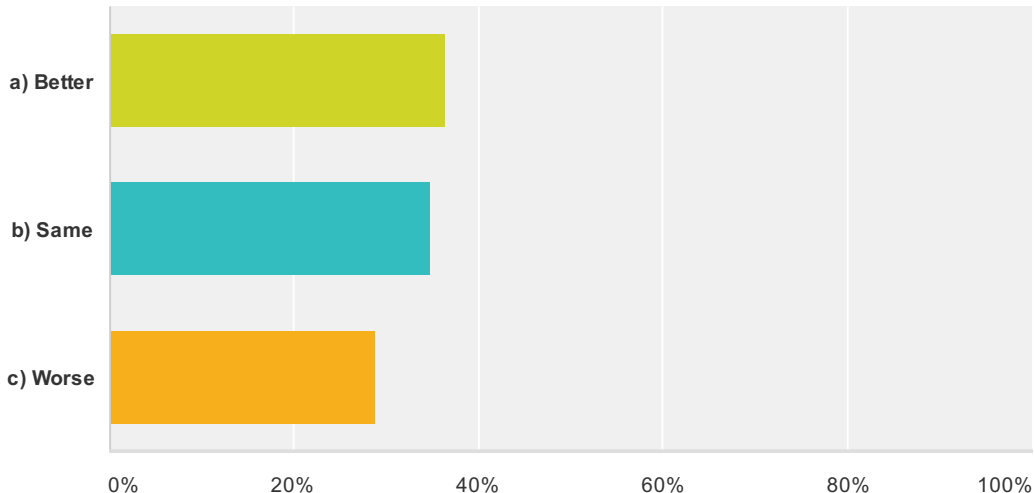
## Q9 Do you have adequate resources to complete the projects assigned to your area?

Answered: 66 Skipped: 2



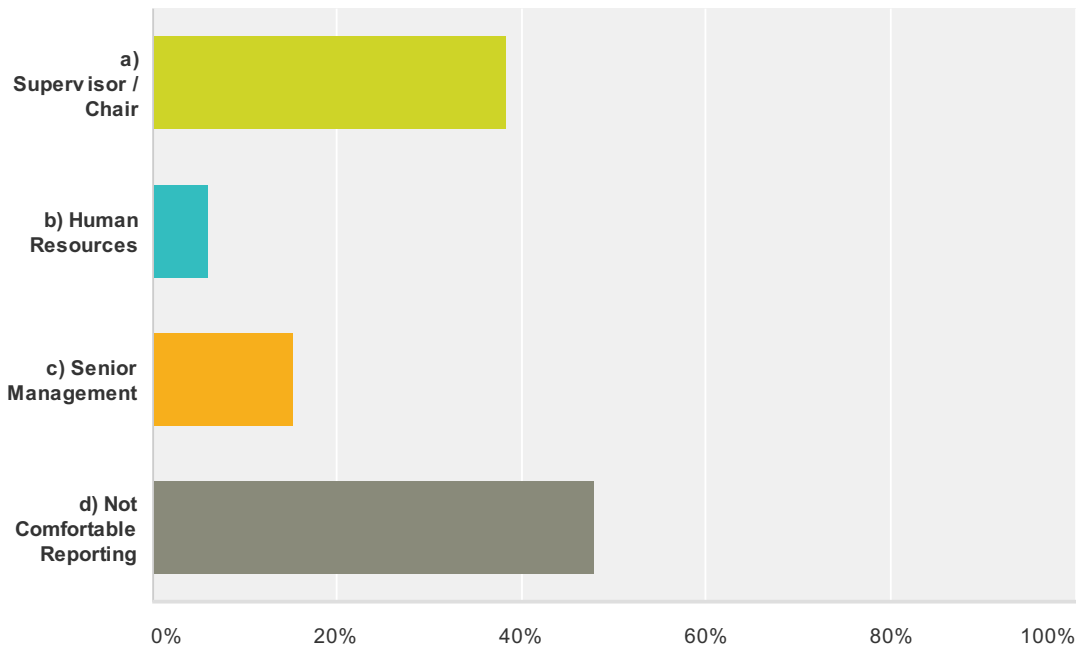
## Q10 How does OU's work environment compare with your previous employers?

Answered: 66 Skipped: 2



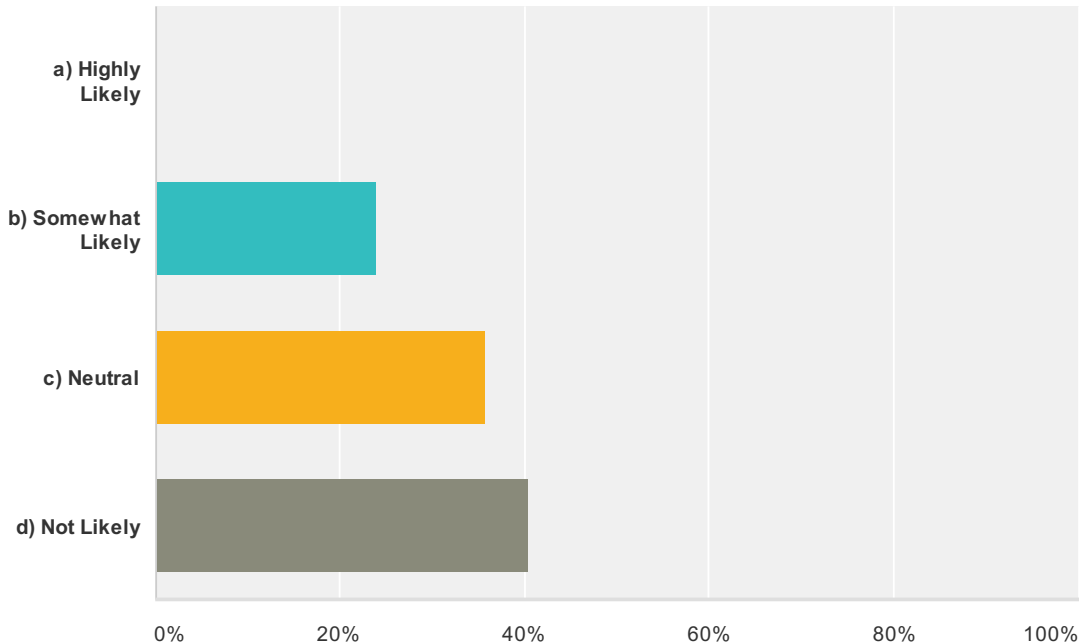
# Q11 At what level are you comfortable reporting dissatisfaction on the job without fear of repercussion?

Answered: 65 Skipped: 3



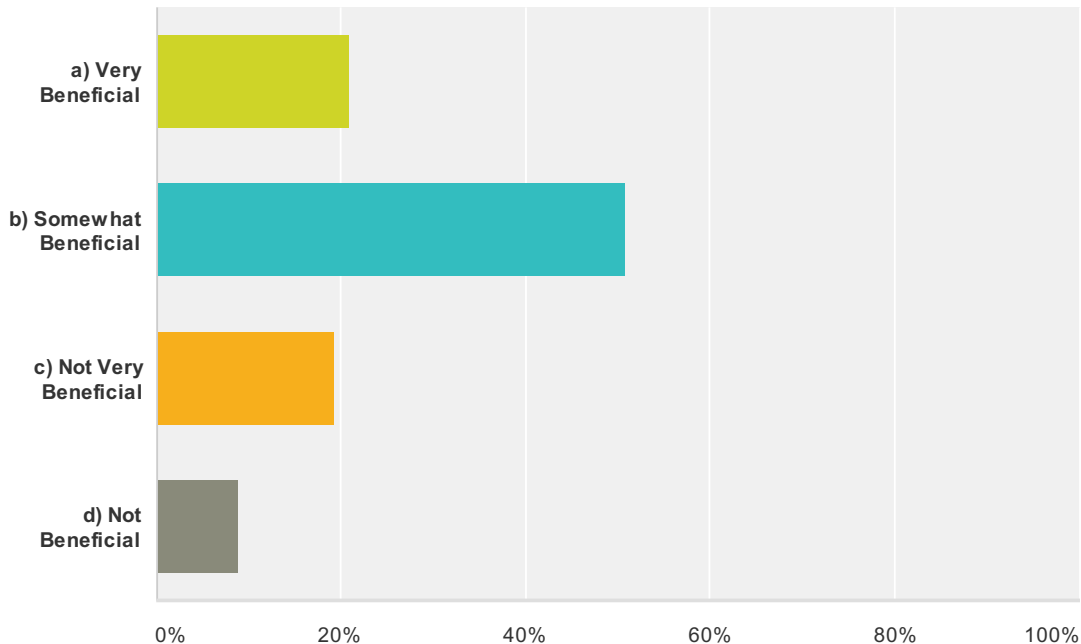
## Q12 How likely is it that the survey will result in any significant changes to OU?

Answered: 67 Skipped: 1



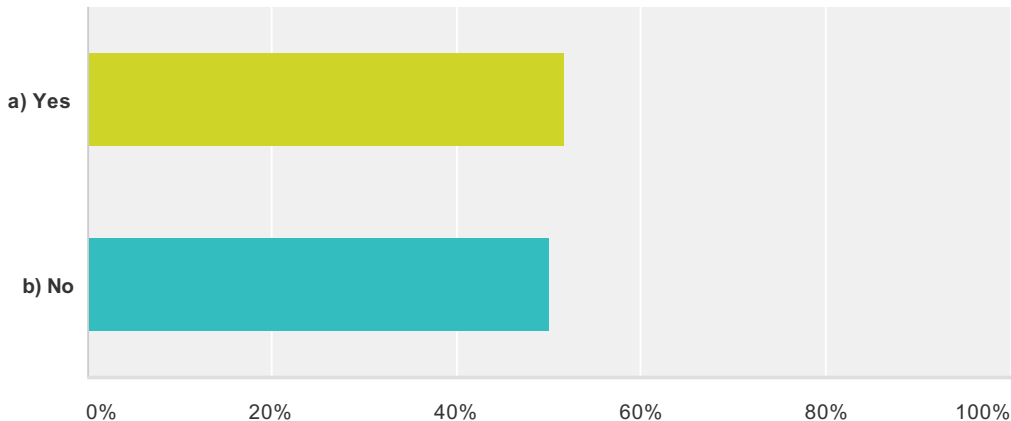
## Q13 Do you feel a survey of this nature is beneficial?

Answered: 67 Skipped: 1



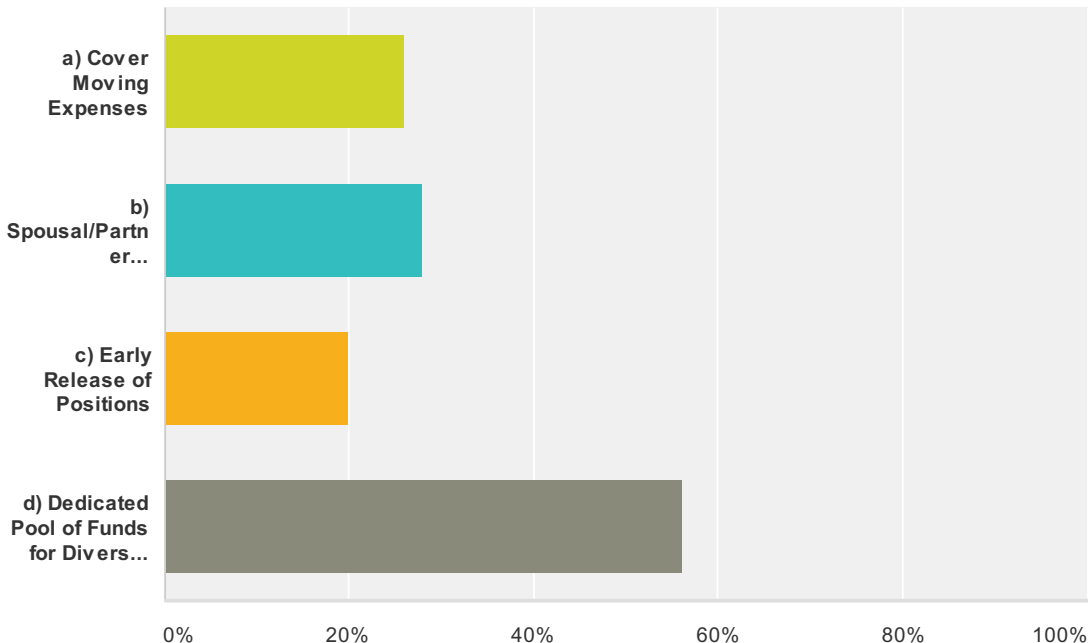
**Q14 Since the overall long-term employee response seemed to be more on the negative side, would a mentoring program be a valuable resource?**

Answered: 66 Skipped: 2



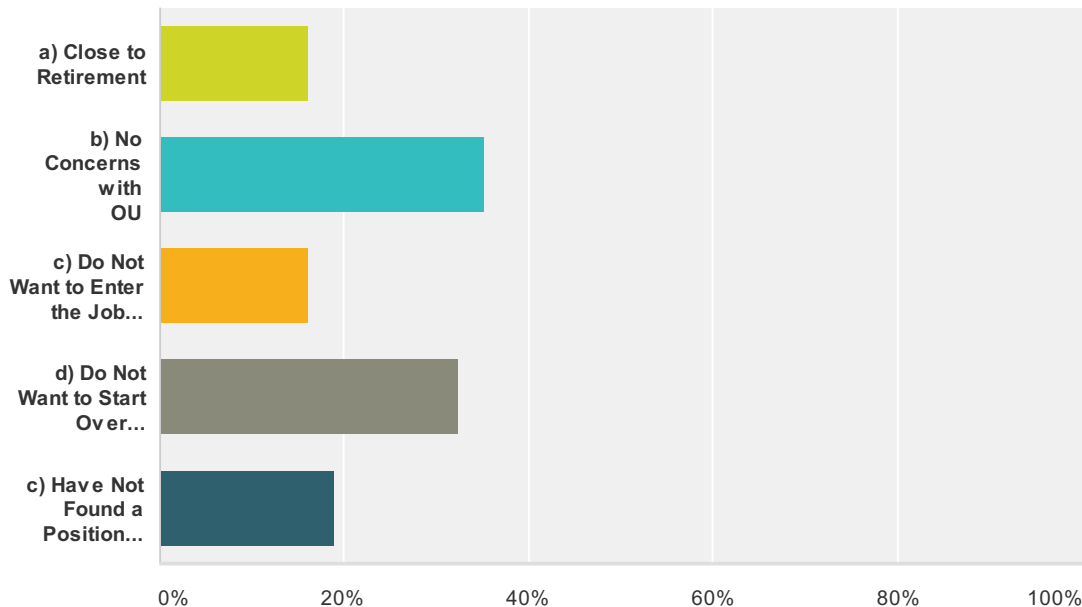
## Q15 Which of the following would most impact the hiring of a diverse faculty and staff?

Answered: 50 Skipped: 18



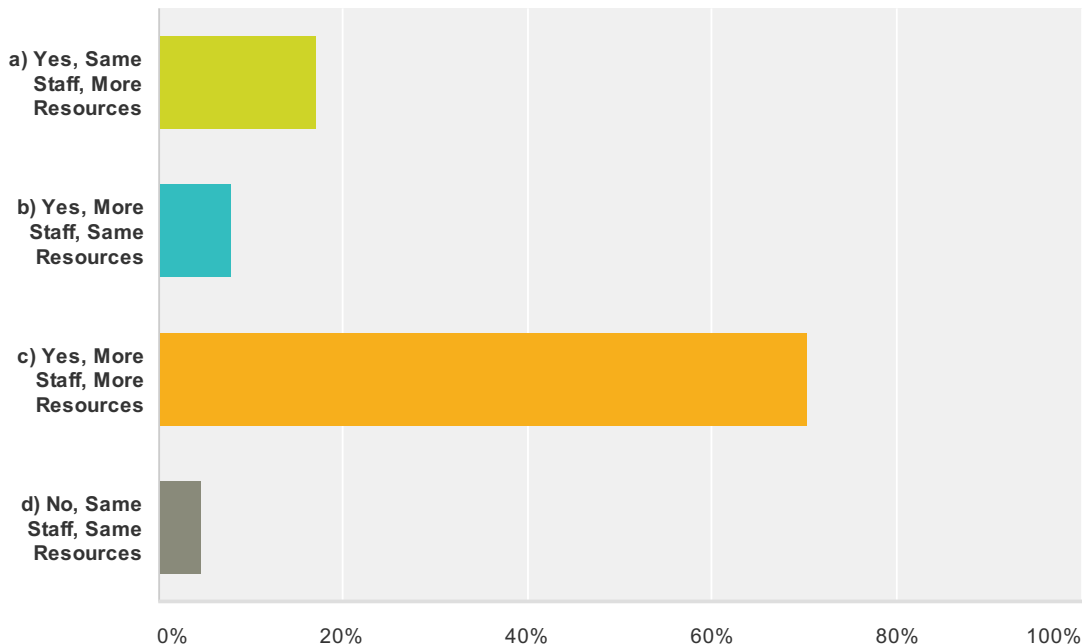
## Q16 If you have been here over 10 years, identify your reason for choosing OU for your place of employment?

Answered: 37 Skipped: 31



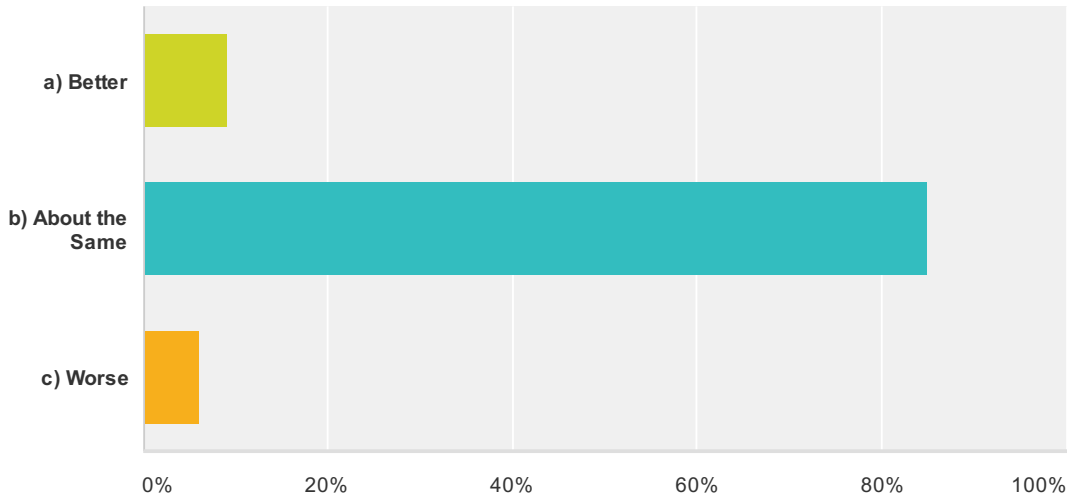
**Q17 In response to workload/resources concerns, with enrollment continuously increasing and offices still structured around a smaller student body, do you believe your area/department needs change?**

Answered: 64 Skipped: 4



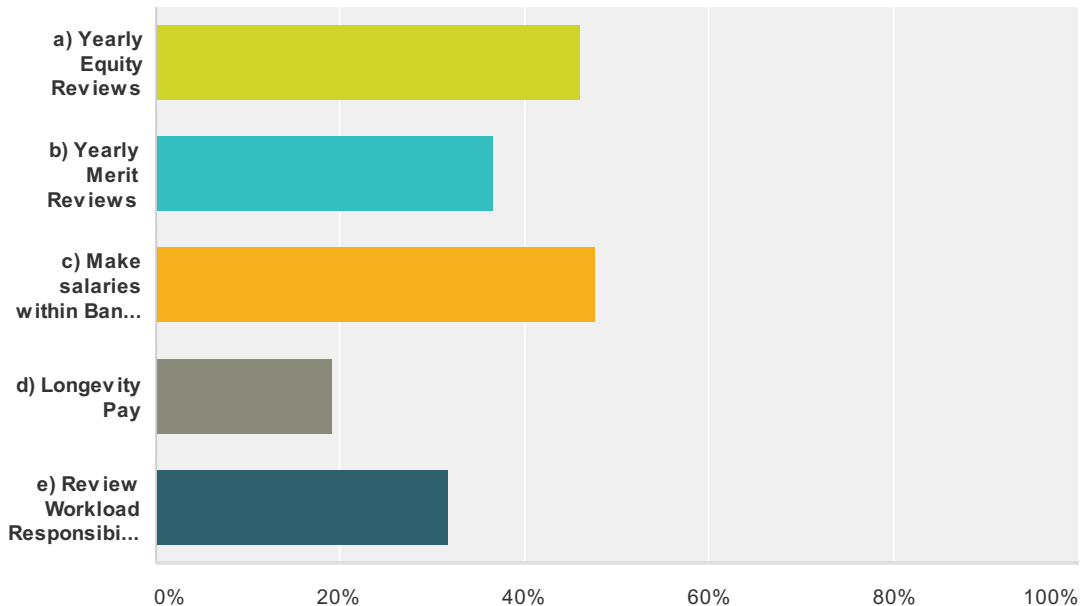
## Q18 How do the results compare with OU's last climate survey?

Answered: 33 Skipped: 35



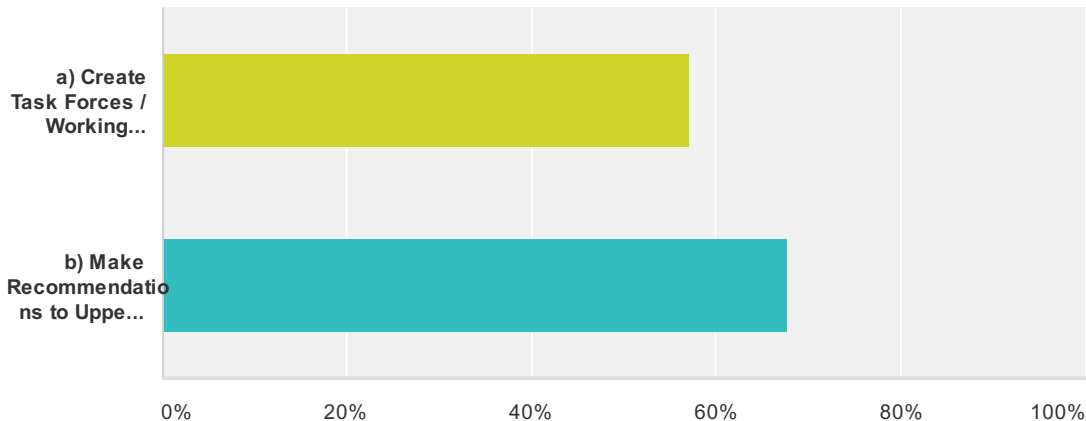
## Q19 How can we deal with pay variances from position to position while closing the gap between internal and external candidates?

Answered: 63 Skipped: 5



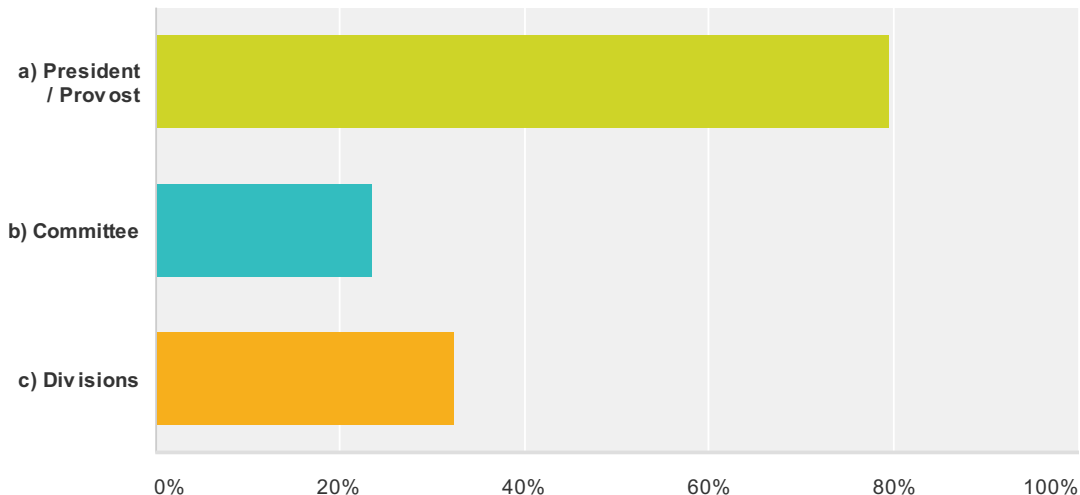
## Q20 How can we use the information in the survey to make decisions to improve the climate at OU?

Answered: 65 Skipped: 3



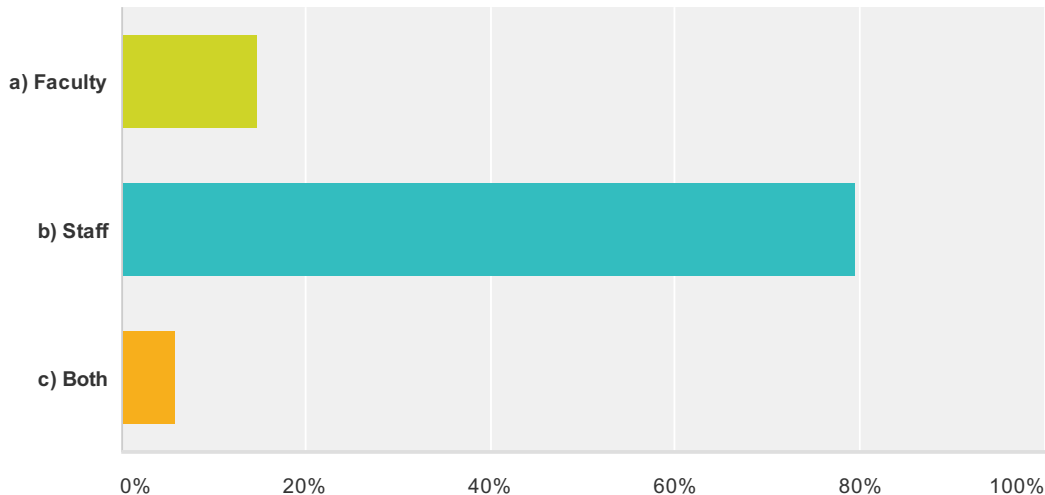
## Q21 Who should be the responsible party for carrying out change that will result in a real impact to OU's campus?

Answered: 68 Skipped: 0



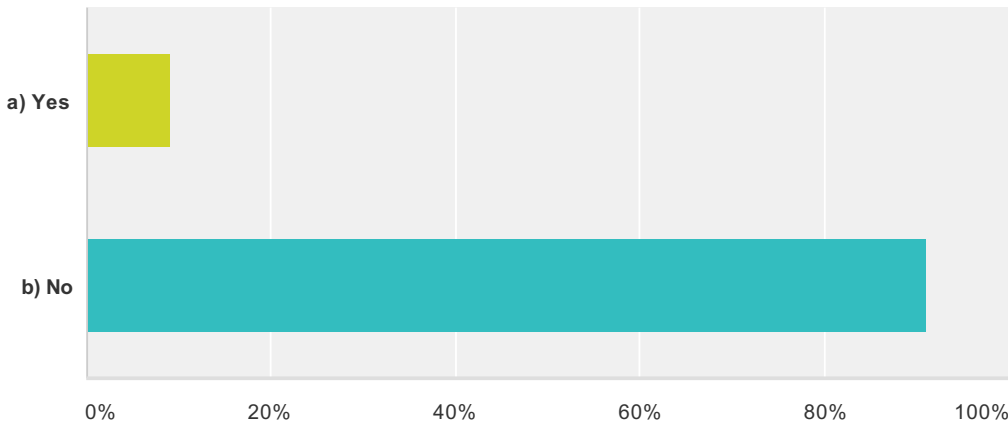
## Q22 What category do you fall under?

Answered: 68 Skipped: 0



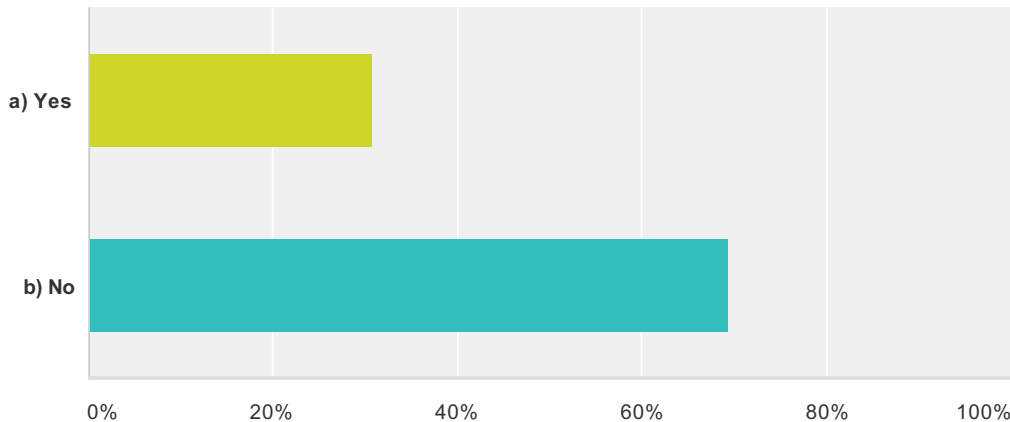
## Q23 If you had known the goals of the survey, would your responses have changed?

Answered: 66 Skipped: 2



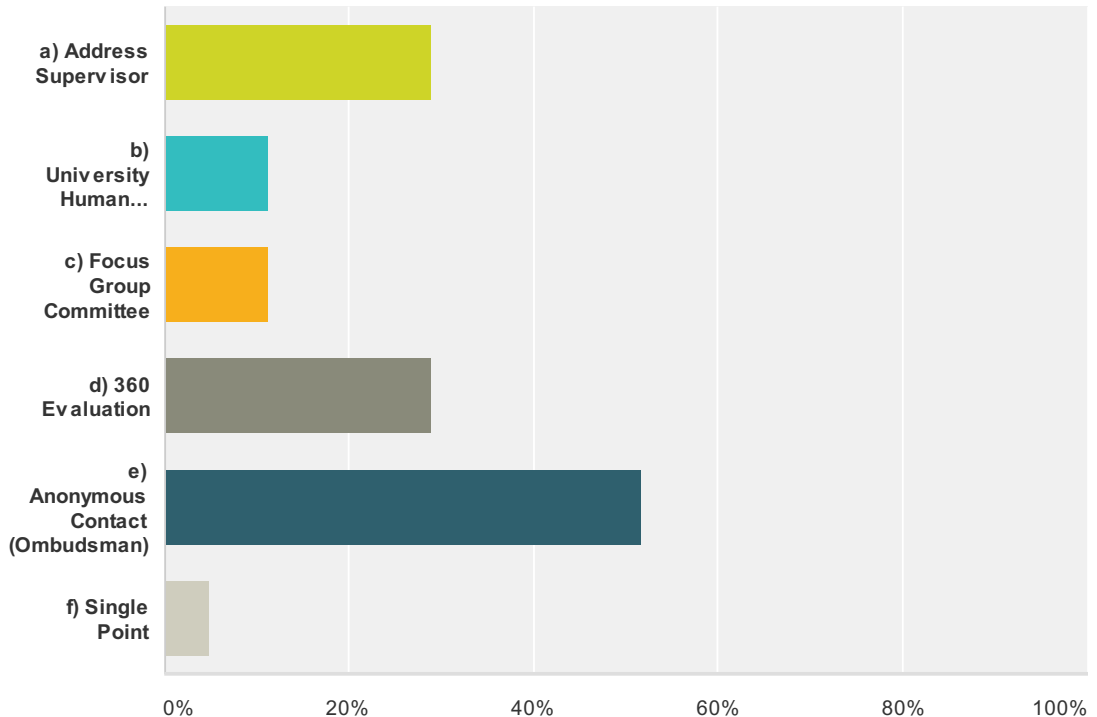
## Q24 Are you being compensated fairly for your work load?

Answered: 65 Skipped: 3



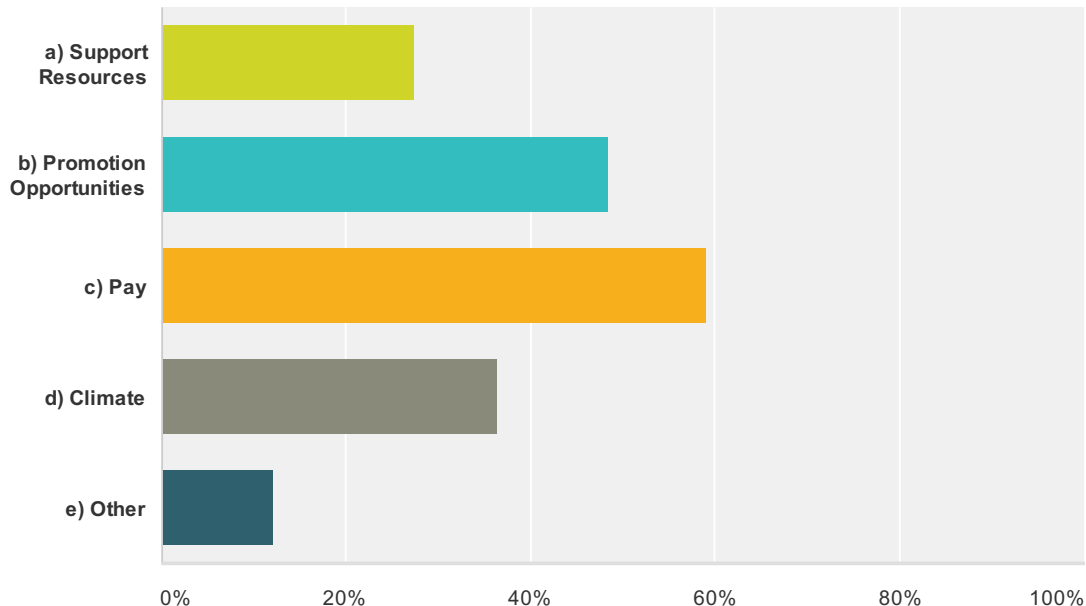
## Q25 What is the best way to address employees concerns without supervisors backlash?

Answered: 62 Skipped: 6



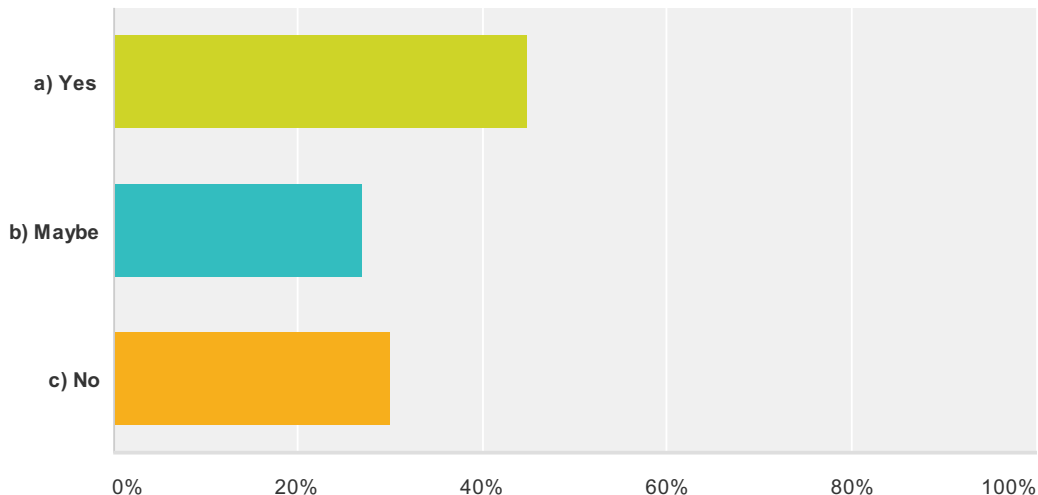
## Q26 What do you think contributes to lower satisfaction by longer employment?

Answered: 66 Skipped: 2



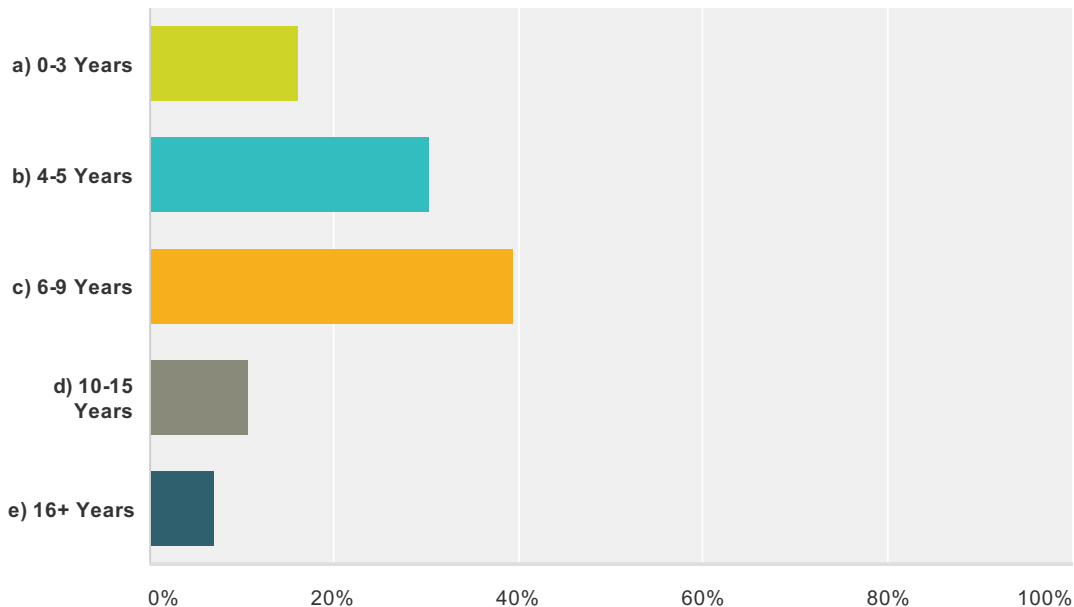
**Q27 Would you find it beneficial to start a 360 Evaluation process for all employees which would include evaluating their supervisors?**

Answered: 67 Skipped: 1



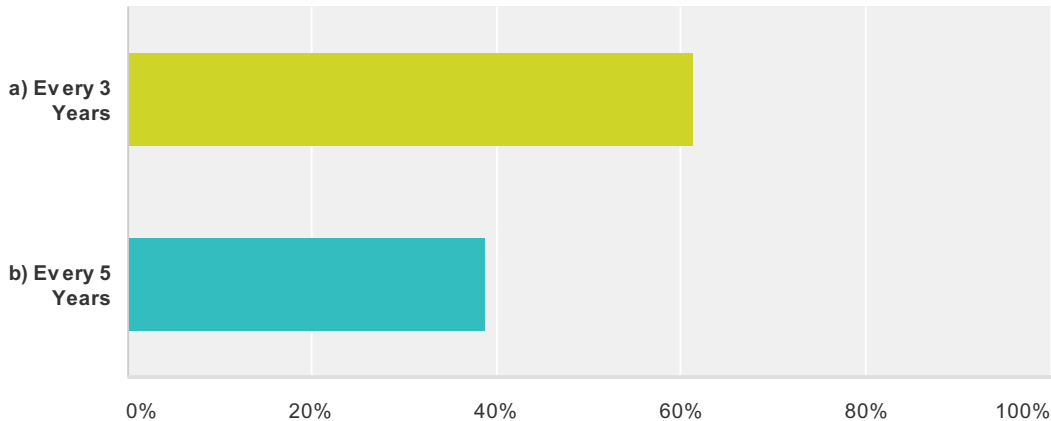
## Q28 When does satisfaction drop off?

Answered: 56 Skipped: 12



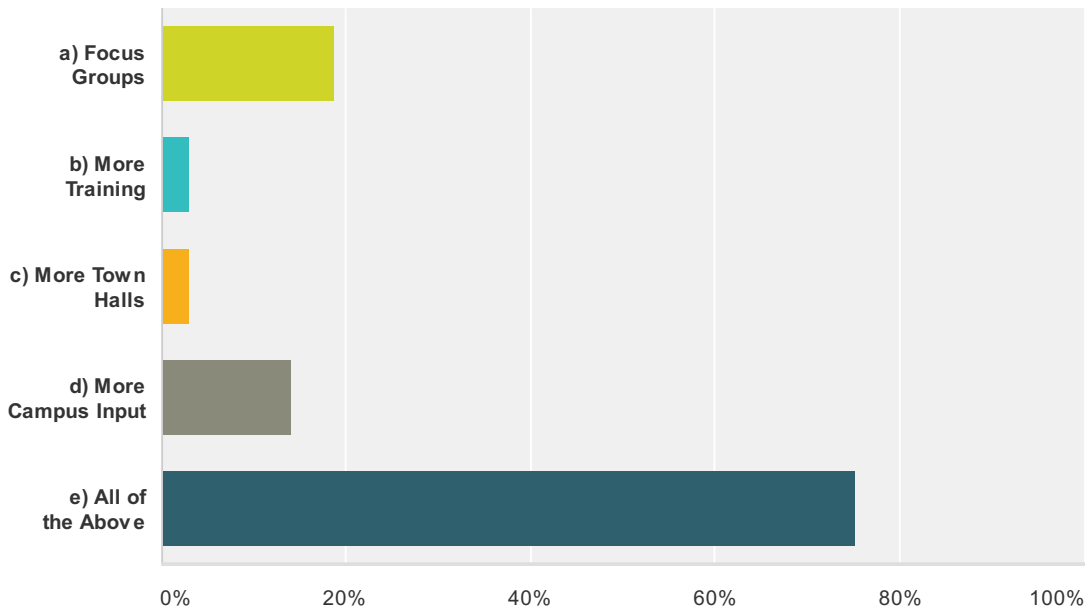
## Q29 How often should OU administer a climate survey?

Answered: 62 Skipped: 6



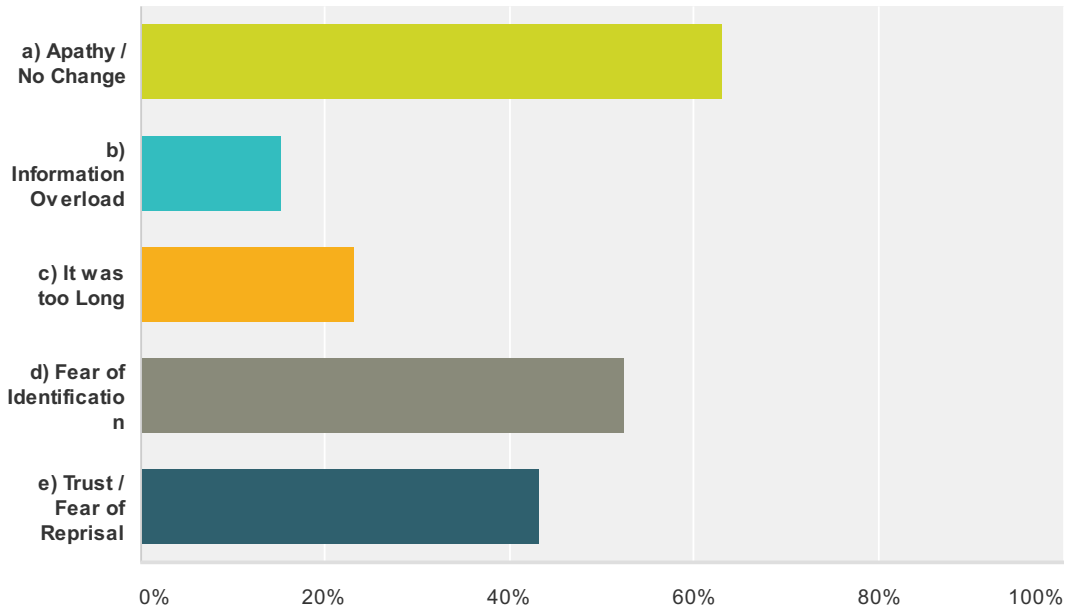
## Q30 What are the next steps?

Answered: 64 Skipped: 4



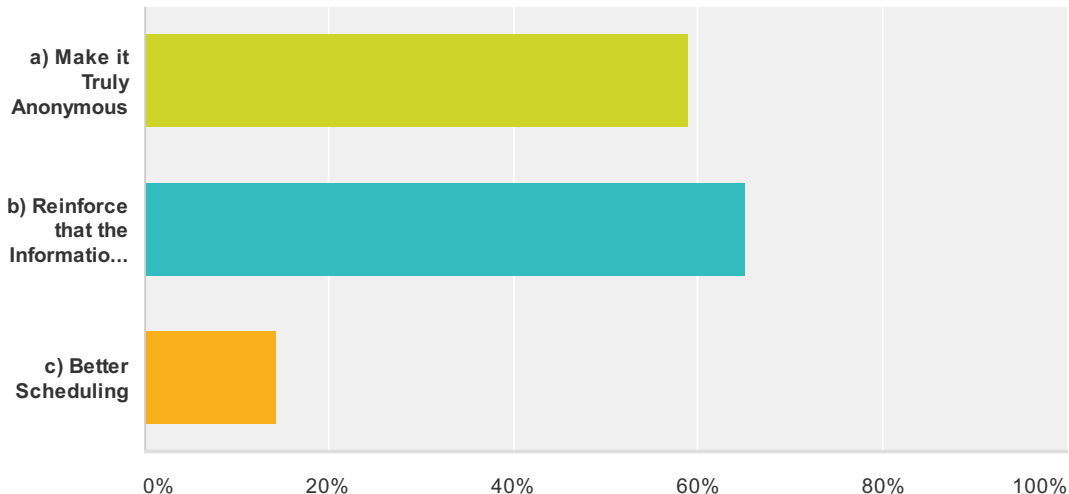
# Q31 Why didn't more people respond to the survey?

Answered: 65 Skipped: 3



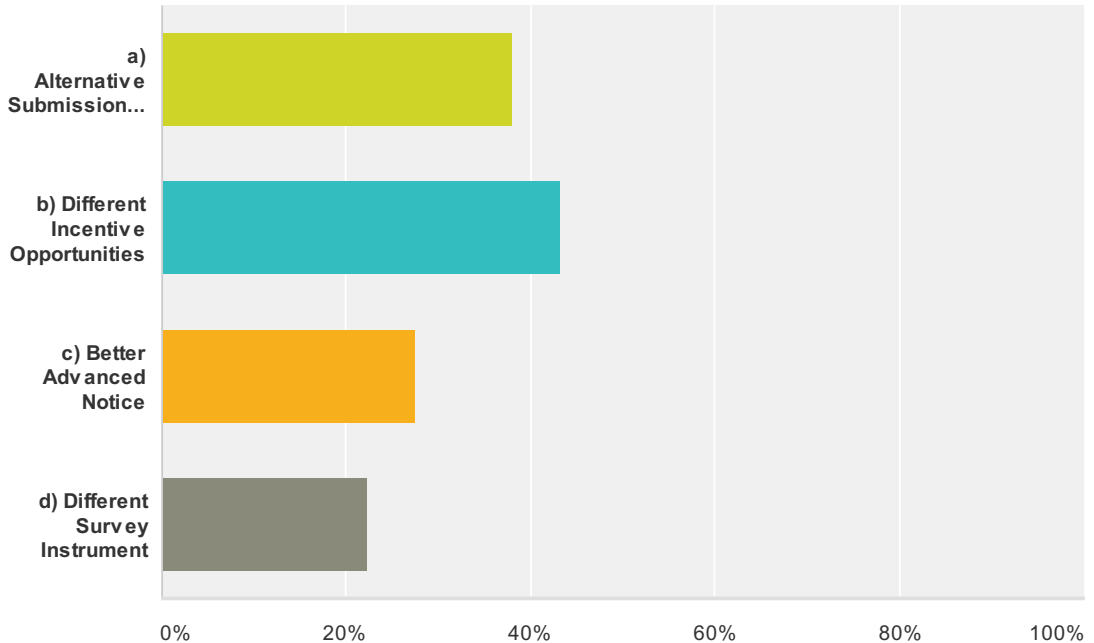
## Q32 What can the university do to make people more comfortable in taking the survey?

Answered: 63 Skipped: 5



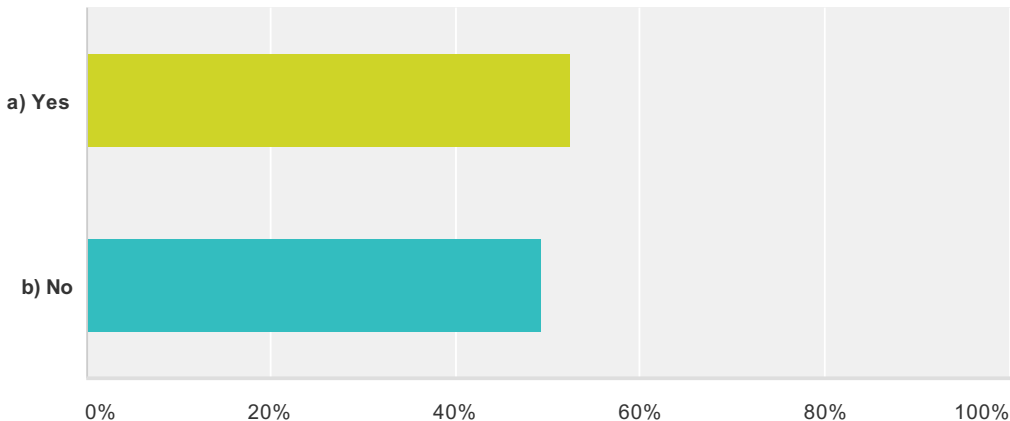
### Q33 What would encourage more participation with the survey?

Answered: 58 Skipped: 10



### Q34 Do you feel the recent leadership transition would affect the outcome of the survey if taken today?

Answered: 65 Skipped: 3



## Q35 If we did the survey today, do you think the response rate would be higher?

Answered: 61 Skipped: 7

