

Executive Summary

Survey of Hispanic/Latinos/as at The Ohio State University Winter Quarter, 2006

**A Joint Project of the
Hispanic Oversight Committee and the
Organization of Hispanic Faculty and Staff
Conducted December, 2005**

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1. Introduction

Under the leadership of the Hispanic Oversight Committee and the Organization of Hispanic Faculty and Staff, and in collaboration with the Office of the Provost Office, OSU, a Hispanic/Latinos/as Survey was conducted during Autumn Quarter of 2005.

This survey sought to understand the experiences of staff, administration and faculty as well as to document those factors that contribute to the personal and professional success of the colleagues in the Hispanic/Latino/a community. The mission of the survey included the points outlined below.

- Establish a baseline record of the experiences of Hispanic/Latinos/as faculty and staff at OSU
- Provide a candid assessment of our current position, strengths, and weaknesses
- Ascertain and examine the climate of diversity at OSU actually experienced by Hispanic Latinos/as
- Identify factors that hinder professional and personal growth of Hispanic Latinos/as at OSU
- Identify the factors, changes and resources needed to secure a productive and constructive environment that promotes the personal welfare and the professional aspirations of faculty and staff
- Assist in establishing a vision for the future of Hispanic Latinos/as faculty and staff at OSU
- Identify the changes and resources needed to secure a cultural environment that promotes the presence and contribution of the Hispanic Latinos/as at OSU

Special recognition of collaboration is extended to the Office of Admissions, OSU, for its concept in formulating the survey instrument and rendering it in electronic html format. Appreciation is also extended to *Que Pasa, OSU* for articles and for designing and distributing electronic notices regarding the survey.

The survey includes questions about demographic characteristics; experiences, climate and cultural sensitivity issues; use of, satisfaction with, and importance of various services; awareness of and involvement with diversity issues.

2. Methodology

A variety of notices advertising the survey were used. These included an e-mail poster and a reminder forwarded by *Que Pasa, OSU*. One notice was also published in the *Lantern* and, additionally, an electronic letter from Provost Barbara Snyder encouraging faculty and staff to take the survey was also sent. The survey was web-based and administered through Zoomerang.com. Two versions of the survey were prepared, one for Faculty and one for Staff-Administrators. Electronic links to the respective survey were part of the notices. The survey became available to the public on December 5, 2005 and data was collected through to December 21, 2005.

A total of 108 Faculty (66 regular, 8 clinical, 34 auxiliary) and 252 Staff-Administrators (11 Executive and Administrative, 136 Professional, 37 Clerical, 46 Para-professional and technical, 3 skilled and 19 services) received these notices. This included all personnel in the various units and campuses of the university based on data of May 31, 2005.

The response rate in each category of the survey is presented below. Categories also include the total number of visits as well as the number of partially completed surveys.

Response Rate

	Responses	Total	Percent Response	Visits / Partial
Faculty	51	108	47.2 %	90 / 5
Staff – Administration	58	252	23.0%	92 / 7

3. Demographics

Respondents were asked to identify of number of factors. This included years of employment, ethnic background, age, sex and respondent generation in USA. An additional question on educational level was also asked of staff-administrators.

The most common or modal answer in each category is presented below. Question 2 requires as many as apply to respondent, so the percentages are greater than 100%. Question 6 is omitted from the Faculty survey since a Ph. D. is required.

Demographic Data

	Staff - Administration	Faculty
Question1: Years Employed	1 – 5 (44%)	1 – 5 (31%)
Question 2: Background	South Am. (33.3%) Other (40%)	South Am (30%) Other (64 %)
Question 3: Age	36 – 45 (30%)	36 – 45 (45%)
Question 4: Sex	F (52%)	Male (64%)
Question 5: Generation in USA	First (52%)	First (64%)
Question 6: Highest Educational Level	Advanced (56%)	-----
Question 7: First Language	Spanish (74%)	Spanish (64%)
Question 8: Bilingual	Yes (80%)	Yes (78%)

4. Survey Results

A. Staff

Part 2. General Work Environment

Questions 9: How satisfied are you about each of the following aspects of your job?

This question is comprised of seven parts. The scale of the answers ranges from very satisfied, satisfied, neutral, dissatisfied, and strongly dissatisfied. Overall responses in this question seem positive. In six of the seven categories, staff selected answers of “strongly agree” and “agree” for a combined total range of 74% to 87%.

With regards to “diversity of race/ethnicity of co-workers,” the one item receiving the lowest level of satisfaction, sixteen percent of respondents reported “very satisfied,” 37% indicated being “satisfied,” and 23% noted “neutral.” Twenty five percent of respondents noted either being “dissatisfied” or “very dissatisfied” with the diversity of race/ethnicity of co-workers.

Part 3. Career Advancement

Questions 10: Do you agree with the following statements concerning your job?

This question is broken into 12 items, each addressing specific aspects of professional development and work environment. The scale of the answers ranges from strongly agree, agree, neutral, disagree and strongly disagree. In 11 of 12 items, staff selected responses of “strongly agree” and “agree” for a combined percentage ranging from 54% to 79%.

In 3 of the 12 items the selected responses of “strongly agree” and “agree” ranged from 34% to 59%. These values make negative responses noteworthy. Combined percentages of “strongly disagree” or “disagree” are noted for the following items: “Salary satisfaction” (54%); “fair distribution of work load” (23%), and “equal opportunities for advancement” (20 %).

Specifically, high percentages of “disagree” were noted for “Work load is distributed fairly across staff members” (19%) and for “I am satisfied with my salary” (40%).

Question 11: During the past twelve months, have you participated in any professional activities?

Twenty-five percent of staff respondents reported having participated in professional activities “five” or “more than five times” over the past twelve months. A total of forty-two percent of staff respondents reported having participated in professional activities “two” to “four” times over the past twelve months. Twenty-seven percent of respondents reported no participation in any professional activities over the past twelve months.

Part 4. University Culture and Hispanics

Questions 12: Do you agree with the following statements on diversity at OSU?

This question is comprised of 14 items. There is a wide range of responses regarding diversity at OSU. For items 1-6 answers of “strongly agree” and “agree” range from 45% to 51%. For items 7 – 13, the response of “strongly agree” and “agree” range from 56% to 93%.

The highest percentages are seen in the “need to have cultural and educational events specific to Hispanics,” (93%); “I am comfortable being in situations where I am the only person of my ethnic/racial group,” (89%); and, the belief that “Hispanic related events programs contribute to OSU’s goal of building a diverse community,” (81%).

Double digit negative response of “strongly disagree“ and “disagree” range from 16% to 28%. For item 14 (i.e., “I have often attended or participated in diversity related programs on campus this year”), 28% of respondents endorsed “disagree” and “strongly disagree.” The second most negative responses (27%) were given to the item: “Staff members from different backgrounds interact on a regular basis.” To the aforementioned item, 23% endorsed a “neutral” response. The third most negative responses (25%) were given to the item: “I feel non-majority staff members have opportunities for career advancement.” Thirty percent of respondents endorsed “neutral” this last item.

Questions 13: Do you agree with the following statements regarding OSU-sponsored activities?

This question is divided into three parts: Part one is about the unit, two is about OSU efforts in relations, and three is about OSU promoting Hispanic culture. Respondents negatively endorsed most items in this question, especially if “neutral,” “disagree,” and “strongly disagree” response are combined.

With regards to units providing activities that are appreciated, 27% of staff respondents reported “strongly agree” and “agree;” 35% reported “neutral;” and 38% reported “disagree” or “strongly disagree.”

OSU’s efforts in improving relations between people of different racial/ethnic backgrounds seem little appreciated. Most staff reported “neutral” (36%); 35% of staff reported “strongly agree” and “agree;” and, a smaller number, 29%, reported “disagree” or “strongly disagree.”

OSU’s efforts in promoting programs and activities of Hispanic culture also seem little appreciated. Most staff, 41%, endorsed “strongly agree” and “agree;” 29% endorsed “neutral;” and 30% endorsed “disagree” or “strongly disagree.”

Part 5. Greater Columbus Area Atmosphere and Hispanics/Latinos

Question 16: Do you agree with the following statements about life in and around the Columbus community

This question was comprised of six parts. Only one item netted positive responses over 50%. Sixty percent of staff respondents “strongly agree” or “agree” with the following item: “Overall my experience outside of OSU has been a rewarding one.”

Much smaller values were recorded for “strongly agree“ and “agree” in the other five items. The lowest response of 17% was observed for the item “the opinions of people from my ethnic group are treated as important as those of the majority.” Only 33% “feel comfortable in town with others of different racial/ethnic background.” For these two items, “neutral, “strongly disagree,“ and “disagree” combined responses were 83% and 67%, respectively.

Part 6. Respondent Recommendations

Questions 14: Please tell us what you think OHFS and HOC could do to develop the community of Hispanics at OSU.

Multiple choices of answers were possible for the items in this question and response rates exceed hundred percent. The following is a list of staff suggestions exceeding 30% selection.

82%	Cultural Activities
60%	Lectures
51%	Socials
49%	Recruiting
49%	Leadership Development
49%	Dance and Music Performances
42%	Discussions on specific topics
40%	Receptions
36%	Professional Consultation Services
35%	Movies
35%	Town Hall Meetings

Questions 15: Please tell us what you think OSU could do differently to improve your experience on campus.

Edited responses are provided in this category below. A total of 23 responses were noted. Some items are mentioned only once for summary purposes.

1. Program seminars, workshops, lectures, linked to Latino Communities and their cultural background
2. Provide more career development and mentoring
3. OSU could actually do what it says it is going to do...re: commitment to diversity.
4. Increase recognition for value of services provided
5. Improving pay and benefits for post-doctoral fellows
6. Make OHFS and HOC minutes available
7. Diversity education for all employees
8. Develop succession planning processes and make managers accountable for their implementation
9. Better allocation of resources among minority staff
10. Develop specific recruitment and retention practices for Hispanic staff
11. Hiring of minorities at all levels
12. Utilize multicultural skills, knowledge of Hispanics
13. Administration-hosted welcome activities for Hispanic/Latino/a faculty and staff
14. Provided support to Latino/a international community, including their families

B. Faculty

Part 2. General Work Environment

Questions 8: How satisfied are you about each of the following aspects of your job?

This question is comprised of seven parts. Overall responses in this question seem positive. In five of the seven categories, faculty selected answers of “strongly agree” and “agree” for a combined total range of 92% to 60%.

Noteworthy exceptions to high percentages of positive responses were seen in two parts. The response was only 55% for “job security.” Also, “satisfaction with diversity of race/ethnicity of co-workers” was lower at 40 % for “strongly agree” and “agree” while it was 28 % for “strongly disagree” and “disagree.”

Part 3. Career Advancement

Questions 9: Do you agree with the following statements concerning your job?

This question is broken into 11 parts, each addressing specific aspects of professional development and work environment. The scale of the answers ranges from strongly agree, agree, neutral, disagree and strongly disagree. In 8 of 11 parts, faculty selected responses “strongly agree” and “agree” for a combined percentage ranging from 60% to 70%.

In 3 of 11 parts the selected responses of “strongly agree” and “agree” ranged from 44% to 54%. These values make negative responses noteworthy. Combined answers of “strongly disagree” or “disagree” are noted for “salary satisfaction” (36%), lack of “guidance from supervisor” (21%), and lack of positive experience in “promotion and tenure reviews” (10 %).

Specifically, high percentages of “disagree” were noted for “I feel supported when trying to balance career demands” (22%) and for “salary satisfaction” (24%).

Question 10: During the past twelve months, have you participated in any professional activities?

Most faculty respondents participate in professional activities “more than five times” (35%). Participation four times or twice came in at 18% and 16%, respectively.

Part 4. University Culture and Hispanics

Questions 11: Do you agree with the following statements about diversity at OSU?

This question is comprised of 15 parts. Responses are polarized for these items. For items 1-6 answers of “strongly agree” and “agree” range from 40% to 57%. For items 7 – 15, the response of “strongly agree” and “agree” range from 63% to 86%.

The highest percentages are seen in the “need to have cultural and educational events specific to Hispanics,” (86%); the belief that “Hispanic related events programs contribute to OSU’s goal of building a diverse community,” (79%); and “I am comfortable being in situations where I am the only person of my ethnic/racial group,” (75%).

Double digit negative response of “strongly disagree “ and “disagree” range from 13% to 39%. The most negative responses were given to the item “I have often attended or participated in diversity related programs.” Responses were 39% “strongly disagree“ and “disagree” and 24% “neutral.”

The second most negative responses were for the item “faculty members of different backgrounds interact on a regular basis.” Responses were 27% “strongly disagree” and “disagree” and 40% “neutral.”

Questions 12: Do you agree with the following statements regarding OSU-sponsored activities?

This question is divided into three parts, one about the unit, one about OSU efforts in relations, and one about OSU promoting Hispanic culture. Respondents seem to be negative in all areas, especially if “neutral,” “disagree” and “strongly disagree” response are combined.

With regards to units providing activities that are appreciated, few faculty “strongly agree” and “agree” (39%), are “neutral” (44%), and “disagree” or “strongly disagree” (25 %).

OSU’s efforts in improving relations between people of different racial/ethnic backgrounds seem little appreciated. Most faculty are “neutral” (44%), some faculty “strongly agree” and “agree” (31%), and a smaller number “disagree” or “strongly disagree” (16 %).

OSU’s efforts in promoting programs and activities of Hispanic culture also seem little appreciated. Most faculty “strongly agree” and “agree” (44%), an equal number with those who are “neutral” (42%), and a smaller number “disagree” or “strongly disagree” (15 %).

Part 5. Greater Columbus Area Atmosphere and Hispanics/Latinos

Question 15: Do you agree with the following statements about life in and around the Columbus community

This question was comprised of six parts. Only two items netted responses of “strongly agree” and “agree.” The combined values of 59% for “hospitable and friendly” and 60% for “rewarding experience.”

Much smaller values were recorded for “strongly agree” and “agree” in the other four items. The lowest response of 23% was observed for the item “the opinions of people from my ethnic group are treated as important as those of the majority.” Only 34% “feel comfortable in town with others of different racial/ethnic background.” For these two items, “neutral,” “strongly disagree” and “disagree” responses were 87% and 30%, respectively.

Part 6. Respondent Recommendations

Questions 13: Please tell us what you think OHFS and HOC could do to develop the community of Hispanics at OSU.

Multiple choices of answers were possible for the items in this question and response rates exceed hundred percent. The following is a list of suggestions exceeding 30% selection.

- 66% recruiting
- 53% lectures
- 53% cultural activities
- 43% leadership development
- 40% discussions on specific topics
- 38% movies
- 46% socials
- 32% clubs
- 32% cultural performances

Questions 14: Please tell us what you think OSU could do differently to improve your experience on campus.

Edited responses are provided in this category below.

15. need publication with relations between campus and local communities
16. opportunities for faculty to develop interdisciplinary projects related to Latino issues
17. better understanding of different governance in the colleges.
18. few women in some fields
19. address issues of minority women, especially when it comes to male dominated fields.
20. more communal spaces for undergrads and faculty. The union is not appealing, and the Faculty Club requires a paid membership.
21. increase Latino activities supported by the university: greater Latino presence in the presidents diversity lectures
22. establish a campaign to fight the stereotype attached to Hispanics (dishonest, lazy, corrupt, "vivos", etc)
23. increase faculty retention efforts and place further value on "basic" research
24. help organize activities on other OSU campuses.
25. To have funds to support research for new minority faculty
26. More communication from various OSU departments instead of individual organizations
27. recruit, hire, promote capable Latinos
28. organize an agenda for change and equity in the climate for and involvement of Latino/as that is not based solely on numbers.
29. recruit high-quality students that are not so discriminatory.
30. OSU needs to go beyond good intentions

5. Appendix

A. Letter of Support for Survey



EXECUTIVE VICE PRESIDENT AND PROVOST

November 22, 2005

Dear Latino/Latina members of OSU:

The Ohio State University is an internationally respected leader in higher education. We take special pride in the visibility and accomplishments of our faculty, in the increasingly well-prepared students that we are able to attract and retain, and in our commitment to nurturing a diverse and welcoming atmosphere.

In order to get to the next level of excellence, we must continue to foster a productive environment where faculty, administrators, and staff are able to contribute in meaningful ways to our collective efforts and success.

This is why I am requesting your participation in the Hispanic Faculty and Staff Survey, which has been developed by the Hispanic Oversight Committee and The Organization of Hispanic Faculty and Staff to help us understand how we may better meet the needs of Hispanic/Latino(a) colleagues at our university.

The primary goals of the survey are to:

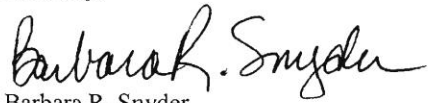
- Establish a baseline record of the experiences of Hispanic/Latinos/as faculty and staff at OSU;
- Provide a candid assessment of our current position, strengths, and weaknesses;
- Ascertain and examine the climate of diversity at OSU as experienced by Hispanics and Latinos/as;
- Identify factors that hinder professional and personal growth of Hispanics and Latinos/as at OSU;
- Identify the factors, changes, and resources needed to enhance the personal welfare and the professional aspirations of faculty and staff;
- Assist in establishing a vision for the future of Hispanic/Latino/a faculty and staff at OSU; and
- Identify the changes and resources needed to promote an environment that celebrates the presence and contributions of the Hispanics and Latinos/as at OSU.

The Ohio State University
Office of Academic Affairs • 203 Bricker Hall • 190 North Oval Mall • Columbus, OH 43210-1358
Phone: (614) 292-5881 • Fax: (614) 292-3658

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You will shortly receive an email with links to the web-based survey. I urge you to take a moment to complete it. Your participation is crucial and will guide us in addressing issues of importance to the Hispanic/Latino(a) community.

Sincerely,

A handwritten signature in black ink that reads "Barbara R. Snyder". The signature is written in a cursive, flowing style.

Barbara R. Snyder
Executive Vice President and Provost

B. Survey Results for Staff

1. Years employed at OSU:

less than 1	10	18%
1 – 5	25	44%
6 – 10	9	16%
11 – 20	9	16%
21 or more	4	7%

2. What is your background? (Check as many as apply.)

American of Cuban descent	1	2%
American of Mexican descent	9	16%
American of Puerto Rican descent	7	12%
Central American (please specify country below)	3	5%
South American (please specify country below)	19	33%
Mexican	10	18%
Caribbean (please specify country below)	4	7%
European Hispanic (please specify country below)	3	5%
American Indian	1	2%
Asian	0	0%
Black	0	0%
White	5	9%
other (please specify)	23	40%

3. Age:

18 - 25	3	5%
26 - 35	15	26%
36 - 45	17	30%
46 - 55	15	26%
55 or more	7	12%

4. Sex:

female	29	52%
male	27	48%

5. Which best describes you?

1st generation American (You were born in another country.) 27 52%

2nd generation American (You were born in the U.S., either parent was born abroad.)

15 29%

3rd generation American (You were born in the U.S., both parents were born in the U.S. and all grandparents were born abroad.)

5 10%

4th generation American (You were born in the U.S.; at least one grandparent was born abroad and everyone else was born in the U.S.)

5 10%

6. Select the highest level of education you have completed.

below grade 8	0	0%
some high school beyond grade 8	0	0%
high school graduate	1	2%
some college	15	26%
college graduate (B.S., B.A.)	6	11%
some graduate school	3	5%
advanced degree (M.A., M.S., M.D., Ph.D.)	32	56%

7. What is the first language you spoke?

Spanish	42	74%
English	12	21%
other (please specify)	3	5%

8. Are you bilingual?

Yes	45	80%
No	11	20%

9. How satisfied are you about each of the following aspects of your job?

	<i>very satisfied</i>	<i>satisfied</i>	<i>neutral</i>	<i>dissatisfied</i>	<i>very dissatisfied</i>
1. friendliness and cooperation of co-workers	40%	46%	5%	7%	2%
2. adequacy of support received from colleagues	39%	39%	18%	4%	2%
3. flexibility of work hours	54%	33%	7%	4%	2%
4. statements of or treatment by staff, students, and/or patients.	25%	53%	16%	5%	2%
5. job security	32%	49%	12%	5%	2%
6. work load	21%	53%	7%	14%	5%
7. diversity of race/ethnicity of co-workers	16%	37%	23%	18%	7%

10. Do you agree with the following statements concerning your job?

	<i>strongly agree</i>	<i>agree</i>	<i>neutral</i>	<i>disagree</i>	<i>strongly disagree</i>
1. Work load is distributed fairly across staff members.	25%	32%	21%	19%	4%
2. I feel supported when trying to balance work requirements and life issues.	34%	38%	16%	11%	2%
3. I get information/support I need to do my job.	30%	45%	14%	9%	2%
4. I receive positive feedback when I have done my job well.	35%	35%	14%	11%	5%
5. My supervisor and I discuss what is specifically expected of me in my job.	34%	43%	9%	11%	4%
6. I am provided with adequate resources to do my job.	32%	44%	14%	11%	0%
7. Compared to other colleagues, I have equal opportunities for advancement.	25%	29%	27%	11%	9%
8. I feel my unit appreciates me.	38%	41%	14%	4%	%
9. I am satisfied with my salary.	9%	25%	12%	40%	14%
10. My supervisor clearly tells me about my weaknesses, strengths and ways to improve.	21%	43%	20%	13%	4%
11. My reviews have been positive and constructive.	37%	39%	19%	2%	4%
12. I am provided with opportunities to communicate my ideas and concerns to my supervisor.	46%	30%	14%	7%	4%

11. During the past twelve months, have you participated in any professional activities?

no	15	27%
yes, once	4	7%
yes, twice	10	18%
yes, three times	11	20%
yes, four times	2	4%
yes, five times	1	2%
yes, more than five times	13	23%

12. Do you agree with the following statements on diversity at OSU?

<i>strongly agree</i>	<i>agree</i>	<i>neutral</i>	<i>disagree</i>	<i>strongly disagree</i>
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- | | | | | | |
|---|-----|-----|-----|-----|----|
| 1. OSU creates an overall positive environment for all staff. | 14% | 37% | 23% | 26% | 0% |
| 2. Staff members from different backgrounds interact on a regular basis. | 18% | 32% | 23% | 23% | 4% |
| 3. The university administration is committed to increasing diversity within my unit. | 5% | 35% | 37% | 19% | 4% |
| 4. My department/unit is committed to increasing diversity within the unit. | 11% | 35% | 39% | 9% | 7% |
| 5. Generally, I feel non-majority staff members have opportunities for career advancement within my unit. | 11% | 34% | 30% | 21% | 4% |
| 6. The contributions of my ethnic group are appreciated and valued at OSU. | 14% | 32% | 33% | 18% | 4% |
| 7. Members of my own gender are respected at OSU. | 25% | 54% | 13% | 7% | 2% |
| 8. Staff members are respectful of the cultural identities of colleagues. | 18% | 45% | 16% | 20% | 2% |
| 9. Discrimination against my ethnic group is not a problem at OSU. | 21% | 35% | 19% | 19% | 5% |
| 10. The opinions of members of my ethnic group are equally important as those of the majority group. | 23% | 42% | 18% | 12% | 5% |
| 11. I am comfortable being in situations where I am the only person of my racial/ethnic group. | 35% | 54% | 2% | 7% | 2% |
| 12. I believe that Hispanic related programs contribute to OSU's goal of building a diverse community. | 39% | 42% | 16% | 4% | 0% |
| 13. It is important to have cultural and educational events specific to the Hispanic community. | 52% | 41% | 5% | 2% | 0% |
| 14. I have often attended or participated in diversity related programs on campus this year. | 16% | 30% | 26% | 23% | 5% |

13. Do you agree about the following statements regarding OSU sponsored activities?

	strongly agree	agree	neutral	disagree	strongly disagree
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- | | | | | | |
|---|----|-----|-----|-----|----|
| 1. My unit/department provides all social activities I desire. | 5% | 22% | 35% | 29% | 9% |
| 2. I am satisfied with efforts made by OSU to improve relations and understanding between people of different racial/ethnic backgrounds. | 5% | 30% | 36% | 20% | 9% |
| 3. I am satisfied with efforts by OSU in providing programs and activities promoting multicultural understanding of Hispanic interests and culture. | | | | | |

7% 34% 29% 21% 9%

14. Please tell us what you think OHFS and HOC could do to develop the community of Hispanics at OSU. (Choose all that apply.)

Movies	19	35%
Dance and music performances	27	49%
Lectures	33	60%
Cultural activities	45	82%
Socials	28	51%
Town hall meetings	19	35%
Receptions	22	40%
Recruiting	27	49%
Discussion groups on specific topics	23	42%
Professional consultation services	20	36%
Professional clubs groups	12	22%
Leadership development	27	49%
Special interest clubs	16	29%
other (please specify)	4	7%

15. Please tell us what you think OSU could do differently to improve your experience on campus.

1. Program seminars, workshops, lectures, linked to Latino Communities and their cultural background.
2. Provide more career development and mentoring
3. OSU could actually do what it says it is going to do. I feel the university likes to announce its plans in a big way (be it commitment to diversity or other things) but then does not deliver. I would like less announcements (no more letters to my home, please) and more real stuff.
4. More recognition for value of services provided; opportunities for job enhancement and advancement; better pay.
5. As a post-doctoral researcher I think the university could improve our employment situation by offering better benefits. We are staff who have no paid vacation.
6. Many times I can't make the OHFS or HOC meetings and events. I would like to get meeting minutes or some kind of summary of what was discussed or what took place.
7. diversity education for all employees..
8. More career development opportunities should be provided to Hispanics.
9. There is a need for university leadership to develop succession planning processes and make managers accountable for the implementation of those plans.
10. Hispanics should get more recognition at this university by way of better allocation of resources among all minorities not just a few groups.
11. Access and opportunities should be provided to Hispanics by way of specific recruitment and retention practices. We are not asking for hand-outs but the opportunity to compete as any other group. Only when university and college/VP leadership are held accountable for their actions in the diversity arena will this university be a welcoming environment top Hispanics.
12. Make sure that OSU is hiring minorities on all levels, not just at the lowest job levels to pump their numbers.
13. Look at the professional opportunities available to Hispanics
14. So far my experience at OSU has been very positive.
15. Take advantage of my cultural background and skills even more.

16. Be more understanding that not all people in this world came from well rounded families and expand the abilities for these people who may have sub-par GPAs to continue their education. It is a desire to learn that is most important, not the marks they received learning how to cope with the changes in their life they made in order to become more educated.

17. OSU should be more proactive in outreach to Latinos: hiring, development and promotion of Latinos

18. Have a Fall quarter welcome for Hispanic faculty and staff that is hosted by the President and Provost's Office

19. Increase the amount of Hispanic Students at OSU.

20. here at OARDC we need more support to all international students faculty and families regarding transportation, social

activities, support group, there is nothing to international people to interact

21. I would have management go to diversity program classes in order for them to understand other cultures. Maybe these classes will help them stop making discrimination comments.

16. Do you agree with the following statements about life in and around the Columbus community?

	<i>strongly agree</i>	<i>agree</i>	<i>neutral</i>	<i>disagree</i>	<i>strongly disagree</i>
1. Members of my ethnic group are well received within the Columbus community.	7%	30%	35%	26%	2%
2. Columbus provides me and my family the necessary support, network and culturally based resources we need.	7%	33%	33%	22%	4%
3. In the Columbus community, the opinions of people from my ethnic group are treated as important as those of the majority.	6%	11%	34%	43%	6%
4. Overall my experience outside OSU has been a rewarding one.	13%	47%	25%	11%	4%
5. Franklin and surrounding counties are hospitable and friendly communities.	9%	37%	43%	7%	4%
6. In town, people are comfortable with others whose race/ethnicity is different from their own.	4%	29%	42%	19%	6%

C. Survey Results for Faculty

1. Years employed at OSU:

less than 1	9	18%
1 – 5	15	31%
6 – 10	11	22%
11 – 20	10	20%
21 or more	4	8%

2. What is your background? (Check as many as apply.)

American of Cuban descent	1	2%
American of Mexican descent	7	14%
American of Puerto Rican descent	4	8%
Central American (please specify country below)	9	18%
South American (please specify country below)	15	30%
Mexican	5	10%
Caribbean (please specify country below)	2	4%
European Hispanic (please specify country below)	6	12%
American Indian	2	4%
Asian	0	0%
Black	0	0%
White	2	4%
other (please specify)	32	64%

3. Age:

18 - 25	2	4%
26 - 35	8	16%
36 - 45	22	45%
46 - 55	11	22%
55 or more	6	12%
	49	100%

4. Sex:

female	18	36%
male	32	64%

5. Which best describes you?

1st generation American (You were born in another country.)	29	64%
2nd generation American (You were born in the U.S., either parent was born abroad.)	7	16%
3rd generation American (You were born in the U.S., both		

parents were born in the U.S. and all grandparents were born abroad.)	6	13%
4th generation American (You were born in the U.S.; at least one grandparent was born abroad and everyone else was born in the U.S.)	3	7%
	45	100%

6. What is the first language you spoke?

Spanish	36	72%
English	11	22%
other (please specify)	3	6%

7. Are you bilingual?

Yes	39	78%
No	11	22%

8. How satisfied are you about each of the following aspects of your job?

	<i>very satisfied</i>	<i>satisfied</i>	<i>neutral</i>	<i>dissatisfied</i>	<i>very dissatisfied</i>
1. friendliness and cooperation of co workers	38%	44%	4%	12%	2%
2. adequacy of support received from colleagues	28%	48%	14%	8%	2%
3. flexibility of work hours	64%	28%	2%	4%	2%
4. statements of or treatment by staff, students, and/or patients	34%	52%	6%	8%	0%
5. job security	35%	20%	35%	6%	4%
6. work load being distributed fairly across faculty members	28%	32%	24%	10%	6%
7. diversity of race/ethnicity of coworkers	22%	18%	32%	16%	12%

9. Do you agree with the following statements concerning your job?

	<i>strongly agree</i>	<i>agree</i>	<i>neutral</i>	<i>disagree</i>	<i>strongly disagree</i>
1. I feel supported when trying to balance career requirements and personal/life issues.	31%	35%	10%	22%	2%
2. I get information/support/mentorship I need to do my job.	34%	32%	22%	12%	0%

3. I receive positive feedback from my annual evaluations.	31%	29%	29%	8%	2%
4. My chair and I discuss what is specifically expected of me in my job.	28%	42%	12%	12%	6%
5. I am provided with adequate resources to do my job.	24%	44%	14%	14%	4%
6. Compared to other colleagues, I have equal opportunities for advancement.	27%	33%	27%	10%	2%
7. I feel my unit/department appreciates me.	32%	36%	16%	8%	8%
8. I am satisfied with my salary.	18%	26%	20%	24%	12%
9. My supervisor clearly tells me about my weaknesses, strengths and ways to improve.	19%	34%	26%	15%	6%
10. My promotion or promotion and tenure reviews have been positive and constructive.	33%	21%	35%	6%	4%
11. I am provided with opportunities to communicate my ideas and concerns to my supervisor.	33%	37%	18%	12%	0%

10. During the past twelve months, have you participated in any professional activities?

no	3	6%
yes, once	6	12%
yes, twice	8	16%
yes, three times	4	8%
yes, four times	9	18%
yes, five times	2	4%
yes, more than five times	17	35%

11. Do you agree with the following statements on diversity at OSU?

	<i>strongly agree</i>	<i>agree</i>	<i>neutral</i>	<i>disagree</i>	<i>strongly disagree</i>
1. OSU creates an overall positive environment for all staff.	8%	42%	38%	13%	0%
2. Faculty members from different backgrounds interact on a regular basis.	15%	27%	31%	27%	0%
3. The university administration is committed to increasing diversity within my unit.	13%	28%	40%	19%	0%
4. My department/unit is committed to increasing diversity within the unit.					

	23%	31%	29%	17%	0%
5. Generally, I feel non-majority staff members have opportunities for career advancement within my unit.	17%	40%	38%	4%	2%
6. The contributions of my ethnic group are appreciated and valued at OSU.	15%	25%	42%	17%	2%
7. Members of my own gender are respected at OSU.	29%	38%	23%	6%	4%
8. In my unit, faculty members are respectful of the cultural identities of colleagues.	25%	38%	29%	8%	0%
9. Discrimination against my ethnic group is not a problem at OSU.	27%	31%	27%	13%	2%
10. Members of my own gender are respected at OSU.	30%	40%	21%	4%	4%
11. The opinions of members of my ethnic group are equally as less important as those of the majority group.	8%	18%	56%	15%	3%
12. I am comfortable being in situations where I am the only person of my racial/ethnic group.	42%	33%	13%	13%	0%
13. I believe that Hispanic related programs contribute to OSU's goal of building a diverse community.	50%	29%	17%	2%	2%
14. It is important to have cultural and educational events specific to the Hispanic community.	42%	44%	10%	2%	12%
15. I have often attended or participated in diversity related programs on campus this year.	7%	30%	24%	24%	15%

12. Do you agree about the following statements regarding OSU sponsored activities?

	<i>strongly agree</i>	<i>agree</i>	<i>neutral</i>	<i>disagree</i>	<i>strongly disagree</i>
1. My unit/department provides all social activities I desire.	6%	25%	44%	19%	6%
2. I am satisfied with efforts made by OSU to improve relations and understanding between people of different racial/ethnic backgrounds.	6%	33%	44%	8%	8%
3. I am satisfied with efforts by OSU in providing programs and activities promoting multicultural understanding of Hispanic interests and culture.	6%	38%	42%	13%	2%

13. Please tell us what you think HOC and OHFS could do to develop the community of Hispanics at OSU. (Choose all that apply.)

Movies	18	38%
Dance and music performances	15	32%
Lectures	25	53%
Cultural activities	25	53%
Socials	17	36%
Town hall meetings	5	11%
Receptions	11	23%
Recruiting	31	66%
Discussion groups on specific topics	19	40%
Professional consultation services	13	28%
Professional clubs groups	8	17%
Leadership development	20	43%
Special interest clubs	15	32%
other (please specify)	4	9%

14. Please tell us what you think OSU could do differently to improve your experience on campus.

- 1 to create or support some type of publication with relations between campus and local communities
- 2 Provide opportunities for faculty to develop interdisciplinary projects related to Latino issues
- 3 It would be important to have a better understanding of different governance in the colleges.
- 4 I feel there is good support for ethnic groups, but there are few women in my field, so I'm always alone. The issues minority women in particular face are rarely addressed, especially when it comes to male dominated fields.
- 5 Have more communal spaces. There are hardly any, for either the undergrads or faculty. The student union is not very appealing, and the Faculty Club requires a paid membership.
- 6 I don't teach on the main campus, so I have no opinion about question 15.
- 7 I have only been at OSU since September.
- 8 increase Latino activities supported by the university (a greater Latino presence in the president's diversity lectures).
- 9 Establish a campaign to fight the stereotype attached to Hispanics (dishonest, lazy, corrupt, "vivos", etc)
- 10 Increase faculty retention efforts and place further value on "basic" research
- 11 Help organize activities on other OSU campuses.
- 12 To have funds to support research for new minority faculty
- 13 More communication from various OSU departments instead of individual organizations
- 14 Recruit, hire, and promote capable Latinos
- 15 More of the above mentioned activities (#13).
- 16 Organize an agenda for change and equity in the climate for and involvement of Latino/as that is not based solely on numbers.
- 17 Recruit high quality students that are not so discriminatory.
- 18 have studied Latin American instead of diversifying myself with other fields
- 19 OSU pays "lip service" to issues of diversity and gender. This starts with the general administration.

15. Do you agree with the following statements about life in and around the Columbus community?

strongly agree *agree* *neutral* *disagree* *strongly disagree*

1. Members of my ethnic group are well received within the Columbus community.
11% 26% 51% 11% 2%

2. Columbus provides me and my family the necessary support, network and culturally based resources we need.

9% 32% 49% 9% 2%

3. In the Columbus community, the opinions of people from my ethnic group are treated as important as those of the majority.

6% 17% 45% 26% 6%

4. Overall my experience outside OSU has been a rewarding one.

11% 49% 32% 9% 0%

5. Franklin and surrounding counties are hospitable and friendly communities.

11% 48% 35% 7% 0%

6. In town, people are comfortable with others whose race/ethnicity is different from their own.

2% 32% 45% 19% 2%