

Methodology: Response Rates, and Survey Details

Survey Details

Survey was fielded via web February 23-March 10, 2026.

All faculty, staff, temporary employees, and graduate employees were invited to participate.

Survey topics included:

- Employee Engagement
- Culture of Flourishing at UO

When available, past data are from the May 2022 University of Oregon Climate Survey.

Response Rates

3,901 UO employees completed the survey, a 54% response rate among those invited.

To ensure confidentiality, full reporting may not be available for demographic groups with very small sample sizes.

Employee Type	n size	Response Rate	
		2026	2022
Career Faculty	441	53%	51%
Classified Staff	1,131	64%	64%
Graduate Employees	266	21%	33%
Officer of Administration	1,398	84%	77%
Postdoctoral Employees	30	30%	34%
Pro Tem Faculty	80	24%	22%
Post-Retirement	32	31%	37%
Temporary Employees	65	20%	10%
Tenured & Tenure-Track Faculty	448	56%	73%
Visiting Professors	6	32%	24%

The Gallup Q12 survey items

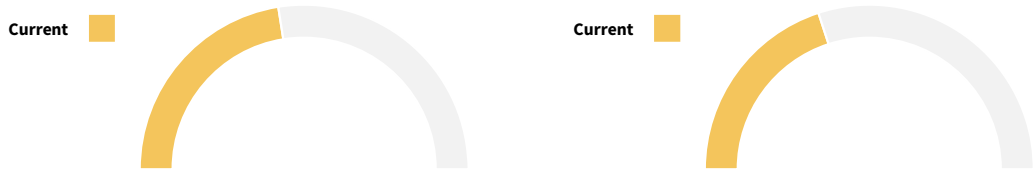
1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best every day.
4. In the last seven days, I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.
8. The mission or purpose of my institution makes me feel my job is important.
9. My colleagues are committed to doing quality work.
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress.
12. This last year, I have had opportunities at work to learn and grow.

University of Oregon Employee Engagement Survey 2026 Overall Dashboard

RESPONSE RATE COMPARISON		ENGAGEMENT MEAN COMPARISON		TOP QUARTILE TEAMS	
UO Current	54%	UO Current	3.84	Current	
UO 2022	55%			29	
Gallup Overall Median	84%			(14% of teams)	

Gallup's Q12 Company Level R1 Institutions	
UO 2026	45 th

Gallup's Q12 Company Level Higher Education	
UO 2026	40 th



STRENGTHS AND OPPORTUNITIES	
+ Strengths	- Opportunities
Q05 Cares About Me	Q03 Opportunity to do Best
Q09 Committed to Quality	Q01 Know What's Expected

Note: Percentiles based on Gallup's Q12 Company Level R1 Institutions and Higher Education Databases (2020-2024).

Percentile Range in Gallup Database:				
1 st -24 th	25 th -49 th	50 th -74 th	75 th -89 th	≥90 th
ELEMENT PERCENTILES			n Size = 3,901	
	MEAN	CHANGE SINCE 2022	Gallup's Q12 Company Level R1 Institutions Percentile	
Q00 Overall Satisfaction	3.73	+0.22 ▲	43 rd	
Q12 Learn and Grow	3.99	+0.14 ▲	80 th	
Q11 Progress	3.58	+0.04	24 th	
Q10 Best Friend	3.17	NA	35 th	
Q09 Committed to Quality	4.20	+0.10 ▲	90 th	
Q08 Mission / Purpose	3.78	+0.05	33 rd	
Q07 Opinions Count	3.77	+0.10 ▲	58 th	
Q06 Development	3.85	±0.00	58 th	
Q05 Cares About Me	4.30	+0.09	95 th	
Q04 Recognition	3.36	NA	44 th	
Q03 Opportunity to do Best	3.83	NA	30 th	
Q02 Materials and Equipment	3.99	+0.11 ▲	40 th	
Q01 Know What's Expected	4.23	+0.12 ▲	31 st	