

**OFFICE OF THE VICE PRESIDENT FOR EXTERNAL RELATIONS*****Employee Climate Survey
October 2018***

Please take the following survey regarding your employment and experiences at Colorado State University. The results will inform and guide best practices at CSU to continuously improve employees' experiences. The survey should take approximately 15 minutes to complete.

Your responses are anonymous, and any self-identifying data will be kept strictly confidential. Data will be reported in aggregate only.

If you have any concerns about the survey, the results, or application of the results, please contact IRP&E (970-491-1419 or j.schneider@colostate.edu).

Please answer all questions as best you can **when thinking of the past 12 months**. If you report to more than one unit, please answer questions thinking of your primary department.

Please follow instructions at the end of this survey for a chance to win one of 25 CSU swag prizes!

Survey Return Instructions:

The completed survey can be mailed, e-mailed, or placed in a secure drop box located at one of three locations on main campus. Please return surveys by November 1, 2018.

- If you prefer, you can take the survey online (offered in English only), please visit: <https://diversity.colostate.edu/2018-employee-climate-survey/>

Mail to:

Attn: Jennifer Schneider
Institutional Research, Planning, & Effectiveness
Campus Mail: 1004

Email to: j.schneider@colostate.edu

Drop Boxes: There are three drop box locations for submitting your paper survey:

1. Palmer Center (Drop box is inside the front entrance) 1005 W Laurel Street
2. Morgan Library (Drop box is located between the Loan/Reserve Desk and the Help Desk, just west of the main elevator) 1201 Center Avenue Mall
3. Facilities Management Department (Drop box is inside the main front door, northeast side of the building) 251 Edison Drive

**CULTURE**

Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about work culture using the five-point scale below.

MY DEPARTMENT/OFFICE...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/ NA
Supports a healthy work/life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the value of diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotes a work environment where all employees feel included	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treats all employees equitably	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates the importance of valuing diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides me with opportunities for professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotes respect for cultural differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is open and transparent in communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Values employee input in major department/office decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/ NA
My division/college is open and transparent in communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My division/college promotes respect for cultural differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a performance review of my progress as an employee in the last year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was satisfied with the effort my supervisor puts into my performance reviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fear negative job consequences if I were to raise an issue of unfair treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be able to do my job more effectively if I received more information from my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to my division/college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**RESPECT**

Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about respect using the five-point scale below.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
My department/office is treated with respect by other departments/offices within my division/college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My division/college is treated with respect by CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I interact with treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for religious differences in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for liberal perspectives in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for conservative perspectives in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued as an employee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FAVORITISM

Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about favoritism using the five-point scale below.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
Favoritism plays a role in who gets recognized within my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets resources in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets promoted in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets hired in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



LEADERSHIP & ACCOUNTABILITY

Thinking about the past twelve months, please indicate your level of agreement with the following perceptions about accountability in both your division/college and your department/office using the five-point scale below.

		Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
Leadership adequately addresses inappropriate behavior	Division/ College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership holds employees accountable for inappropriate behavior	Division/ College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership holds employees accountable for poor performance in the workplace	Division/ College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership acts ethically and honestly in the workplace	Division/ College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership addresses issues of inequity	Division/ College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders hold all employees to the same standards	Division/ College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



MISCONDUCT

Thinking about your immediate work environment during the past twelve months, please check whether or not the following statements are true based on the type of misconduct. (Select all that apply)

	Sexual Harassment	Sexual Misconduct	Bullying	Bias	Physical Assaults	Verbal Assaults
_____ is problematic among employees at CSU	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ is problematic among employees in my division/college	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ is problematic among employees in my department/office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are people at CSU I avoid because I fear _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

BIAS INCIDENTS

Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about bias incidents using the five-point scale below.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
I find it is worthwhile to know about bias incidents at CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university is transparent in reporting bias incidents at CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am alarmed about the number of bias incidents reported at CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of bias incidents have increased at CSU in the past year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CSU handles incidents of bias well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



EMPLOYEE COUNCILS

Are you aware there is an employee group/organization that represents my employee group’s interests (i.e., Administrative Professional Council, Classified Personnel Council, Faculty Council).

Yes No

Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about employee councils using the five-point scale below.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
I feel my employee council addresses issues and topics that are important and relevant to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the councils’ collective participation in shared governance is pertinent to the success of our institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PRINCIPLES OF COMMUNITY

Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about the [Principles of Community](#)¹ using the five-point scale below.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
I am familiar with the Principles of Community .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the Principles of Community have made a positive impact on the climate in my department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the Principles of Community have made a positive impact on the climate in my division/college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

¹ The Principles of Community support the Colorado State University mission and vision of access, research, teaching, service and engagement. A collaborative, and vibrant community is a foundation for learning, critical inquiry, and discovery. Therefore, each member of the CSU community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University

Inclusion: We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents, and contributions.

Integrity: We are accountable for our actions and will act ethically and honestly in all our interactions.

Respect: We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

Service: We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

Social Justice: We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies and procedures that promote justice in all respects.



FREEDOM OF SPEECH

Thinking about your immediate work environment during the past twelve months, please indicate your level of agreement with the following statements about [freedom of speech](#) using the five-point scale below.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
My division/college supports people speaking freely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free speech is an important issue on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the skills to navigate free speech questions on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know who to ask/where to go if I have questions about free speech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues related to freedom of speech impact my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**CAMPUS PERCEPTIONS**

Thinking about the past twelve months, please indicate your level of agreement with the following perceptions about both CSU and your department/office using the five-point scale below.

		Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/NA
Recruits employees from a diverse set of backgrounds	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improves the campus climate for all employees	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retains diverse employees	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a supportive environment for employees from diverse backgrounds	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages discussions related to diversity	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides employees with a positive work experience	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Climate has become consistently more inclusive of all employees	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Would recommend as a place of employment	CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Discriminatory attitudes are present in your department/office based on: (Select all that apply)

- Political affiliation
- Ethnic origin
- Parental status
- Religion
- Employment classification (e.g., admin. pro., state classified, faculty)
- Job title
- Disability (e.g., physical, mental)
- Age
- Veteran status
- Other (specify) _____
- Race or color
- Marital status
- Appearance
- Sexual orientation
- Socioeconomic status
- Nationality/country of origin
- Gender
- Gender identity and expression
- No intolerant attitudes are present

Please select your top THREE work-related stressors:

- Lower than desired salary
- Lack of growth/promotion opportunity
- Workload
- Ill-defined job
- Lack of work flexibility
- Physical safety
- Work/life balance
- Lack of resources
- Lack of work autonomy
- Duties outside my job responsibilities
- Student loan debt
- Having to work long hours
- Frustration with the working climate
- Other (specify) _____
- Physical environment
- Interpersonal conflict at work
- Misconduct occurring at work
- Dependent care issues
- Affordable housing near work
- Job security
- Email overload
- Health issues
- Feeling undervalued
- Deadlines
- Having to take on other people's work
- Lack of job satisfaction
- Lack of training/skills to do my work
- I don't have any work-related stressors

Please indicate what child care and/or adult care-related challenges, if any, you have encountered this past year: (Select all that apply)

- Cost of care services
- Finding child care services
- Finding adult care services
- Finding temporary care services
- Finding care for a sick child/adult
- Finding care for a child or adult with special needs
- Other (specify) _____
- I did not encounter any challenges related to care services
- I did not utilize care services
- Location of care services
- Transportation to/from care services
- Dependability of care services
- Quality of care services
- Scheduling care to match work schedule
- Finding summer care services



DEMOGRAPHICS

All potentially identifying data will be held in absolute confidence. We are committed to protecting your anonymity and strive to produce high quality and unbiased results. The demographic questions help us improve the campus climate by identifying which subpopulations may be having different experiences. **Data will be reported in aggregate and only when respondent counts are high enough to ensure anonymity.**

Gender (Select all that apply):

- Agender
- Gender Queer/Non-binary/Non-conforming
- Man
- Transman/masculine
- I prefer not to disclose
- Transwoman/feminine
- Two Spirit
- Woman
- The gender I most closely align with is not listed (Specify):_____

Race and/or Ethnicity (Select all that apply)

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic or Latinx
- Native Hawaiian or Other Pacific Islander
- White
- Other (please specify):_____
- Prefer not to disclose

Employee Type

- Administrative Professional (including postdocs and research associates)
- Faculty (e.g., special, senior teaching, temporary, adjunct, contract, tenured, tenure track, etc.)
- State Classified
- Other (specify)_____
- Prefer not to disclose

Department/Office: *(Note: This information will only be reported in aggregate if enough people respond per department/office)*



OPEN ENDS

What three words would you use to describe your division/college's culture?

1. _____
2. _____
3. _____

Please specify any additional suggestions/comments you have regarding the topics above (e.g., culture, respect, bias, favoritism, accountability, misconduct, bias, Principles of Community, employee councils, freedom of speech, and/or campus perceptions):

Do you have any recommendations or suggestions for your division/college?

Please offer any suggestions on how Colorado State University might improve the CSU environment and climate for all employees.

Thank you for your participation! Your responses will help CSU to improve employees' experiences and the larger campus climate. If you have any questions or comments please contact IRP&E at (970) 491-1419 or j.schneider@colostate.edu

ENTER TO WIN CSU SWAG!

If you would like to enter a random drawing to win one of the 25 CSU swag prizes, please email Rachel.E.McKinney@colostate.edu and state that you completed the Employee Climate Survey. You will then be automatically entered in the drawing. We will notify the winners in early November.

PARTICIPATE IN A FOCUS GROUP!

Please send an email to Rachel.E.McKinney@colostate.edu if you are willing to participate in a focus group that may occur sometime in the next few months. You are not committing at this time.

Please see the first page for instructions on returning the survey.