2018 Employee Climate Survey

Presentation for APC Council

Assessment Group for Diversity Issues

2.11.19

For more information and full results: https://diversity.colostate.edu/2018-employee-climate-survey/
CSU Climate Assessment

• Purpose
  – Assess the current CSU climate

• 2018 Focus
  – Provide results to divisions/colleges and departments/units when possible

• Biennial assessment
  – Survey
  – Open ends
  – Open forums
  – Focus groups
CSU Climate Assessment

• Results
  – Provide an overall picture of CSU’s employment experiences and perceptions
  – Further CSU’s commitment to institutional accountability
  – Be actionable and incite dialogue
    • Inform policies, initiatives, and opportunities that will provide an exceptional and equitable work environment
  – Provide a benchmark for longitudinal data collection and comparison for perceptions of diversity
Methodology

- Administered via Qualtrics in Fall 2018
  - Spanish and hard copy versions available
  - 15 minutes to complete
  - Anonymous
  - Results are reported in aggregate and no identifying information reported
  - Emails sent by deans and vice presidents
Response Rate

<table>
<thead>
<tr>
<th>Employee Category</th>
<th># of Respondents</th>
<th>2016 Response Rate</th>
<th>2018 Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>4,058</td>
<td>30.3%</td>
<td>58.5%</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>1,800</td>
<td>32.0%</td>
<td>50.5%</td>
</tr>
<tr>
<td>Faculty</td>
<td>860</td>
<td>18.7%</td>
<td>45.6%</td>
</tr>
<tr>
<td>State Classified</td>
<td>830</td>
<td>39.4%</td>
<td>47.3%</td>
</tr>
<tr>
<td>Other</td>
<td>47</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prefer not to disclose/Missing</td>
<td>521</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Respondents’ Employee Category

- Faculty, 24.3%
- State Classified, 23.5%
- Administrative Professional, 23.5%
- Other, 1.3%
Employee Characteristics

Gender:
- Woman, 61.0%
- Man, 37.1%
- T/NB/GNC, 1.9%

Race/Ethnicity:
- Non-Minoritized/White, 85.2%
- Minoritized Race/Ethnicity, 14.9%
  - American Indian or Alaskan Native, 0.6%
  - Asian, 2.7%
  - Hispanic or Latinx, 5.7%
  - Black or African American, 1.3%
  - Native Hawaiian or Other Pacific Islander, 0.3%
  - Multi-Racial, 4.3%
  - Hispanic or Latinx, 5.7%
  - Black or African American, 1.3%
  - Native Hawaiian or Other Pacific Islander, 0.3%
  - Multi-Racial, 4.3%
Survey Framework

- Culture
- Respect
- Favoritism
- Leadership & Accountability
- Misconduct
- Bias Incidents
- Principles of Community
- Employee Councils
- Freedom of Speech
- Perceptions of CSU and Department/Unit
- Discriminatory Attitudes
- Work Stressors
- Care Challenges
- Employee Characteristics
- Three words to describe your division/college culture
- Open ends
Culture Items

Department/Unit Culture

- I feel valued as an employee: 66.7%
- My dept. promotes a work environment where all employees feel included: 64.7%
- My dept. treats all employees equitably: 58.4%
- My dept. is open and transparent in communication: 57.3%
- My dept. values employee input in major department decisions: 57.3%
Average Perceptions for Department/Unit Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>3.70</td>
<td>3.38</td>
</tr>
<tr>
<td>Woman</td>
<td>3.53</td>
<td>3.62</td>
</tr>
<tr>
<td>T/NB/GNC</td>
<td>3.44</td>
<td>3.63</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>3.59</td>
<td>3.61</td>
</tr>
<tr>
<td>Minoritized</td>
<td>3.61</td>
<td>3.63</td>
</tr>
<tr>
<td>Admin Pro</td>
<td>3.63</td>
<td>3.62</td>
</tr>
<tr>
<td>Faculty</td>
<td>3.62</td>
<td>3.38</td>
</tr>
</tbody>
</table>

CSU Overall
Culture Items

Department/Unit Diversity Culture

- My department promotes respect for cultural differences 76.1%
- My department communicates the importance of valuing diversity 69.8%
- My department understands the value of diversity 57.3%
Average Perceptions of Department/Unit Diversity Culture

Culture

Department/Unit Diversity Culture

Man  Woman  T/NB/GNC  Non-minoritized  Minoritized  Admin Pro  Faculty  SC

Gender  Minoritized Status  Employee Type

- Strongly Agree
- Strongly Disagree

- CSU Overall

Average Perceptions:
- Man: 4.11
- Woman: 4.03
- T/NB/GNC: 3.82
- Non-minoritized: 4.09
- Minoritized: 3.92
- Admin Pro: 4.12
- Faculty: 3.99
- SC: 3.96
Culture Items

Sense of Belonging

- I feel a strong sense of belonging to my department/unit  71.4%
- I feel a strong sense of belonging to CSU  62.4%
- I feel a strong sense of belonging to my division/college  55.4%
Average Perceptions of Sense of Belonging

- Man: 3.73
- Woman: 3.71
- T/NB/GNC: 3.59
- Non-minoritized: 3.72
- Minoritized: 3.77
- Admin Pro: 3.77
- Faculty: 3.65
- SC: 3.58

- Gender
- Minoritized Status
- Employee Type

- CSU Overall

Culture

Sense of Belonging
My department/office is treated with respect by other departments/offices within my division/college

My division/college is treated with respect by CSU

The people I interact with treat each other with respect

There is respect for religious differences in my department/office

There is respect for liberal perspectives in my department/office

There is respect for conservative perspectives in my department/office

Percentage of respondent agreement to items related to respect

- Respect: 64.3%
- My department/office is treated with respect by other departments/offices within my division/college: 67.0%
- My division/college is treated with respect by CSU: 78.9%
- The people I interact with treat each other with respect: 71.7%
- There is respect for religious differences in my department/office: 78.9%
- There is respect for liberal perspectives in my department/office: 55.1%
- There is respect for conservative perspectives in my department/office: 18.4%

Colorado State University
Favoritism Items

- Favoritism plays a role in who gets **recognized** within my department/office
  
- Favoritism plays a role in who gets **resources** in my department/office
  
- Favoritism plays a role in who gets **professional development opportunities**
  
- Favoritism plays a role in who gets **promoted** in my department/office
  
- Favoritism plays a role in who gets **hired** in my department/office

<table>
<thead>
<tr>
<th>Strongly Agree/Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>37.9%</td>
</tr>
<tr>
<td>31.3%</td>
</tr>
<tr>
<td>23.7%</td>
</tr>
<tr>
<td>32.3%</td>
</tr>
<tr>
<td>25.6%</td>
</tr>
</tbody>
</table>
Average Perceptions of Favoritism in Department/Unit

- **Man**: 2.65
- **Woman**: 2.83
- **T/NB/GNC**: 3.09
- **Non-minoritized**: 2.74
- **Minoritized**: 2.88
- **Admin Pro**: 2.72
- **Faculty**: 2.73
- **SC**: 2.95

**Gender**
- **Minoritized Status**
- **Employee Type**

- **CSU Overall**
Leadership and Accountability Items

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly Agree/Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Leadership acts ethically and honestly in the workplace</td>
<td>69.4%</td>
</tr>
<tr>
<td>• Leadership adequately addresses inappropriate behavior</td>
<td>51.7%</td>
</tr>
<tr>
<td>• Leadership addresses issues of inequity</td>
<td>50.3%</td>
</tr>
<tr>
<td>• Leadership holds employees accountable for inappropriate behavior</td>
<td>48.1%</td>
</tr>
<tr>
<td>• Leaders hold all employees to the same standards</td>
<td>45.8%</td>
</tr>
<tr>
<td>• Leadership holds employees accountable for poor performance</td>
<td>41.5%</td>
</tr>
</tbody>
</table>
Average Perceptions of Division/College Leadership

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>3.48</td>
<td>3.28</td>
</tr>
<tr>
<td>Woman</td>
<td>3.25</td>
<td>3.10</td>
</tr>
<tr>
<td>T/NB/GNC</td>
<td>3.10</td>
<td>3.31</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>3.34</td>
<td>3.39</td>
</tr>
<tr>
<td>Minoritized</td>
<td></td>
<td>3.20</td>
</tr>
<tr>
<td>Admin Pro</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Leadership & Accountability

Division/College Leadership

CSU Overall
Percentage of respondents who indicated misconduct at CSU or in their department/office

- Sexual Harassment: 6.3%
- Sexual Misconduct: 3.0%
- Bullying: 13.3%
- Bias: 28.3%
- Physical Assault: 0.6%
- Verbal Assault: 7.2%

___ is problematic among employees at CSU
___ is problematic among employees in my department/office
I find it is worthwhile to know about bias incidents at CSU

The university is transparent in reporting bias incidents at CSU

I am alarmed about the number of bias incidents reported at CSU

The number of bias incidents have increased at CSU in the past year

CSU handles incidents of bias well

Percentage of respondent agreement to items related to perceptions of bias incidents
Aware there is an employee council:

- Admin Pro: 88.4%
- Faculty: 86.7%
- SC: 81.5%
Percentage of respondent agreement to:
I feel my employee council addresses issues and topics that are important and relevant to me

- 45.1% of respondents agree strongly (SA) or agree (A) that the employee council addresses issues and topics that are important and relevant to them.
- 6.9% of respondents strongly disagree (SD) or disagree (D) with this statement.

The percentage of similarity is as follows:
- Admin Pro: 14.7% SD, 2.8% SA, 11.9% Disagree
- Faculty: 19.3%
- SC: 16.2%

Employee Councils

- AP Women (51%)
- AP Men (42%)
- AP Non-minoritized (48%)
- AP Minoritized respondents (46%)
Percentage of respondent agreement to:
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution

- **Admin Pro**: 6.2% Strongly Disagree/Disagree, 23.2% Neither Agree nor Disagree, 48% Strongly Agree/Agree
- **Faculty**: 7.0% Neither Agree nor Disagree, 76.7% Strongly Agree/Agree
- **SC**: 7.1% Neither Agree nor Disagree, 65.8% Strongly Agree/Agree

Agreement:
- AP Women (75%)
- AP Men (68%)
- AP Non-minoritized (73%)
- AP Minoritized respondents (70%)
I am familiar with the Principles of Community

Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed)

I feel the Principles of Community have made a positive impact on the climate in my department/office

Percentage of respondent agreement to items related to Principles of Community

- I am familiar with the Principles of Community: 77.20%
- Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed): 58.40%
- I feel the Principles of Community have made a positive impact on the climate in my department/office: 35.90%

Colorado State University
My division/college supports people speaking freely
Free speech is an important issue on campus
I have the skills to navigate free speech questions on campus
I know who to ask/where to go if I have questions about free speech
Issues related to freedom of speech impact my work

Percentage of respondent agreement to items related to freedom of speech

- 66.7%
- 89.4%
- 59.8%
- 50.3%
- 33.5%
- 16.3%
- 2.2%
- 13.6%
- 30.1%
- 37.9%

Strongly Disagree/Disagree
Neither Agree nor Disagree
Strongly Agree/Agree
# Perception Items

<table>
<thead>
<tr>
<th>Item</th>
<th>CSU</th>
<th>Dept./Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would recommend as a place of employment</td>
<td>80.9%</td>
<td>71.3%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>79.9%</td>
<td>61.8%</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>75.5%</td>
<td>66.6%</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>74.0%</td>
<td>68.7%</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>69.9%</td>
<td>65.3%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>69.5%</td>
<td>63.7%</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>66.6%</td>
<td>59.3%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>61.2%</td>
<td>56.8%</td>
</tr>
</tbody>
</table>
Average CSU and Department/Unit Perceptions

Perceptions

<table>
<thead>
<tr>
<th>Gender</th>
<th>CSU Perceptions</th>
<th>Department/Unit Perceptions</th>
<th>CSU Perceptions Overall</th>
<th>Department/Unit Perceptions Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>3.8</td>
<td>3.6</td>
<td>3.4</td>
<td>3.3</td>
</tr>
<tr>
<td>Woman</td>
<td>3.8</td>
<td>3.6</td>
<td>3.3</td>
<td>3.6</td>
</tr>
<tr>
<td>T/NB/GNC</td>
<td>3.8</td>
<td>3.7</td>
<td>3.7</td>
<td>3.7</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>3.6</td>
<td>3.5</td>
<td>3.6</td>
<td>3.5</td>
</tr>
<tr>
<td>Minoritized</td>
<td>3.9</td>
<td>3.7</td>
<td>3.7</td>
<td>3.7</td>
</tr>
<tr>
<td>Admin Pro</td>
<td>3.6</td>
<td>3.6</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>Faculty</td>
<td>3.8</td>
<td>3.5</td>
<td>3.8</td>
<td>3.5</td>
</tr>
<tr>
<td>SC</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
CSU recruits employees from a diverse set of backgrounds
CSU improves the campus climate for all employees
CSU retains diverse employees
CSU creates a supportive environment for employees from diverse backgrounds
CSU encourages discussions related to diversity
CSU provides employees with a positive work experience
CSU climate has become consistently more inclusive of all employees

I would recommend CSU as a place of employment

Percentage of respondent agreement to items related to CSU perceptions over time

<table>
<thead>
<tr>
<th>Statement</th>
<th>2014</th>
<th>2016</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td></td>
<td></td>
<td></td>
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<td>CSU climate has become consistently more inclusive of all employees</td>
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<tr>
<td>CSU creates a supportive environment for employees from diverse backgrounds</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>CSU retains diverse employees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CSU improves the campus climate for all employees</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>CSU recruits employees from a diverse set of backgrounds</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CSU Perceptions over Time

2014 2016 2018
Department/Unit Perceptions over Time

Percentage of respondent agreement to items related to Department/Unit perceptions over time

- I would recommend my department/office as a place of employment
- Department/office climate has become consistently more inclusive of all employees
- Department/office provides employees with a positive work experience
- Department/office encourages discussions related to diversity
- Department/office creates a supportive environment for employees from diverse backgrounds
- Department/office retains diverse employees
- Department/office improves the campus climate for all employees
- Department/office recruits employees from a diverse set of backgrounds

2014
2016
2018
• Discriminatory Attitudes in Department/Unit
  – Job title (31%), employment classification (29%), political affiliation (20%), age (19%), and gender (17%)
  – Top write-in answers: nepotism/favoritism, education background, reverse discrimination, employment duration, and research/grant money

• Top 3 Work Stressors
  – Low salary (47%), workload (33%), work/life balance (29%), lack of growth/promotion (29%), office/department climate (21%), email overload (18%), lack of budget/funding/resources (17%)
  – Top write-in answer: parking and transportation, bureaucracy, and leadership

• Care Challenges
  – 14% of respondents utilized adult and/or child care services
  – Top challenges: cost of care services (72%), scheduling care services to match work schedules (40%), finding care services (32%)
  – Others: transportation to and from care services (29%), finding care for a sick/child (29%), and finding summer care services (29%)
Three words to describe your division/college culture
Key Findings for APC

- Administrative professional respondents had more favorable perceptions of CSU’s climate compared to other employee types
  - Significantly higher perceptions compared to state classified
    - Department culture, diversity culture, respect, sense of belonging, favoritism, department/unit leadership, division/college leadership, CSU Perceptions and department/unit perceptions
  - Significantly higher perceptions compared to faculty except department/unit leadership, respect, favoritism, and department culture

- 88% of respondents were aware of the APC—among those AP respondents:
  - 45% agreement that the council addresses issues and topics that are important and relevant
    - Women (51%) higher agreement compared to men (42%)
    - Non-minoritized (48%) slightly higher agreement compared to minoritized respondents (46%)
  - 71% agreement that the councils’ collective participation in shared governance is pertinent to the success of CSU
    - Women (75%) higher agreement compared to men (68%)
    - Non-minoritized (73%) slightly higher agreement compared to minoritized respondents (70%)
Thank you for your participation

https://diversity.colostate.edu/2018-employee-climate-survey/