2018 Employee Climate Survey

Presentation for the College of Veterinary Medicine and Biomedical Sciences

Assessment Group for Diversity Issues
3.14.19

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
## CSU Response Rate Over Time

<table>
<thead>
<tr>
<th></th>
<th>2014 (n = 2,150)</th>
<th>2016 (n = 2,191)</th>
<th>2018 (n = 4,058)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All Employees</strong></td>
<td>26.0%</td>
<td>30.3%</td>
<td>58.5%</td>
</tr>
<tr>
<td><strong>Administrative Professional</strong></td>
<td>28.2%</td>
<td>32.0%</td>
<td>50.5%</td>
</tr>
<tr>
<td><strong>Faculty</strong></td>
<td>29.3%</td>
<td>18.7%</td>
<td>45.6%</td>
</tr>
<tr>
<td><strong>State Classified</strong></td>
<td>30.7%</td>
<td>39.4%</td>
<td>47.3%</td>
</tr>
</tbody>
</table>
## College Response Rates

<table>
<thead>
<tr>
<th>College</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterinary Medicine and Biomedical Sciences</td>
<td>75.5% (n = 650)</td>
</tr>
<tr>
<td>Agricultural Sciences</td>
<td>74.7%</td>
</tr>
<tr>
<td>Health and Human Sciences</td>
<td>69.5%</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>58.5%</td>
</tr>
<tr>
<td>Warner College of Natural Resources</td>
<td>49.8%</td>
</tr>
<tr>
<td>Business</td>
<td>48.9%</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>48.5%</td>
</tr>
<tr>
<td>Walter Scott, Jr. College of Engineering</td>
<td>35.2%</td>
</tr>
<tr>
<td><strong>Total (n = 4,058)</strong></td>
<td><strong>58.5%</strong></td>
</tr>
</tbody>
</table>
Respondent Characteristics for CVMBS

Gender

- Men, 26.6%
- Women, 72.7%
- T/NB/GNC, 0.7%

Minoritized Race/Ethnicity and Non-Minoritized/White:

- Minoritized Race/Ethnicity, 10.8%
- Non-Minoritized/White, 89.2%

Minoritized Race/Ethnicity:

- American Indian or Alaskan Native, 0.7%
- Black or African American, 0.2%
- Hispanic or Latinx, 3.5%
- Native Hawaiian or Other Pacific Islander, 0.4%
- Multi-Racial, 2.9%
- Asian, 3.1%
Employee Characteristics

Employee Type

- Faculty, 33.6%
- Administrative Professional, 40.2%
- State Classified, 26.2%

Department

<table>
<thead>
<tr>
<th>Department</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biomedical Sciences</td>
<td>13.7%</td>
</tr>
<tr>
<td>Clinical Sciences</td>
<td>15.1%</td>
</tr>
<tr>
<td>CVMBS College Office; Center for Environmental Medicine; MCIN</td>
<td>10.8%</td>
</tr>
<tr>
<td>Diagnostic Labs: Fort Collins, Grand Junction, Rocky Ford</td>
<td>7.8%</td>
</tr>
<tr>
<td>Environmental &amp; Radiological Health Sciences</td>
<td>7.6%</td>
</tr>
<tr>
<td>Microbiology, Immunology and Pathology</td>
<td>17.9%</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>6.4%</td>
</tr>
<tr>
<td>Veterinary Teaching Hospital</td>
<td>20.6%</td>
</tr>
</tbody>
</table>
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

Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree
Culture Items

Department Culture

• My dept. promotes a work environment where all employees feel included
• My dept. treats all employees equitably
• My dept. is open and transparent in communication
• My dept. values employee input in major department decisions -
• I feel valued as an employee
<table>
<thead>
<tr>
<th>Gender</th>
<th>Non-minoritized Race/Ethnicity</th>
<th>Minoritized Race/Ethnicity</th>
<th>Admin Pro</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=147)</td>
<td>3.75</td>
<td>3.45</td>
<td>3.38</td>
<td>3.47</td>
<td>3.45</td>
</tr>
<tr>
<td>Women (n=402)</td>
<td>3.36</td>
<td>3.45</td>
<td>3.38</td>
<td>3.47</td>
<td>3.45</td>
</tr>
</tbody>
</table>

Average Perceptions for Department Culture

- **CSU Overall**:
  - Strongly Agree: 3.75
  - Strongly Disagree: 3.36

- **CVMBS Overall**:
  - Strongly Agree: 3.80
  - Strongly Disagree: 3.45

*Note: The average perceptions are based on a scale from 1 to 5, with 5 being the strongest agreement.*
Culture Items

Department Diversity Culture

- My department promotes respect for cultural differences
- My department understands the value of diversity
- My department communicates the importance of valuing diversity
## CVMBS Culture

### Average Perceptions for Department Diversity Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=147)</th>
<th>Women (n=402)</th>
<th>Non-minoritized (n=487)</th>
<th>Minoritized (n=59)</th>
<th>Admin Pro (n=213)</th>
<th>Faculty (n=178)</th>
<th>SC (n=139)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minoritized Race/Ethnicity</strong></td>
<td>3.85</td>
<td>3.85</td>
<td>3.92</td>
<td>3.89</td>
<td>3.88</td>
<td>3.82</td>
<td>3.96</td>
</tr>
<tr>
<td><strong>Employee Type</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CSU Overall</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CVMBS Overall</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Strongly Agree vs. Strongly Disagree**
Culture Items

Sense of Belonging

• I feel a strong sense of belonging to CSU -
• I feel a strong sense of belonging to my division/college
• I feel a strong sense of belonging to my department/unit -
### CVMBS Culture

#### Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Race/Ethnicity</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=147)</td>
<td>Non-minoritized (n=487)</td>
<td>Admin Pro (n=213)</td>
</tr>
<tr>
<td>3.66</td>
<td>3.60</td>
<td>3.56</td>
</tr>
<tr>
<td>Women (n=402)</td>
<td>Minoritized (n=59)</td>
<td>Faculty (n=178)</td>
</tr>
<tr>
<td>3.59</td>
<td>3.79</td>
<td>3.55</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>Admin Pro (n=213)</td>
<td>SC (n=139)</td>
</tr>
<tr>
<td>3.60</td>
<td>3.56</td>
<td>3.58</td>
</tr>
<tr>
<td>Minoritized</td>
<td>Faculty (n=178)</td>
<td></td>
</tr>
<tr>
<td>3.79</td>
<td>3.55</td>
<td></td>
</tr>
<tr>
<td>Employee Type</td>
<td>SC (n=139)</td>
<td></td>
</tr>
<tr>
<td>3.56</td>
<td>3.58</td>
<td></td>
</tr>
</tbody>
</table>

- **CSU Overall**
- **CVMBS Overall**

**Gender Distribution:**
- Men (n=147)
- Women (n=402)

**Minoritized Race/Ethnicity Distribution:**
- Non-minoritized (n=487)
- Minoritized (n=59)

**Employee Type Distribution:**
- Admin Pro (n=213)
- Faculty (n=178)
- SC (n=139)
Respect:
CVMBS

- My department/office is treated with respect by other departments/offices within my division/college: 65.6% (CVMBS), 64.3% (CSU)
- My division/college is treated with respect by CSU: 74.2% (CVMBS), 67.0% (CSU)
- The people I interact with treat each other with respect: 79.3% (CVMBS), 78.9% (CSU)
- There is respect for religious differences in my department/office: 71.2% (CVMBS), 71.7% (CSU)
- There is respect for liberal perspectives in my department/office: 76.9% (CVMBS), 79.0% (CSU)
- There is respect for conservative perspectives in my department/office: 55.2% (CVMBS), 55.1% (CSU)
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 +
CVMBS Favoritism

Average Perceptions for Favoritism+

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Race/Ethnicity</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=147)</td>
<td>Non-minoritized (n=487)</td>
<td>Admin Pro (n=213)</td>
</tr>
<tr>
<td>Women (n=402)</td>
<td>Minoritized (n=59)</td>
<td>Faculty (n=178)</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>Minoritized</td>
<td>SC (n=139)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Strongly Agree
- Strongly Disagree

- CSU Overall
- CVMBS Overall

Average scores:
- Men: 2.74
- Women: 3.03
- Non-minoritized: 2.94
- Minoritized: 2.90
- Admin Pro: 3.00
- Faculty: 3.00
- SC: 2.91
Leadership and Accountability Items

- Items asked each for College/Division and Department/Unit

- Leadership adequately addresses inappropriate behavior
- Leadership holds employees accountable for inappropriate behavior
- Leadership holds employees accountable for poor performance
- Leadership acts ethically and honestly in the workplace
- Leadership addresses issues of inequity
- Leaders hold all employees to the same standards
CVMBS Leadership & Accountability

Average Perceptions for College Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Agree (n)</th>
<th>Strongly Disagree</th>
<th>CVMBS Overall</th>
<th>CSU Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>3.49 (n=147)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>3.22 (n=402)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>3.29 (n=487)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minoritized</td>
<td>3.51 (n=59)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Admin Pro</td>
<td>3.29 (n=213)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td>3.15 (n=178)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC</td>
<td>3.31 (n=139)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### CVMBS Leadership & Accountability

#### Average Perceptions for Dept. Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=147)</th>
<th>Women (n=402)</th>
<th>Minoritized Race/Ethnicity</th>
<th>Non-minoritized (n=487)</th>
<th>Minoritized (n=59)</th>
<th>Admin Pro (n=213)</th>
<th>Faculty (n=178)</th>
<th>SC (n=139)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.63</td>
<td>3.22</td>
<td>3.34</td>
<td>3.53</td>
<td>3.25</td>
<td>3.30</td>
<td>3.37</td>
<td></td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- CSU Overall
- CVMBS Overall
Percentage of respondents who indicated misconduct at CSU or in their college

- Sexual Harassment: 2.8% (CVMBS), 0% (CSU)
- Sexual Misconduct: 2.8% (CVMBS), 1.3% (CSU)
- Bullying: 10.3% (CVMBS), 8.4% (CSU)
- Bias: 24.1% (CVMBS), 21.2% (CSU)
- Physical Assault: 0% (CVMBS), 0.2% (CSU)
- Verbal Assault: 5.1% (CVMBS), 3.6% (CSU)

Misconduct: CVMBS
Percentage of respondents who indicated they would avoid people because of misconduct

<table>
<thead>
<tr>
<th>Misconduct</th>
<th>CVMBS</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bullying</td>
<td>15.5%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Bias</td>
<td>17.1%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Verbal Assault</td>
<td>10.7%</td>
<td>11.0%</td>
</tr>
</tbody>
</table>

There are people I avoid because of ___

Sexual Harassment: 0.6% 2.5%
Sexual Misconduct: 0.3% 1.0%
Physical Assault: 0.0% 0.9%
Bias: 20.0%
Verbal Assault: 10.7% 11.0%

CVMBS CSU
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

Bias: CVMBS
Strongly Agree/Agree

Percentage of respondent agreement to items related to perceptions of bias incidents

<table>
<thead>
<tr>
<th>Item</th>
<th>CVMBS</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>I find it is worthwhile to know about bias incidents at CSU</td>
<td>73.4%</td>
<td>77.7%</td>
</tr>
<tr>
<td>The university is transparent in reporting bias incidents at CSU</td>
<td>53.2%</td>
<td>61.8%</td>
</tr>
<tr>
<td>I am alarmed about the number of bias incidents reported at CSU</td>
<td>27.4%</td>
<td>32.4%</td>
</tr>
<tr>
<td>The number of bias incidents have increased at CSU in the past year</td>
<td>27.8%</td>
<td>34.0%</td>
</tr>
<tr>
<td>CSU handles incidents of bias well</td>
<td>43.3%</td>
<td>51.2%</td>
</tr>
</tbody>
</table>
Principles of Community: CVMBS

- **I am familiar with the Principles of Community**: 77.2% (CVMBS), 56.9% (CSU)
- **Within my department/office, the Principles of Community are visible in my daily working environment**: 31.8% (CVMBS), 58.4% (CSU)
- **I feel the Principles of Community have made a positive impact on the climate in my department/office**: 20.9% (CVMBS), 36.0% (CSU)
- **I feel the Principles of Community have made a positive impact on the climate in my division/college**: 23.4% (CVMBS), 38.4% (CSU)
Percentage of respondent agreement to items related to freedom of speech

- My division/college supports people speaking freely: 69.1% CVMBS, 66.7% CSU
- Free speech is an important issue on campus: 84.6% CVMBS, 89.5% CSU
- I have the skills to navigate free speech questions on campus: 57.9% CVMBS, 59.8% CSU
- I know who to ask/where to go if I have questions about free speech: 38.6% CVMBS, 50.3% CSU
- Issues related to freedom of speech impact my work: 20.9% CVMBS, 33.5% CSU

Freedom of Speech: CVMBS
Perception Items

<table>
<thead>
<tr>
<th>Items asked each for CSU and Department/Unit</th>
<th>CSU</th>
<th>Dept.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>I would recommend as a place of employment</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
CVMBS Perceptions of Department

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Agree (n=147)</th>
<th>Strongly Disagree (n=402)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>3.76</td>
<td>3.54</td>
</tr>
<tr>
<td>Women</td>
<td>3.63</td>
<td>3.63</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>3.63</td>
<td>3.63</td>
</tr>
<tr>
<td>Minoritized</td>
<td>3.59</td>
<td>3.59</td>
</tr>
<tr>
<td>Admin Pro</td>
<td>3.52</td>
<td>3.52</td>
</tr>
<tr>
<td>Faculty</td>
<td>3.63</td>
<td>3.63</td>
</tr>
<tr>
<td>SC</td>
<td>3.63</td>
<td>3.63</td>
</tr>
</tbody>
</table>

Minoritized Race/Ethnicity

Employee Type

CSU Overall

CVMBS Overall
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>Item</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>58%</td>
<td>64%</td>
<td>77%</td>
</tr>
<tr>
<td>CSU climate has become consistently more inclusive of all employees</td>
<td>58%</td>
<td>64%</td>
<td>81%</td>
</tr>
<tr>
<td>CSU provides employees with a positive work experience</td>
<td>63%</td>
<td>67%</td>
<td>74%</td>
</tr>
<tr>
<td>CSU encourages discussions related to diversity</td>
<td>63%</td>
<td>66%</td>
<td>80%</td>
</tr>
<tr>
<td>CSU creates a supportive environment for employees from diverse</td>
<td>63%</td>
<td>67%</td>
<td>70%</td>
</tr>
<tr>
<td>backgrounds</td>
<td>64%</td>
<td>67%</td>
<td>70%</td>
</tr>
<tr>
<td>CSU retains diverse employees</td>
<td>61%</td>
<td>63%</td>
<td>70%</td>
</tr>
<tr>
<td>CSU improves the campus climate for all employees</td>
<td>62%</td>
<td>63%</td>
<td>70%</td>
</tr>
<tr>
<td>CSU recruits employees from a diverse set of backgrounds</td>
<td>57%</td>
<td>67%</td>
<td>75%</td>
</tr>
</tbody>
</table>
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: [Graph showing data for each item]
2016: [Graph showing data for each item]
2018: [Graph showing data for each item]
CVMBS: Unique Questions

- CVMBS leadership demonstrates transparency: 42.9%
- CVMBS leadership demonstrates innovation: 63.7%
- CVMBS leadership demonstrates respect: 65.1%
- CVMBS leadership demonstrates accountability: 49.8%
- CVMBS leadership demonstrates collaboration: 58.4%
- CVMBS leadership makes sound decisions for the college: 49.1%
- My department creates an inclusive environment for all employees: 62.3%
- My department supports my overall health and well-being: 61.9%
- My supervisor recognizes my current skills/knowledge: 76.7%
- My supervisor supports my professional development: 77.1%
- I have the resources needed to perform my job to the best of my ability: 65.4%
• Perceived Discriminatory Attitudes in CVMBS
  – 38% indicated no discriminatory attitudes present
  – 30% Job title (CSU: 31%) and Employment classification (CSU: 29%)
  – Also: Political affiliation (18%), Gender (16%), Age (15%), Parental status (11%), Appearance (6%)

• Top 3 Work Stressors in CVMBS
  – Low salary (43%), work/life balance (35%), workload (34%)
  – Lack of growth/promotion (27%), office/department climate (20%), lack of budget/funding/resources (19%)
Three words to describe CVMBS culture
Key Findings for CVMBS

- CVMBS had similar perceptions compared to CSU overall for CSU Perceptions, Department Perceptions, College Leadership, and Department Culture
  - However, had slightly less favorable perceptions compared to the average CSU respondent for Department/Unit Leadership, Favoritism, Sense of Belonging, Department/Unit Diversity Culture

- CVMBS had lower perceptions of misconduct compared to CSU

- Within CVMBS, women had less favorable responses than men for Department Perceptions, Department Leadership, College Leadership, Favoritism, Department Culture, and Department Diversity Culture, and items related to respect, but similar responses for their Sense of Belonging and CSU Perceptions
Key Findings for CVMBS

- Minimal differences in responses by minoritized race/ethnicity or employee type
  - Respondents from a minoritized race/ethnicity had significantly more favorable perceptions compared to non-minoritized respondents
  - Faculty had less favorable CSU perceptions compared to AP and SC respondents, while SC respondents had less favorable CSU perceptions compared to AP respondents

- Over three-quarters of CVMBS respondents agreed their supervisor recognizes their current skills and supports their professional development

- 28% of CVMBS respondents disagreed CVMBS leadership demonstrates transparency
More Information

Please visit VPD’s 2018 Employee Climate Survey Website: https://diversity.colostate.edu/2018-employee-climate-survey/

• Download CSU Report
• Download Division Report
• Download Employee Type Report
• Coming Soon:
  – Special division reports
  – Open end reports
  – Intersectionality reports
  – Open forum reports
  – Focus group reports

• Report Contents:
  – Item percentages
  – Mean comparisons by employee characteristics at the item and factor level
  – College comparisons to CSU at the item and factor level
    • Each item is noted as being higher, similar, or lower than the CSU average
Thank you for your participation

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