2018 Employee Climate Survey

Presentation for the Office of the Vice President for Information Technology and Dean of Libraries

Assessment Group for Diversity Issues
4.23.19

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

<table>
<thead>
<tr>
<th>Division</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment and Access</td>
<td>83.9%</td>
</tr>
<tr>
<td>Graduate School or International Programs</td>
<td>80.6%</td>
</tr>
<tr>
<td>University Advancement</td>
<td>79.0%</td>
</tr>
<tr>
<td>Student Affairs-Health Network &amp; Wellness Programs</td>
<td>70.8%</td>
</tr>
<tr>
<td>Student Affairs-All other units</td>
<td>68.5%</td>
</tr>
<tr>
<td>External Relations</td>
<td>64.9%</td>
</tr>
<tr>
<td>University Operations</td>
<td>63.0%</td>
</tr>
<tr>
<td>Research</td>
<td>61.4%</td>
</tr>
<tr>
<td><strong>Information Technology &amp; Libraries</strong></td>
<td>60.5% (n = 112)</td>
</tr>
<tr>
<td>Engagement</td>
<td>56.9%</td>
</tr>
<tr>
<td>Office of the Provost and Executive Vice President</td>
<td>56.7%</td>
</tr>
<tr>
<td>Office of the President</td>
<td>51.8%</td>
</tr>
<tr>
<td>Student Affairs-Housing and Dining</td>
<td>32.0%</td>
</tr>
<tr>
<td><strong>Total (n = 4,058)</strong></td>
<td>58.5%</td>
</tr>
</tbody>
</table>
Respondent Characteristics for IT & Libraries

**Gender**
- Men, 46.7%
- Women, 51.1%
- T/NB/GNC, 2.2%

**Race/Ethnicity**
- Non-minoritized, 91.8%
- Minoritized, 8.2%
Employee Characteristics

Employee Type

- State Classified, 43.6%
- Administrative Professional, 31.7%
- Faculty, 19.8%

Department

- Libraries, 43.4%
- Academic Computing and Networking Services, 23.2%
- Information Systems or Telecommunications, 25.3%
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

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
IT & Libraries Culture

Average Perceptions for Department/Unit Culture

- Men (n=42): 3.60
- Women (n=46): 3.09
- Admin Pro (n=32): 3.38
- Faculty (n=20): 3.24
- SC (n=44): 3.26
- ACNS (n=23): 3.55
- IS&T (n=25): 3.23
- Lib. (n=43): 3.20

Gender: Men, Women
Employee Type: Admin Pro, Faculty
Department: SC, ACNS, IS&T, Lib.
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  -
## IT & Libraries Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employee Type</th>
<th>Department</th>
<th>Average Perceptions for Department/Unit Diversity Culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=42)</td>
<td>Admin Pro (n=32)</td>
<td>CSU Overall</td>
<td>3.79</td>
</tr>
<tr>
<td>Women (n=46)</td>
<td>Faculty (n=20)</td>
<td>IT &amp; Lib. Overall</td>
<td>3.63</td>
</tr>
<tr>
<td>Admin Pro (n=32)</td>
<td>SC (n=44)</td>
<td>Strongly Agree</td>
<td>3.70</td>
</tr>
<tr>
<td>Faculty (n=20)</td>
<td>ACNS (n=23)</td>
<td>Strongly Disagree</td>
<td>3.64</td>
</tr>
<tr>
<td>SC (n=44)</td>
<td>IS&amp;T (n=25)</td>
<td>3.58</td>
<td></td>
</tr>
<tr>
<td>ACNS (n=23)</td>
<td>Lib. (n=43)</td>
<td>3.63</td>
<td></td>
</tr>
<tr>
<td>IS&amp;T (n=25)</td>
<td></td>
<td>3.57</td>
<td></td>
</tr>
<tr>
<td>Lib. (n=43)</td>
<td></td>
<td>3.71</td>
<td></td>
</tr>
</tbody>
</table>
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
IT & Libraries Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=42)</th>
<th>Women (n=46)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.02</td>
<td>3.57</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Admin Pro (n=32)</th>
<th>Faculty (n=20)</th>
<th>SC (n=44)</th>
<th>ACNS (n=23)</th>
<th>IS&amp;T (n=25)</th>
<th>Lib. (n=43)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>3.72</td>
<td>3.93</td>
<td>3.59</td>
<td>3.90</td>
<td>3.64</td>
<td>3.69</td>
</tr>
</tbody>
</table>

- CSU Overall
- IT & Lib. Overall
Respect

- My department/office is treated with respect by other departments/offices within my division/college
  - IT & Lib.: 56.6%
  - CSU: 64.3%

- My division/college is treated with respect by CSU
  - IT & Lib.: 58.1%
  - CSU: 67.0%

- The people I interact with treat each other with respect
  - IT & Lib.: 73.9%
  - CSU: 78.9%

- There is respect for religious differences in my department/office
  - IT & Lib.: 59.0%
  - CSU: 71.7%

- There is respect for liberal perspectives in my department/office
  - IT & Lib.: 69.4%
  - CSU: 79.0%

- There is respect for conservative perspectives in my department/office
  - IT & Lib.: 51.6%
  - CSU: 55.1%
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
IT & Libraries Favoritism

Average Perceptions for Favoritism

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=42)</th>
<th>Women (n=46)</th>
<th>Admin Pro (n=32)</th>
<th>Faculty (n=20)</th>
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<th>ACNS (n=23)</th>
<th>IS&amp;T (n=25)</th>
<th>Lib. (n=43)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.80</td>
<td>2.99</td>
<td>2.99</td>
<td>2.81</td>
<td>2.94</td>
<td>2.89</td>
<td>3.01</td>
<td>2.83</td>
</tr>
</tbody>
</table>

Strongly Agree

Strongly Disagree
Leadership and Accountability Items

- Items asked each for 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
**IT & Libraries Leadership & Accountability**

Average Perceptions for Division’s Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employee Type</th>
<th>Department</th>
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</thead>
<tbody>
<tr>
<td>Men (n=42)</td>
<td>Admin Pro (n=32)</td>
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<tr>
<td>Women (n=46)</td>
<td>Faculty (n=20)</td>
<td>ACNS (n=23)</td>
</tr>
<tr>
<td></td>
<td>SC (n=44)</td>
<td>IS&amp;T (n=25)</td>
</tr>
<tr>
<td></td>
<td>Lib. (n=43)</td>
<td></td>
</tr>
</tbody>
</table>

- Strongly Agree
- Strongly Disagree

- Men: 3.88
- Women: 2.94
- Admin Pro: 3.29
- Faculty: 3.35
- SC: 3.37
- ACNS: 3.46
- IS&T: 3.43
- Lib.: 3.24

- CSU Overall
- IT & Lib. Overall
IT & Libraries Leadership & Accountability

Average Perceptions for Unit Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employee Type</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=42)</td>
<td>Women (n=46)</td>
<td>Admin Pro (n=32)</td>
</tr>
<tr>
<td>3.79</td>
<td>2.91</td>
<td>3.26</td>
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<td></td>
<td></td>
<td>Faculty (n=20)</td>
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<td></td>
<td></td>
<td>3.23</td>
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<tr>
<td></td>
<td></td>
<td>SC (n=44)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.44</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ACNS (n=23)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.70</td>
</tr>
<tr>
<td></td>
<td></td>
<td>IS&amp;T (n=25)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.23</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lib. (n=43)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.16</td>
</tr>
</tbody>
</table>

CSU Overall: 3.44
IT & Lib. Overall: 3.23
Percentage of respondents who indicated misconduct in their division

- Misconduct: 0.9%
- Sexual Harassment: 0.0%
- Sexual Misconduct: 1.3%
- Bullying: 11.3%
- Bias: 25.5%
- Physical Assault: 0.0%
- Verbal Assault: 2.8%
- Sexual Misconduct: 2.8%
- Bias: 24.1%

Colorado State University
There are people I avoid because of misconduct.

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

- Sexual Harassment: 1.9% IT & Lib., 2.5% CSU
- Sexual Misconduct: 1.9% IT & Lib., 1.0% CSU
- Bullying: 16.7% IT & Lib., 13.2% CSU
- Bias: 20.0% IT & Lib., 15.1% CSU
- Physical Assault: 0.0% IT & Lib., 0.9% CSU
- Verbal Assault: 8.5% IT & Lib., 11.0% CSU
Bias

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

- I find it is worthwhile to know about bias incidents at CSU: 78.0% IT & Lib., 77.7% CSU
- The university is transparent in reporting bias incidents at CSU: 62.4% IT & Lib., 61.8% CSU
- I am alarmed about the number of bias incidents reported at CSU: 24.7% IT & Lib., 32.4% CSU
- The number of bias incidents have increased at CSU in the past year: 28.1% IT & Lib., 34.0% CSU
- CSU handles incidents of bias well: 54.3% IT & Lib., 51.2% CSU
Principles of Community

I am familiar with the Principles of Community
Within my department/office, the Principles of Community are visible in my daily working environment
I feel the Principles of Community have made a positive impact on the climate in my department/office
I feel the Principles of Community have made a positive impact on the climate in my division/college

Percentage of respondent agreement to items related to Principles of Community

- **Strongly Agree/Agree**
  - IT & Lib.: 80.2%
  - CSU: 77.2%
  - IT & Lib.: 43.2%
  - CSU: 58.4%
  - IT & Lib.: 33.7%
  - CSU: 36.0%
  - IT & Lib.: 29.3%
  - CSU: 38.4%

Colorado State University
Percentage of respondent agreement to items related to freedom of speech

- **My division/college supports people speaking freely**: IT & Lib. 60.2%, CSU 66.7%
- **Free speech is an important issue on campus**: IT & Lib. 91.9%, CSU 89.5%
- **I have the skills to navigate free speech questions on campus**: IT & Lib. 49.0%, CSU 59.8%
- **I know who to ask/where to go if I have questions about free speech**: IT & Lib. 41.9%, CSU 50.3%
- **Issues related to freedom of speech impact my work**: IT & Lib. 27.0%, CSU 33.5%

Freedom of Speech
Perception Items

- Items asked each for CSU and Department/Unit

- Recruits employees from a diverse set of backgrounds
- Improves the campus climate for all employees
- Retains diverse employees
- Creates a supportive environment for employees from diverse backgrounds
- Encourages discussions related to diversity
- Provides employees with a positive work experience
- Climate has become consistently more inclusive of all employees
- I would recommend as a place of employment
IT & Libraries Perceptions

Perceptions of CSU

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employee Type</th>
<th>Department</th>
<th>CSU Overall</th>
<th>IT &amp; Lib. Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=42)</td>
<td>Women (n=46)</td>
<td>Admin Pro (n=32)</td>
<td>Faculty (n=20)</td>
<td>SC (n=44)</td>
</tr>
<tr>
<td>4.03</td>
<td>3.69</td>
<td>3.86</td>
<td>3.63</td>
<td>3.79</td>
</tr>
</tbody>
</table>
IT & Libraries Perceptions

Perceptions of Department/Unit -

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employee Type</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=42)</td>
<td>Men (n=32)</td>
<td>Men (n=20)</td>
</tr>
<tr>
<td>3.7</td>
<td>3.24</td>
<td>3.44</td>
</tr>
</tbody>
</table>

Strongly Agree

CSU Overall

IT & Lib. 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

- I would recommend CSU as a place of employment:
  - 2014: 79%, 2016: 77%, 2018: 81%

- CSU climate has become consistently more inclusive of all employees:
  - 2014: 58%, 2016: 64%, 2018: 67%

- CSU provides employees with a positive work experience:
  - 2014: 69%, 2016: 69%, 2018: 74%

- CSU encourages discussions related to diversity:
  - 2014: 63%, 2016: 66%, 2018: 80%

- CSU creates a supportive environment for employees from diverse backgrounds:
  - 2014: 64%, 2016: 67%, 2018: 70%

- CSU retains diverse employees:
  - 2014: 53%, 2016: 63%, 2018: 61%

- CSU improves the campus climate for all employees:
  - 2014: 62%, 2016: 62%, 2018: 70%

- CSU recruits employees from a diverse set of backgrounds:
  - 2014: 57%, 2016: 67%, 2018: 75%
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

Chart showing percentage of respondent agreement from 2014 to 2018.
Discriminatory Attitudes

• Perceived Discriminatory Attitudes in Department/Office:
  – 36% indicated no discriminatory attitudes present (CSU: 36%)
  – 32% Employment classification (CSU: 29%)
  – 26% Gender (CSU: 17%)
  – 19% Job title (CSU: 31%)
  – 16% Political Affiliation (CSU: 20%)
  – 16% Age (CSU: 19%)
Work Stressors

- Top 3 Work Stressors
  - 39% Low salary (CSU: 47%)
  - 32% Workload (CSU: 33%)
  - 33% Lack of growth/promotion (CSU: 29%)
  - 25% Work/life balance (CSU: 29%)
  - 25% Lack of resources/budget/funding (CSU: 17%)
  - 24% Department/office climate (CSU: 21%)
  - 13% Interpersonal conflict (CSU: 12%)
Three words to describe IT & Libraries culture
Top Items with Gender Discrepancies

• Leadership holds employees accountable for inappropriate behavior
• Leadership adequately addresses inappropriate behavior
• Promotes a work environment where all employees feel included
• Department/office leadership addresses issues of inequity
• Supports a healthy work/life balance
• I would recommend my department/office as a place of employment
• I feel a strong sense of belonging to CSU
• I fear negative job consequences if I were to raise an issue of unfair treatment
Key Findings for IT & Libraries

- Lower perceptions of Department/Unit Culture and Diversity Culture and Department/Unit Perceptions compared to the average CSU respondent

- Women had lower perceptions than men for all factors except Favoritism and Diversity Culture
  - Lower perceptions of CSU and Department/Unit Perceptions, Division and Unit Leadership, Sense of Belonging, and Unit Culture
  - Largest effect was for Division and Unit Leadership’s Accountability
  - Over a quarter of respondents indicated gender was a discriminatory attitude in their department/unit (compared to 17% of all respondents)
Key Findings for IT & Libraries

• There were no significant differences by employee type
  – Items with the largest gap between Administrative Professionals/Faculty and State Classified respondents related to culture and respect
    • Promotes respect for cultural differences
    • My dept. is treated with respect by other departments
    • My dept. provides me with professional development opportunities

• 26% of IT & Libraries respondents indicated bias was problematic at the division level and 17% indicated bullying was problematic at their department/office level
  – 35% of women indicated bias was problematic at their division level and 30% of women indicated bullying was problematic at their department/office level

• Respondents in the IT & Libraries had slightly lower perceptions of respect compared to the average CSU respondent, particularly surrounding political beliefs
How do the findings relate to the Multicultural Organization Development (MCOD)?
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
- Special division reports
- Coming Soon:
  - 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/