2018 Employee Climate Survey

Presentation for President’s Council on Culture

Assessment Group for Diversity Issues

4.10.19

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>Category</th>
<th>2014 (n = 2,150)</th>
<th>2016 (n = 2,191)</th>
<th>2018 (n = 4,058)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>26.0%</td>
<td>30.3%</td>
<td><strong>58.5%</strong></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>
## 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>Information Technology &amp; Libraries</td>
<td>60.5%</td>
</tr>
<tr>
<td>Engagement</td>
<td>56.9%</td>
</tr>
<tr>
<td>Office of the Provost &amp; 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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterinary Medicine and Biomedical Sciences</td>
<td>75.5%</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>
</tbody>
</table>

Total (n = 4,058) 58.5%
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%
  - Black or African American, 1.3%
  - Hispanic or Latinx, 5.7%
  - Native Hawaiian or Other Pacific Islander, 0.3%
  - Multi-Racial, 4.3%
Employee Characteristics

- Administrative Professional, 50.9%
- Faculty, 24.3%
- State Classified, 23.5%
- Other, 1.3%
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/Unit Culture

• I feel valued as an employee
• 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
• My dept. values employee input in major department decisions
### Average Perceptions for Department/Unit Culture

<table>
<thead>
<tr>
<th>Category</th>
<th>Gender (n=2128)</th>
<th>Men (n=1293)</th>
<th>T/NB/GNC (n=65)</th>
<th>Non-minoritized (n=2,883)</th>
<th>Minoritized (n=502)</th>
<th>Admin Pro (n=1800)</th>
<th>Faculty (n=860)</th>
<th>SC (n=830)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td>3.48</td>
<td>3.67</td>
<td>3.29</td>
<td>3.54</td>
<td>3.59</td>
<td>3.58</td>
<td>3.58</td>
<td>3.37</td>
</tr>
<tr>
<td><strong>Minoritized Race/Ethnicity</strong></td>
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<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Employee Type</strong></td>
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<td></td>
</tr>
<tr>
<td><strong>CSU Overall</strong></td>
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<td></td>
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</tbody>
</table>

**Note:** CSU Overall scores are not provided in the image.
Culture

Department/Unit Culture: Intersection of Race and Gender

[Bar chart showing the following:
- White Men (n=1063): 3.68
- Men of Color (n=163): 3.72
- White Women (n=1741): 3.48
- Women of Color (n=301): 3.57

Comparison to CSU Overall: X]
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%
Culture

Department/Unit Diversity Culture

Strongly Agree

White Men (n = 1063) 4.10
Men of Color (n = 163) 3.99
White Women (n = 1741) 4.03
Women of Color (n = 301) 3.90

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CSU Overall
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 for Sense of Belonging

Culture

Women (n=2128) | Men (n=1293) | T/NB/GNC (n=65) | Non-minoritized (n=2,883) | Minoritized (n=502) | Admin Pro (n=1800) | Faculty (n=860) | SC (n=830)

Gender

Minoritized Race/Ethnicity

Employee Type

---

CSU Overall

Strongly Agree

5

4

3

2

1

Strongly Disagree

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Culture

Sense of Belonging: Intersection of Race and Gender

- **White Men** (n = 1063): 3.70
- **Men of Color** (n = 163): 3.91
- **White Women** (n = 1741): 3.72
- **Women of Color** (n = 301): 3.72

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Colorado State University
Respect

- My department/office is treated with respect by other departments/offices within my division/college: 64.3%
- My division/college is treated with respect by CSU: 67.0%
- The people I interact with treat each other with respect: 78.9%
- There is respect for religious differences in my department/office: 71.7%
- There is respect for liberal perspectives in my department/office: 79.0%
- There is respect for conservative perspectives in my department/office: 55.1%
Favoritism Items

- Favoritism plays a role in who gets recognized within my department/office 37.9%
- 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 32.3%
- Favoritism plays a role in who gets hired in my department/office 25.6%
Favoritism

Average Perceptions for Favoritism

<table>
<thead>
<tr>
<th>Gender</th>
<th>Women  (n=2128)</th>
<th>Men    (n=1293)</th>
<th>T/NB/GNC (n=65)</th>
<th>Non-minoritized (n=2,883)</th>
<th>Minoritized (n=502)</th>
<th>Admin Pro (n=1800)</th>
<th>Faculty (n=860)</th>
<th>SC  (n=830)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>2.83</td>
<td>2.65</td>
<td>3.09</td>
<td>2.74</td>
<td>2.88</td>
<td>2.72</td>
<td>2.73</td>
<td>2.95</td>
</tr>
<tr>
<td>Gender</td>
<td>Strongly Agree</td>
<td>Strongly Disagree</td>
<td>Strongly Agree</td>
<td>Strongly Disagree</td>
<td>Strongly Agree</td>
<td>Strongly Disagree</td>
<td>Strongly Agree</td>
<td>Strongly Disagree</td>
</tr>
</tbody>
</table>
Favoritism: Intersection of Race and Gender

- White Men (n = 1063): 2.61
- Men of Color (n = 163): 2.85
- White Women (n = 1741): 2.80
- Women of Color (n = 301): 2.83

CSU Overall
Leadership and Accountability Items

Items asked each for Division and Department/Unit

- Leadership acts ethically and honestly in the workplace
- Leadership adequately addresses inappropriate behavior
- Leadership addresses issues of inequity 50.3% 55.8%
- Leadership holds employees accountable for inappropriate behavior 48.1% 55.4%
- Leaders hold all employees to the same standards
- Leadership holds employees accountable for poor performance
Leadership & Accountability

Average Perceptions for College/Division Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Women (n=2128)</th>
<th>Men (n=1293)</th>
<th>T/NB/GNC (n=65)</th>
<th>Non-minoritized (n=2,883)</th>
<th>Minoritized (n=502)</th>
<th>Admin Pro (n=1800)</th>
<th>Faculty (n=860)</th>
<th>SC (n=830)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.25</td>
<td>3.48</td>
<td>3.10</td>
<td>3.34</td>
<td>3.31</td>
<td>3.39</td>
<td>3.28</td>
<td>3.20</td>
</tr>
</tbody>
</table>
### Leadership & Accountability

#### Average Perceptions for Department/Unit Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Women (n=2128)</th>
<th>Men (n=1293)</th>
<th>T/NB/GNC (n=65)</th>
<th>Non-minoritized (n=2,883)</th>
<th>Minoritized (n=502)</th>
<th>Admin Pro (n=1800)</th>
<th>Faculty (n=860)</th>
<th>SC (n=830)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.38</td>
<td>3.59</td>
<td>3.04</td>
<td>3.46</td>
<td>3.42</td>
<td>3.49</td>
<td>3.45</td>
<td>3.31</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
</tr>
</tbody>
</table>

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CSU Overall
Leadership & Accountability

Leadership's Accountability: Intersection of Race and Gender

- **White Men** (n = 1063): 3.61
- **Men of Color** (n = 163): 3.49
- **White Women** (n = 1741): 3.44
- **Women of Color** (n = 301): 3.42

Survey responses range from 1 (Strongly Disagree) to 5 (Strongly Agree).
Misconduct

- **Sexual Harassment**: 6.3% problematic at CSU, 1.9% problematic in department/office
- **Sexual Misconduct**: 3.0% problematic at CSU, 1.1% problematic in department/office
- **Bullying**: 13.3% problematic at CSU, 12.4% problematic in department/office
- **Bias**: 28.3% problematic at CSU, 23.3% problematic in department/office
- **Physical Assault**: 0.6% problematic at CSU, 0.3% problematic in department/office
- **Verbal Assault**: 7.2% problematic at CSU, 7.0% problematic in department/office
There are people at CSU I avoid because I fear:

<table>
<thead>
<tr>
<th>Misconduct Type</th>
<th>CSU Overall</th>
<th>Women</th>
<th>T/NB/GNC</th>
<th>Minoritized</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Harassment</td>
<td>1.0%</td>
<td>1.3%</td>
<td>6.3%</td>
<td>2.4%</td>
</tr>
<tr>
<td>Sexual Misconduct</td>
<td>11.0%</td>
<td>11.8%</td>
<td>21.9%</td>
<td>13.1%</td>
</tr>
<tr>
<td>Bullying</td>
<td>16.7%</td>
<td>18.4%</td>
<td>29.7%</td>
<td>20.1%</td>
</tr>
<tr>
<td>Bias</td>
<td>20.0%</td>
<td>20.2%</td>
<td>30.2%</td>
<td>37.5%</td>
</tr>
<tr>
<td>Verbal Assault</td>
<td>1.0%</td>
<td>2.5%</td>
<td>3.4%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Statement</td>
<td>Strongly Agree/Agree</td>
<td>Neither Agree nor Disagree</td>
<td>Strongly Disagree/Disagree</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>---------------------</td>
<td>---------------------------</td>
<td>---------------------------</td>
<td></td>
</tr>
<tr>
<td>I find it is worthwhile to know about bias incidents at CSU</td>
<td>77.7%</td>
<td></td>
<td>5.6%</td>
<td></td>
</tr>
<tr>
<td>The university is transparent in reporting bias incidents at CSU</td>
<td>61.8%</td>
<td></td>
<td>14.4%</td>
<td></td>
</tr>
<tr>
<td>CSU handles incidents of bias well</td>
<td>51.2%</td>
<td></td>
<td>14.2%</td>
<td></td>
</tr>
<tr>
<td>The number of bias incidents have increased at CSU in the past year</td>
<td>34.0%</td>
<td></td>
<td>19.2%</td>
<td></td>
</tr>
<tr>
<td>I am alarmed about the number of bias incidents reported at CSU</td>
<td>32.4%</td>
<td></td>
<td>26.4%</td>
<td></td>
</tr>
</tbody>
</table>
I am familiar with the Principles of Community:

- 77.20% Strongly Agree/Agree
- 15.50% Neither Agree nor Disagree
- 0% Strongly Disagree/Disagree

Within my department/office, the POC are visible in my daily working environment:

- 58.40% Strongly Agree/Agree
- 26.90% Neither Agree nor Disagree
- 15.10% Strongly Disagree/Disagree

I feel the POC have made a positive impact on the climate in my department/office:

- 35.90% Strongly Agree/Agree
- 21.50% Neither Agree nor Disagree
- 42.60% Strongly Disagree/Disagree

I feel the POC have made a positive impact on the climate in my division/college:

- 38.40% Strongly Agree/Agree
- 19.10% Neither Agree nor Disagree
- 42.60% Strongly Disagree/Disagree
<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free speech is an important issue on campus</td>
<td>89.5%</td>
</tr>
<tr>
<td>My division/college supports people speaking freely</td>
<td>66.7%</td>
</tr>
<tr>
<td>I have the skills to navigate free speech questions on campus</td>
<td>59.8%</td>
</tr>
<tr>
<td>I know who to ask/where to go if I have questions about free speech</td>
<td>50.3%</td>
</tr>
<tr>
<td>Issues related to freedom of speech impact my work</td>
<td>33.5%</td>
</tr>
</tbody>
</table>
Perception Items

Items asked each for CSU and Department/Unit

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

### Average Perceptions of CSU

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Race/Ethnicity</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=2128)</td>
<td>T/NB/GNC (n=65)</td>
<td>Admin Pro (n=1800)</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>3.83</td>
<td>3.91</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>3.88</td>
<td>3.91</td>
</tr>
</tbody>
</table>

- **Gender:**
  - Women (n=2128)
  - Men (n=1293)

- **Minoritized Race/Ethnicity:**
  - T/NB/GNC (n=65)
  - Non-minoritized (n=2,883)
  - Minoritized (n=502)

- **Employee Type:**
  - Admin Pro (n=1800)
  - Faculty (n=860)
  - SC (n=830)

**CSU Overall:**

![Bar chart showing average perceptions across various categories](chart.png)
Perceptions of Department/Unit

Average Perceptions of Department/Unit

<table>
<thead>
<tr>
<th>Category</th>
<th>Women (n=2128)</th>
<th>Men (n=1293)</th>
<th>T/NB/GNC (n=65)</th>
<th>Non-minoritized (n=2,883)</th>
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<th>Faculty (n=860)</th>
<th>SC (n=830)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>3.64</td>
<td>3.76</td>
<td>3.28</td>
<td>3.71</td>
<td>3.58</td>
<td>3.73</td>
<td>3.65</td>
<td>3.56</td>
</tr>
<tr>
<td>Minoritized Race/Ethnicity</td>
<td></td>
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<td>Employee Type</td>
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</tr>
</tbody>
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CSU Overall

Gender:
- Women: 3.64
- Men: 3.76
- T/NB/GNC: 3.28
- Non-minoritized: 3.71
- Minoritized: 3.58
- Admin Pro: 3.73
- Faculty: 3.65
- SC: 3.56

Women (n=2128)
Men (n=1293)
T/NB/GNC (n=65)
Non-minoritized (n=2,883)
Minoritized (n=502)
Admin Pro (n=1800)
Faculty (n=860)
SC (n=830)
Perceptions of CSU and Department/Unit

Perceptions: Intersection of Race and Gender

<table>
<thead>
<tr>
<th>Category</th>
<th>CSU Perceptions</th>
<th>Department/Unit Perceptions</th>
<th>CSU Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Men (n = 1063)</td>
<td>3.91</td>
<td>3.80</td>
<td>3.81</td>
</tr>
<tr>
<td>Men of Color (n = 163)</td>
<td>3.81</td>
<td>3.65</td>
<td>3.67</td>
</tr>
<tr>
<td>White Women (n = 1741)</td>
<td>3.88</td>
<td>3.67</td>
<td>3.67</td>
</tr>
<tr>
<td>Women of Color (n = 301)</td>
<td></td>
<td></td>
<td>3.60</td>
</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

- 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

![Bar chart showing percentage agreement over time from 2014 to 2018 for various department/unit perceptions.](chart.png)

*Colorado State University*
Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department/Office:
  - 36% indicated no discriminatory attitudes present
  - 31% Job title
  - 29% Employment classification
  - 20% Political Affiliation
  - 19% Age
  - 17% Gender
Work Stressors

- Top 3 Work Stressors
  - 47% Low salary
  - 33% Workload
  - 29% Lack of growth /promotion
  - 29% Work/life balance
  - 21% Office/department climate
  - 18% Email overload
  - 17% Lack of budget/funding/resources
Three words to describe division/college culture

SUPPORTIVE  INCLUSIVE  FRIENDLY
Key Findings

• Gender
  – Women had less favorable perceptions on all factors except their overall CSU perceptions and sense of belonging compared to men
    • Less favorable perceptions of department’s culture and diversity culture, division’s and department’s leadership accountability, favoritism and general department perceptions
  – Respondents with an identity categorized as Transgender/Non-Binary/Gender Non Conforming had less favorable perceptions for all factors except Sense of Belonging and more concerns related to misconduct

• Race/Ethnicity
  – Respondents of a minoritized race/ethnicity had less favorable perceptions of their department and CSU, favoritism, and their department’s diversity culture compared to respondents of non-minoritized race/ethnicity
  – Respondents of a minoritized race/ethnicity had more concerns related to misconduct, particularly bias
Key Findings

- **Employee Type**
  - State Classified respondents had less favorable perceptions for all factors and for the majority of items related to respect compared to Administrative Professional respondents.
  - Faculty respondents had significantly lower perceptions of CSU compared to State Classified and Administrative Professional respondents.

- **Misconduct**
  - Close to a quarter of respondents perceive bias as problematic in their college.
  - 12% perceive bullying and 7% perceive verbal assault as problematic in their department.
  - Respondents who identify as T/NB/GNC or with a minoritized race/ethnicity reported avoiding people more due to misconduct in all areas compared to the average CSU respondent.
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/