2018 Employee Climate Survey

Presentation for Office of International Programs

Assessment Group for Diversity Issues
5.03.19

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>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>
# Division 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>International Programs</td>
<td>74.4% (n = 32)</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 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>Total (n = 4,058)</td>
<td>58.5%</td>
</tr>
</tbody>
</table>
Respondent Characteristics for OIP

**Gender**
- Women, 71.90%
- Men, 21.90%

**Employee Type**
- Administrative Professional, 68.8%
- State Classified, 18.8%
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

OIP Culture

- My dept. promotes a work environment where all employees feel included
- My dept. treats all employees equitably - (41%)
- My dept. is open and transparent in communication - (36%)
- My dept. values employee input in major department decisions - (34%)
- I feel valued as an employee
Culture Items

OIP Diversity Culture

• My department promotes respect for cultural differences  +  (97%)
• My department understands the value of diversity
• My department communicates the importance of valuing diversity  +  (94%)
Culture Items

OIP Sense of Belonging

• I feel a strong sense of belonging to CSU
• I feel a strong sense of belonging to my division + (72%)
• I feel a strong sense of belonging to my department
OIP Culture

- Sense of Belonging: OIP (n=36), Strongly Agree: 3.84, CSU (n=4,058), Strongly Disagree: 3.67
- Department Culture: OIP, Strongly Agree: 3.16, CSU (n=4,058), Strongly Disagree: 3.52
- Department Diversity Culture: OIP (n=36), Strongly Agree: 4.46, CSU (n=4,058), Strongly Disagree: 4.00
Respect

- My department/office is treated with respect by other departments/offices within my division/college: OIP 71.9%, CSU 64.3%
- My division/college is treated with respect by CSU: OIP 75.0%, CSU 67.0%
- The people I interact with treat each other with respect: OIP 78.1%, CSU 78.9%
- There is respect for religious differences in my department/office: OIP 71.7%, CSU 86.2%
- There is respect for liberal perspectives in my department/office: OIP 96.7%, CSU 79.0%
- There is respect for conservative perspectives in my department/office: OIP 41.9%, CSU 55.1%
Favoritism Items

• Favoritism plays a role in who gets recognized within my department/office + (71%)
• 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 + (68%)
• Favoritism plays a role in who gets hired in my department/office
OIP Favoritism

Strongly Agree

3.56

Strongly Disagree

2.80

OIP (n = 36)  CSU (n = 4,058)
## Leadership and Accountability Items

- Items asked each for Division Level and Unit Level

<table>
<thead>
<tr>
<th>Item</th>
<th>Division</th>
<th>Dept.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>- (35%)</td>
<td>- (41%)</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>- (39%)</td>
<td>- (39%)</td>
</tr>
<tr>
<td>Leaders hold all employees to the same standards</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>
OIP Leadership’s Accountability

<table>
<thead>
<tr>
<th></th>
<th>Department Leadership</th>
<th>Division Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>OIP</td>
<td>3.05</td>
<td>3.00</td>
</tr>
<tr>
<td>CSU</td>
<td>3.42</td>
<td>3.31</td>
</tr>
</tbody>
</table>

- OIP: (n = 36)
- CSU: (n = 4,058)
Percentage of respondents who indicated misconduct at in their division

- Sexual Harassment: OIP 0.0%, CSU 2.8%
- Sexual Misconduct: OIP 0.0%, CSU 1.3%
- Bullying: OIP 21.9%, CSU 10.3%
- Bias: OIP 25.0%, CSU 24.1%
- Physical Assault: OIP 0.0%, CSU 0.2%
- Verbal Assault: OIP 9.4%, CSU 5.1%
There are people I avoid because of misconduct

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

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

- **Strongly Agree/Agree**
  - I find it is worthwhile to know about bias incidents at CSU: 93.3%
  - The university is transparent in reporting bias incidents at CSU: 86.7%
  - I am alarmed about the number of bias incidents reported at CSU: 44.8%
  - The number of bias incidents have increased at CSU in the past year: 48.0%
  - CSU handles incidents of bias well: 74.1%
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
Percentage of respondent agreement to items related to freedom of speech

- My division/college supports people speaking freely: 62.5% (OIP), 66.7% (CSU)
- Free speech is an important issue on campus: 93.8% (OIP), 89.5% (CSU)
- I have the skills to navigate free speech questions on campus: 63.3% (OIP), 59.8% (CSU)
- I know who to ask/where to go if I have questions about free speech: 58.1% (OIP), 50.3% (CSU)
- Issues related to freedom of speech impact my work: 33.3% (OIP), 33.5% (CSU)
OIP 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

<table>
<thead>
<tr>
<th></th>
<th>CSU</th>
<th>Dept.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Item 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item 3</td>
<td></td>
<td></td>
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<tr>
<td>Item 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item 6</td>
<td>+ (100%)</td>
<td>+ (97%)</td>
</tr>
<tr>
<td>Item 7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item 8</td>
<td></td>
<td>+</td>
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<tr>
<td>Item 9</td>
<td></td>
<td></td>
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</tbody>
</table>
OIP Perceptions

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU Perceptions</td>
<td>Department Perceptions</td>
</tr>
<tr>
<td>OIP (n = 36)</td>
<td>CSU average (n = 4,058)</td>
</tr>
</tbody>
</table>

- CSU Perceptions: 3.96
- Department Perceptions: 3.71
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

CSU Perceptions over Time

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
  - 2014: 56%, 2016: 59%, 2018: 62%
  - 2016: 59%, 2018: 62%

- Department/office climate has become consistently more inclusive of all employees
  - 2014: 59%, 2016: 63%, 2018: 68%

- Department/office provides employees with a positive work experience
  - 2014: 49%, 2016: 63%, 2018: 69%

- Department/office encourages discussions related to diversity
  - 2014: 50%, 2016: 62%, 2018: 68%

- Department/office creates a supportive environment for employees from diverse backgrounds
  - 2014: 51%, 2016: 63%, 2018: 65%

- Department/office retains diverse employees
  - 2014: 51%, 2016: 57%, 2018: 59%

- Department/office improves the campus climate for all employees
  - 2014: 58%, 2016: 58%, 2018: 64%

- Department/office recruits employees from a diverse set of backgrounds
  - 2014: 59%, 2016: 59%, 2018: 67%

- Department/office climate has become consistently more inclusive of all employees
  - 2014: 59%, 2016: 63%, 2018: 68%
Discriminatory Attitudes & Work Stressors

• Perceived Discriminatory Attitudes in Department/Office:
  – 50% Job title (CSU: 31%)
  – 46% Employment classification (CSU: 29%)
  – 39% Parental status (CSU: 9%)
  – 39% Age (CSU: 19%)
  – 29% Gender (CSU: 17%)
  – 25% Political Affiliation (CSU: 20%)
  – 14% indicated no discriminatory attitudes present (CSU: 36%)

• Top 3 Work Stressors in OIP
  – 67% Lack of growth/promotion (CSU: 29%)
  – 63% Low salary (CSU: 47%)
  – 27% Workload (CSU: 33%)
  – 27% Affordable housing near work (CSU: 13%)
Key Findings for OIP

- Valuing diversity is a strength!
  - OIP had more favorable perceptions of their Department’s Diversity Culture compared to CSU
- OIP had less favorable perceptions of their Department’s Culture, Department Leadership’s Accountability and Favoritism
  - Specifically, items related to communication and inequities in the treatment of employees
- OIP respondents perceived higher respect for religion and liberal perspectives in their departments compared to the average CSU respondent
- Women had less favorable responses compared to men when examining their perceptions of Leadership’s Accountability of their department
- More perceptions of bullying (22%) and verbal assault (9.4%) in their division compared to CSU (10% and 5% respectively)
- Almost half of OIP respondents indicated POC made a positive impact in their department compared to 36% of all respondents
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/