2018 Employee Climate Survey

Presentation for
College of Liberal Arts

Assessment Group for Diversity Issues
7.15.19

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>
# 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%</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><strong>Liberal Arts</strong></td>
<td>48.5% (n=264)</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>58.5%</td>
</tr>
</tbody>
</table>
Respondent Characteristics for CLA

Gender
- Women, 67.8%
- Men, 30.1%
- T/NB/GNC, 2.10%

Race/Ethnicity
- Non-minoritized, 89.5%
- Minoritized, 10.5%
Employee Characteristics

Employee Type
- Faculty, 71.9%
- Prefer not to disclose, 2.8%
- Administrative Professional, 17.3%
- State Classified, 7.6%

Department
- English: 19.9%
- School of Music, Theatre and Dance: 11.8%
- Dean's Office/Academic Support Center: 10.2%
- Art/Art History/LEAP: 7.3%
- Communication Studies: 6.5%
- Anthropology: 6.5%
- Journalism and Media Communication: 5.7%
- Sociology/Ethnic Studies: 4.9%
- Economics: 4.5%
- History: 3.7%
- Political Science: 3.3%
- Languages, Literatures and Cultures: 2.4%
- Philosophy: 1.6%
- Prefer not to disclose: 11.8%
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

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
Average Perceptions for Department/Unit Culture

Gender:
- Men (n=71): 3.58
- Women (n=160): 3.54
- Non-minoritized (n=204): 3.54
- Minoritized (n=24): 3.31
- AP (n=43): 3.68
- Faculty (n=179): 3.49

Minoritized Race/Ethnicity:
- Non-minoritized: 3.54
- Minoritized: 3.31

Employee Type:
- CSU Overall
- CLA

Colorado State University
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 +
CLA Culture

Average Perceptions for Department/Unit Diversity Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=71)</th>
<th>Women (n=160)</th>
<th>Non-minoritized (n=204)</th>
<th>Minoritized (n=24)</th>
<th>AP (n=43)</th>
<th>Faculty (n=179)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>4.20</td>
<td>4.05</td>
<td>4.12</td>
<td>3.73</td>
<td>4.22</td>
<td>4.05</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Colorado State University
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
Average Perceptions for Sense of Belonging

- **Men** (n=71): 3.70
- **Women** (n=160): 3.75
- **Non-minoritized** (n=204): 3.76
- **Minoritized** (n=24): 3.37
- **AP** (n=43): 4.32
- **Faculty** (n=179): 3.52
- **SC** (n=19): 3.74

**Gender:**
- Men (n=71): 3.70
- Women (n=160): 3.75

**Minoritized Race/Ethnicity:**
- Non-minoritized (n=204): 3.76
- Minoritized (n=24): 3.37

**Employee Type:**
- AP (n=43): 4.32
- Faculty (n=179): 3.52
- SC (n=19): 3.74
Respect

- My department/office is treated with respect by other departments/offices within my division/college: 52.9%
- My division/college is treated with respect by CSU: 64.3%
- The people I interact with treat each other with respect: 79.8% - 78.9%
- There is respect for religious differences in my department/office: 75.5% - 71.7%
- There is respect for liberal perspectives in my department/office: 92.5%
- There is respect for conservative perspectives in my department/office: 51.7% - 55.1%

CLA vs. CSU
My division/college is treated with respect by CSU

- Men: 2.55
- Women: 2.88
- Non-minoritized: 2.79
- Minoritized: 2.77
- Admin Pro: 3.37
- Faculty: 2.54
- SC: 3.47

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

- Men: 3.49
- Women: 3.45
- Non-minoritized: 3.47
- Minoritized: 3.17
- Admin Pro: 3.60
- Faculty: 3.40
- SC: 3.47
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
CLA 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=71)</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>SC (n=19)</td>
</tr>
</tbody>
</table>

- **Gender**: Men (Strongly Agree: 2.49) vs. Women (Strongly Agree: 2.78)
- **Minoritized Race/Ethnicity**: Non-minoritized (Strongly Agree: 2.69) vs. Minoritized (Strongly Agree: 3.10)
- **Employee Type**: AP (Strongly Agree: 2.59) vs. Faculty (Strongly Agree: 2.7) vs. SC (Strongly Agree: 2.91)
Leadership and Accountability Items

- Items asked each for College and Department

- 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
## CLA Leadership & Accountability

### Average Perceptions for College Leadership's Accountability

<table>
<thead>
<tr>
<th>Category</th>
<th>Men (n=71)</th>
<th>Women (n=160)</th>
<th>Non-minoritized (n=204)</th>
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<th>Faculty (n=179)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>3.67</td>
<td>3.37</td>
<td>3.48</td>
<td>3.13</td>
<td>3.83</td>
<td>3.38</td>
</tr>
<tr>
<td>Minoritized Race/Ethnicity</td>
<td>3.67</td>
<td>3.37</td>
<td>3.48</td>
<td>3.13</td>
<td>3.83</td>
<td>3.38</td>
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<td>3.48</td>
<td>3.13</td>
<td>3.83</td>
<td>3.38</td>
</tr>
</tbody>
</table>

**Note:** The values represent the average perceptions on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree) for the CLA Leadership & Accountability.
## CLA Leadership & Accountability

### Average Perceptions for Department Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=71)</th>
<th>Women (n=160)</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.69</td>
<td>3.43</td>
<td>3.49</td>
<td>3.34</td>
<td>3.66</td>
<td>3.47</td>
<td>3.23</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **CSU Overall**
- **CLA**

*Men (n=71), Women (n=160), Non-minoritized (n=204), Minoritized (n=24), AP (n=43), Faculty (n=179), SC (n=19)*
Percentage of respondents who indicated misconduct in their college

- Sexual Harassment: 3.1% (CLA), 2.8% (CSU)
- Sexual Misconduct: 2.7% (CLA), 1.3% (CSU)
- Bullying: 8.1% (CLA), 10.3% (CSU)
- Bias: 24.1% (CLA), 20.1% (CSU)
- Physical Assault: 0.4% (CLA), 0.2% (CSU)
- Verbal Assault: 2.3% (CLA), 5.1% (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

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

<table>
<thead>
<tr>
<th>Item</th>
<th>CLA</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am familiar with the Principles of Community</td>
<td>82.9%</td>
<td>77.2%</td>
</tr>
<tr>
<td>Within my department/office, the Principles of Community are visible</td>
<td>62.9%</td>
<td>58.4%</td>
</tr>
<tr>
<td>I feel the Principles of Community have made a positive impact on</td>
<td>36.4%</td>
<td>36.0%</td>
</tr>
<tr>
<td>the climate in my department/office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel the Principles of Community have made a positive impact on</td>
<td>41.2%</td>
<td>38.4%</td>
</tr>
<tr>
<td>the climate in my division/college</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Percentage of respondent agreement to items related to freedom of speech

- **My division/college supports people speaking freely**: 79.9% (CLA), 66.7% (CSU)
- **Free speech is an important issue on campus**: 95.7% (CLA), 89.5% (CSU)
- **I have the skills to navigate free speech questions on campus**: 70.3% (CLA), 59.8% (CSU)
- **I know who to ask/where to go if I have questions about free speech**: 59.5% (CLA), 50.3% (CSU)
- **Issues related to freedom of speech impact my work**: 61.2% (CLA), 33.5% (CSU)
## Perception Items

- Items asked each for CSU and Department/Unit

<table>
<thead>
<tr>
<th>Item</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>
CLA Perceptions

Perceptions of CSU -

<table>
<thead>
<tr>
<th>Gender</th>
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<td></td>
<td></td>
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</tbody>
</table>

- CSU Overall
- CLA

- Strongly Agree
- Strongly Disagree
## CLA Perceptions

<table>
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<tr>
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<tr>
<td></td>
<td>SC (n=19)</td>
<td></td>
</tr>
</tbody>
</table>

### Perceptions of Department

- **Strongly Agree**
  - CSU Overall: 3.94
  - CLA: 3.74
- **Strongly Disagree**
  - CSU Overall: 3.18
  - CLA: 3.86

*(Men: n=71, Women: n=160, Non-minoritized: n=204, Minoritized: n=24, AP: n=43, Faculty: n=179, SC: n=19)*
CLA Unique Questions

I receive the support I need to be successful in my job: 71.8%

My colleagues/coworkers support one another: 70.1%
CSU Perceptions over Time

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: 66%
  - 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: 57%
  - 2016: 64%
  - 2018: 70%

- CSU retains diverse employees
  - 2014: 53%
  - 2016: 63%
  - 2018: 67%

- CSU improves the campus climate for all employees
  - 2014: 63%
  - 2016: 61%
  - 2018: 70%

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

Department/Office improves the campus climate for all employees

Department/Office retains diverse employees

Department/Office creates a supportive environment for employees from diverse backgrounds

Department/Office encourages discussions related to diversity

Department/Office provides employees with a positive work experience

I would recommend my department/office as a place of employment

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

Department/Unit Perceptions over Time

2014 2016 2018

Department/Office climate has become consistently more inclusive of all employees

Department/Office creates a supportive environment for employees from diverse backgrounds

Department/Office encourages discussions related to diversity

Department/Office provides employees with a positive work experience

I would recommend my department/office as a place of employment

Department/Office retains diverse employees

Department/Office improves the campus climate for all employees

Department/Office recruits employees from a diverse set of backgrounds
Discriminatory Attitudes

• Perceived Discriminatory Attitudes in Office:
  – 32.1% indicated no discriminatory attitudes present (CSU: 36%)
  – 39.8% Employment classification (CSU: 29%)
  – 35.7% Job title (CSU: 31%)
  – 19.0% Gender (CSU: 17%)
  – 16.3% Age (CSU: 19%)
  – 12.2% Political Affiliation (CSU: 20%)
Work Stressors

• Top 3 Work Stressors
  – 70.0% Low salary (CSU: 47%)
  – 35.6% Workload (CSU: 33%)
  – 30.0% Work/life balance (CSU: 29%)
  – 27.6% Lack of growth /promotion (CSU: 29%)
  – 21.2% Email overload (CSU: 17.7%)
  – 18.4% Lack of resources/Budget/Funding (CSU: 17%)
  – 14.4% Department climate (CSU: 20.6%)
Three words to describe CLA culture
Key Findings for CLA

• CLA had significantly more favorable results than the average CSU respondent for College Leadership’s Accountability; however, CLA had significantly less favorable results for overall CSU Perceptions

• CLA reported lower agreement to items related to respect by CSU and within their college
  – Only 34% agree CLA is treated with respect by CSU (CSU: 67%)
  – Only 53% agree their department is treated by respect by other departments with CLA (CSU: 64%)

• CLA had significantly higher agreement to all items related to Freedom of Speech, particularly 61% agree freedom of speech impacts CLA’s work

• A fifth of respondents indicated bias was problematic in CLA

• 70% of respondents indicated low salary as a top three work stressor compared to 47% of all CSU
Key Findings for CLA

- Women had less favorable overall department perceptions compared to men
- Administrative professional respondents had a higher sense of belonging compared to faculty and state classified respondents
- Faculty had significantly lower perceptions of College Leadership’s Accountability and overall perceptions of CSU compared to administrative profession respondents
- Compared to non-minoritized respondents, respondents from a minoritized race/ethnicity had significantly lower/less favorable
  - Sense of belonging
  - Perceptions of CSU
  - Perceptions of their department
  - Perceptions of their department’s diversity culture
MCOD

- 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/