2018 Employee Climate Survey

Presentation for
Walter Scott, Jr. College of Engineering

Assessment Group for Diversity Issues
7.08.19

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>
## 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>Liberal Arts</td>
<td>48.5%</td>
</tr>
<tr>
<td><strong>Walter Scott, Jr. College of Engineering</strong></td>
<td><strong>35.2% (n=163)</strong></td>
</tr>
<tr>
<td><strong>Total (n = 4,058)</strong></td>
<td><strong>58.5%</strong></td>
</tr>
</tbody>
</table>
Respondent Characteristics for WSCOE

Gender

- Men, 53.5%
- Women, 44.4%
- T/NB/GNC, 2.10%

Race/Ethnicity

- Non-minoritized, 83.0%
- Minoritized, 17.0%
Employee Characteristics

Employee Type:
- Administrative Professional, 56.2%
- Faculty, 31.4%
- State Classified, 7.8%
- Prefer not to disclose, 3.9%

Department:
- Atmospheric Science, 27.0%
- CBE OR SBME, 3.3%
- Civil and Environmental, 19.7%
- Dean's Office/ERC/College, 17.1%
- CIRA, 7.9%
- ME, 8.6%
- ECE, 5.3%
- Prefer not to disclose, 11.2%
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
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
WSCOE Culture

Average Perceptions for Department/Unit Diversity Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=63)</td>
<td>4.14</td>
<td></td>
</tr>
<tr>
<td>Women (n=76)</td>
<td>3.98</td>
<td></td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>4.05</td>
<td></td>
</tr>
<tr>
<td>(n=112)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minoritized</td>
<td>4.06</td>
<td></td>
</tr>
<tr>
<td>(n=23)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AP (n=86)</td>
<td>4.05</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=48)</td>
<td>4.11</td>
<td></td>
</tr>
</tbody>
</table>

CSU Overall  WSCOE
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
WSCOE Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Group</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=63)</td>
<td>3.86</td>
<td></td>
</tr>
<tr>
<td>Women (n=76)</td>
<td>3.61</td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=112)</td>
<td>3.69</td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=23)</td>
<td>3.88</td>
<td></td>
</tr>
<tr>
<td>AP (n=86)</td>
<td>3.59</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=48)</td>
<td>3.81</td>
<td></td>
</tr>
</tbody>
</table>

**Gender**
- CsU Overall: 3.81
- WSCOE: 3.81

**Minoritized Race/Ethnicity**
- CsU Overall: 3.59
- WSCOE: 3.88

**Employee Type**
- CsU Overall: 3.81
Respect

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

My division/college is treated with respect by CSU

The people I interact with treat each other with respect

There is respect for religious differences in my department/office

There is respect for liberal perspectives in my department/office

There is respect for conservative perspectives in my department/office

<table>
<thead>
<tr>
<th>My department/office treated with respect</th>
<th>My division/college treated with respect by CSU</th>
<th>The people I interact treat each other with respect</th>
<th>There is respect for religious differences in my department/office</th>
<th>There is respect for liberal perspectives in my department/office</th>
<th>There is respect for conservative perspectives in my department/office</th>
</tr>
</thead>
<tbody>
<tr>
<td>65.8%</td>
<td>81.1%</td>
<td>81.3%</td>
<td>73.5%</td>
<td>83.3%</td>
<td>59.9%</td>
</tr>
<tr>
<td>64.3%</td>
<td>67.0%</td>
<td>78.9%</td>
<td>71.7%</td>
<td>79.0%</td>
<td>55.1%</td>
</tr>
</tbody>
</table>

Strongly Agree/Agree
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
WSCOE Favoritism

Average Perceptions for Favoritism -

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=63)</th>
<th>Women (n=76)</th>
<th>Non-minoritized (n=112)</th>
<th>Minoritized (n=23)</th>
<th>AP (n=86)</th>
<th>Faculty (n=48)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>2.45</td>
<td>2.42</td>
<td>2.43</td>
<td>2.50</td>
<td>2.59</td>
<td>2.31</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

CSU Overall

WSCOE
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  +
WSCOE Leadership & Accountability

Average Perceptions for College Leadership's Accountability -

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=63)</td>
<td>3.44</td>
<td>2.77</td>
</tr>
<tr>
<td>Women (n=76)</td>
<td>3.04</td>
<td>3.15</td>
</tr>
<tr>
<td>Non-minoritized (n=112)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=23)</td>
<td>2.91</td>
<td>3.39</td>
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<tr>
<td>AP (n=86)</td>
<td></td>
<td></td>
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<tr>
<td>Faculty (n=48)</td>
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<td></td>
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</tbody>
</table>

- CSU Overall
- WSCOE
Average Perceptions for Department Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=63)</td>
<td>3.69</td>
<td></td>
</tr>
<tr>
<td>Women (n=76)</td>
<td>3.56</td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=112)</td>
<td>3.65</td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=23)</td>
<td>3.29</td>
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<tr>
<td>AP (n=86)</td>
<td>3.42</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=48)</td>
<td>3.88</td>
<td></td>
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</tbody>
</table>

Employee Type

- CSU Overall
- WSCOE
Percentage of respondents who indicated misconduct in their division

- Sexual Harassment: WSCOE 1.8%, CSU 2.8%
- Sexual Misconduct: WSCOE 0.0%, CSU 1.3%
- Bullying: WSCOE 14.5%, CSU 10.3%
- Bias: WSCOE 24.1%, CSU 20.0%
- Physical Assault: WSCOE 0.0%, CSU 0.2%
- Verbal Assault: WSCOE 4.8%, CSU 5.1%
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.
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

- WSCOE
- CSU

Strongly Agree/Agree
My division/college supports people speaking freely
Free speech is an important issue on campus
I have the skills to navigate free speech questions on campus
I know who to ask/where to go if I have questions about free speech
Issues related to freedom of speech impact my work

Percentage of respondent agreement to items related to freedom of speech

Freedom of Speech

WSCOE CSU

66.9% 66.7%
86.3% 89.5%
55.9% 59.8%
48.3% 50.3%
17.4%
33.5%
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>CSU</th>
<th>Dept.</th>
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<tbody>
<tr>
<td>+</td>
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</tr>
</tbody>
</table>
WSCOE Perceptions

Perceptions of CSU

- **Strongly Agree**
  - **3.91**
  - **3.91**
  - **3.87**
  - **3.88**
  - **3.82**
  - **3.90**

**Men** (n=63)
**Women** (n=76)
**Non-minoritized** (n=112)
**Minoritized** (n=23)
**AP** (n=86)
**Faculty** (n=48)

**Gender**
**Minoritized Race/Ethnicity**
**Employee Type**

- **CSU Overall**
- **WSCOE**
WSCOE Perceptions

Perceptions of Department/Unit +

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Agree</th>
<th>Men (n=63)</th>
<th>Women (n=76)</th>
<th>Non-minoritized (n=112)</th>
<th>Minoritized (n=23)</th>
<th>AP (n=86)</th>
<th>Faculty (n=48)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.91</td>
<td>3.91</td>
<td>3.91</td>
<td>3.74</td>
<td>3.82</td>
<td>3.98</td>
<td></td>
</tr>
<tr>
<td>Weakly Agree</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Weakly Disagree</td>
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<td></td>
</tr>
<tr>
<td>Strongly Disagree</td>
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</tr>
</tbody>
</table>

CSU Overall: 3.91
WSCOE: 3.91

Men (n=63)
Women (n=76)
Non-minoritized (n=112)
Minoritized (n=23)
AP (n=86)
Faculty (n=48)
Non-tenure track faculty are valued and treated with respect in the WSCOE

All employees are treated equitably in WSCOE regardless of background or position

I have a mentor (formal or informal) within the WSCOE

My department head or supervisor provides the support I need to be successful in my job

My colleagues/coworkers support one another.

I receive the support I need to be successful in my job
CSU recruits employees from a diverse set of backgrounds
CSU improves the campus climate for all employees
CSU retails 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

- I would recommend CSU as a place of employment
- CSU climate has become consistently more inclusive of all employees
- CSU provides employees with a positive work experience
- CSU encourages discussions related to diversity
- CSU creates a supportive environment for employees from diverse backgrounds
- CSU retails diverse employees
- CSU improves the campus climate for all employees
- CSU recruits employees from a diverse set of backgrounds

CSU climate has become consistently more inclusive of all 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
I would recommend CSU as a place of employment

2014 2016 2018

% Strongly Agree/ Agree
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

% Strongly Agree/ Agree

2014 2016 2018

0% 10% 20% 30% 40% 50% 60% 70% 80%
Department/Unit Diversity Culture

Department/Unit Culture

Sense of Belonging

Favoritism

College/Division Leadership

Department/Unit Leadership

Department/Unit Perceptions

CSU Perceptions

T/NB/GNC

Women

Men
Discriminatory Attitudes

• Perceived Discriminatory Attitudes in Office:
  – 35.9% indicated no discriminatory attitudes present (CSU: 36%)
  – 34.4% Job title (CSU: 31%)
  – 32.8% Employment classification (CSU: 29%)
  – 20.3% Gender (CSU: 17%)
  – 15.6% Political Affiliation (CSU: 20%)
  – 14.8% Age (CSU: 19%)
Work Stressors

• Top 3 Work Stressors
  – 40% Workload (CSU: 33%)
  – 34.5% Work/life balance (CSU: 29%)
  – 29.7% Low salary (CSU: 47%)
  – 26.9% Lack of growth/promotion (CSU: 29%)
  – 22.1% Lack of resources/Budget/Funding (CSU: 17%)
  – 22.1% Email overload (CSU: 17.7%)
  – 15.9% Department climate (CSU: 20.6%)
Three words to describe WSCOE culture
Key Findings for WSCOE

- WSCOE had significantly more favorable results than the average CSU respondent for
  - Perceptions of their department
  - Favoritism
  - Department culture
- WSCOE had significantly lower perceptions of College leadership’s accountability compared to the average CSU respondent
- Women had less favorable college leadership’s accountability and perceptions of department culture compared to men
- There were no significant differences by minoritized race/ethnicity
- Administrative professional respondents had significantly lower responses to leadership’s accountability at the department level compared to faculty respondents
  - On average, state classified respondents had less favorable responses to items
Key Findings for WSCOE

- Only 42% of respondents indicated the POC are visible in their department compared to 58% of all CSU respondents.

- Women (25%) and respondents of a minoritized race/ethnicity (22%) higher bias reports compared to men (8%) and non-minoritized respondents (18%) respectively.

- 81% of respondents agreed WSCOE is treated with respect by CSU compared to 67% of all CSU about their respective division.

- Only 17% strongly agree employees are treated equitably in WSCOE regardless of background or position.
  - Women responded less favorably to this item compared to men.

- 14.4% strongly agree they have a mentor and only 15% strongly agree non-tenure track faculty are valued and treated with respect in WSCOE.
MCOD

- How do the findings relate to the Multicultural Organization Development (MCOD)?

**Jackson/Hardiman MCOD Continuum**

- **Monocultural**
  - Exclusionary: Blatant exclusion or token presence of marginalized group members
  - Club: Marginalized group members encouraged, but expected to fit in. Status quo culture

- **Non-Discrimination**
  - Compliance
  - Affirming

- **Multicultural**
  - Redefining
  - Multicultural/Inclusive: Culture, climate & system experience fundamental, sustainable change

*Jackson 2005*
More Information

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