2018 Employee Climate Survey

Presentation for
Warner College of Natural Resources

Assessment Group for Diversity Issues
9.17.19

For more information and full results: https://diversity.colostate.edu/2018-employee-climate-survey/
CSU Employee Climate Assessment

• Purpose
  – Assess the current CSU climate

• 2018 Focus
  – Provide results at the division/college level

• Biennial assessment
  – Survey
  – Open ends
  – Open forums
  – Focus groups
CSU Employee Climate Assessment

• Results
  – Provide a picture of employment experiences and perceptions in aggregate
  – 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
  – Establish a starting point to help know where to direct efforts
Methodology

• Instrument development
  – Solicited topic areas employees wanted covered
  – Offered division-specific questions

• Administered Fall 2018
  – Online
  – Hard copy
  – Diversity symposium
Methodology

- Results are reported in aggregate and no identifying information reported
- Email invitation and reminders came from Vice President or Dean
- Survey advertised through Source, CSU President, Councils, Diversity symposium
- Offered small incentives and division level results
## 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 Proff.</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><strong>Warner College of Natural Resources</strong></td>
<td><strong>49.8% (n=200)</strong></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>
<tr>
<td>Total (n = 4,058)</td>
<td>58.5%</td>
</tr>
<tr>
<td>WCNR Department</td>
<td># of Respondents</td>
</tr>
<tr>
<td>----------------------------------------------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Forest &amp; Rangeland Stewardship</td>
<td>31</td>
</tr>
<tr>
<td>Colorado State Forest Service</td>
<td>26</td>
</tr>
<tr>
<td>Natural Resource Ecology Laboratory</td>
<td>22</td>
</tr>
<tr>
<td>Human Dimensions of Natural Resources</td>
<td>18</td>
</tr>
<tr>
<td>Dean's Office/Warner College of Natural Resources</td>
<td>17</td>
</tr>
<tr>
<td>Fish, Wildlife and Conservation Biology</td>
<td>16</td>
</tr>
<tr>
<td>Ecosystem Science and Sustainability</td>
<td>13</td>
</tr>
<tr>
<td>Colorado Natural Heritage Program</td>
<td>12</td>
</tr>
<tr>
<td>Geosciences</td>
<td>12</td>
</tr>
<tr>
<td>Prefer not to specify/Missing</td>
<td>33</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>200</strong></td>
</tr>
</tbody>
</table>
Respondent Characteristics for WCNR

Gender
- Men, 50.0%
- Women, 48.8%
- T/NB/GNC, 1.2%

Racially Minoritized
- Non-minoritized, 92.0%
- Minoritized, 8.0%
Employee Category

- Administrative Professional, 57.2%
- Faculty, 27.8%
- State Classified, 7.5%
- Prefer not to disclose, 4.8%
- Other, 2.7%
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
WCNR Culture

Average Perceptions for Department/Unit Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>CSU Overall</th>
<th>WCNR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=85)</td>
<td>3.55</td>
<td>-</td>
</tr>
<tr>
<td>Women (n=83)</td>
<td>3.60</td>
<td>-</td>
</tr>
<tr>
<td>Non-minoritized (n=149)</td>
<td>3.59</td>
<td>-</td>
</tr>
<tr>
<td>Minoritized (n=13)</td>
<td>3.74</td>
<td>-</td>
</tr>
<tr>
<td>AP (n=107)</td>
<td>3.40</td>
<td>-</td>
</tr>
<tr>
<td>Faculty (n=52)</td>
<td>3.86</td>
<td>-</td>
</tr>
<tr>
<td>SC (n=14)</td>
<td>3.60</td>
<td>-</td>
</tr>
</tbody>
</table>
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
WCNR Culture

Average Perceptions for Department/Unit Diversity Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=85)</th>
<th>Strongly Agree: 4.02</th>
<th>Strongly Disagree: 3.96</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-minoritized Race/Ethnicity</td>
<td>Non-minoritized (n=149)</td>
<td>Strongly Agree: 4.02</td>
<td>Strongly Disagree: 3.79</td>
</tr>
<tr>
<td>Minoritized</td>
<td>Minoritized (n=13)</td>
<td>Strongly Agree: 3.83</td>
<td>Strongly Disagree: 4.22</td>
</tr>
<tr>
<td>AP</td>
<td>AP (n=107)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td>Faculty (n=52)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC</td>
<td>SC (n=14)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CSU Overall: 4.02
WCNR: 3.97
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
### WCNR Culture

#### Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=85)</th>
<th>Women (n=83)</th>
<th>Average Perceptions for Sense of Belonging</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.62</td>
<td>3.65</td>
<td>CSU Overall</td>
</tr>
<tr>
<td>Minoritized Race/Ethnicity</td>
<td>Non-minoritized (n=149)</td>
<td>Minoritized (n=13)</td>
<td>WCNR</td>
</tr>
<tr>
<td></td>
<td>3.67</td>
<td>3.77</td>
<td></td>
</tr>
<tr>
<td>AP (n=107)</td>
<td>3.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty (n=52)</td>
<td>3.97</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC (n=14)</td>
<td>3.18</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Respect

- My department/office is treated with respect by other departments/offices within my division/college: WCNR 58.1%, CSU 64.3%
- My division/college is treated with respect by CSU: WCNR 72.3%, CSU 67.0%
- The people I interact with treat each other with respect: WCNR 81.1%, CSU 78.9%
- There is respect for religious differences in my department/office: WCNR 67.3%, CSU 71.7%
- There is respect for liberal perspectives in my department/office: WCNR 82.8%, CSU 79.0%
- There is respect for conservative perspectives in my department/office: WCNR 56.4%, 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
# WCNR Favoritism

## Average Perceptions for Favoritism

<table>
<thead>
<tr>
<th>Gender</th>
<th>2.66</th>
<th>2.57</th>
<th>2.63</th>
<th>2.64</th>
<th>2.83</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=85)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women (n=83)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=149)</td>
<td>2.63</td>
<td>2.64</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=13)</td>
<td></td>
<td></td>
<td>2.83</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AP (n=107)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2.34</td>
</tr>
<tr>
<td>Faculty (n=52)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2.50</td>
</tr>
<tr>
<td>SC (n=14)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **CSU Overall**
- **WCNR**

![Graph showing average perceptions for favoritism by gender, minoritized race/ethnicity, and employee type.](image-url)
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

<table>
<thead>
<tr>
<th>College</th>
<th>Dept.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>+</td>
</tr>
<tr>
<td></td>
<td>+</td>
</tr>
<tr>
<td></td>
<td>+</td>
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<tr>
<td></td>
<td>+</td>
</tr>
<tr>
<td></td>
<td>+</td>
</tr>
<tr>
<td></td>
<td>+</td>
</tr>
</tbody>
</table>
WCNR Leadership & Accountability

Average Perceptions for College Leadership's Accountability +

Gender

- Men (n=85): 3.96
- Women (n=83): 3.35

Employee Type

- AP (n=107): 3.68
- Faculty (n=52): 3.69

Strongly Agree

CSU Overall

WCNR
WCNR Leadership & Accountability

Average Perceptions for Department Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Average</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=85)</td>
<td>3.56</td>
<td>AP (n=107)</td>
</tr>
<tr>
<td>Women (n=83)</td>
<td>3.35</td>
<td>Faculty (n=52)</td>
</tr>
<tr>
<td>AP (n=107)</td>
<td>3.27</td>
<td>SC (n=14)</td>
</tr>
<tr>
<td>AP (n=107)</td>
<td>3.74</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=52)</td>
<td>3.43</td>
<td></td>
</tr>
</tbody>
</table>

Strongly Agree

Strongly Disagree

CSU Overall

WCNR
Women: 9.6%; Men 3.5%

Women: 17%; Men 12%

Women: 10.3%
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

<table>
<thead>
<tr>
<th>Statement</th>
<th>WCNR</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>I find it is worthwhile to know about bias incidents at CSU</td>
<td>85.4%</td>
<td>77.7%</td>
</tr>
<tr>
<td>The university is transparent in reporting bias incidents at CSU</td>
<td>69.2%</td>
<td>61.8%</td>
</tr>
<tr>
<td>I am alarmed about the number of bias incidents reported at CSU</td>
<td>35.9%</td>
<td>32.4%</td>
</tr>
<tr>
<td>The number of bias incidents have increased at CSU in the past year</td>
<td>32.4%</td>
<td>34.0%</td>
</tr>
<tr>
<td>CSU handles incidents of bias well</td>
<td>51.4%</td>
<td>51.2%</td>
</tr>
</tbody>
</table>

Colorado State University
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

<table>
<thead>
<tr>
<th>Item</th>
<th>WCNR</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am familiar with the Principles of Community</td>
<td>68.4%</td>
<td>77.2%</td>
</tr>
<tr>
<td>Within my department/office, the Principles of Community are visible in my daily working environment</td>
<td>43.7%</td>
<td>58.4%</td>
</tr>
<tr>
<td>I feel the Principles of Community have made a positive impact on the climate in my department/office</td>
<td>25.2%</td>
<td>36.0%</td>
</tr>
<tr>
<td>I feel the Principles of Community have made a positive impact on the climate in my division/college</td>
<td>37.0%</td>
<td>38.4%</td>
</tr>
</tbody>
</table>
Percentage of respondent agreement to items related to freedom of speech

- My division/college supports people speaking freely: 78.4% (WCNR), 66.7% (CSU)
- Free speech is an important issue on campus: 94.0% (WCNR)
- I have the skills to navigate free speech questions on campus: 63.8% (WCNR), 59.8% (CSU)
- I know who to ask/where to go if I have questions about free speech: 50.0% (WCNR), 50.3% (CSU)
- Issues related to freedom of speech impact my work: 29.8% (WCNR), 33.5% (CSU)

Freedom of Speech
Perception Items

- Items asked each for CSU and Department

  - 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
WCNR Perceptions

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employee Type</th>
<th>Perceptions of CSU +</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=85)</td>
<td>Men (n=52)</td>
<td>CSU Overall: 4.04</td>
</tr>
<tr>
<td>Women (n=83)</td>
<td>Women (n=107)</td>
<td>WCNR: 3.88</td>
</tr>
<tr>
<td>AP (n=107)</td>
<td>Faculty (n=52)</td>
<td>CSU Overall: 4.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>WCNR: 3.83</td>
</tr>
</tbody>
</table>
### WCNR Perceptions

#### Perceptions of Department

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Race/Ethnicity</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=85)</td>
<td>Non-minoritized (n=149)</td>
<td>SC (n=14)</td>
</tr>
<tr>
<td>Women (n=83)</td>
<td>Minoritized (n=13)</td>
<td>AP (n=107)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Faculty (n=52)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

- **WCNR Overall**:
  - Gender: Men 3.67, Women 3.63
  - Non-minoritized: 3.68
  - Minoritized: 3.58
  - AP: 3.52
  - Faculty: 3.89
  - SC: 3.63
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: 67%
  - 2016: 69%
  - 2018: 74%

- CSU climate has become consistently more inclusive of all employees
  - 2014: 53%
  - 2016: 63%
  - 2018: 66%

- CSU provides employees with a positive work experience
  - 2014: 63%
  - 2016: 67%
  - 2018: 69%

- CSU encourages discussions related to diversity
  - 2014: 53%
  - 2016: 64%
  - 2018: 70%

- CSU creates a supportive environment for employees from diverse backgrounds
  - 2014: 53%
  - 2016: 64%
  - 2018: 70%

- CSU retains diverse employees
  - 2014: 53%
  - 2016: 62%
  - 2018: 67%

- CSU improves the campus climate for all employees
  - 2014: 53%
  - 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: 71% Strongly Agree/Agree, 68% Agree
- Department/office climate has become consistently more inclusive of all employees: 68% Agree, 69% Strongly Agree
- Department/office provides employees with a positive work experience: 69% Agree, 69% Strongly Agree
- Department/office encourages discussions related to diversity: 62% Agree, 68% Strongly Agree
- Department/office creates a supportive environment for employees from diverse backgrounds: 65% Agree, 68% Strongly Agree
- Department/office retains diverse employees: 57% Agree, 57% Strongly Agree
- Department/office improves the campus climate for all employees: 64% Agree, 64% Strongly Agree
- Department/office recruits employees from a diverse set of backgrounds: 67% Agree, 67% Strongly Agree

2014: Orange, 2016: Orange-Green, 2018: Green
T/NB/GNC

- Men: 3.88, 3.76, 3.59, 3.48
- Women: 3.83, 3.64, 3.38, 3.25

CSU Perceptions: 3.88, 3.76
Unit Perceptions: 3.59, 3.38
Unit Leadership: 3.48, 3.25
Division Leadership: 3.71, 3.71
Favoritism: 3.71, 3.71
Sense of Belonging: 3.67, 3.48
Department Culture: 3.67, 3.48
Department Diversity Culture: 4.07, 3.99

Leadership: 3.83, 3.64
Department: 3.38, 3.25
Culture: 3.99
Discriminatory Attitudes

• Perceived Discriminatory Attitudes in Office:
  – 38% Employment classification (CSU: 29%)
  – 34% Job title (CSU: 31%)
  – 32% indicated no discriminatory attitudes present (CSU: 36%)
  – 21% Political Affiliation (CSU: 20%)
  – 19% Gender (CSU: 17%)
  – 19% Age (CSU: 19%)
Work Stressors

- **Top 3 Work Stressors**
  - 44% Low salary (CSU: 47%)
  - 38% Work/life balance (CSU: 29%)
  - 28% Workload (CSU: 33%)
  - 24% Lack of resources/Budget/Funding (CSU: 17%)
  - 24% Lack of growth/promotion (CSU: 29%)
  - 22% Email overload (CSU: 17.7%)
  - 20% Job security (CSU: )
  - 19% Department climate (CSU: 20.6%)
Three words to describe WCNR culture
Key Findings for WCNR

- On average, WCNR respondents had more favorable results than the average CSU respondent for
  - CSU Perceptions
  - College Leadership’s Accountability

- Faculty respondents had more favorable perceptions of their department’s culture (department culture, department’s diversity culture, and sense of belonging), department’s leadership accountability, favoritism and general department perceptions compared to administrative professionals respondents

- Faculty respondents had more favorable perceptions of their sense of belonging compared to state classified respondents
Key Findings for WCNR

- Women respondents had less favorable perceptions of college leadership’s accountability compared to men respondents and reported more perceptions of bullying and bias within WCNR than men.
- Only 68% of WCNR respondents agreed they were familiar with the POC (CSU: 77%); 44% of respondents indicated the POC are visible in their department compared to 58% of all CSU respondents.
- 53% of respondents agreed their department recruits employees from a diverse set of backgrounds, which is 14 PP lower than the average CSU respondent.
How do the findings relate to the Multicultural Organization Development (MCOD)?
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/