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>58.5%</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><strong>Agricultural Sciences</strong></td>
<td>74.7% (n=242)</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>
<tr>
<td><strong>Total (n = 4,058)</strong></td>
<td>58.5%</td>
</tr>
</tbody>
</table>
## Department Response Rates

<table>
<thead>
<tr>
<th>CAS Department</th>
<th>Response Rate</th>
<th>% of CAS Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural and Resource Economics</td>
<td>96%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Agricultural Experiment Stations (ARDEC, Arkansas Valley, Eastern Co., Plainsman, San Luis Valley, Southwestern Co., Plant Growth Facility, Western Co.)</td>
<td>28%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Animal Sciences</td>
<td>52%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Bioagricultural Sciences and Pest Management</td>
<td>57%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Dean's Office/College of Agricultural Sciences</td>
<td>74%</td>
<td>9.6%</td>
</tr>
<tr>
<td>Horticulture and Landscape Architecture</td>
<td>88%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Soil and Crop Sciences</td>
<td>75%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td></td>
<td>17.1%</td>
</tr>
<tr>
<td>Total</td>
<td>74.7%</td>
<td>n=238</td>
</tr>
</tbody>
</table>
Respondent Characteristics for CAS

Gender
- Men, 48.8%
- Women, 48.8%
- T/NB/GNC, 2.4%

Racially Minoritized
- Non-minoritized, 86.3%
- Minoritized, 13.7%
Employee Category

- Administrative Professional, 42.1%
- Faculty, 43.0%
- State Classified, 7.7%
- Prefer not to disclose, 7.3%
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 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
CAS Culture

Average Perceptions for Department Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minoritized</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.84</td>
<td>3.63</td>
<td>3.75</td>
<td>3.69</td>
<td>3.60</td>
<td>3.81</td>
<td>3.90</td>
</tr>
</tbody>
</table>

Strongly Agree

CAS Overall

CSU Overall
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
CAS Culture

Average Perceptions for Department Diversity Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minoritized</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAS Overall</td>
<td>4.05</td>
<td>3.81</td>
<td>3.99</td>
<td>3.72</td>
<td>4.00</td>
<td>3.87</td>
<td>4.09</td>
</tr>
<tr>
<td>CSU Overall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Strongly Agree

Strongly Disagree
Culture Items

Sense of Belonging

- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my college
- I feel a strong sense of belonging to my department
CAS Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minoritized</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>3.70</td>
<td>3.67</td>
<td>3.65</td>
<td>3.75</td>
<td>3.63</td>
<td>3.65</td>
<td>4.04</td>
</tr>
</tbody>
</table>

Strongly Agree

CAS Overall

CSU Overall
Respect

My department is treated with respect by other departments within my college: 67% (CAS), 64% (CSU)

My college is treated with respect by CSU: 67% (CAS), 67% (CSU)

The people I interact with treat each other with respect: 79% (CAS), 79% (CSU)

There is respect for religious differences in my department/office: 70% (CAS), 72% (CSU)

There is respect for liberal perspectives in my department: 68% (CAS), 79% (CSU)

There is respect for conservative perspectives in my department: 58% (CAS), 55% (CSU)
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
CAS Favoritism

Average Perceptions for Favoritism

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minoritized Race/Ethnicity</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>2.71</td>
<td>2.67</td>
<td>2.61</td>
<td>2.99</td>
<td>2.79</td>
<td>2.67</td>
<td>2.48</td>
</tr>
</tbody>
</table>

Strongly Agree

Strongly Disagree
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
Average Perceptions for College Leadership's Accountability

- Men: 3.42
- Women: 3.50
- Non-minoritized: 3.46
- Minoritized: 3.54
- AP: 3.53
- Faculty: 3.17
Average Perceptions for Department Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minoritized</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.55</td>
<td>3.60</td>
<td>3.58</td>
<td>3.63</td>
<td>3.53</td>
<td>3.50</td>
<td>4.13</td>
</tr>
</tbody>
</table>

- CAS Overall
- CSU Overall
Percentage of respondents who perceived misconduct in their college

- Sexual Harassment: Women 7.0%, Men 2.8%
- Sexual Misconduct: Women 3.5%, Men 1.3%
- Bullying: Women 12.2%, Men 10.3%
- Bias: Women 30.0%, Men =23%
- Physical Assault: Women 0.0%, Men 0.2%
- Verbal Assault: Women 7.0%, Men 5.1%

Women: 35%, Men =23%
Min=41%, NM=29%
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, the POC are visible in my daily working environment

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

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

Percentage of respondent agreement to items related to Principles of Community

<table>
<thead>
<tr>
<th>Item</th>
<th>CAS</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am familiar with the Principles of Community</td>
<td>83%</td>
<td>77%</td>
</tr>
<tr>
<td>Within my department, the POC are visible in my daily working environment</td>
<td>72%</td>
<td>58%</td>
</tr>
<tr>
<td>I feel the POC have made a positive impact on the climate in my department</td>
<td>48%</td>
<td>36%</td>
</tr>
<tr>
<td>I feel the POC have made a positive impact on the climate in my college</td>
<td>46%</td>
<td>38%</td>
</tr>
</tbody>
</table>
Percentage of respondent agreement to items related to freedom of speech

- My division/college supports people speaking freely: 70% (CAS) 67% (CSU)
- Free speech is an important issue on campus: 88% (CAS) 90% (CSU)
- I have the skills to navigate free speech questions on campus: 58% (CAS) 60% (CSU)
- I know who to ask/where to go if I have questions about free speech: 52% (CAS) 50% (CSU)
- Issues related to freedom of speech impact my work: 29% (CAS) 34% (CSU)
## Perception Items

- Items asked each for CSU and Department

<table>
<thead>
<tr>
<th>CSU</th>
<th>Dept.</th>
</tr>
</thead>
<tbody>
<tr>
<td>+</td>
<td>+</td>
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</tr>
</tbody>
</table>

- 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
CAS Perceptions

Perceptions of CSU

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minoritized</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>4.00</td>
<td>3.94</td>
<td>3.95</td>
<td>3.94</td>
<td>3.99</td>
<td>3.83</td>
<td>4.23</td>
</tr>
</tbody>
</table>

Colorado State University
CAS Perceptions

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
<th>Non-minoritized</th>
<th>Minorized</th>
<th>AP</th>
<th>Faculty</th>
<th>SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAS Overall</td>
<td>3.94</td>
<td>3.70</td>
<td>3.87</td>
<td>3.70</td>
<td>3.81</td>
<td>3.77</td>
<td>4.13</td>
</tr>
<tr>
<td>CSU Overall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Perceptions of Department

- CAS Overall
- CSU Overall
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 retains diverse employees
- CSU improves the campus climate for all employees
- CSU recruits employees from a diverse set of backgrounds

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**: 71% (2018), 68% (2016), 68% (2014)
- **Department/office climate has become consistently more inclusive of all employees**: 68% (2018), 69% (2016), 69% (2014)
- **Department/office provides employees with a positive work experience**: 69% (2018), 69% (2016), 68% (2014)
- **Department/office encourages discussions related to diversity**: 68% (2018), 68% (2016), 65% (2014)
- **Department/office creates a supportive environment for employees from diverse backgrounds**: 68% (2018), 65% (2016), 63% (2014)
- **Department/office retains diverse employees**: 64% (2018), 58% (2016), 57% (2014)
- **Department/office improves the campus climate for all employees**: 64% (2018), 58% (2016), 57% (2014)
- **Department/office recruits employees from a diverse set of backgrounds**: 67% (2018), 69% (2016), 63% (2014)
CAG Unique Questions

- Leaders in my college support an inclusive workplace culture: 77% Agree, 27.0% Strongly Agree
- Leaders in my department support an inclusive workplace culture (*RNM): 78% Agree, 35.8% Strongly Agree
- Discrimination of any kind is not tolerated in CAS: 67% Agree, 29.5% Strongly Agree
- Sexual harassment is not tolerated in CAS (*M): 80% Agree, 39.2% Strongly Agree
- I feel pressured to change the way I speak, act, or dress in order to fit into CAS (*RM): 22% Agree, 6.3% Strongly Agree
- Employees in the college change the way they speak, act or dress in order to fit into CAS: 22% Agree, 5.7% Strongly Agree
How might the College of Agricultural Sciences improve training opportunities for its employees? Please check UP TO THREE alternatives from the list below.

- Provide more professional development opportunities: 27%
- Provide more funding for training opportunities: 26%
- Ensure opportunities are available/offered to all employees: 24%
- Reward/recognize training participation: 24%
- Allocate time to complete training opportunities: 21%
- Provide more diversity training opportunities for departments: 17%
- Offer more trainings relevant to my particular job: 17%
- Receive more support from supervisors for participation in diversity…: 16%
- Offer more online training opportunities: 15%
- Provide more diversity training opportunities for individuals: 15%
- Receive more support from supervisors for participation in diversity…: 7%
- Other (specify: accountability, communication, scheduling…): 3%
- Nothing, I am satisfied with training opportunities: 16%
T/NB/GNC

CSU Perceptions: 3.45
Unit Perceptions: 3.28
Unit Leadership: 3.04
Division Leadership: 3.10
Favoritism: 2.83
Sense of Belonging: 3.58
Department Culture: 3.29
Department Diversity Culture: 3.75

Men: 3.64, 3.83, 3.38, 2.65, 3.58, 3.29, 3.75
Women: 3.76, 3.64, 3.59, 3.10, 3.71, 3.48, 3.99
Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department:
  - 30% Employment classification (CSU: 29%)
  - 28% Job title (CSU: 31%)
  - 24% Gender (CSU: 17%)
  - 21% Political Affiliation (CSU: 20%)
  - 15% Age (CSU: 19%)

- 37% indicated no discriminatory attitudes present (CSU: 36%)
Work Stressors

- Top 3 Work Stressors
  - 40% Low salary (CSU: 47%)
  - 37% Work/life balance (CSU: 29%)
  - 32% Workload (CSU: 33%)
  - 27% Lack of resources/Budget/Funding (CSU: 17%)
  - 22% Email overload (CSU: 18%)
  - 19% Lack of growth /promotion (CSU: 29%)
  - 17% Department climate (CSU: 21%)
Three words to describe CAS culture
Key Findings for CAS

• CAS respondents perceived their department culture as higher than the average CSU respondent; all other constructs were very similar to CSU overall

• Faculty perceived their college leadership’s accountability as lower than state classified respondents, and to a lesser extent, administrative professional respondents

• CAS respondents had higher agreement to all the Principles of Community items compared to the average CAS respondent, particularly that they were visible in their departments and that they have a positive impact on their departments

• Over two-thirds of employees agree their department has become more inclusive of all employees and their department improves the climate for all employees
Key Findings for CAS

- CAS had higher perceptions of sexual harassment, sexual misconduct, bullying, and verbal assault in compared to CSU overall
  - CAS women respondents had particularly high perceptions of bullying compared to men in CAS and women and respondents from a minoritized race/ethnicity perceived bias as more problematic than men and non-minoritized respondents
- Only 68% agreed there was respect for liberal perspectives compared to 79% of CSU
- Respondents of a minoritized race/ethnicity perceived more favoritism on who gets professional opportunities, had less agreement to their department leadership acts ethically and honestly, less agreement to departmental leaders supporting an inclusive workplace culture, and agreed more to feeling pressure to change the way they speak, act, or dress in order to fit in compared to non-minoritized respondents
- Women respondents had less agreement to their department recruiting employees from a diverse set of backgrounds, less agreement to their department promoting respect for cultural differences, and less agreement that sexual harassment is not tolerated compared to men
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
- Content:
  - 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/