2018 Employee Climate Survey

Presentation for Faculty Council

Assessment Group for Diversity Issues
12.03.19

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>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>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>
<th>% of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterinary Medicine and Biomedical Sciences</td>
<td>75.5%</td>
<td>20.7%</td>
</tr>
<tr>
<td>Agricultural Sciences</td>
<td>74.7%</td>
<td>11.0%</td>
</tr>
<tr>
<td>Health and Human Sciences</td>
<td>69.5%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>58.5%</td>
<td>13.0%</td>
</tr>
<tr>
<td>Warner College of Natural Resources</td>
<td>49.8%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Business</td>
<td>48.9%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>48.5%</td>
<td>20.8%</td>
</tr>
<tr>
<td>Walter Scott, Jr. College of Engineering</td>
<td>35.2%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Total (n = 4,058)</td>
<td>58.5%</td>
<td></td>
</tr>
</tbody>
</table>
Employee Category-Overall

- Administrative Professional, 47.8%
- Faculty, 22.9%
- State Classified, 22.1%
- Prefer not to disclose, 7.0%
Respondent Characteristics for Faculty

**Gender**
- Women, 59.5%
- Men, 38.0%
- T/NB/GNC, 2.5%

**Racially Minoritized**
- Minoritized, 12.0%
- Non-minoritized, 88.0%
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

Average Perceptions for Department Culture

<table>
<thead>
<tr>
<th>Category</th>
<th>n</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>849</td>
<td>3.58</td>
</tr>
<tr>
<td>Admin. Pro</td>
<td>1800</td>
<td>3.58</td>
</tr>
<tr>
<td>State Classified</td>
<td>830</td>
<td>3.37</td>
</tr>
<tr>
<td>Men</td>
<td>381</td>
<td>3.76</td>
</tr>
<tr>
<td>Women</td>
<td>417</td>
<td>3.48</td>
</tr>
<tr>
<td>Non-RM</td>
<td>684</td>
<td>3.60</td>
</tr>
<tr>
<td>RM</td>
<td>102</td>
<td>3.62</td>
</tr>
</tbody>
</table>

- Faculty: Gender
- Faculty: Racially Minoritized

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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
Culture

Average Perceptions for Department Diversity Culture

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td>3.95</td>
<td>4.07</td>
</tr>
<tr>
<td>Faculty: Gender</td>
<td>3.92</td>
<td>4.08</td>
</tr>
<tr>
<td>Faculty: Racially Minoritized</td>
<td>3.89</td>
<td>4.01</td>
</tr>
<tr>
<td>CSU Overall</td>
<td>3.71</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 college
- I feel a strong sense of belonging to my department
Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty: Gender</td>
<td>3.64</td>
<td></td>
</tr>
<tr>
<td>Admin. Pro: Gender</td>
<td>3.76</td>
<td></td>
</tr>
<tr>
<td>State Classified:</td>
<td>3.58</td>
<td></td>
</tr>
<tr>
<td>Men: Gender:</td>
<td>3.70</td>
<td></td>
</tr>
<tr>
<td>Women: Gender:</td>
<td>3.66</td>
<td></td>
</tr>
<tr>
<td>Non RM: Faculty:</td>
<td>3.65</td>
<td></td>
</tr>
<tr>
<td>RM: Faculty:</td>
<td>3.76</td>
<td></td>
</tr>
</tbody>
</table>

CSU Overall
Respect

<table>
<thead>
<tr>
<th>Statement</th>
<th>Faculty</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department is treated with respect by other departments within my college</td>
<td>62.5%</td>
<td>64.2%</td>
</tr>
<tr>
<td>My college is treated with respect by CSU</td>
<td>59.8%</td>
<td></td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>67.4%</td>
<td></td>
</tr>
<tr>
<td>There is respect for religious differences in my department</td>
<td>79.5%</td>
<td>79.3%</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department</td>
<td>72.6%</td>
<td>71.2%</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department</td>
<td>84.0%</td>
<td>79.1%</td>
</tr>
</tbody>
</table>

20%  30%  40%  50%  60%  70%  80%  90%  100%
Favoritism Items

- Favoritism plays a role in who gets recognized within my department
- Favoritism plays a role in who gets resources in my department
- Favoritism plays a role in who gets professional development opportunities
- Favoritism plays a role in who gets promoted in my department
- Favoritism plays a role in who gets hired in my department
Favoritism

Average Perceptions for Favoritism

- Faculty: Gender
  - Men: 2.53
  - Women: 2.88
- Faculty: Racially Minoritized
  - Non RM: 2.67
  - RM: 2.98

CSU Overall: 2.98
## Leadership and Accountability Items

<table>
<thead>
<tr>
<th>Item</th>
<th>College</th>
<th>Dept.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td></td>
<td></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></td>
<td></td>
</tr>
<tr>
<td>Leaders hold all employees to the same standards</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Leadership & Accountability

## Average Perceptions for College Leadership's Accountability

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>3.28</td>
<td>3.33</td>
</tr>
<tr>
<td>Admin. Pro</td>
<td>3.39</td>
<td>3.33</td>
</tr>
<tr>
<td>State Classified</td>
<td>3.20</td>
<td>3.20</td>
</tr>
<tr>
<td>Men</td>
<td>3.44</td>
<td>3.18</td>
</tr>
<tr>
<td>Women</td>
<td>3.18</td>
<td>3.29</td>
</tr>
<tr>
<td>Non RM</td>
<td>3.29</td>
<td>3.33</td>
</tr>
<tr>
<td>RM</td>
<td>3.33</td>
<td>3.33</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group</th>
<th>Faculty: Gender</th>
<th>Faculty: Racially Minoritized</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non RM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RM</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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CSU Overall
Leadership & Accountability

Average Perceptions for Department Leadership's Accountability

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>3.45</td>
<td>3.49</td>
</tr>
<tr>
<td>Admin. Pro</td>
<td>3.31</td>
<td>3.64</td>
</tr>
<tr>
<td>State Classified</td>
<td>3.35</td>
<td>3.49</td>
</tr>
<tr>
<td>Men</td>
<td>3.39</td>
<td>3.35</td>
</tr>
<tr>
<td>Women</td>
<td>3.49</td>
<td>3.39</td>
</tr>
<tr>
<td>Non RM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RM</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All Respondents: 3.31
Faculty: Gender: Men: 3.35, Women: 3.39
Faculty: Racially Minoritized: Non RM: 3.49, RM: 3.39

CSU Overall: 3.50
Percentage of respondents who perceived misconduct in their college

- **Sexual Harassment**
  - Faculty: 4.9%
  - CSU: 2.8%

- **Sexual Misconduct**
  - Faculty: 1.9%
  - CSU: 1.3%

- **Bullying**
  - Women: 9.9%
  - Men: 7.7%

- **Bias**
  - Women: 23.7%
  - Men: 24.1%

- **Physical Assault**
  - Faculty: 0.1%
  - CSU: 0.2%

- **Verbal Assault**
  - Faculty: 4.7%
  - CSU: 5.1%

Women: 29%
Men: 16%
RM: 41%
Non RM: 21%
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 incidents at CSU:

- Percentage of respondents agree:
  - Faculty: 82.1%
  - CSU: 78.1%
  - Faculty: 56.4%
  - CSU: 62.6%
  - Faculty: 34.0%
  - CSU: 32.6%
  - Faculty: 31.5%
  - CSU: 33.9%
  - Faculty: 49.1%
  - CSU: 51.8%

Colorado State University
Employee Councils

Aware there is an employee council

- Admin Pro.: 88.4%
- Faculty: 86.7%
- SC: 81.5%
Aware there is an employee council

- **Faculty**: 86.7%
- **Men**: 86.3%
- **Women**: 88.7%
- **Non RM**: 87.2%
- **RM**: 83.3%
Percentage of respondent agreement to:

I feel my employee council addresses issues and topics that are important and relevant to me

- **Admin Pro**: 45.1%
- **Faculty**: 50.7%
- **SC**: 45.8%

Employee Councils
(among those who were aware of a council)
**Employee Councils**

(among those who were aware of a council)

---

**I strongly agree/agree** my employee council addresses issues and topics that are relevant to me

- **Faculty Total**: 50.7%
- **Men**: 43.8%
- **Women**: 60.0%
- **Non-minoritized**: 52.4%
- **Minoritized**: 51.4%
Percentage of respondent agreement to:

*I feel that the councils' collective participation in shared governance is pertinent to the success of our institution*

- Admin Pro: 71.2%
- Faculty: 76.7%
- SC: 65.8%

**Employee Councils** (among those who were aware of a council)
I strongly agree/agree the councils’ collective participation in shared governance is pertinent to the success of our institution.

<table>
<thead>
<tr>
<th>Group</th>
<th>Strongly Agree/Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Total</td>
<td>76.7%</td>
</tr>
<tr>
<td>Men</td>
<td>71.7%</td>
</tr>
<tr>
<td>Women</td>
<td>82.0%</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>78.4%</td>
</tr>
<tr>
<td>Minoritized</td>
<td>73.0%</td>
</tr>
</tbody>
</table>
I am familiar with the Principles of Community
Within my department, 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
I feel the Principles of Community have made a positive impact on the climate in my college

Percentage of respondent agreement (strongly agree/agree) to items related to Principles of Community

<table>
<thead>
<tr>
<th>Item</th>
<th>Faculty</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am familiar with the Principles of Community</td>
<td>74.9%</td>
<td>78.4%</td>
</tr>
<tr>
<td>Within my department, the Principles of Community are visible</td>
<td>50.1%</td>
<td>59.1%</td>
</tr>
<tr>
<td>in my daily working environment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel the Principles of Community have made a positive impact</td>
<td>32.3%</td>
<td>36.6%</td>
</tr>
<tr>
<td>on the climate in my department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel the Principles of Community have made a positive impact</td>
<td>33.5%</td>
<td>39.3%</td>
</tr>
<tr>
<td>on the climate in my college</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Colorado State University

Principles of Community
Percentage of respondent agreement to items related to freedom of speech

- **My college supports people speaking freely**: 73.3% (Faculty), 66.7% (CSU)
- **Free speech is an important issue on campus**: 90.6% (Faculty), 89.5% (CSU)
- **I have the skills to navigate free speech questions on campus**: 64.9% (Faculty), 59.8% (CSU)
- **I know who to ask/where to go if I have questions about free speech**: 48.5% (Faculty), 50.3% (CSU)
- **Issues related to freedom of speech impact my work**: 39.6% (Faculty), 33.5% (CSU)
<table>
<thead>
<tr>
<th>Perception Items</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>
Perceptions of CSU -

- Faculty: Gender
- Faculty: Racially Minoritized

Perceptions of CSU:

- Strongly Agree
- Strongly Disagree

Faculty: All Respondents - 3.67
Admin. Pro - 3.91
State Classified - 3.79
Men - 3.76
Women - 3.63
Non RM - 3.75
RM - 3.41

CSU Overall
Perceptions

Perceptions of Department

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>3.65</td>
<td></td>
</tr>
<tr>
<td>Admin. Pro</td>
<td>3.73</td>
<td></td>
</tr>
<tr>
<td>State Classified</td>
<td>3.56</td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>3.80</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>3.56</td>
<td></td>
</tr>
<tr>
<td>Non RM</td>
<td>3.71</td>
<td></td>
</tr>
<tr>
<td>RM</td>
<td>3.45</td>
<td></td>
</tr>
</tbody>
</table>

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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**: 79% (2014), 81% (2016), 81% (2018)
- **CSU climate has become consistently more inclusive of all employees**: 58% (2014), 67% (2016), 67% (2018)
- **CSU provides employees with a positive work experience**: 64% (2014), 69% (2016), 74% (2018)
- **CSU encourages discussions related to diversity**: 63% (2014), 66% (2016), 80% (2018)
- **CSU creates a supportive environment for employees from diverse backgrounds**: 53% (2014), 67% (2016), 70% (2018)
- **CSU retains diverse employees**: 53% (2014), 61% (2016), 70% (2018)
- **CSU improves the campus climate for all employees**: 62% (2014), 62% (2016), 70% (2018)
- **CSU recruits employees from a diverse set of backgrounds**: 57% (2014), 67% (2016), 75% (2018)

Colorado State University
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: 56% (2014) to 71% (2018)
- Department/office climate has become consistently more inclusive of all employees: 59% (2014) to 68% (2018)
- Department/office provides employees with a positive work experience: 49% (2014) to 63% (2018)
- Department/office encourages discussions related to diversity: 50% (2014) to 62% (2018)
- Department/office creates a supportive environment for employees from diverse backgrounds: 51% (2014) to 65% (2018)
- Department/office retains diverse employees: 55% (2014) to 57% (2018)
- Department/office improves the campus climate for all employees: 58% (2014) to 64% (2018)
- Department/office recruits employees from a diverse set of backgrounds: 59% (2014) to 67% (2018)

Colorado State University
Discriminatory Attitudes

• Perceived Discriminatory Attitudes in Department (select responses):
  – 33% Job title (CSU: 31%)
  – 33% Employment classification (CSU: 29%)
  – 22% Gender (CSU: 17%)
  – 15% Age (CSU: 19%)
  – 15% Political Affiliation (CSU: 20%)
  – 35% indicated no discriminatory attitudes present (CSU: 36%)
Work Stressors

- Top 3 Work Stressors (select responses)
  - 43% Low salary (CSU: 47%)
  - 41% Work/life balance (CSU: 29%)
  - 40% Workload (CSU: 33%)
  - 28% Lack of resources/Budget/Funding (CSU: 17%)
  - 28% Email overload (CSU: 18%)
  - 18% Department climate (CSU: 21%)
  - 15% Lack of growth /promotion (CSU: 29%)
Key Findings for Faculty

• On average, faculty respondents had less favorable overall perceptions of CSU than AP and SC respondents.

• Faculty respondents had lower perceptions of their department, college leadership, diversity culture and a lower sense of belonging compared to administrative professional respondents.

• Faculty respondents had more favorable perceptions of their department leadership, department culture, and perceptions of favoritism compared to state classified respondents.
Key Findings for Faculty

- Women faculty respondents had lower perceptions of their department, department and college leadership, department culture, diversity culture and higher perceptions of favoritism compared to men faculty respondents.
- Respondents from a minoritized race/ethnicity had less favorable perceptions of CSU, their department, favoritism, and diversity culture.
- Faculty respondents perceived a higher rate of sexual harassment compared to the average CSU respondent and women respondents perceived more bullying and bias as problematic in their college compared to men respondents.
- 41% of faculty respondents from a minoritized race/ethnicity perceived bias as problematic compared to only 21% of faculty respondents not from a minoritized race/ethnicity.
Key Findings for Faculty

- Over half of faculty respondents who were aware of a faculty council strongly agreed/agreed their council addresses issues and topics that are important and relevant; roughly a fifth strongly disagreed/disagreed to this item.

- Over three-fourths of faculty respondents who were aware of a faculty council strongly agreed/agreed the councils’ collective participation in shared governance is pertinent to CSU’s success, this is particularly true for women.

- 41% of faculty respondents indicated their work/life balance as a work stressor, while only 29% of AP respondents and 19% of SC indicated this as a work stressor.
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/