2018 Employee Climate Survey

Presentation for
Vice President for Research

Assessment Group for Diversity Issues

9.23.19

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
  – 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 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>
### Division Response Rate

<table>
<thead>
<tr>
<th>Division</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment and Access</td>
<td>83.9%</td>
</tr>
<tr>
<td>Graduate School or International Programs</td>
<td>80.6%</td>
</tr>
<tr>
<td>University Advancement</td>
<td>79.0%</td>
</tr>
<tr>
<td>Student Affairs-Health Network &amp; Wellness Programs</td>
<td>70.8%</td>
</tr>
<tr>
<td>Student Affairs-All other units</td>
<td>68.5%</td>
</tr>
<tr>
<td>External Relations</td>
<td>64.9%</td>
</tr>
<tr>
<td>University Operations</td>
<td>63.0%</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td>61.4% (n=105)</td>
</tr>
<tr>
<td>Information Technology &amp; Libraries</td>
<td>60.5%</td>
</tr>
<tr>
<td>Engagement</td>
<td>56.9%</td>
</tr>
<tr>
<td>Office of the Provost and Executive Vice President</td>
<td>56.7%</td>
</tr>
<tr>
<td>Office of the President</td>
<td>51.8%</td>
</tr>
<tr>
<td>Student Affairs-Housing and Dining</td>
<td>32.0%</td>
</tr>
<tr>
<td><strong>Total (n = 4,058)</strong></td>
<td>58.5%</td>
</tr>
</tbody>
</table>
Respondent Characteristics for VPR

Gender
- Men, 26.7%
- T/NB/GNC, 1.2%
- Women, 72.1%

Racially Minoritized
- Minoritized, 10.5%
- Non-minoritized, 89.5%
Employee Characteristics

- Administrative Professional, 80.4%
- State Classified, 9.8%
- Other, 3.3%
- Prefer not to disclose, 6.5%

- Colorado State University (CSU) Energy Institute, Proteomics & Metabolomics Facility; One Health Institute; Biosafety, 9.6%
- Infectious Disease Research Center, 22.9%
- Laboratory Animal Resources, 14.5%
- Office of the VP for Research; Research Integrity & Compl. Review Office; Research Services, 31.3%
- Sponsored Programs, 21.7%
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 (65% agree)
• My dept. is open and transparent in communication (64% agree)
• My dept. values employee input in major department decisions
• I feel valued as an employee (67% agree)
Average Perceptions for Office/Unit Culture

- CSU: 3.52
- VPR: 3.66
- VPR Men: 4.12
- VPR Women: 3.58
Culture Items

Department Diversity Culture

- My department promotes respect for cultural differences (67%)
- My department understands the value of diversity (71%)
- My department communicates the importance of valuing diversity (63%)
VPR Culture

Average Perceptions for Department/Unit Diversity Culture

<table>
<thead>
<tr>
<th>Department/Unit</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>VPR</td>
<td>3.94</td>
<td></td>
</tr>
<tr>
<td>VPR Men</td>
<td>4.10</td>
<td></td>
</tr>
<tr>
<td>VPR Women</td>
<td>3.98</td>
<td></td>
</tr>
</tbody>
</table>

Colorado State University
Culture Items

Sense of Belonging

- I feel a strong sense of belonging to CSU (65%)
- I feel a strong sense of belonging to my division (67%)
- I feel a strong sense of belonging to my office (74%)
VPR Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th></th>
<th>CSU</th>
<th>VPR</th>
<th>VPR Men</th>
<th>VPR Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>3.67</td>
<td>3.77</td>
<td>4.06</td>
<td>3.74</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

- **Respect**
- **Strongly Agree/Agree**

VPR

CSU

<table>
<thead>
<tr>
<th>Statement</th>
<th>VPR %</th>
<th>CSU %</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department/office is treated with respect by other departments/offices</td>
<td>67.3%</td>
<td>64.3%</td>
</tr>
<tr>
<td>within my division/college</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My division/college is treated with respect by CSU</td>
<td>66.0%</td>
<td>67.0%</td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>80.4%</td>
<td>78.9%</td>
</tr>
<tr>
<td>There is respect for religious differences in my department/office</td>
<td>63.7%</td>
<td>71.7%</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department/office</td>
<td>74.2%</td>
<td>79.0%</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department/office</td>
<td>53.8%</td>
<td>55.1%</td>
</tr>
</tbody>
</table>
Favoritism Items

• Favoritism plays a role in who gets recognized within my department/office (39%)

• Favoritism plays a role in who gets resources in my department/office (33%)

• Favoritism plays a role in who gets professional development opportunities (27%)

• Favoritism plays a role in who gets promoted in my department/office (34%)

• Favoritism plays a role in who gets hired in my department/office (28%)
VPR Favoritism

Average Perceptions for Favoritism

- **CSU**: 2.80
- **VPR**: 2.78
- **VPR Men**: 2.20
- **VPR Women**: 2.85

Legend:
- CSU
- VPR
- VPR Men
- VPR Women
Leadership and Accountability Items

- Items asked each for Division and Office/Unit
  - 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
VPR Leadership & Accountability

Average Perceptions for Division Leadership's Accountability

- CSU: 3.31
- VPR: 3.30
- VPR Men: 3.67
- VPR Women: 3.32
VPR Leadership & Accountability

Average Perceptions for Office/Unit Leadership's Accountability

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU</td>
<td>3.42</td>
</tr>
<tr>
<td>VPR</td>
<td>3.39</td>
</tr>
<tr>
<td>VPR Men</td>
<td>3.69</td>
</tr>
<tr>
<td>VPR Women</td>
<td>3.40</td>
</tr>
</tbody>
</table>
Percentage of respondents who indicated misconduct in their division

Misconduct

VPR
CSU

Sexual Harassment: 1.0% 2.8%
Sexual Misconduct: 0.0% 1.3%
Bullying: 6.2% 10.3%
Bias: 19.6% 24.1%
Physical Assault: 0.0% 0.2%
Verbal Assault: 3.1% 5.1%
There are people I avoid because of ____

Percentage of respondents who indicated they would avoid people because of misconduct

- Sexual Harassment: 6.2% (VPR), 2.5% (CSU)
- Sexual Misconduct: 3.1% (VPR), 1.0% (CSU)
- Bullying: 20.6% (VPR), 16.7% (CSU)
- Bias: 21.6% (VPR), 20.0% (CSU)
- Physical Assault: 2.1% (VPR), 0.9% (CSU)
- Verbal Assault: 10.3% (VPR), 11.0% (CSU)

Colorado State University
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 find it is worthwhile to know about bias incidents at CSU: VPR 77.7%, CSU 71.7%
- The university is transparent in reporting bias incidents at CSU: VPR 65.4%, CSU 61.8%
- I am alarmed about the number of bias incidents reported at CSU: VPR 21.6%, CSU 32.4%
- The number of bias incidents have increased at CSU in the past year: VPR 21.2%, CSU 34.0%
- CSU handles incidents of bias well: VPR 52.8%, CSU 51.2%
Percentage of respondent agreement to items related to Principles of Community

- **I am familiar with the Principles of Community**: 93.3%
- **Within my department/office, the Principles of Community are visible in my daily working environment**: 77.2%
- **I feel the Principles of Community have made a positive impact on the climate in my department/office**: 34.1% (VPR), 36.0% (CSU)
- **I feel the Principles of Community have made a positive impact on the climate in my division/college**: 32.1% (VPR), 38.4% (CSU)

**Principles of Community**

**Percentage**
- **0%**
- **10%**
- **20%**
- **30%**
- **40%**
- **50%**
- **60%**
- **70%**
- **80%**
- **90%**
- **100%**
My division/college supports people speaking freely: 71.1% (VPR) 66.7% (CSU)

Free speech is an important issue on campus: 85.7% (VPR) 89.5% (CSU)

I have the skills to navigate free speech questions on campus: 61.0% (VPR) 59.8% (CSU)

I know who to ask/where to go if I have questions about free speech: 49.4% (VPR) 50.3% (CSU)

Issues related to freedom of speech impact my work: 31.8% (VPR) 33.5% (CSU)
Perception Items

- Items asked each for CSU and Office
  - Recruits employees from a diverse set of backgrounds  **CSU: 82%**
  - Improves the campus climate for all employees
  - Retains diverse employees  **CSU: 70%**
  - Creates a supportive environment for employees from diverse backgrounds  **CSU: 75%**
  - Encourages discussions related to diversity  **Office: 45%**
  - Provides employees with a positive work experience
  - Climate has become consistently more inclusive of all employees  **CSU: 55%**
  - I would recommend as a place of employment
VPR Perceptions

Average Perceptions of CSU

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU</td>
<td>3.82</td>
</tr>
<tr>
<td>VPR</td>
<td>3.88</td>
</tr>
<tr>
<td>VPR Men</td>
<td>4.10</td>
</tr>
<tr>
<td>VPR Women</td>
<td>3.86</td>
</tr>
</tbody>
</table>

Strongly Disagree
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), 77% (2016), 81% (2018)
- CSU climate has become consistently more inclusive of all employees: 58% (2014), 64% (2016), 67% (2018)
- CSU provides employees with a positive work experience: 69% (2014), 69% (2016), 74% (2018)
- CSU encourages discussions related to diversity: 66% (2014), 63% (2016), 80% (2018)
- CSU creates a supportive environment for employees from diverse backgrounds: 67% (2014), 70% (2016), 70% (2018)
- CSU improves the campus climate for all employees: 63% (2014), 62% (2016), 70% (2018)
- CSU recruits employees from a diverse set of backgrounds: 57% (2014), 67% (2016), 75% (2018)
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**

### 2014
- I would recommend my department/office as a place of employment: 49%
- Department/office climate has become consistently more inclusive of all employees: 50%
- Department/office provides employees with a positive work experience: 62%
- Department/office encourages discussions related to diversity: 50%
- Department/office creates a supportive environment for employees from diverse backgrounds: 55%
- Department/office retains diverse employees: 55%
- Department/office improves the campus climate for all employees: 58%
- Department/office recruits employees from a diverse set of backgrounds: 59%

### 2016
- I would recommend my department/office as a place of employment: 57%
- Department/office climate has become consistently more inclusive of all employees: 58%
- Department/office provides employees with a positive work experience: 63%
- Department/office encourages discussions related to diversity: 57%
- Department/office creates a supportive environment for employees from diverse backgrounds: 63%
- Department/office retains diverse employees: 57%
- Department/office improves the campus climate for all employees: 59%
- Department/office recruits employees from a diverse set of backgrounds: 67%

### 2018
- I would recommend my department/office as a place of employment: 56%
- Department/office climate has become consistently more inclusive of all employees: 62%
- Department/office provides employees with a positive work experience: 63%
- Department/office encourages discussions related to diversity: 60%
- Department/office creates a supportive environment for employees from diverse backgrounds: 65%
- Department/office retains diverse employees: 59%
- Department/office improves the campus climate for all employees: 65%
- Department/office recruits employees from a diverse set of backgrounds: 67%
Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:
  - 47% indicated no discriminatory attitudes present (CSU: 36%)
  - 31% Job title (CSU: 31%)
  - 17% Political Affiliation (CSU: 20%)
  - 15% Age (CSU: 19%)
  - 14% Employment classification (CSU: 29%)
  - 14% Gender (CSU: 17%)
Work Stressors

- Top 3 Work Stressors
  - 46% Low salary (CSU: 47%)
  - 42% Workload (CSU: 33%)
  - 27% Work/life balance (CSU: 29%)
  - 23% Lack of growth /promotion (CSU: 29%)
  - 19% Lack of resources/Budget/Funding (CSU: 17%)
  - 19% Job security (CSU: )
  - 18% Email overload (CSU: 17.7%)
  - 12% Department climate (CSU: 20.6%)
Three words to describe VPR culture
Key Findings for VPR

• On average, VPR respondents have comparable results to the average CSU respondent
• VPR respondents had higher than average perceptions of items related to CSU recruiting, retaining, and supporting diverse employees
• Men respondents had more favorable results compared to women respondents for their perceptions on favoritism and department culture and on items related to respect
• 46% of VPR Respondents strongly agreed/agreed they could do their job more effectively if they received more information from their office (CSU: 37%)
  – Women respondents agreed more their department and office was less open and transparent in communication compared to men respondents
• Women respondents perceived bullying and bias as problematic in their division more so than men respondents
• There were not enough respondents to compare data by race/ethnicity or employee type
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: Culture, climate & system experience fundamental, sustainable change

- **Multicultural**
  - Affirming
  - Redefining
  - Multicultural/Inclusive

*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/