2018 Employee Climate Survey

Presentation for
College of Liberal Arts

Assessment Group for Diversity Issues

7.15.19

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

Colorado State University

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

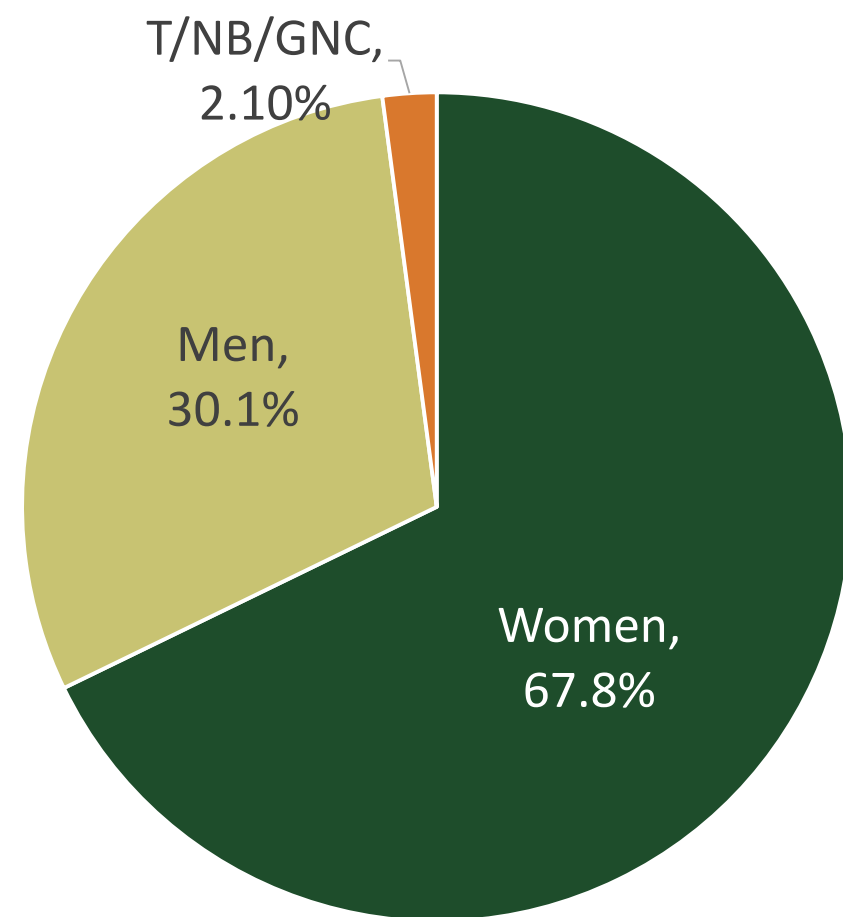   – Emails sent by deans and vice presidents

CSU Response Rate Over Time

	2014 (n = 2,150)	2016 (n = 2,191)	2018 (n = 4,058)
All Employees	26.0%	30.3%	58.5%
Administrative Professional	28.2%	32.0%	50.5%
Faculty	29.3%	18.7%	45.6%
State Classified	30.7%	39.4%	47.3%

College Response Rates

College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7%
Health and Human Sciences	69.5%
Natural Sciences	58.5%
Warner College of Natural Resources	49.8%
Business	48.9%
Liberal Arts	48.5% (n=264)
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

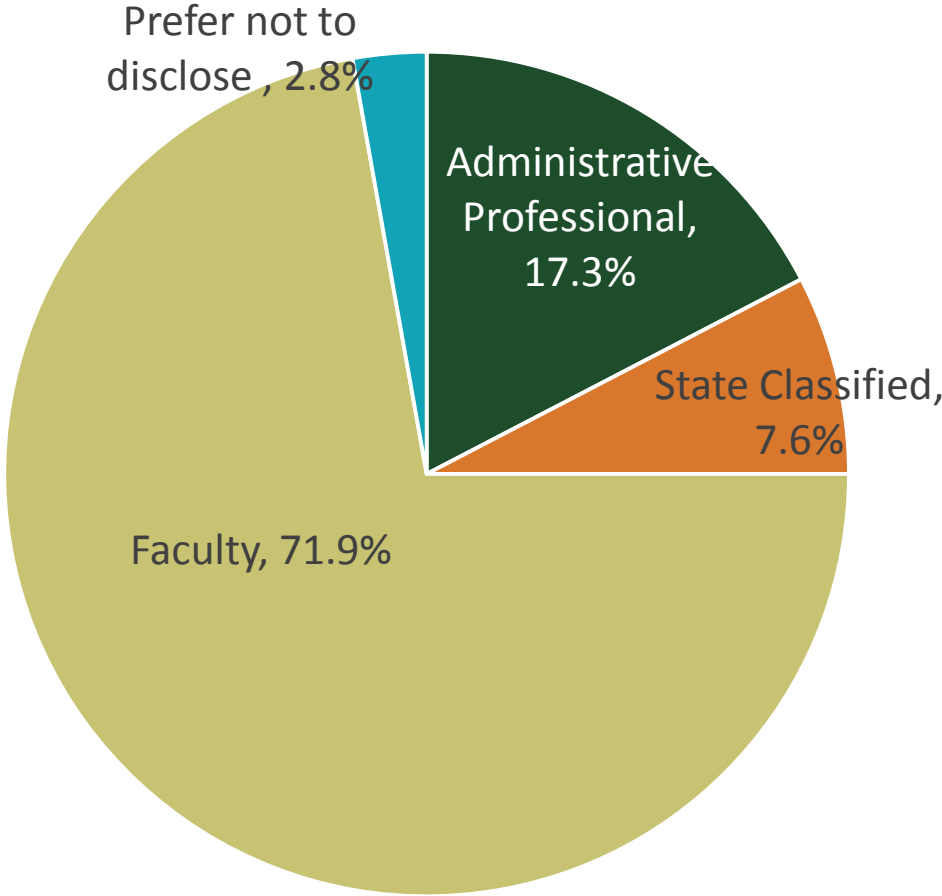# Respondent Characteristics for CLA

T/NB/GNC, 2.10%

Men, 30.1%

Women, 67.8%

Gender

Minoritzed, 10.5%

Non-minoritized, 89.5%

Minoritized Race/Ethnicity
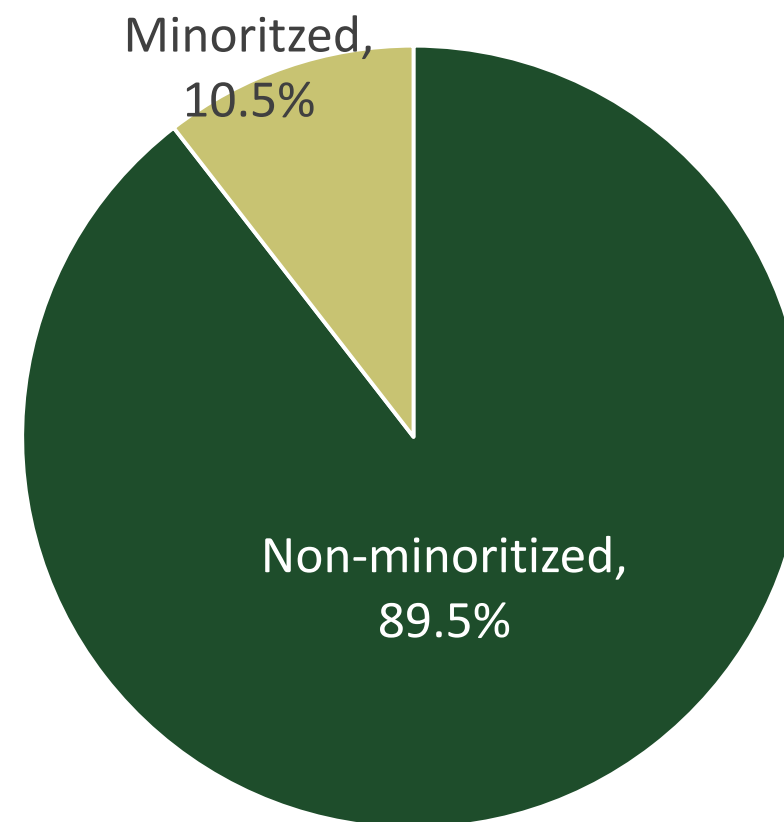
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Employee Characteristics

Employee Type

- Prefer not to disclose, 2.8%
- Administrative Professional, 17.3%
- State Classified, 7.6%
- Faculty, 71.9%

Department

Department	Percentage
English	19.9%
School of Music, Theatre and Dance	11.8%
Dean's Office/Academic Support Center	10.2%
Art/Art History/LEAP	7.3%
Communication Studies	6.5%
Anthropology	6.5%
Journalism and Media Communication	5.7%
Sociology/Ethnic Studies	4.9%
Economics	4.5%
History	3.7%
Political Science	3.3%
Languages, Literatures and Cultures	2.4%
Philosophy	1.6%
Prefer not to disclose	11.8%

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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
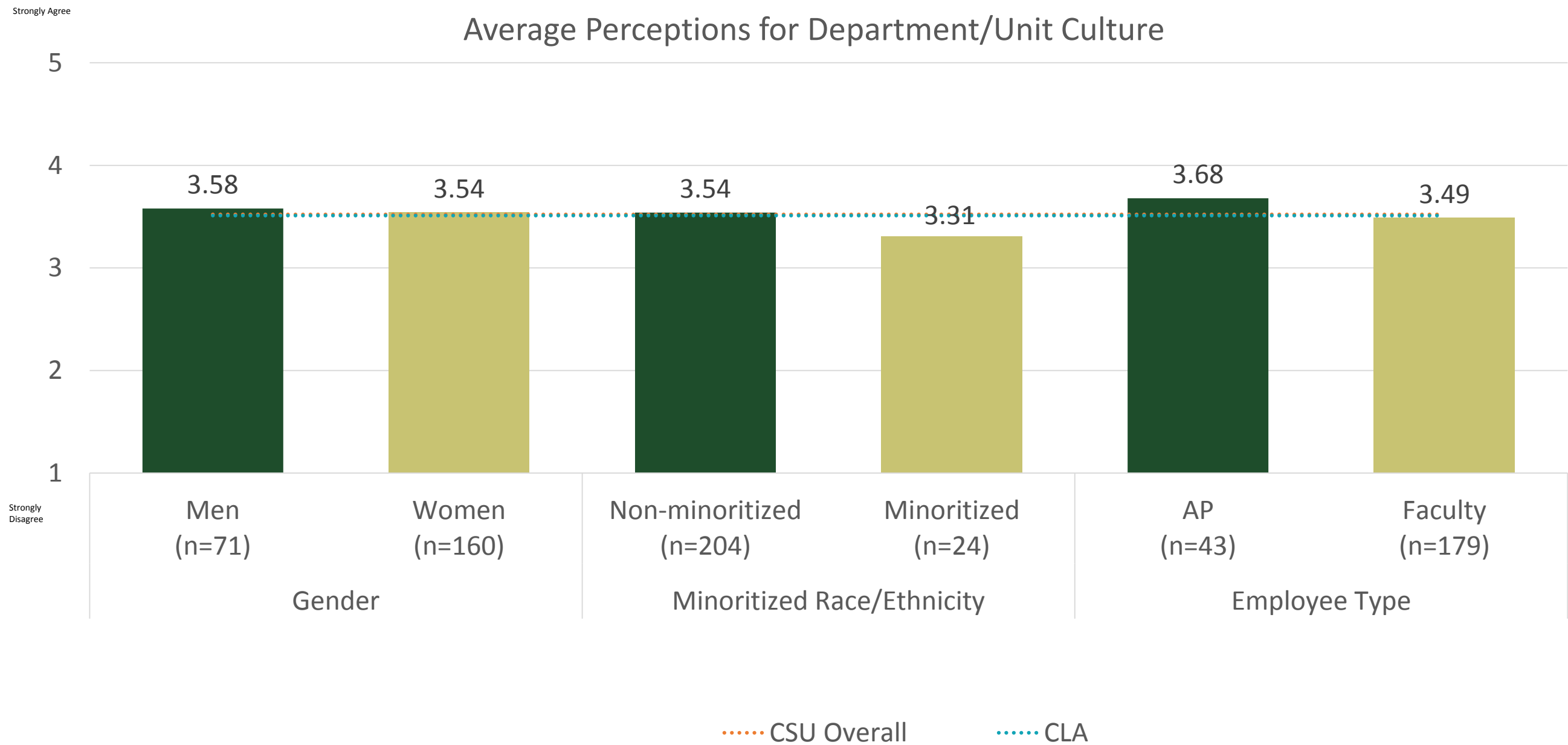
Culture Items

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

CLA Culture

Average Perceptions for Department/Unit Culture

Strongly Agree

5

4

3.58   3.54   3.54   3.31   3.68   3.49

3

2

1

Strongly Disagree

Men (n=71)   Women (n=160)   Non-minoritized (n=204)   Minoritized (n=24)   AP (n=43)   Faculty (n=179)

Gender   Minoritized Race/Ethnicity   Employee Type

········ CSU Overall   ········ CLA

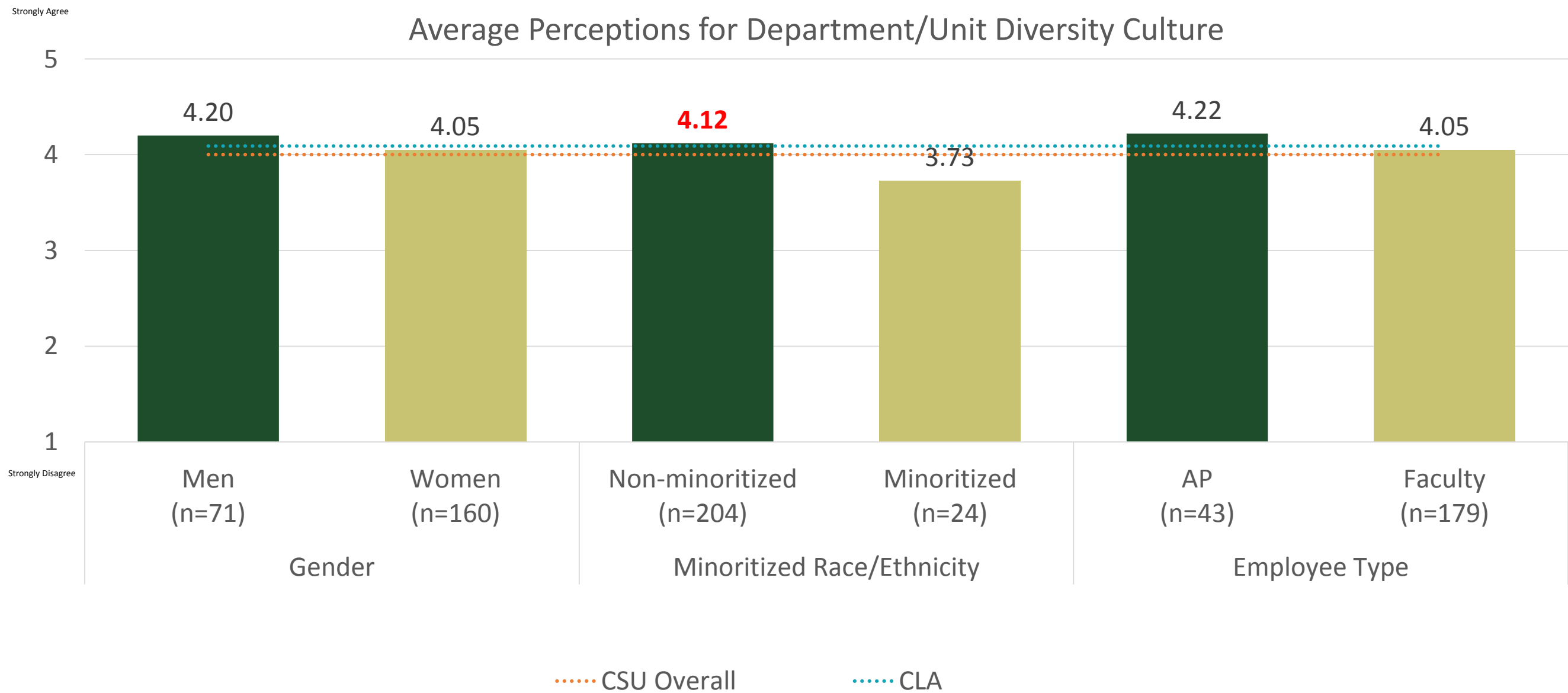Colorado State University

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   **+**

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CLA Culture

Average Perceptions for Department/Unit Diversity Culture

Strongly Agree

5

4.20 — Men (n=71)
4.05 — Women (n=160)
4.12 — Non-minoritized (n=204)
3.73 — Minoritized (n=24)
4.22 — AP (n=43)
4.05 — Faculty (n=179)

4

3

2

1

Strongly Disagree

| Men (n=71) | Women (n=160) | Non-minoritized (n=204) | Minoritized (n=24) | AP (n=43) | Faculty (n=179) |

Gender | Minoritized Race/Ethnicity | Employee Type

······ CSU Overall   ······ CLA
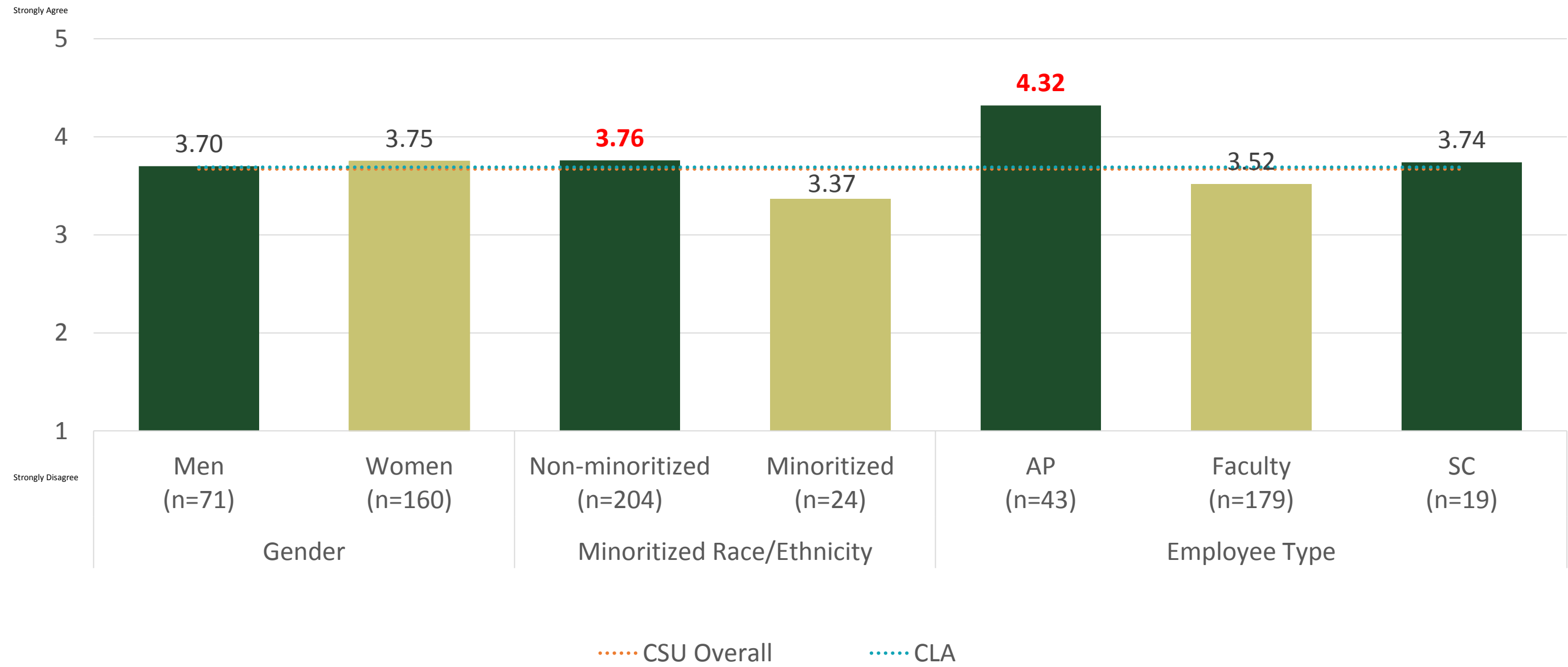
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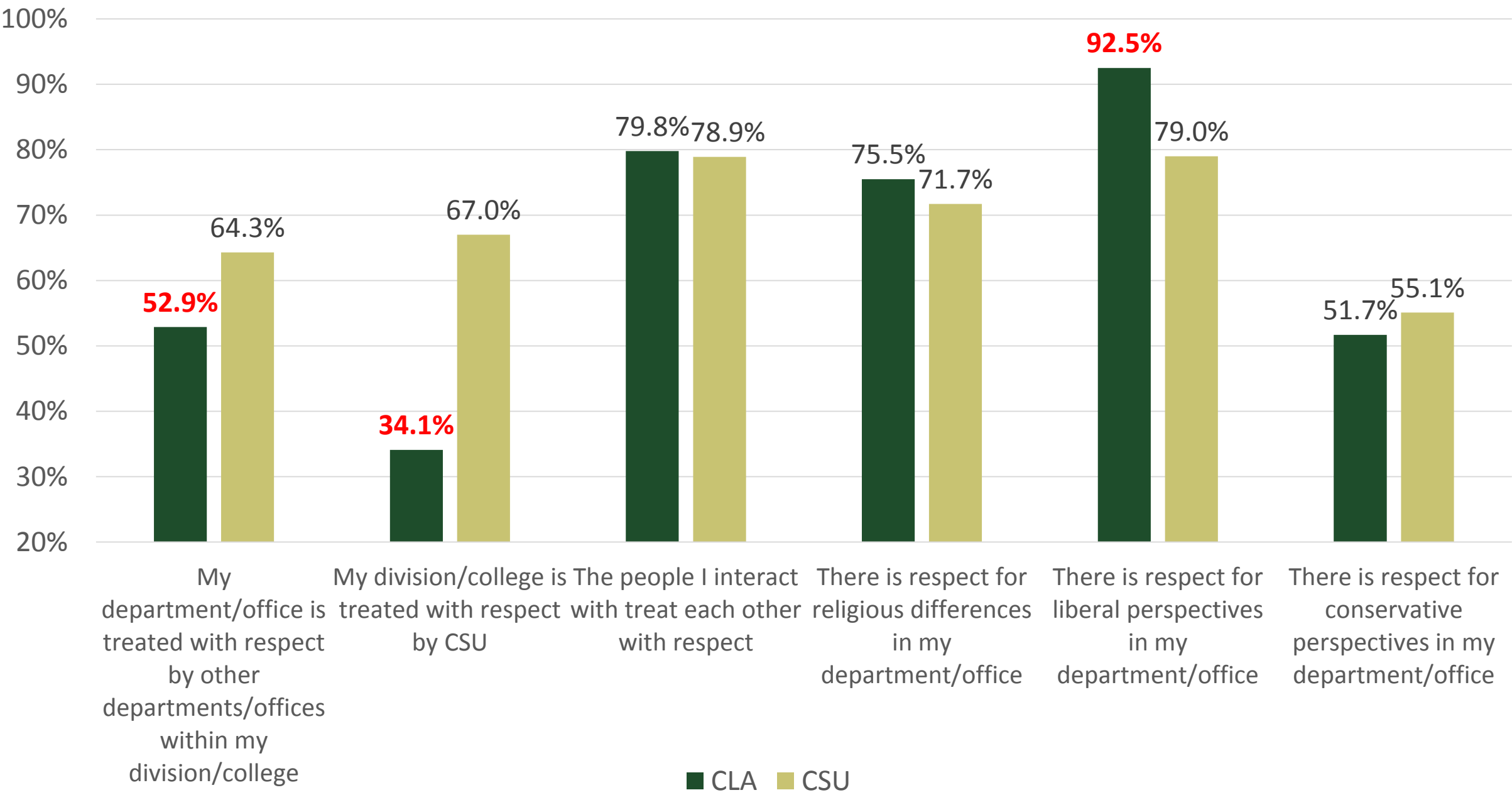
Culture Items

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

CLA Culture

Average Perceptions for Sense of Belonging

Strongly Agree

5

4

3.70 · · · · 3.75 · · · · **3.76** · · · · 3.37 · · · · **4.32** · · · · 3.52 · · · · 3.74

3

2

1

Strongly Disagree

| Men (n=71) | Women (n=160) | Non-minoritized (n=204) | Minoritized (n=24) | AP (n=43) | Faculty (n=179) | SC (n=19) |

Gender | Minoritized Race/Ethnicity | Employee Type

······ CSU Overall   ······ CLA

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My division/college is treated with respect by CSU

	Men	Women	Non-minoritized	Minoritized	Admin Pro	Faculty	SC
Value	2.55	2.88	2.79	2.77	3.37	2.54	3.47
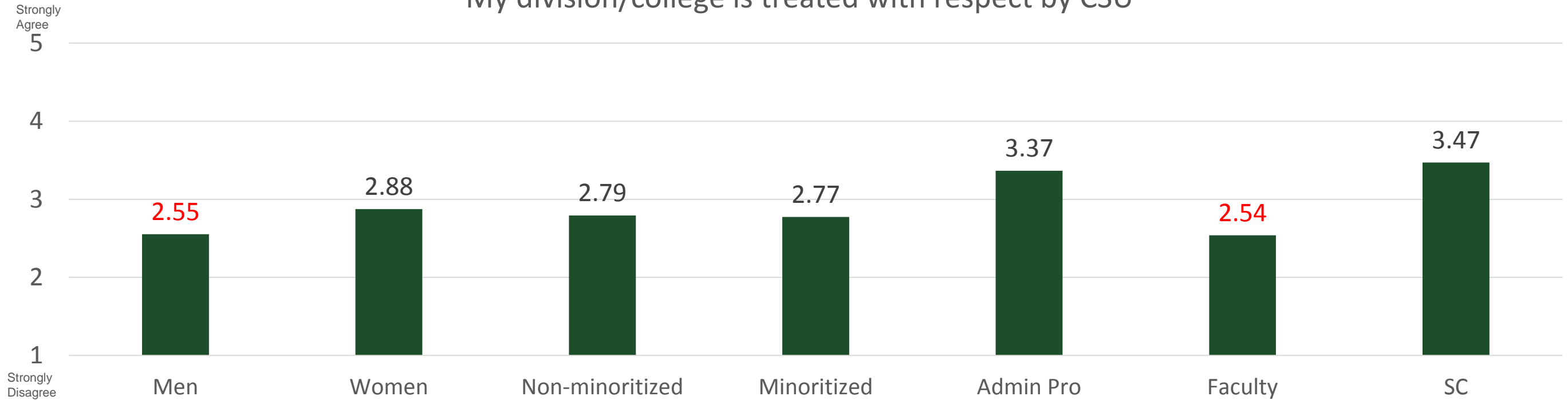
My department/office is treated with respect by other departments/offices within my division/college

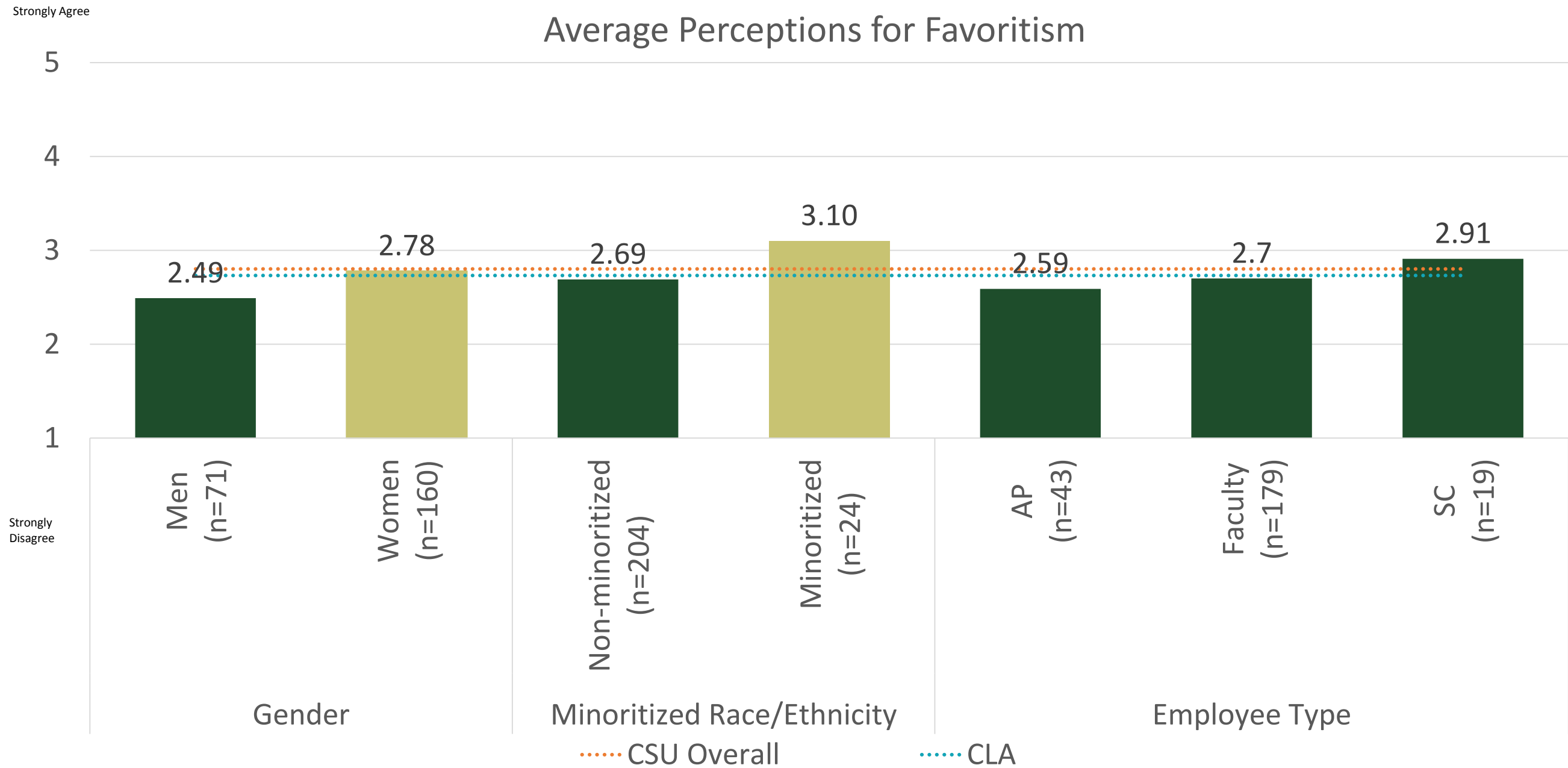|	Men	Women	Non-minoritized	Minoritized	Admin Pro	Faculty	SC
Value	3.49	3.45	3.47	3.17	3.60	3.40	3.47

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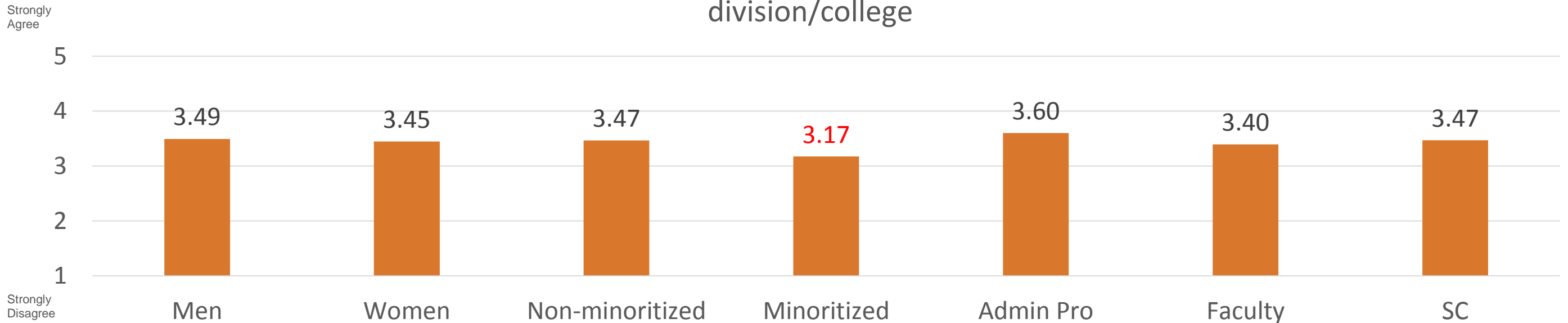
Favoritism Items

- Favoritism plays a role in who gets <u>recognized</u> within my department/office

- Favoritism plays a role in who gets <u>resources</u> in my department/office

- Favoritism plays a role in who gets <u>professional development opportunities</u>

- Favoritism plays a role in who gets <u>promoted</u> in my department/office

- Favoritism plays a role in who gets <u>hired</u> in my department/office

CLA Favoritism

Average Perceptions for Favoritism

Strongly Agree

Strongly Disagree

5

4

3

2

1

2.49 — Men (n=71)

2.78 — Women (n=160)

2.69 — Non-minoritized (n=204)

3.10 — Minoritized (n=24)

2.59 — AP (n=43)

2.7 — Faculty (n=179)

2.91 — SC (n=19)

Gender

Minoritized Race/Ethnicity

Employee Type

····· CSU Overall   ····· CLA

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Leadership and Accountability Items

- Items asked each for College and Department

	College	*Dept.*
– 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		

CLA Leadership & Accountability

Average Perceptions for College Leadership's Accountability **+**

Strongly Agree

5

4

3

2

1

Strongly Disagree

3.67 — Men (n=71)
3.37 — Women (n=160)
3.48 — Non-minoritized (n=204)
3.13 — Minoritized (n=24)
3.83 — AP (n=43)
3.38 — Faculty (n=179)

Gender

Minoritized Race/Ethnicity

Employee Type

······ CSU Overall   ······ CLA

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CLA Leadership & Accountability

Average Perceptions for
Department Leadership's Accountability

Strongly Agree

Strongly Disagree

| Men (n=71) | Women (n=160) | Non-minoritized (n=204) | Minoritized (n=24) | AP (n=43) | Faculty (n=179) | SC (n=19) |
| 3.69 | 3.43 | 3.49 | 3.34 | 3.66 | 3.47 | 3.23 |

Gender · Minoritized Race/Ethnicity · Employee Type

······· CSU Overall   ······· CLA

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Percentage of respondents who indicated misconduct in their college

Misconduct

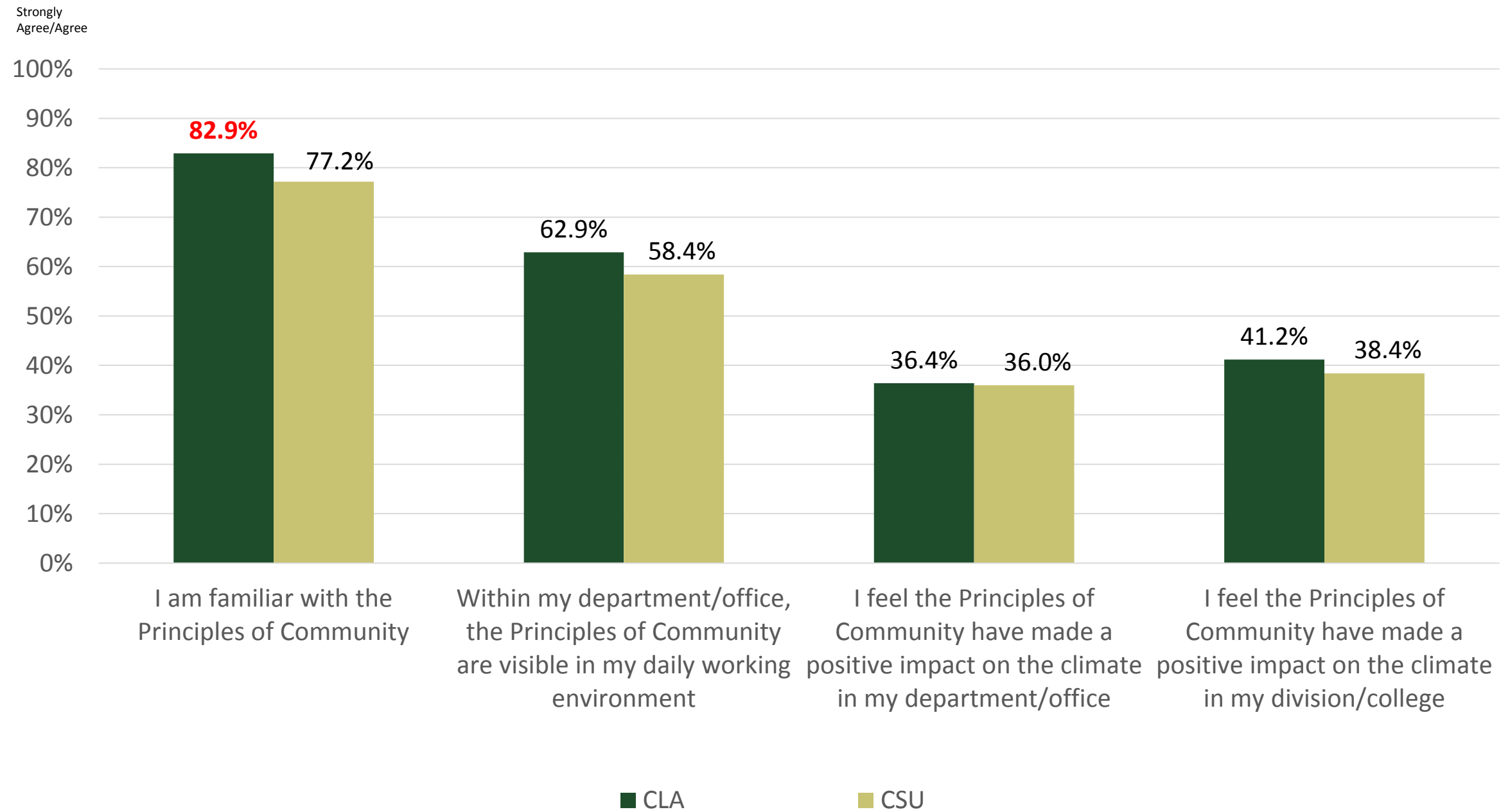|	CLA	CSU
Sexual Harassment	3.1%	2.8%
Sexual Misconduct	2.7%	1.3%
Bullying	8.1%	10.3%
Bias	20.1%	24.1%
Physical Assault	0.4%	0.2%
Verbal Assault	2.3%	5.1%
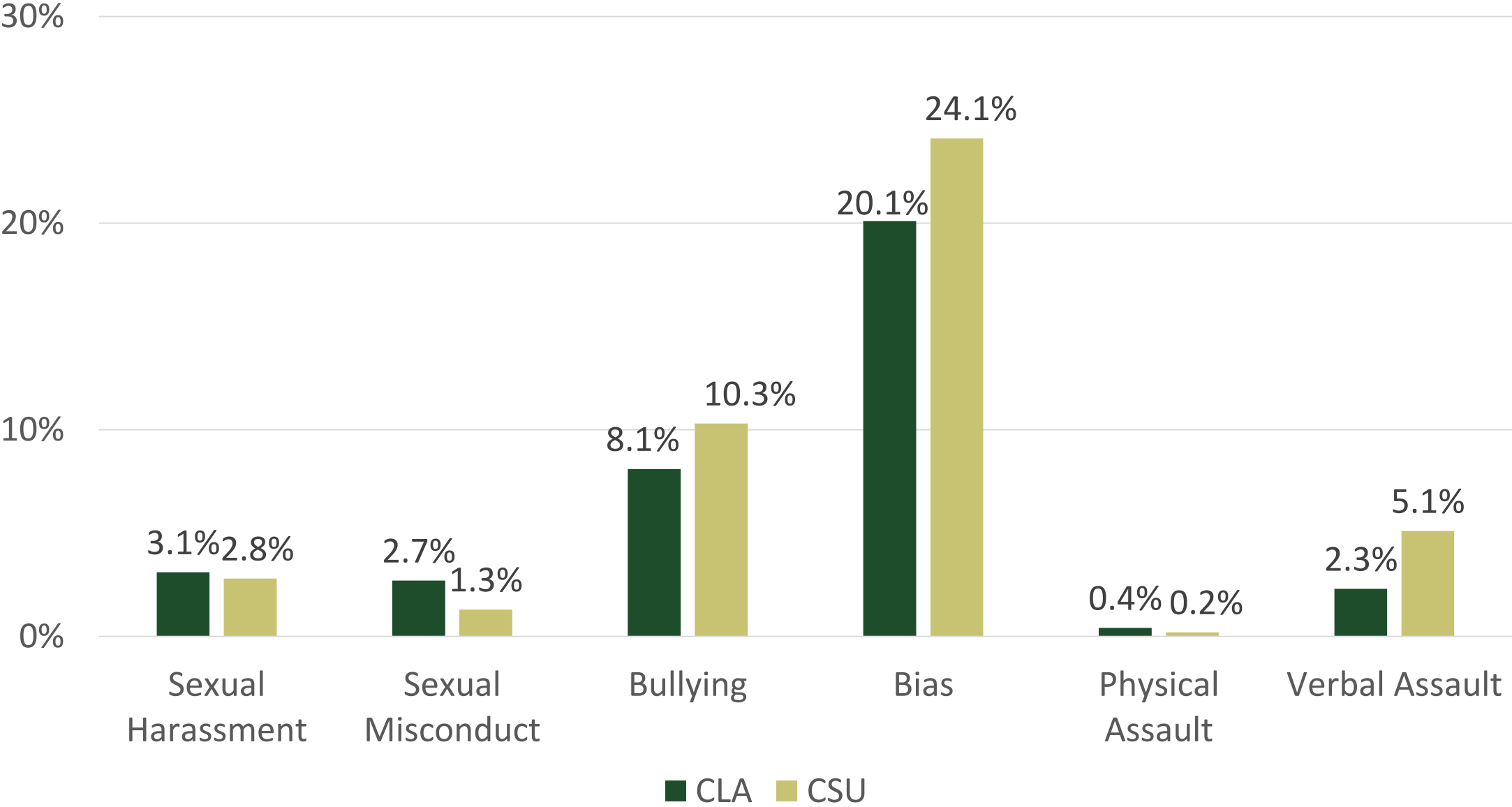
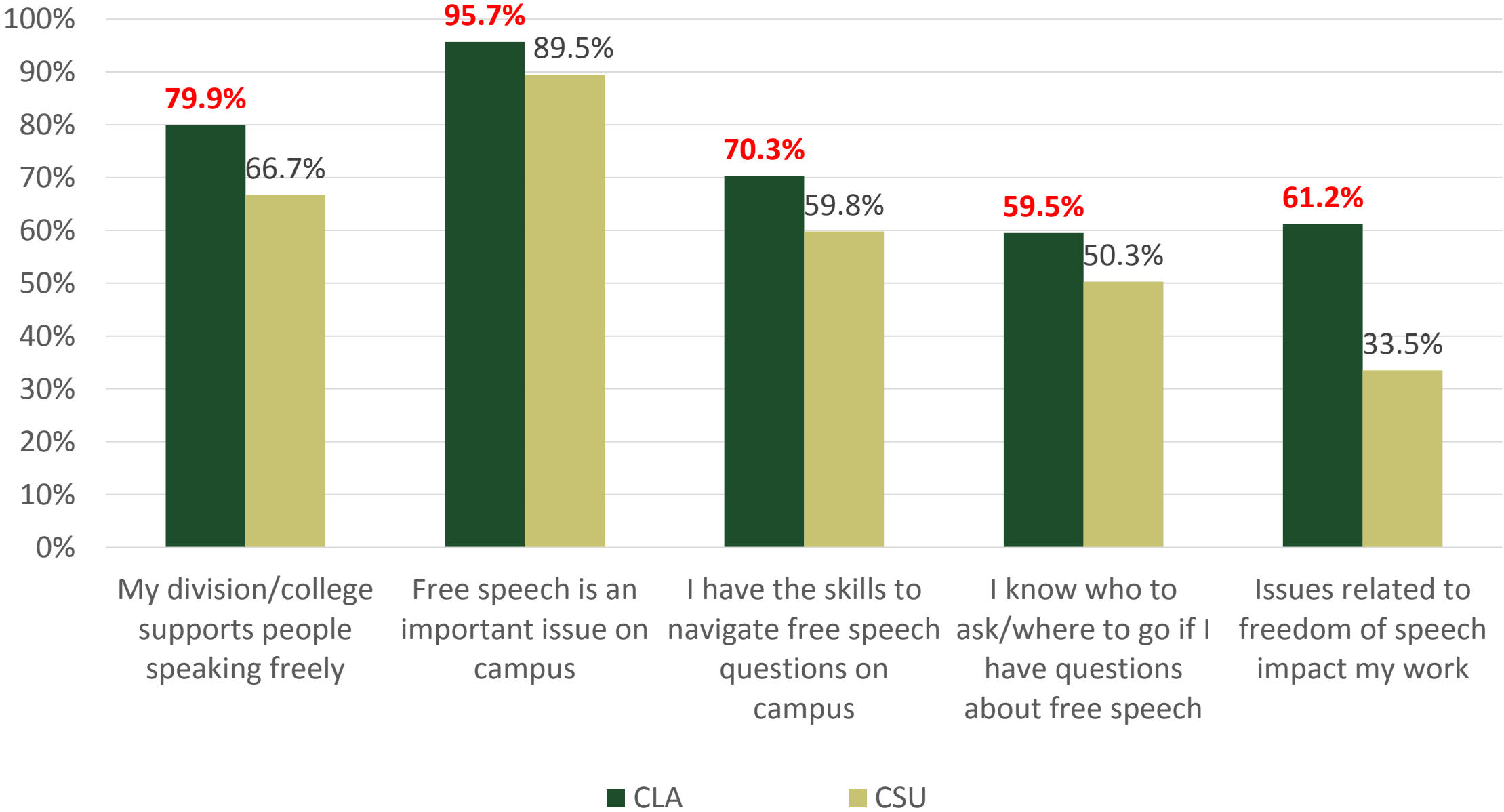Percentage of respondent agreement to items related to perceptions of bias incidents
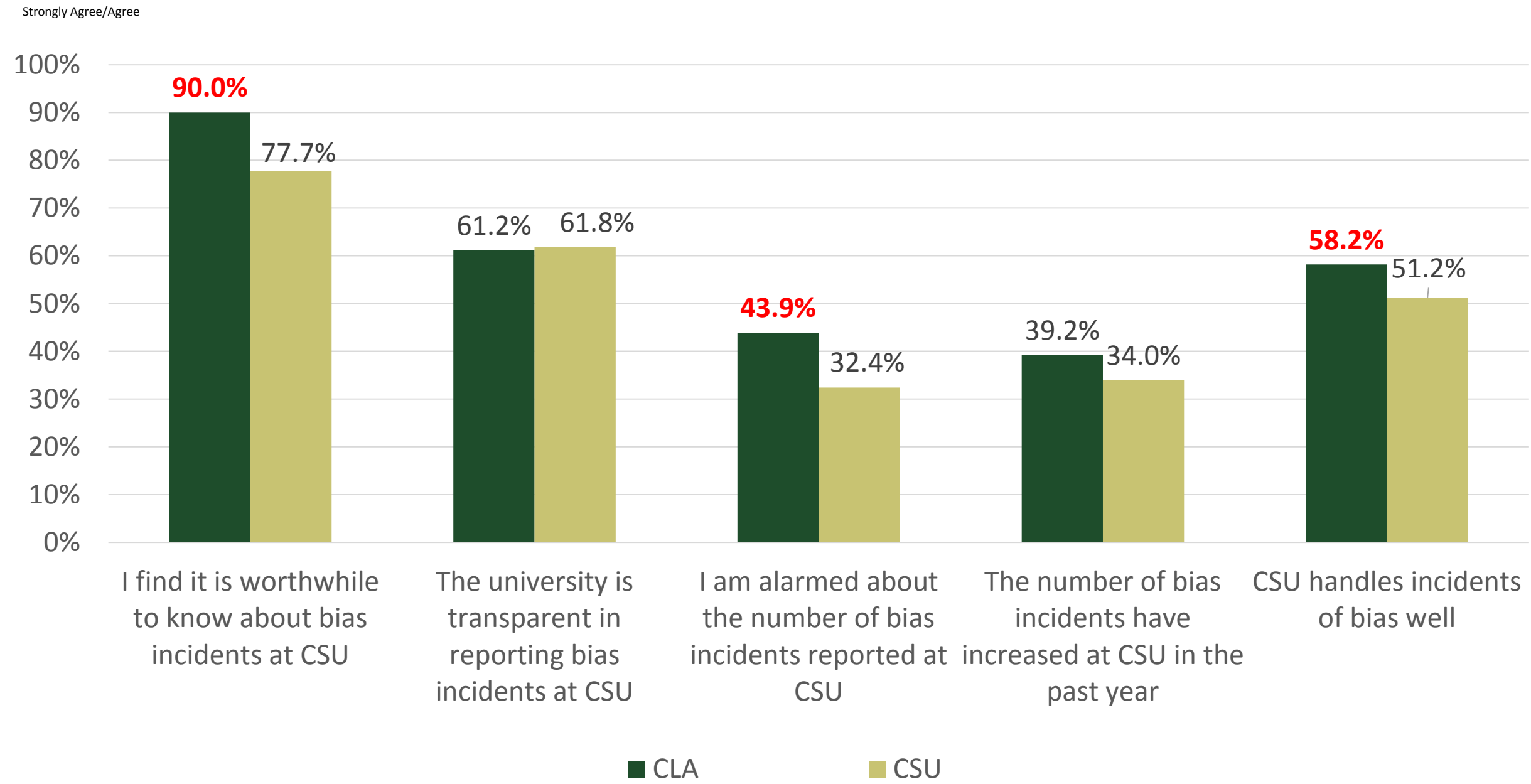
Percentage of respondent agreement to items related to Principles of Community

Principles of Community

Percentage of respondent agreement to items related to freedom of speech

Freedom of Speech

Perception Items

- Items asked each for CSU and Department/Unit

	CSU	Dept.
– 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		

CLA Perceptions
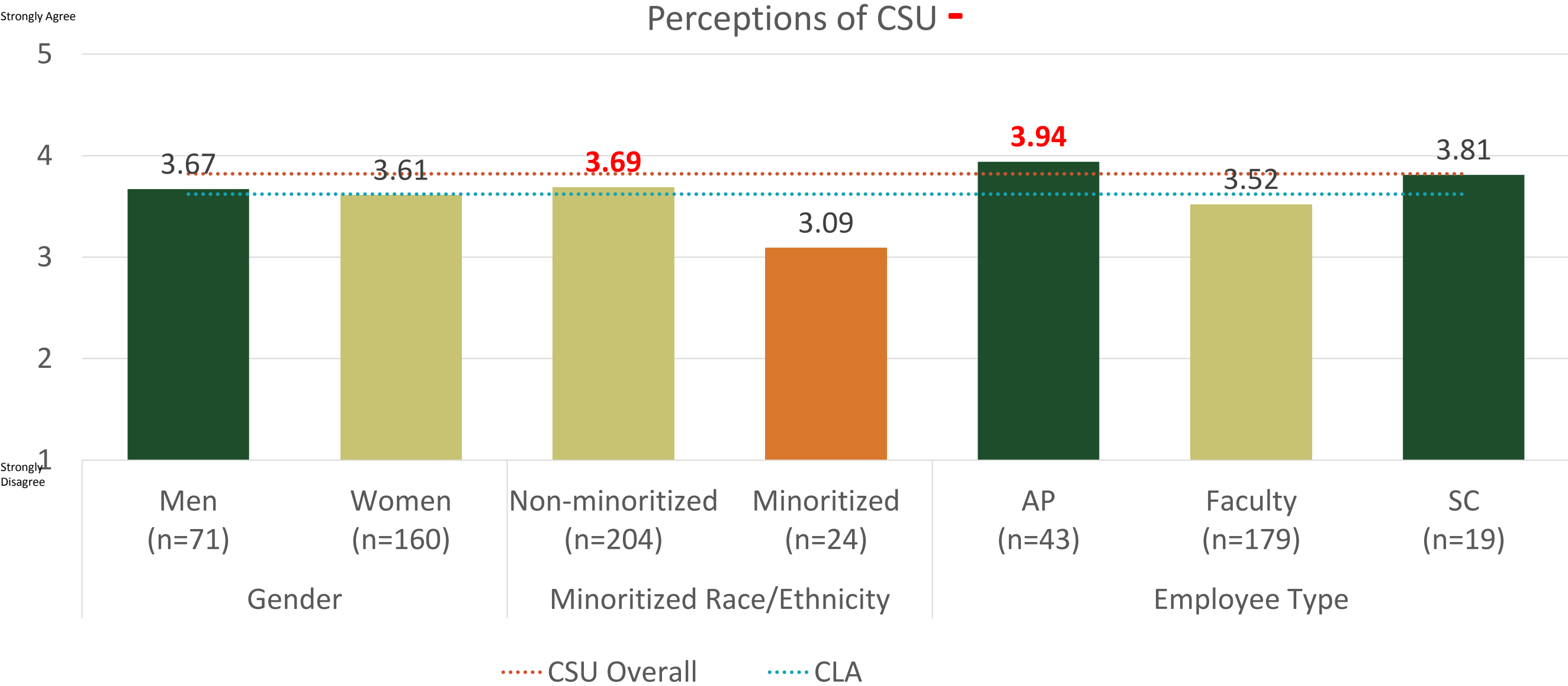
Perceptions of CSU −

Strongly Agree

5

4

3.67 · · · · · 3.61 · · · · · **3.69** · · · · · 3.94 · · · · · 3.52 · · · · · 3.81

3.09

3

2

1
Strongly
Disagree

| Men (n=71) | Women (n=160) | Non-minoritized (n=204) | Minoritized (n=24) | AP (n=43) | Faculty (n=179) | SC (n=19) |
| Gender | | Minoritized Race/Ethnicity | | Employee Type | | |

· · · · · CSU Overall   · · · · · CLA

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CLA Perceptions

Perceptions of Department
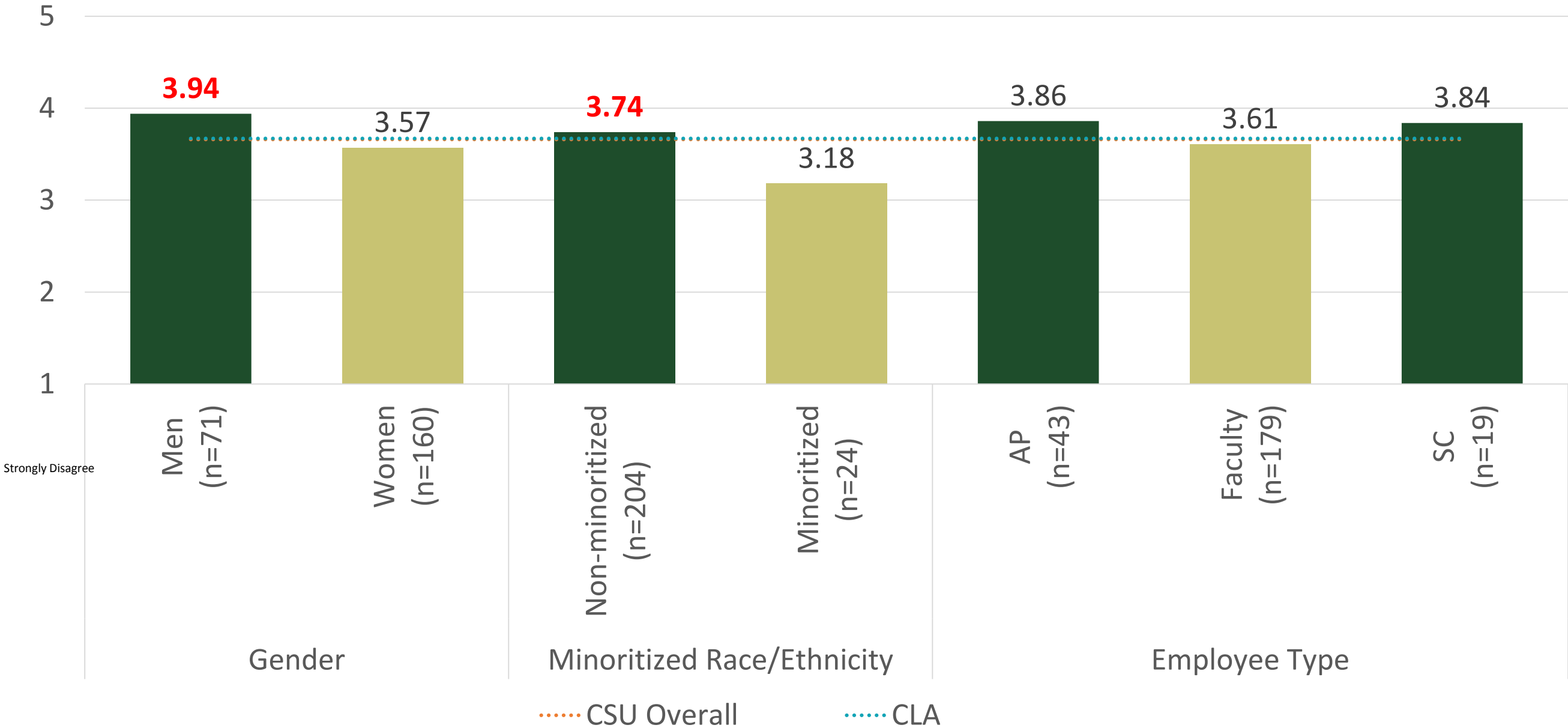
Strongly Agree

Strongly Disagree

	Value
Men (n=71)	3.94
Women (n=160)	3.57
Non-minoritized (n=204)	3.74
Minoritized (n=24)	3.18
AP (n=43)	3.86
Faculty (n=179)	3.61
SC (n=19)	3.84

Gender   Minoritized Race/Ethnicity   Employee Type

······ CSU Overall   ······ CLA

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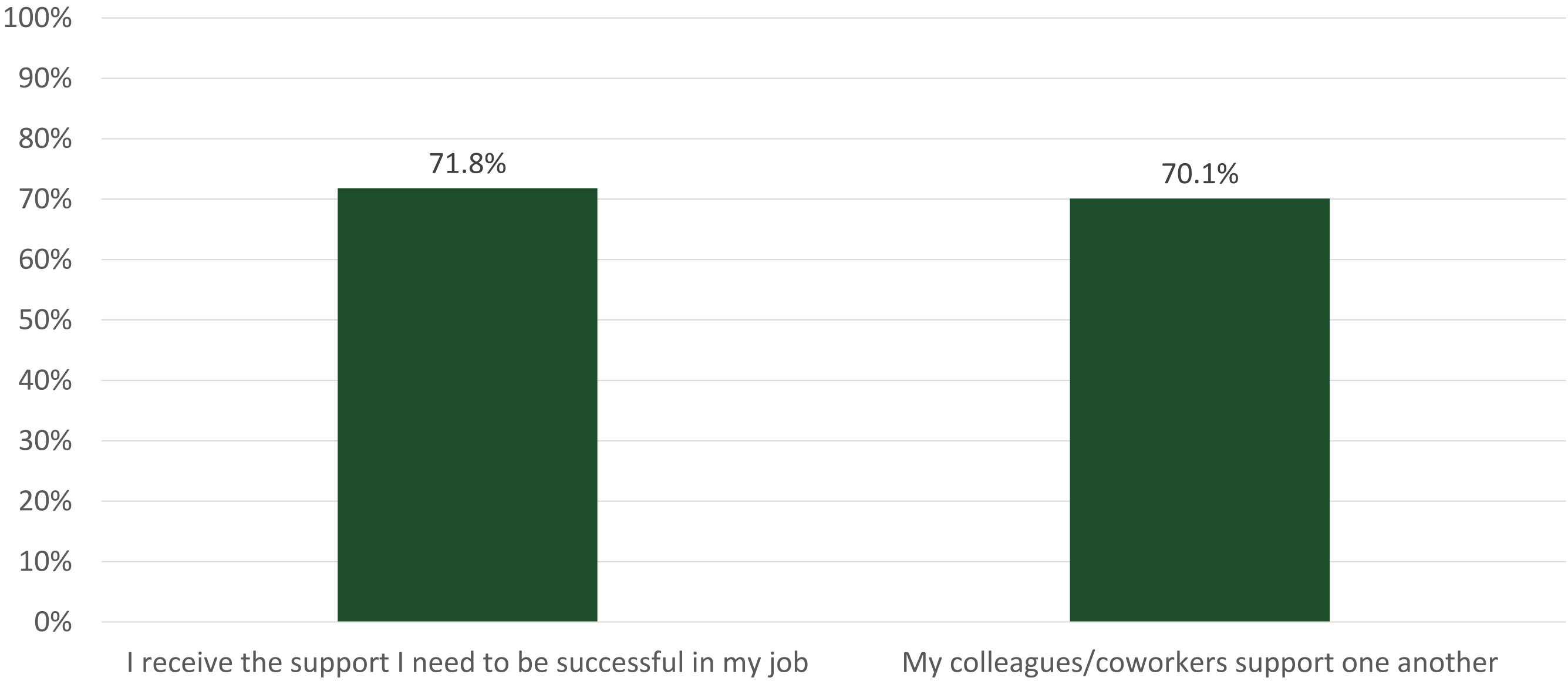
CSU Perceptions over Time

Percentage of respondent agreement to items related to CSU perceptions over time

% Strongly Agree/ Agree

I would recommend CSU as a place of employment
- 2014: 79%
- 2016: 77%
- 2018: 81%

CSU climate has become consistently more inclusive of all employees
- 2014: 58%
- 2016: 64%
- 2018: 67%

CSU provides employees with a positive work experience
- 2014: 69%
- 2016: 69%
- 2018: 74%

CSU encourages discussions related to diversity
- 2014: 66%
- 2016: 63%
- 2018: 80%

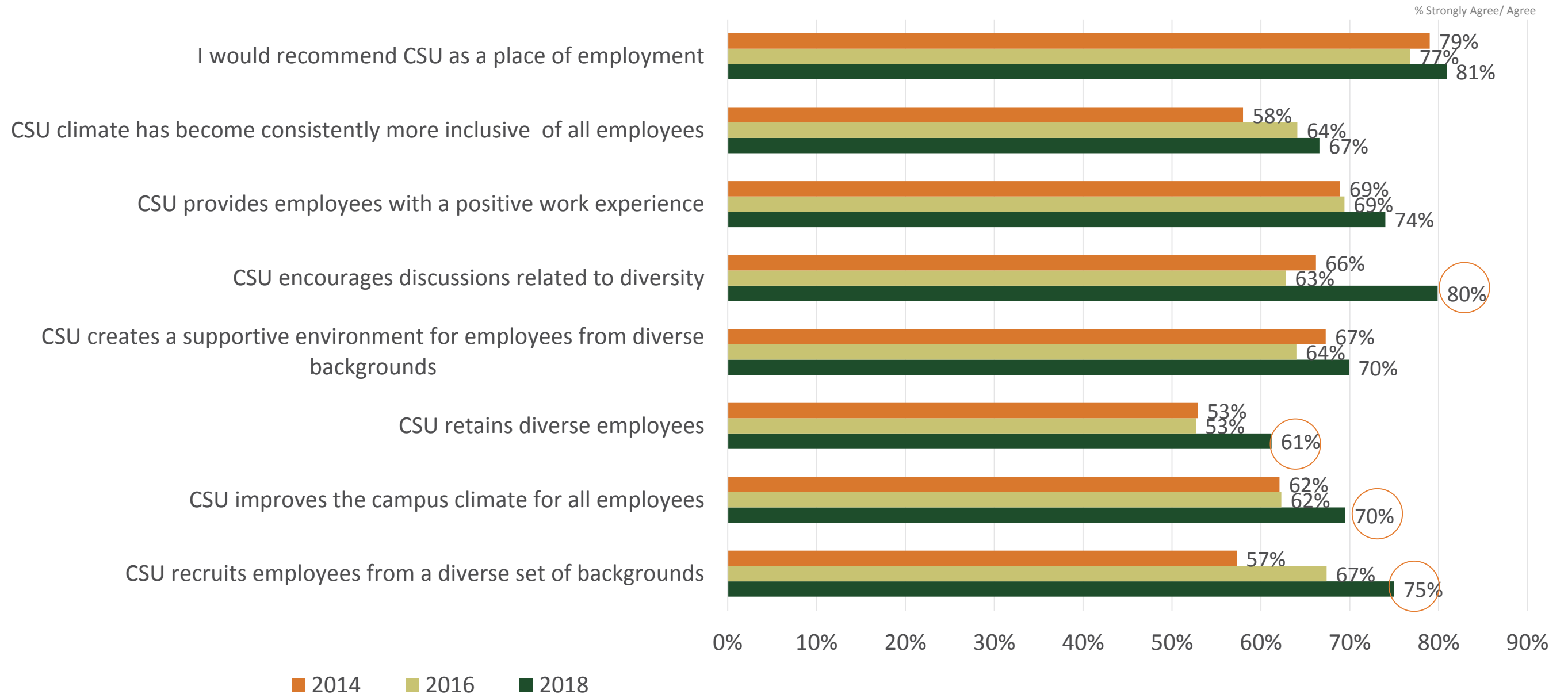**CSU creates a supportive environment for employees from diverse backgrounds**
- 2014: 67%
- 2016: 64%
- 2018: 70%

CSU retains diverse employees
- 2014: 53%
- 2016: 53%
- 2018: 61%

CSU improves the campus climate for all employees
- 2014: 62%
- 2016: 62%
- 2018: 70%

CSU recruits employees from a diverse set of backgrounds
- 2014: 57%
- 2016: 67%
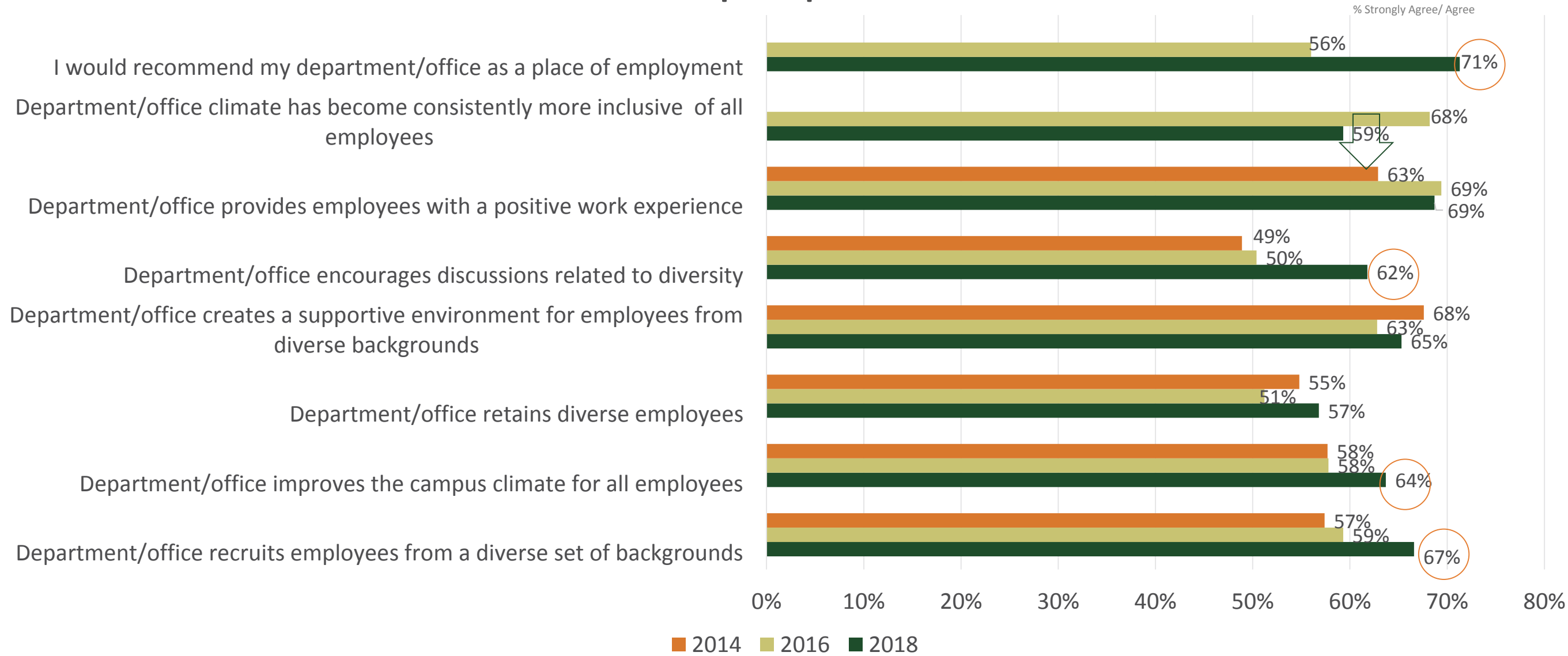- 2018: 75%

■ 2014   ■ 2016   ■ 2018

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Department/Unit Perceptions over Time

Percentage of respondent agreement to items related to Department/Unit perceptions over time

% Strongly Agree/ Agree

Item	2014	2016	2018
I would recommend my department/office as a place of employment		56%	71%
Department/office climate has become consistently more inclusive of all employees		68%	59%
Department/office provides employees with a positive work experience	63%	69%	69%
Department/office encourages discussions related to diversity	49%	50%	62%
Department/office creates a supportive environment for employees from diverse backgrounds	68%	63%	65%
Department/office retains diverse employees	55%	51%	57%
Department/office improves the campus climate for all employees	58%	58%	64%
Department/office recruits employees from a diverse set of backgrounds	57%	59%	67%

2014   2016   2018

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T/GNC/NB

Category	3.75
Department/Unit Diversity Culture	3.75
Department/Unit Culture	3.29
Sense of Belonging	3.58
Favoritism	3.09
College/Division Leadership	3.10
Department/Unit Leadership	3.04
Department/Unit Perceptions	3.28
CSU Perceptions	3.45

Legend: ■ T/NB/GNC ■ Women ■ Men

Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:
    - 32.1% indicated no discriminatory attitudes present (CSU: 36%)
    - 39.8% Employment classification (CSU: 29%)
    - 35.7% Job title (CSU: 31%)
    - 19.0% Gender (CSU: 17%)
    - 16.3% Age (CSU: 19%)
    - 12.2% Political Affiliation (CSU: 20%)

Work Stressors

- Top 3 Work Stressors
  - 70.0% Low salary (CSU: 47%)
  - 35.6% Workload (CSU: 33%)
  - 30.0% Work/life balance (CSU: 29%)
  - 27.6% Lack of growth /promotion (CSU: 29%)
  - 21.2% Email overload (CSU: 17.7%)
  - 18.4% Lack of resources/Budget/Funding (CSU: 17%)
  - 14.4% Department climate (CSU: 20.6%)
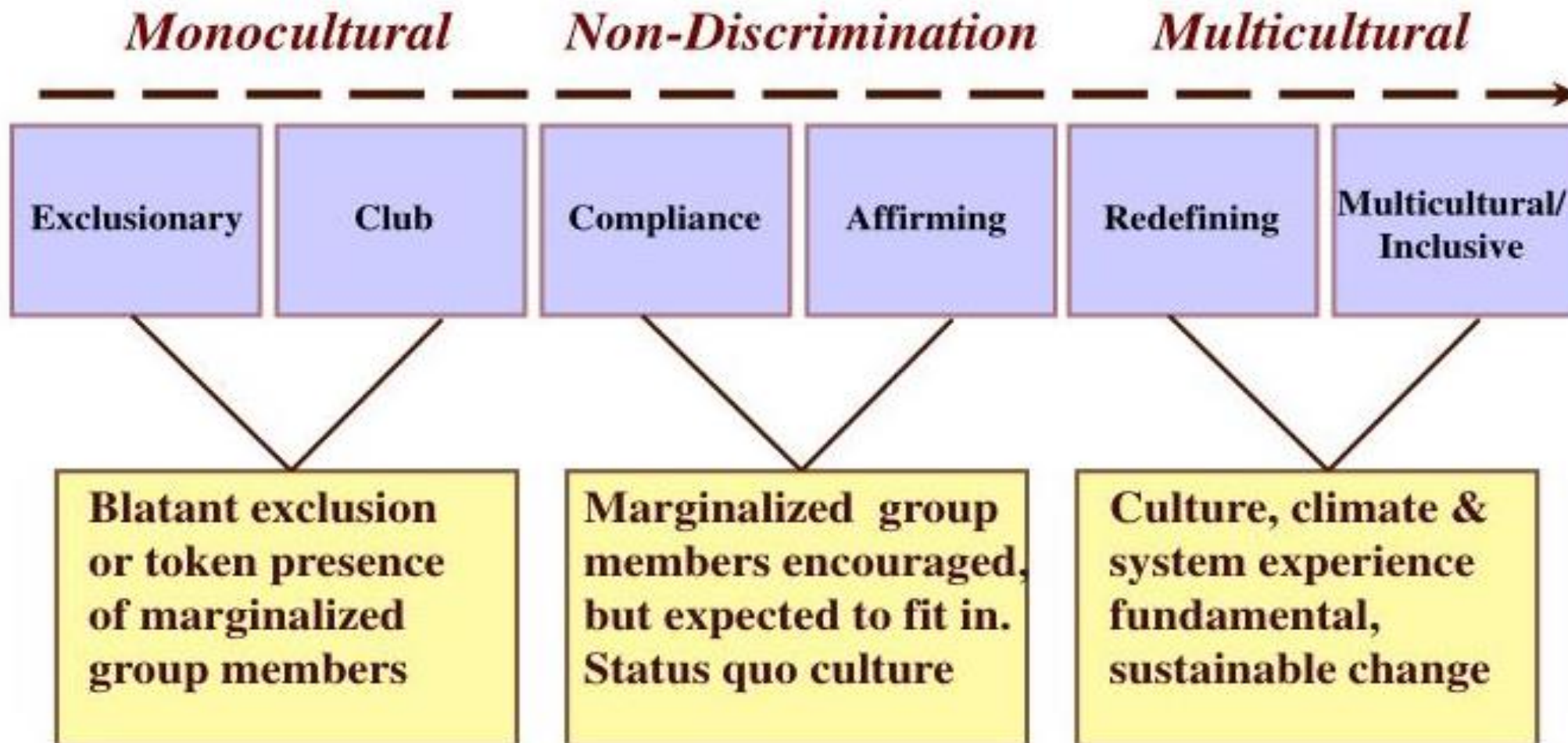
Three words to describe CLA culture

Key Findings for CLA

- CLA had significantly more favorable results than the average CSU respondent for College Leadership's Accountability; however, CLA had significantly less favorable results for overall CSU Perceptions

- CLA reported lower agreement to items related to respect by CSU and within their college
  - Only 34% agree CLA is treated with respect by CSU (CSU: 67%)
  - Only 53% agree their department is treated by respect by other departments with CLA (CSU: 64%)

- CLA had significantly higher agreement to all items related to Freedom of Speech, particularly 61% agree freedom of speech impacts CLA's work

- A fifth of respondents indicated bias was problematic in CLA

- 70% of respondents indicated low salary as a top three work stressor compared to 47% of all CSU

Key Findings for CLA

- Women had less favorable overall department perceptions compared to men

- Administrative professional respondents had a higher sense of belonging compared to faculty and state classified respondents

- Faculty had significantly lower perceptions of College Leadership's Accountability and overall perceptions of CSU compared to administrative profession respondents

- Compared to non-minoritized respondents, respondents from a minoritized race/ethnicity had significantly lower/less favorable

  – Sense of belonging

  – Perceptions of CSU

  – Perceptions of their department

  – Perceptions of their department's diversity culture

MCOD

Jackson/Hardiman MCOD Continuum*

Monocultural		Non-Discrimination		Multicultural	
Exclusionary	Club	Compliance	Affirming	Redefining	Multicultural/Inclusive

Blatant exclusion or token presence of marginalized group members

Marginalized group members encouraged, but expected to fit in. Status quo culture

Culture, climate & system experience fundamental, sustainable change

- 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/