2018 Employee Climate Survey

Presentation for
College of Business

Assessment Group for Diversity Issues

10.11.19

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

Colorado State University

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

	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

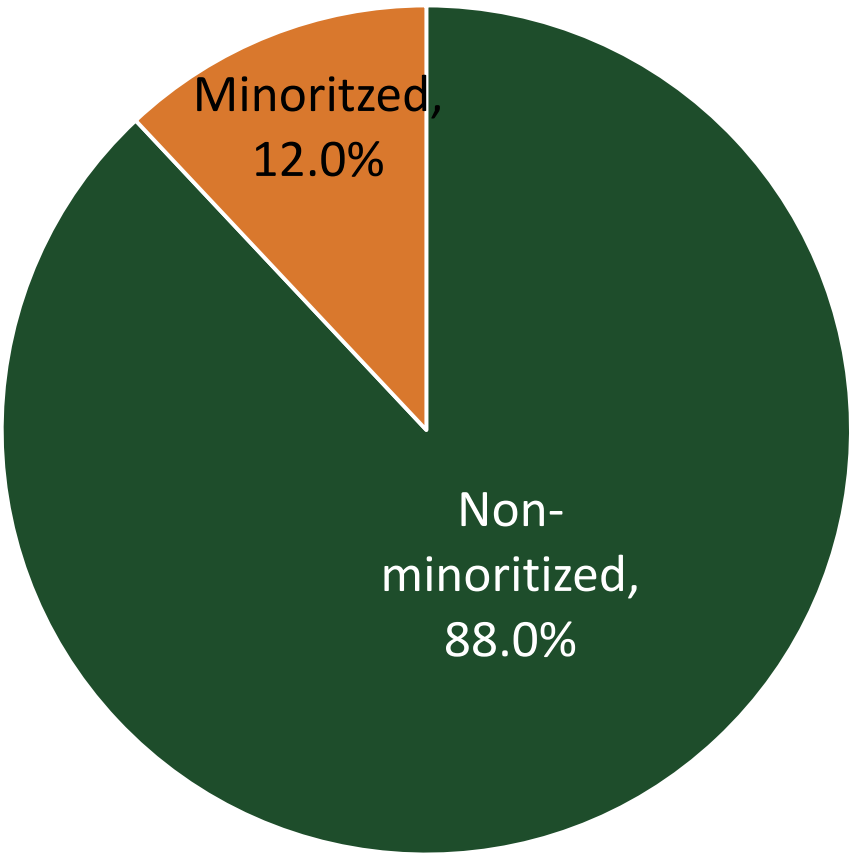| College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7%
Health and Human Sciences	69.5%
Natural Sciences	58.5%
Warner College of Natural Resources	49.8%
Business	48.9% (n=90)
Liberal Arts	48.5%
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

Department Response Rates

COB Department	Response Rate	% of COB Respondents
Dean's Office/Enterp./Operations	54.3%	21.1%
COB Academic Support/COB Academic Programs	38.3%	20.0%
Management	48.3%	15.6%
Marketing	47.1%	8.9%
Finance and Real Estate	32.0%	8.9%
Accounting	35.3%	6.7%
Computer Information Systems	42.9%	6.7%
Prefer not to disclose		12.2%
Total	48.9%	n=90

Respondent Characteristics for COB

T/NB/GNC, 2.5%

Men, 38.0%

Women, 59.5%

Gender

Minoritzed, 12.0%

Non-minoritized, 88.0%

Racially Minoritized

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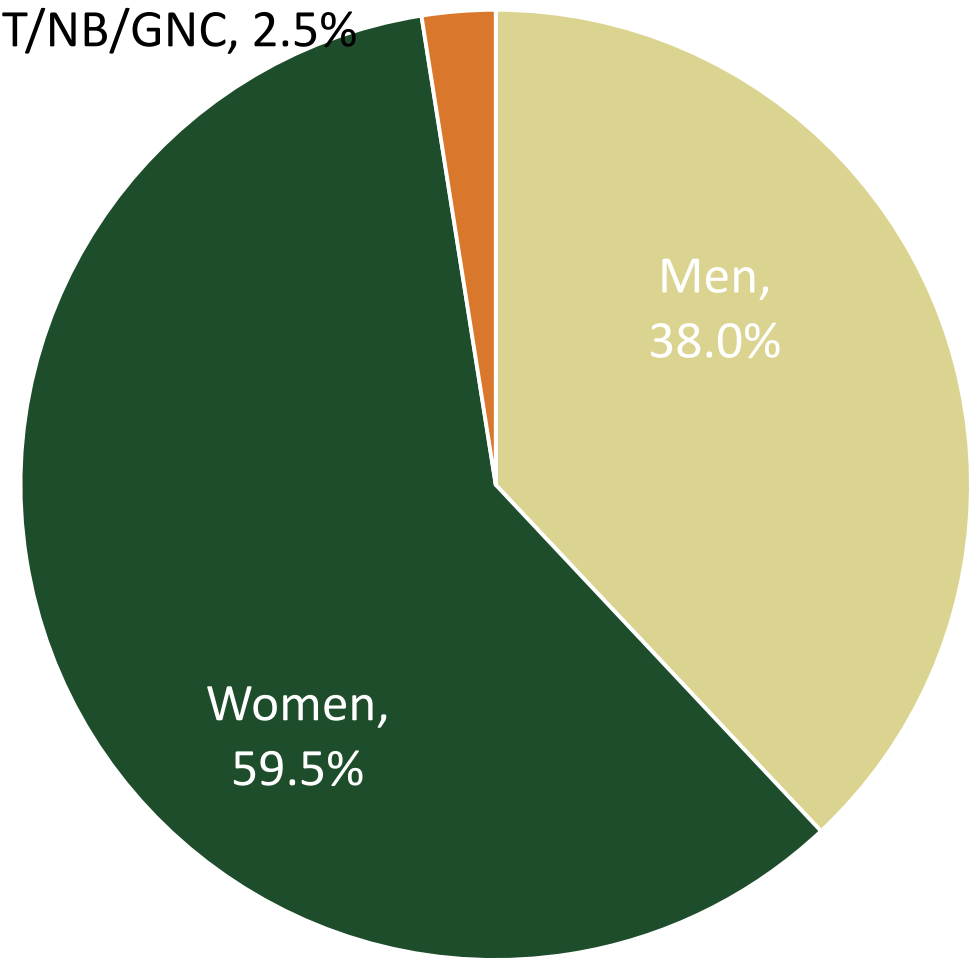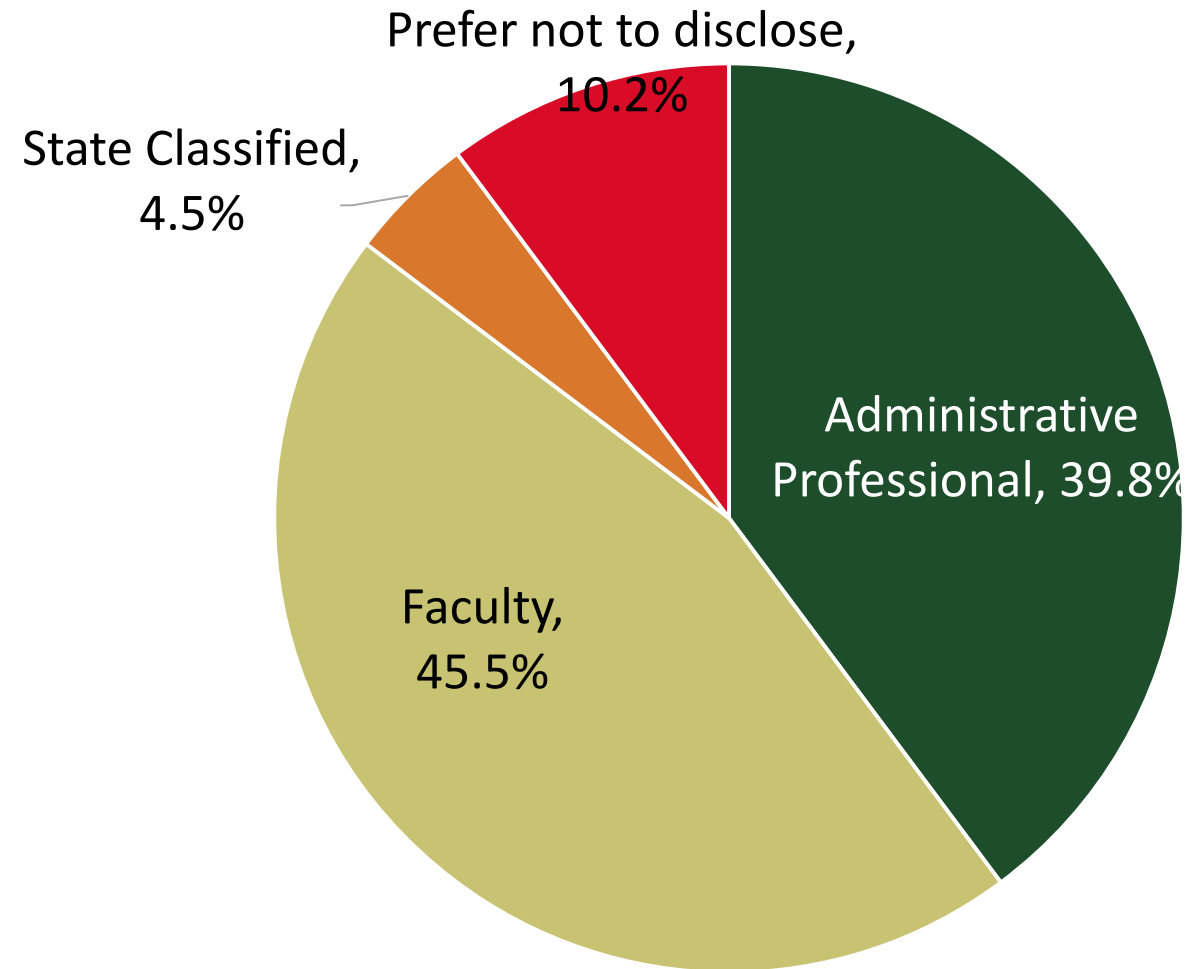
Employee Category

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

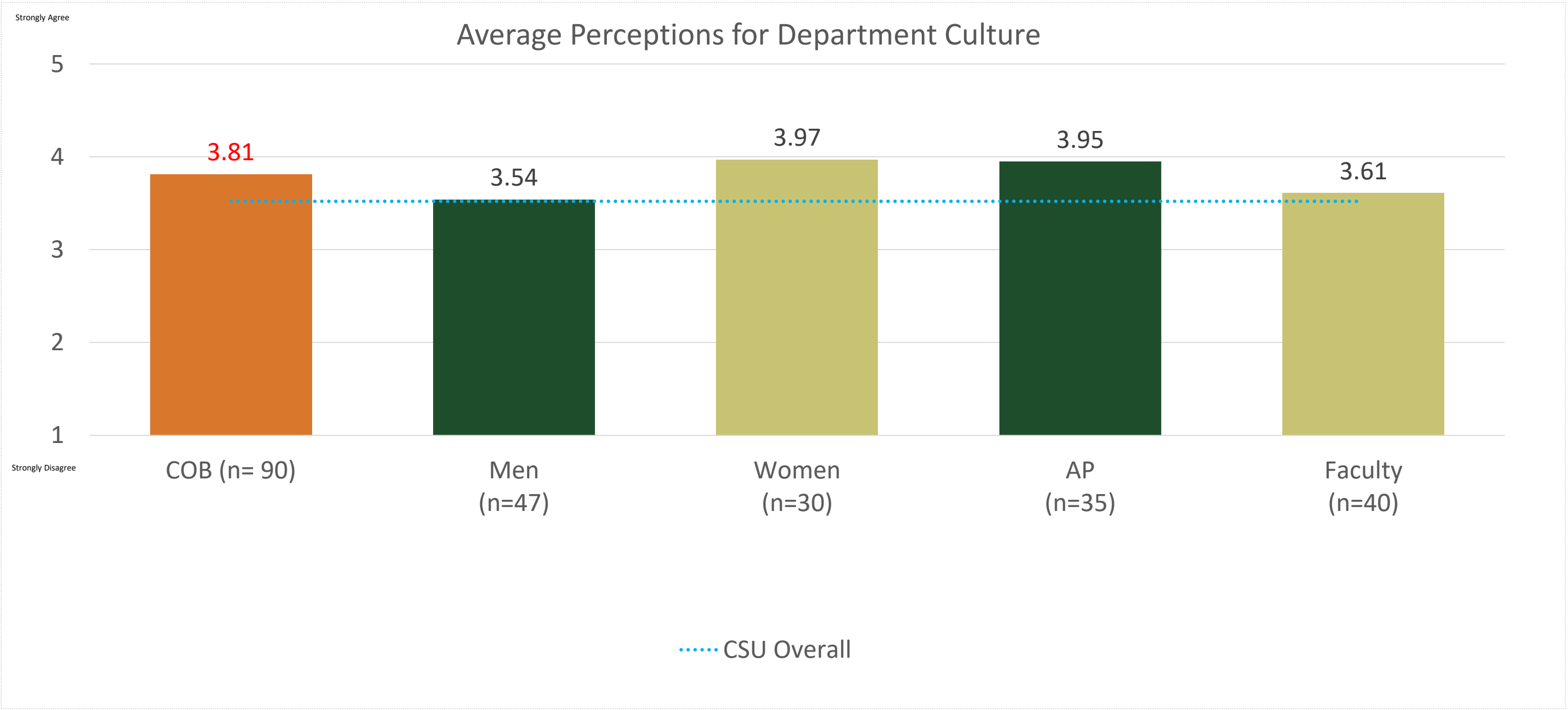Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

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

COB Culture

Average Perceptions for Department Culture

Strongly Agree

5

4

3.81 3.54 3.97 3.95 3.61

3

2

1

Strongly Disagree

COB (n= 90) Men (n=47) Women (n=30) AP (n=35) Faculty (n=40)

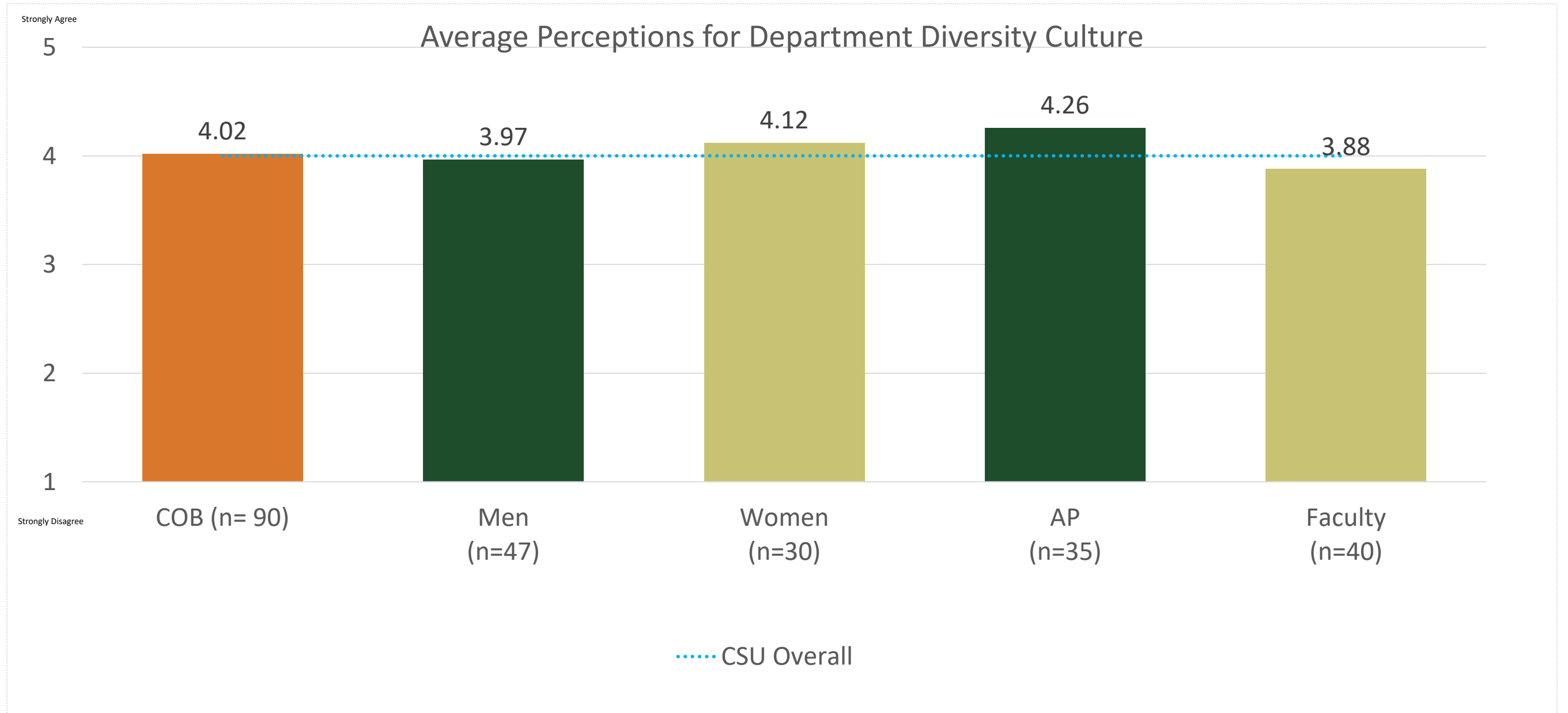····· CSU Overall

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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

COB Culture

Average Perceptions for Department Diversity Culture
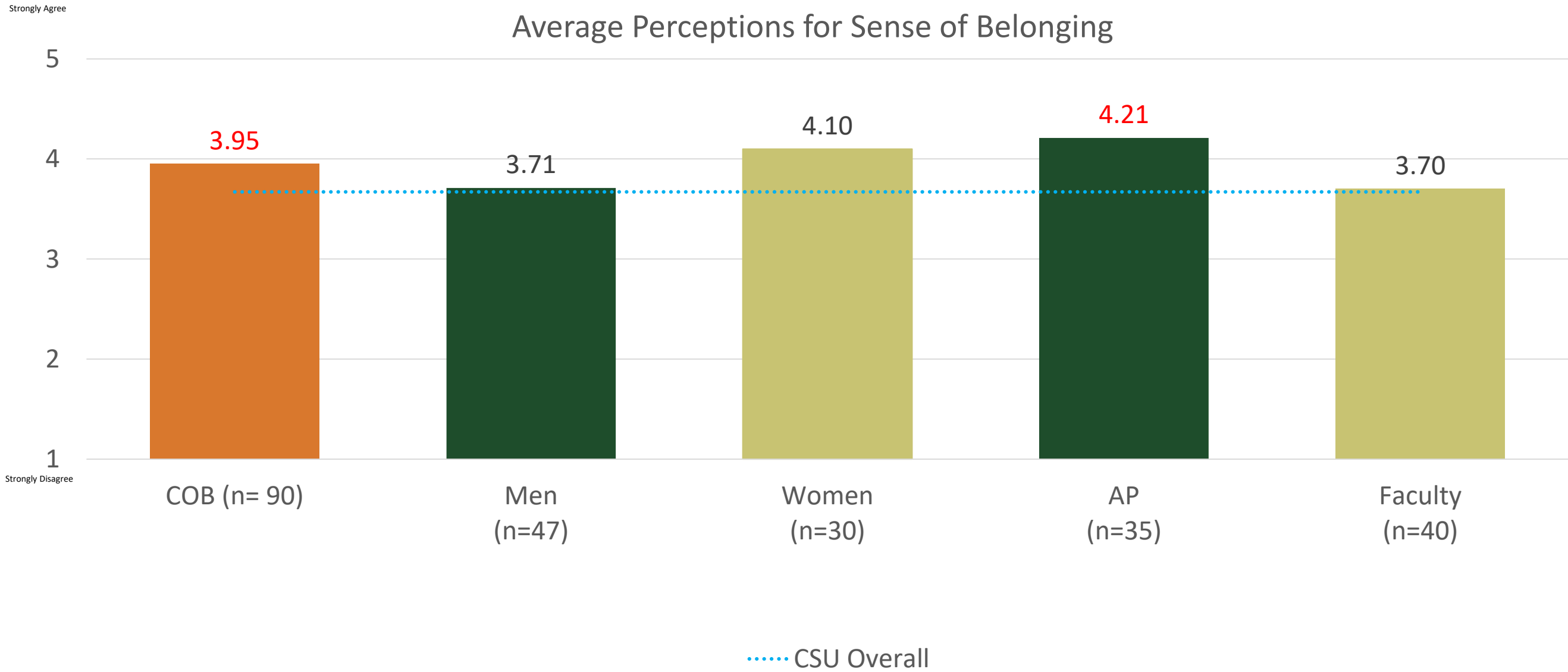
CSU Overall

Culture Items
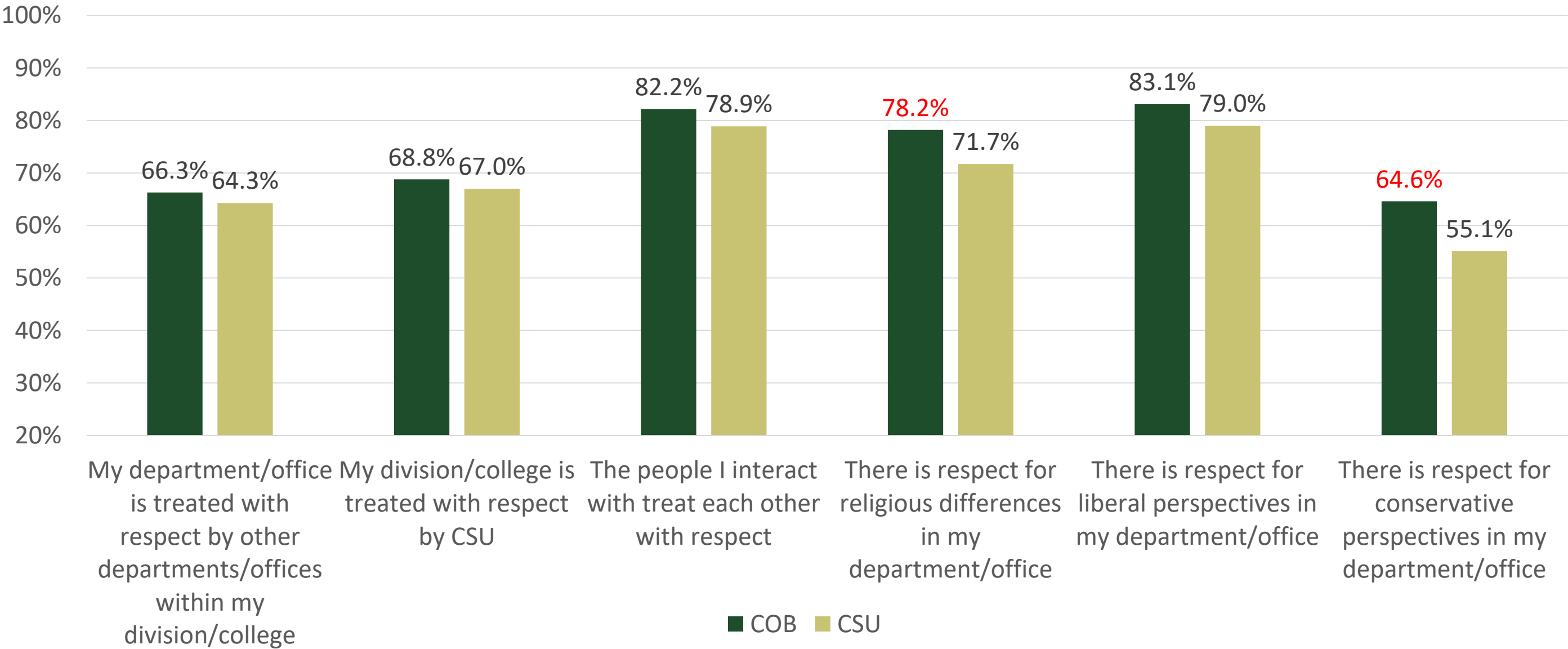
Sense of Belonging

- 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   **+**

COB Culture

Average Perceptions for Sense of Belonging

Respect

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
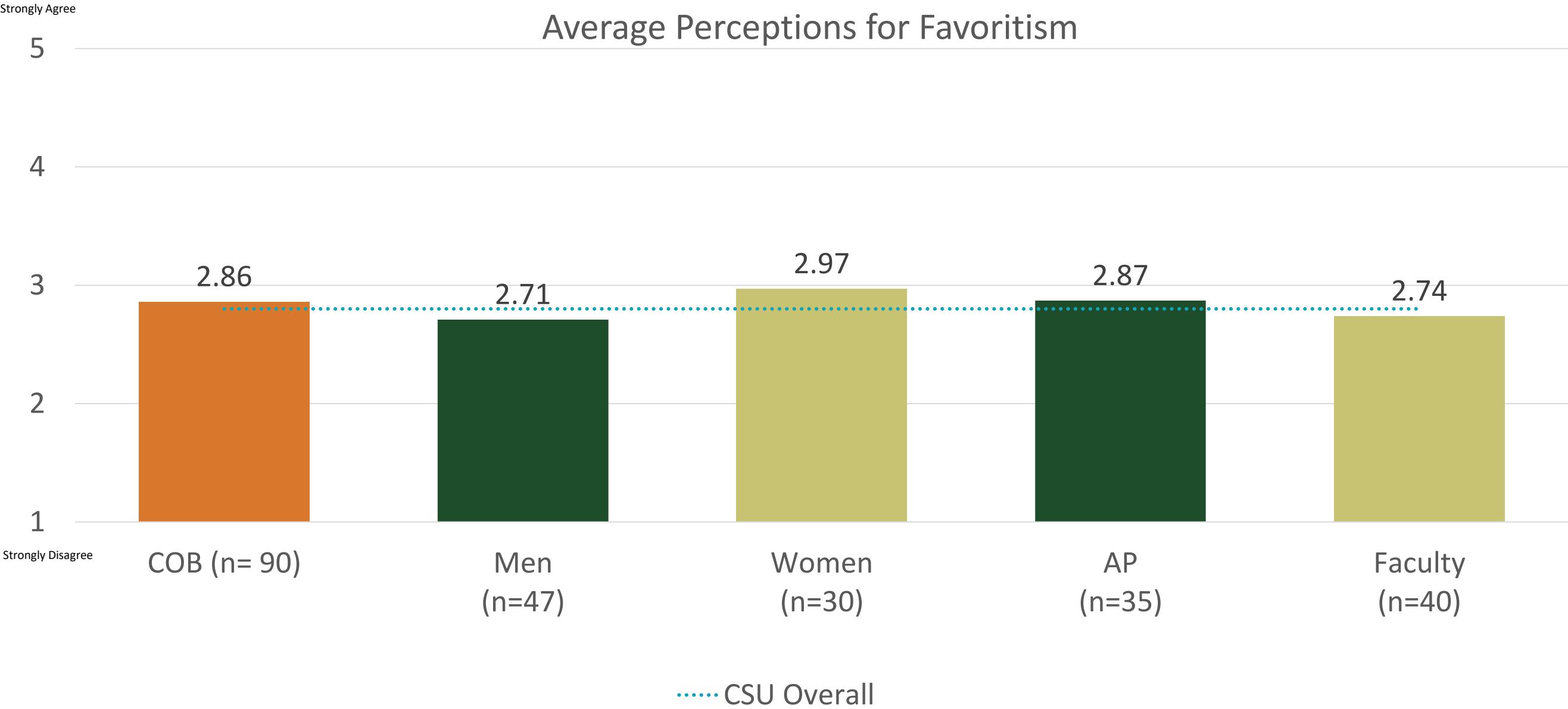
Leadership and Accountability Items

- 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		**+**

COB Leadership & Accountability

Average Perceptions for
Department Leadership's Accountability

Strongly Agree

5

4
- COB (n= 90): 3.66
- Men (n=47): 3.53
- Women (n=30): 3.74
- AP (n=35): 3.83
- Faculty (n=40): 3.50

3

2

1

Strongly Disagree

COB (n= 90) Men (n=47) Women (n=30) AP (n=35) Faculty (n=40)

········ CSU Overall

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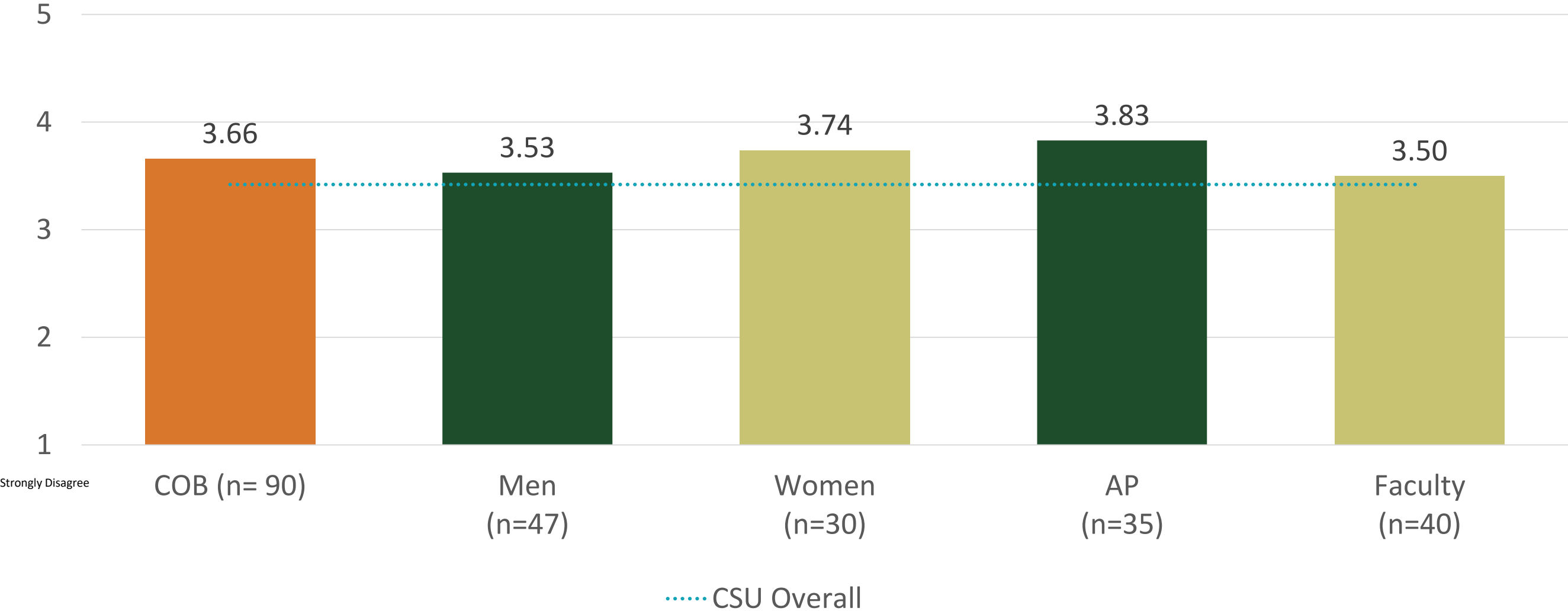
Percentage of respondents who perceived misconduct in their college

Misconduct

- Sexual Harassment: COB 2.3%, CSU 2.8%
- Sexual Misconduct: COB 0.0%, CSU 1.3%
- Bullying: COB 14.8%, CSU 10.3% (Women: 13%; Men =17%)
- Bias: COB 31.8%, CSU 24.1% (Women: 32%; Men =27%; Prefer not to specify = 46%)
- Physical Assault: COB 0.0%, CSU 0.2%
- Verbal Assault: COB 6.8%, CSU 5.1%

■ COB   ■ CSU

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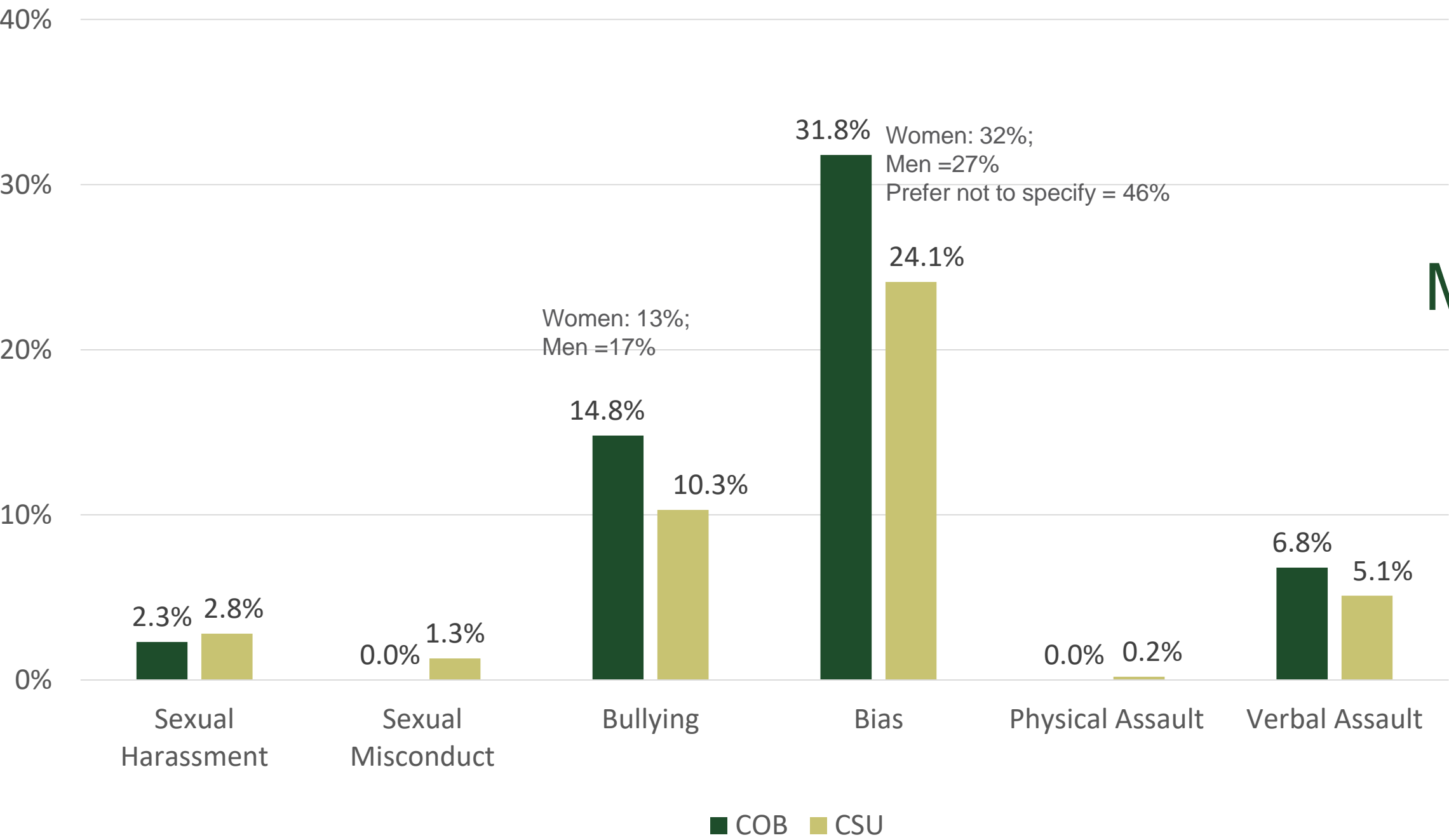
Percentage of respondent agreement to items related to perceptions of bias incidents

Bias
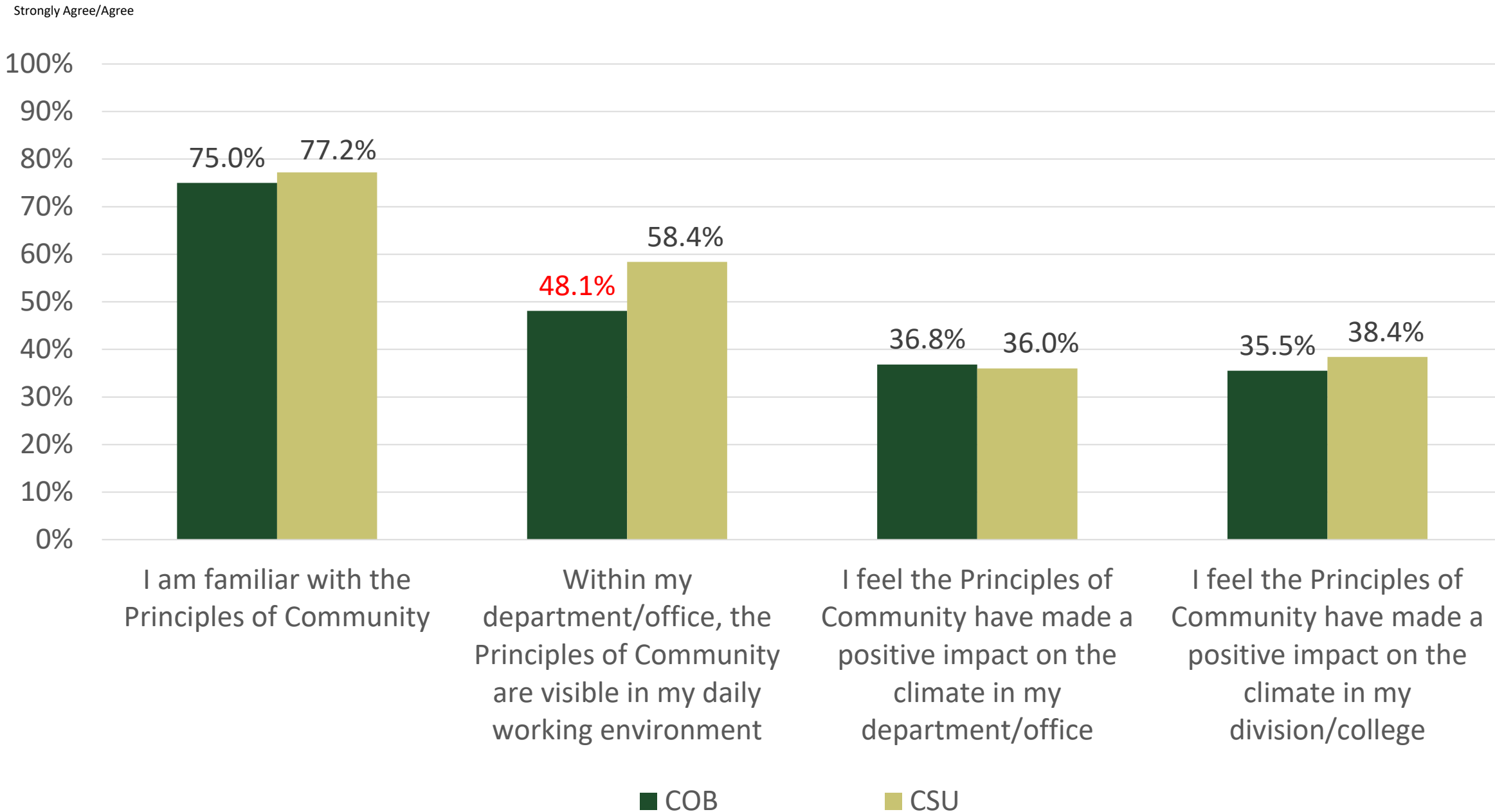
Percentage of respondent agreement to items related to freedom of speech
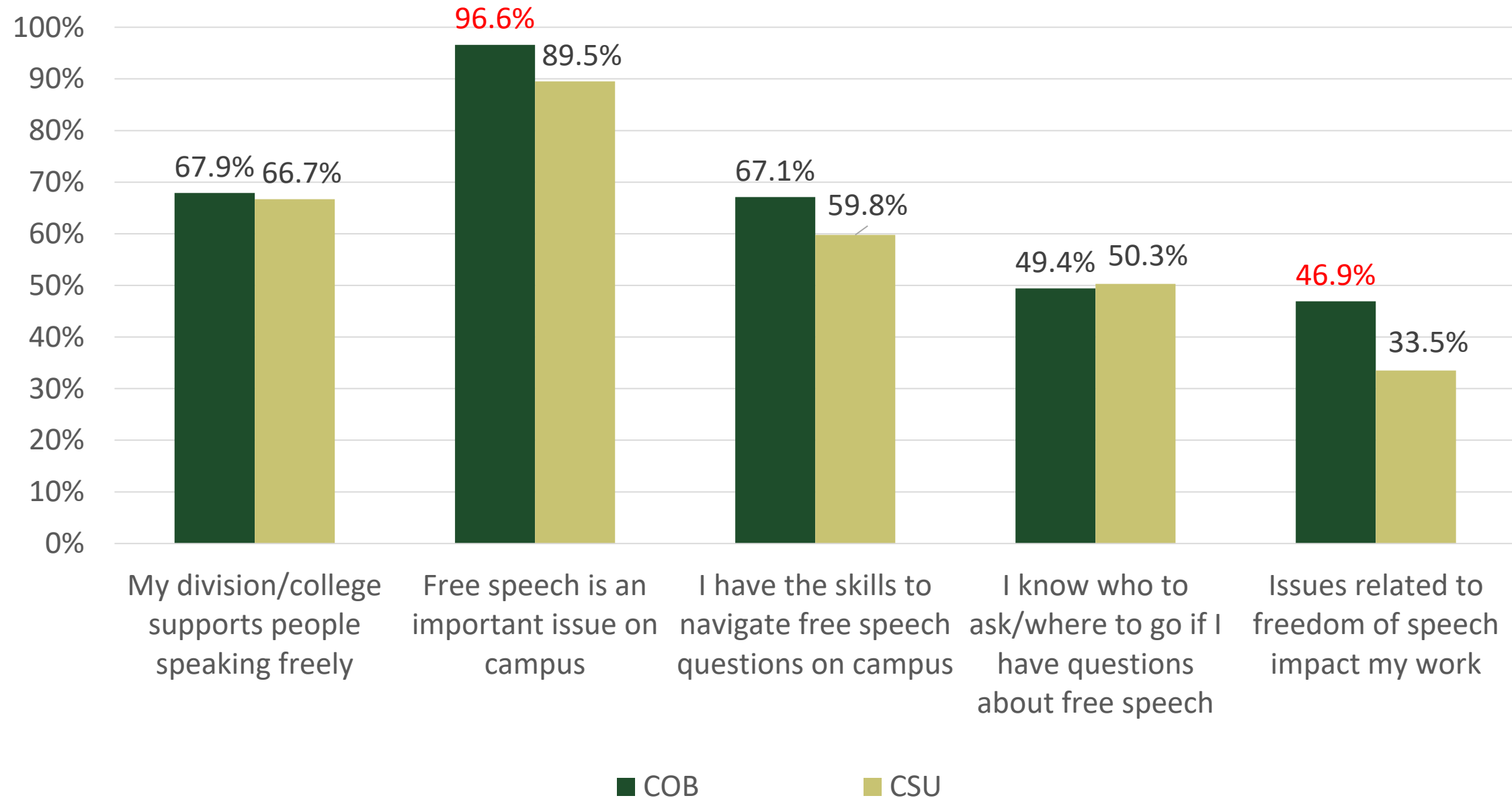
Freedom of Speech

Perception Items

- Items asked each for CSU and Department

	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	+	+

COB Perceptions
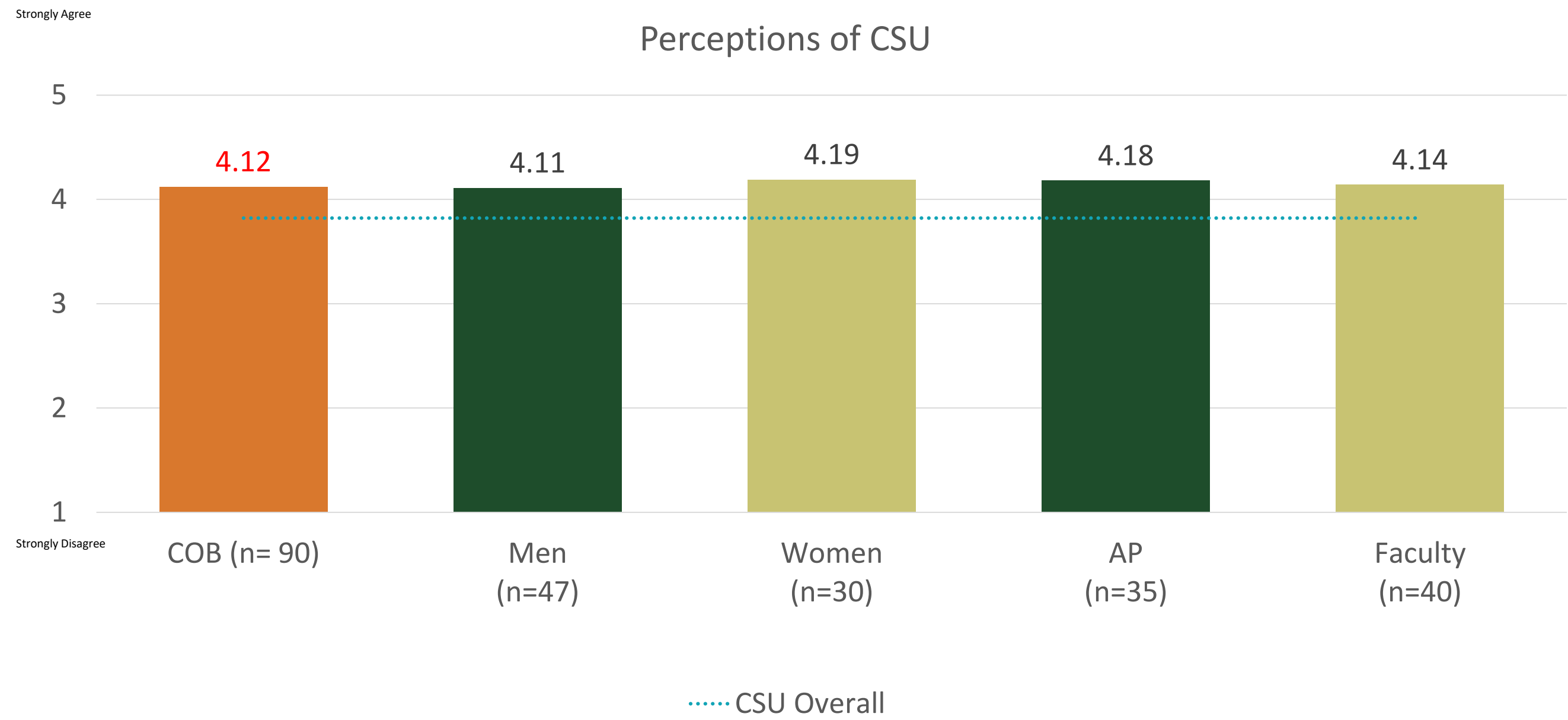
Perceptions of Department

Strongly Agree

5

4

4.10 — Women (n=30)
4.15 — AP (n=35)
3.95 — COB (n= 90)
3.85 — Men (n=47)
3.89 — Faculty (n=40)

3

2

1

Strongly Disagree

COB (n= 90) | Men (n=47) | Women (n=30) | AP (n=35) | Faculty (n=40)

····· CSU Overall

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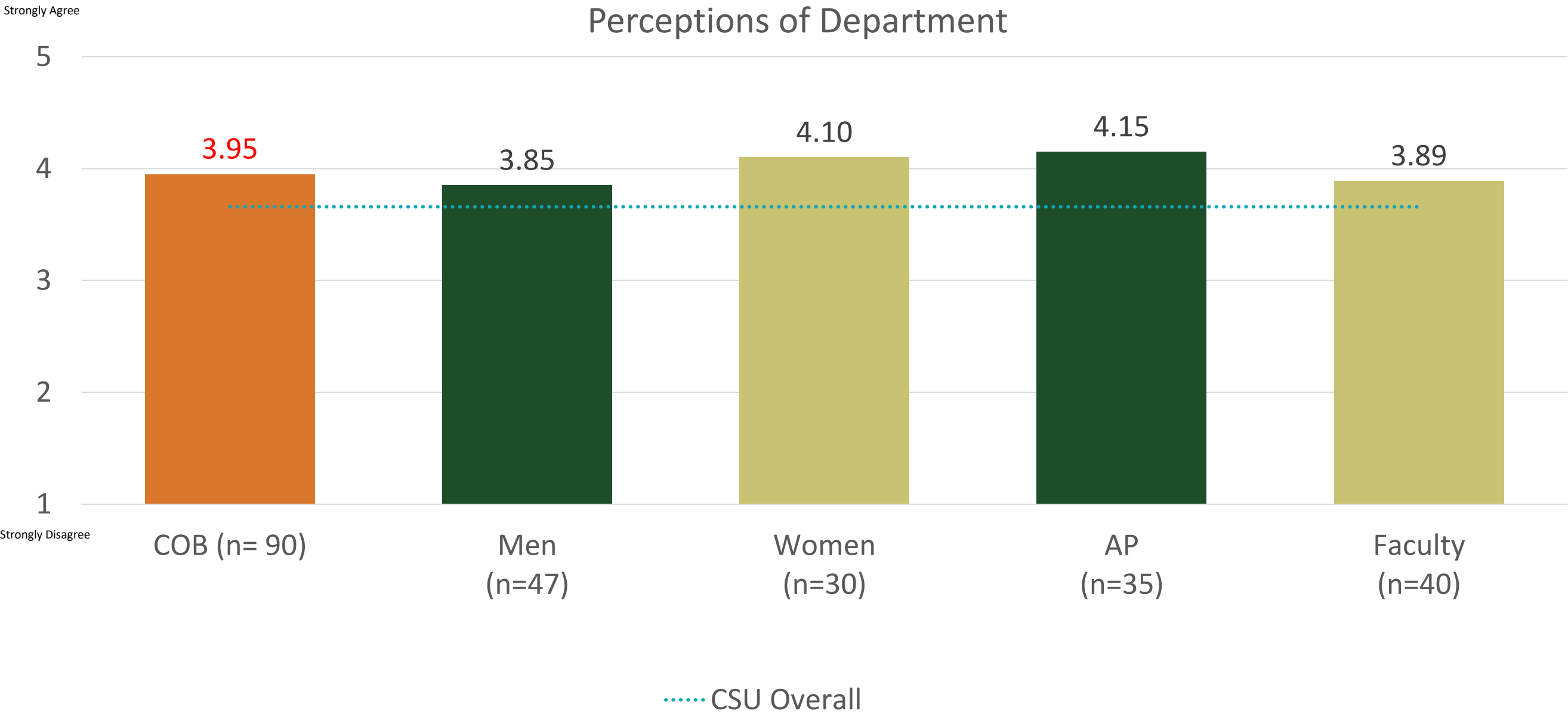
CSU Perceptions over Time

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%

Legend: ■ 2014 ■ 2016 ■ 2018

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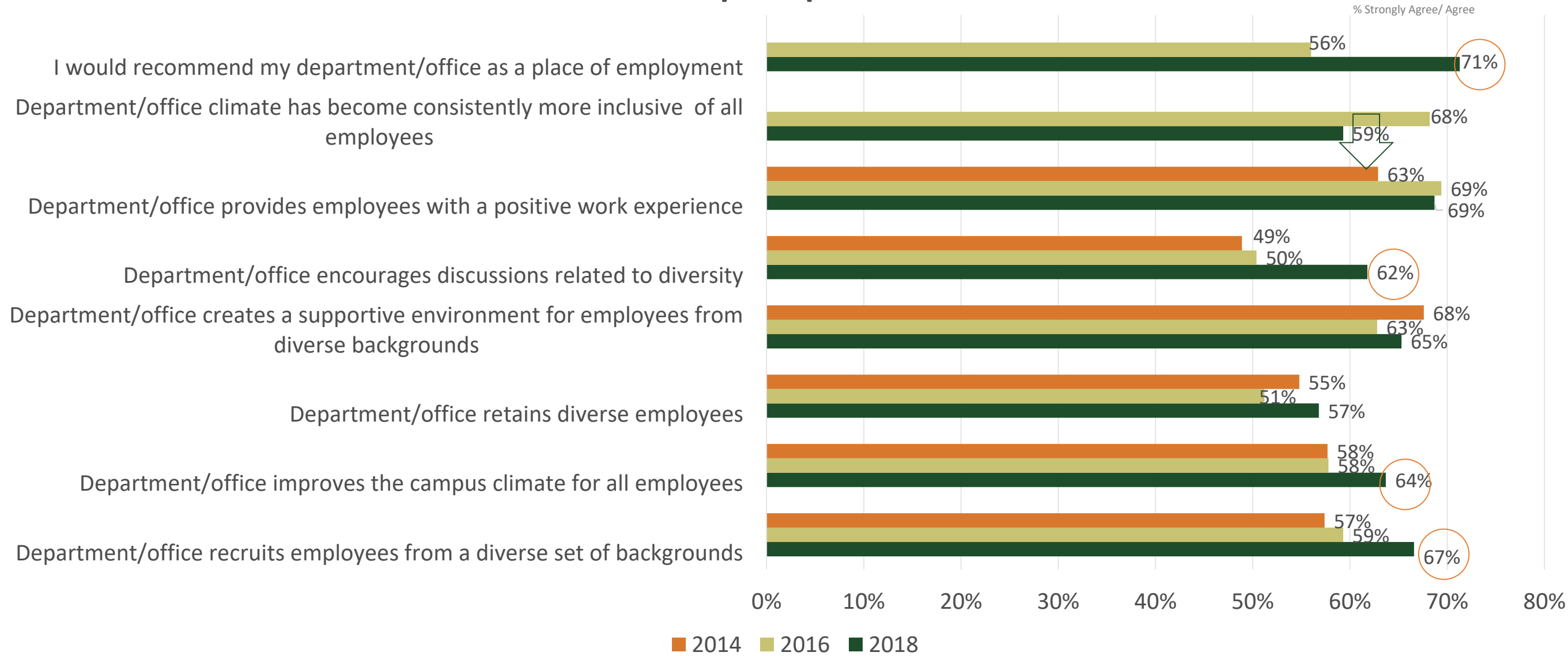# Department/Unit Perceptions over Time

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

% Strongly Agree/ Agree

I would recommend my department/office as a place of employment
- 2016: 56%
- 2018: 71%

Department/office climate has become consistently more inclusive of all employees
- 2016: 68%
- 2018: 59%

Department/office provides employees with a positive work experience
- 2014: 63%
- 2016: 69%
- 2018: 69%

Department/office encourages discussions related to diversity
- 2014: 49%
- 2016: 50%
- 2018: 62%

Department/office creates a supportive environment for employees from diverse backgrounds
- 2014: 68%
- 2016: 63%
- 2018: 65%

Department/office retains diverse employees
- 2014: 55%
- 2016: 51%
- 2018: 57%

Department/office improves the campus climate for all employees
- 2014: 58%
- 2016: 58%
- 2018: 64%

Department/office recruits employees from a diverse set of backgrounds
- 2014: 57%
- 2016: 59%
- 2018: 67%

0%   10%   20%   30%   40%   50%   60%   70%   80%

■ 2014   ■ 2016   ■ 2018

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Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department (select responses):
    - 39% Job title (CSU: 31%)
    - 33% Employment classification (CSU: 29%)
    - 20% Political Affiliation (CSU: 20%)
    - 19% Gender (CSU: 17%)
    - 13% Age (CSU: 19%)

    - 38% indicated no discriminatory attitudes present (CSU: 36%)

Work Stressors

- Top 3 Work Stressors (select responses)

  – 41% Low salary (CSU: 47%)

  – 29% Lack of growth /promotion (CSU: 29%)

  – 29% Workload (CSU: 33%)

  – 23% Department climate (CSU: 21%)

  – 21% Email overload (CSU: 18%)

  – 18% Work/life balance (CSU: 29%)

  – 18% Lack of resources/Budget/Funding (CSU: 17%)

  – 18% Job security (CSU: 18%)
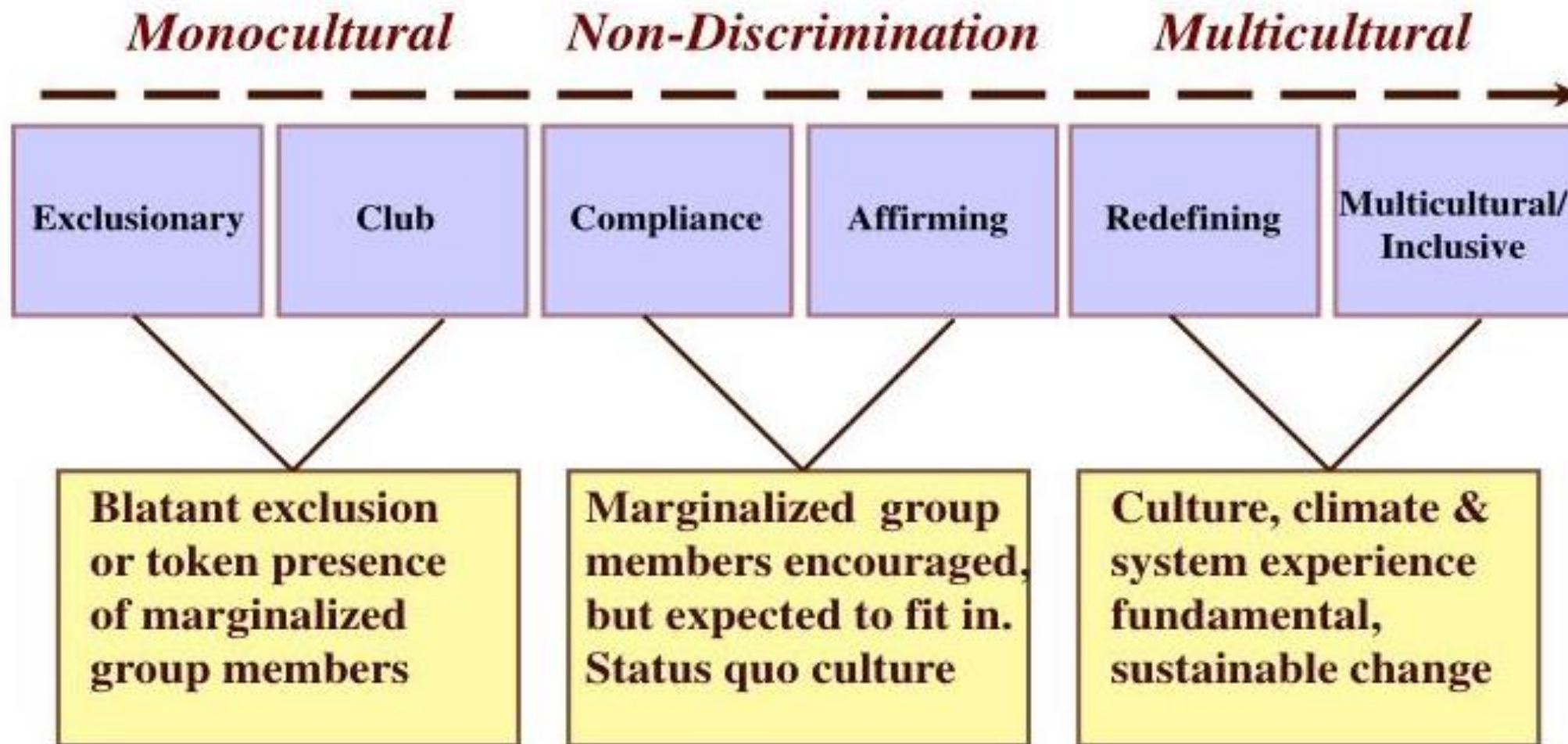
Three words to describe COB culture

Key Findings for COB

- On average, COB respondents had more favorable results than the average CSU respondent for CSU Perceptions, Department Perceptions, Sense of Belonging, and Department Culture

- Although COB respondents had similar perceptions to the average CSU respondent, compared to the other factors within COB--College Leadership's Accountability is the area for most improvement

- Faculty respondents had lower Sense of Belonging perceptions on average compared to administrative professionals

  - Faculty also had slightly lower perceptions for College Leadership's Accountability, Department Diversity Culture, and Department Leadership's Accountability compared to administrative professionals

- There were no differences by gender; however, men had slightly lower perceptions than women related to their Sense of Belonging and Department Culture

Key Findings for COB

- COB respondents indicated bullying (15%) and bias (32%) were problematic in their division, which is higher than the average CSU respondent

  - Women reported bias as more problematic than men, while men reported bullying as more problematic than women

- 74% of COB respondents agreed department leadership holds employees accountable for inappropriate behavior (CSU: 55%)

- 73% of COB respondents agreed department climate has become more inclusive of all employees (CSU: 59%)

- Almost half (47%) of COB respondents agreed issues related to freedom of speech impact their work (CSU: 34%)

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

*Jackson 2005

- 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/