2018 Employee Climate Survey

Presentation for CSU Extension

Assessment Group for Diversity Issues

10.03.19

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

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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

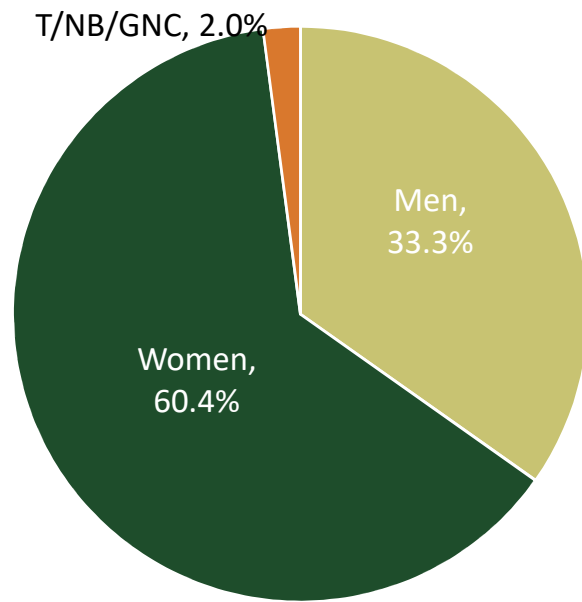- Offered small incentives and division level results

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%

Division Response Rate

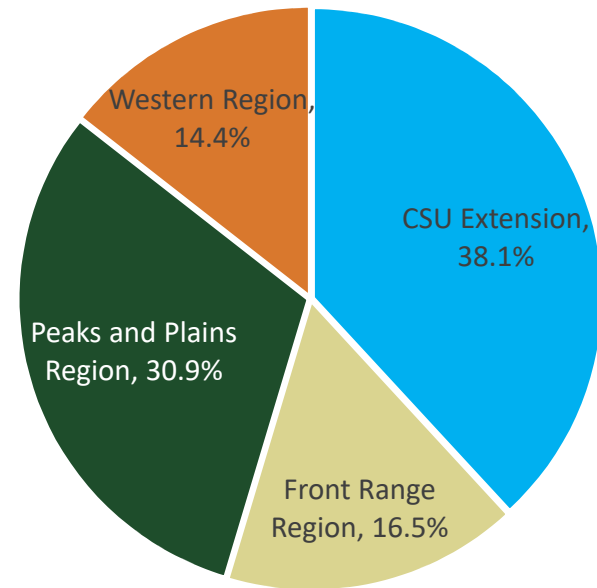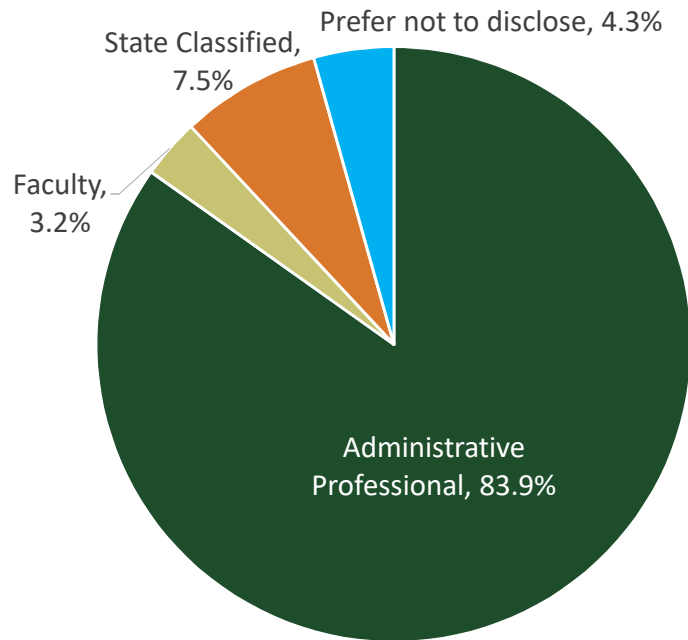| Division	Response Rate
Enrollment and Access	83.9%
Graduate School or International Programs	80.6%
University Advancement	79.0%
Student Affairs-Health Network & Wellness Programs	70.8%
Student Affairs-All other units	68.5%
External Relations	64.9%
University Operations	63.0%
Research	61.4%
Information Technology & Libraries	60.5%
Engagement	56.9%
CSU Extension	50.3% (n=97)
Office of the Provost and Executive Vice President	56.7%
Office of the President	51.8%
Student Affairs-Housing and Dining	32.0%
Total (n = 4,058)	58.5%

Respondent Characteristics for Extension

T/NB/GNC, 2.0%

Men, 33.3%

Women, 60.4%

Gender

Minoritzed, 7.8%

Non-minoritized, 92.2%

Racially Minoritized

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Employee Characteristics

Pie chart 1:
- Administrative Professional, 83.9%
- State Classified, 7.5%
- Prefer not to disclose, 4.3%
- Faculty, 3.2%

Pie chart 2:
- CSU Extension, 38.1%
- Peaks and Plains Region, 30.9%
- Front Range Region, 16.5%
- Western Region, 14.4%

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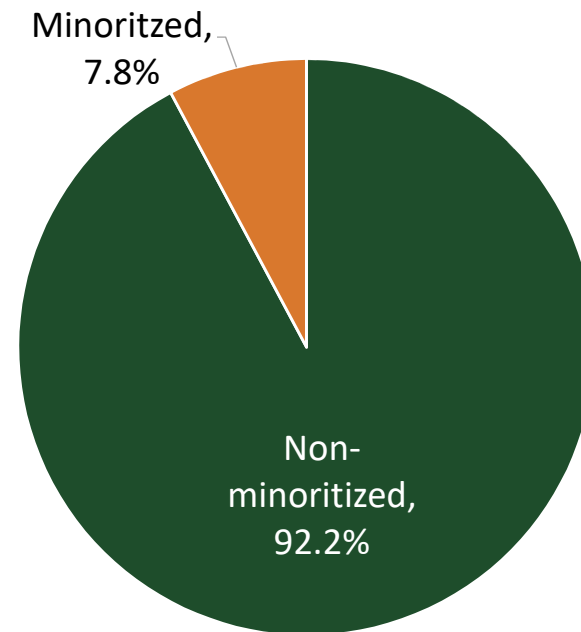
Survey Framework

- ❖ 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
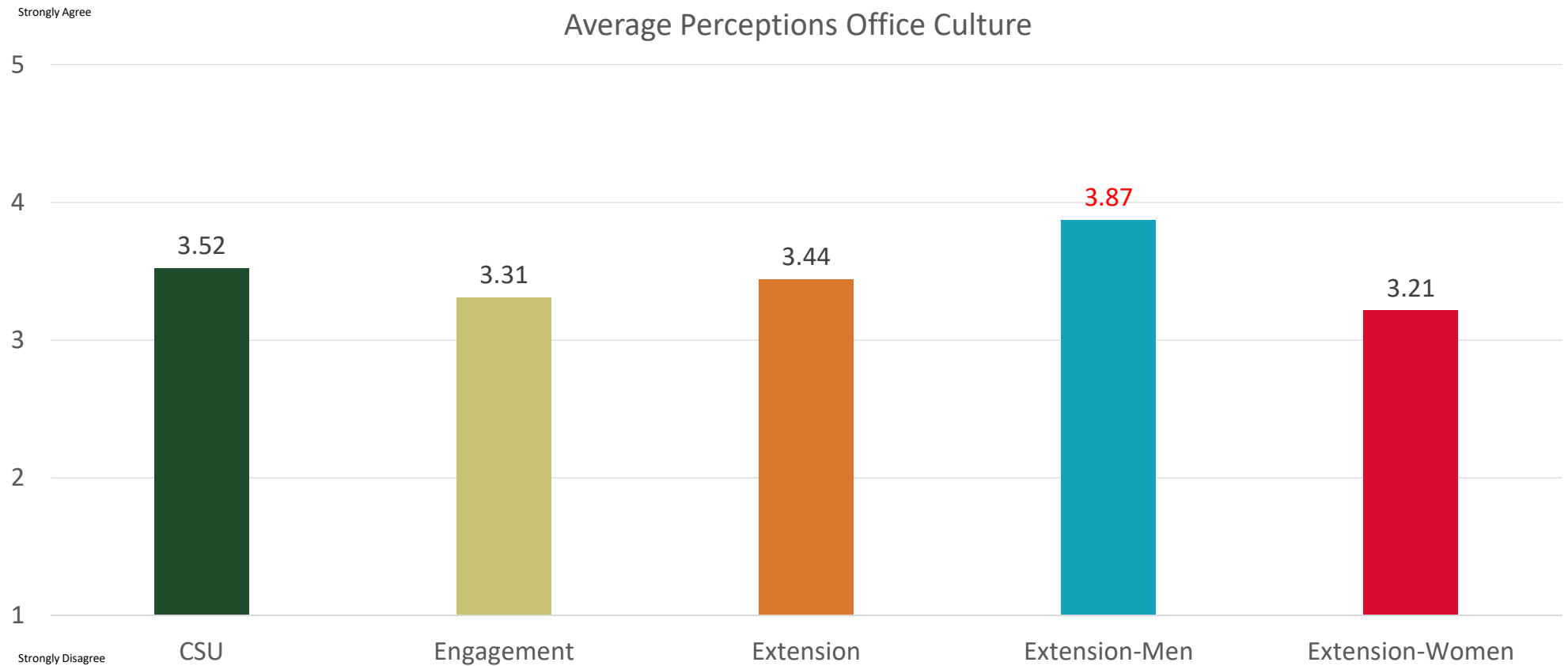- ❖ Three words to describe your division/college culture
- ❖ Open ends

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
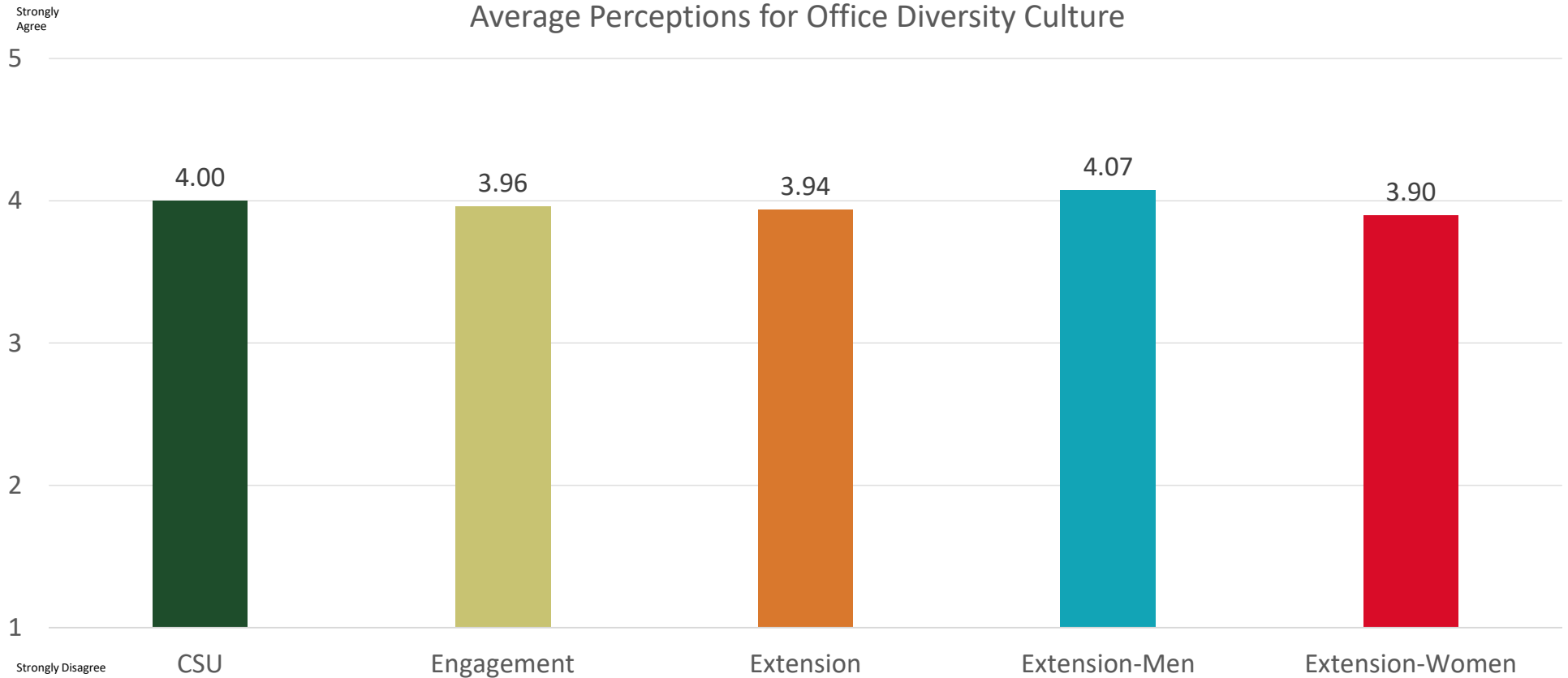
- I feel valued as an employee

Extension Culture

Average Perceptions Office Culture

Strongly Agree

3.52	3.31	3.44	3.87	3.21
CSU	Engagement	Extension	Extension-Men	Extension-Women

5

4

3

2

1

Strongly Disagree

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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

Extension Culture

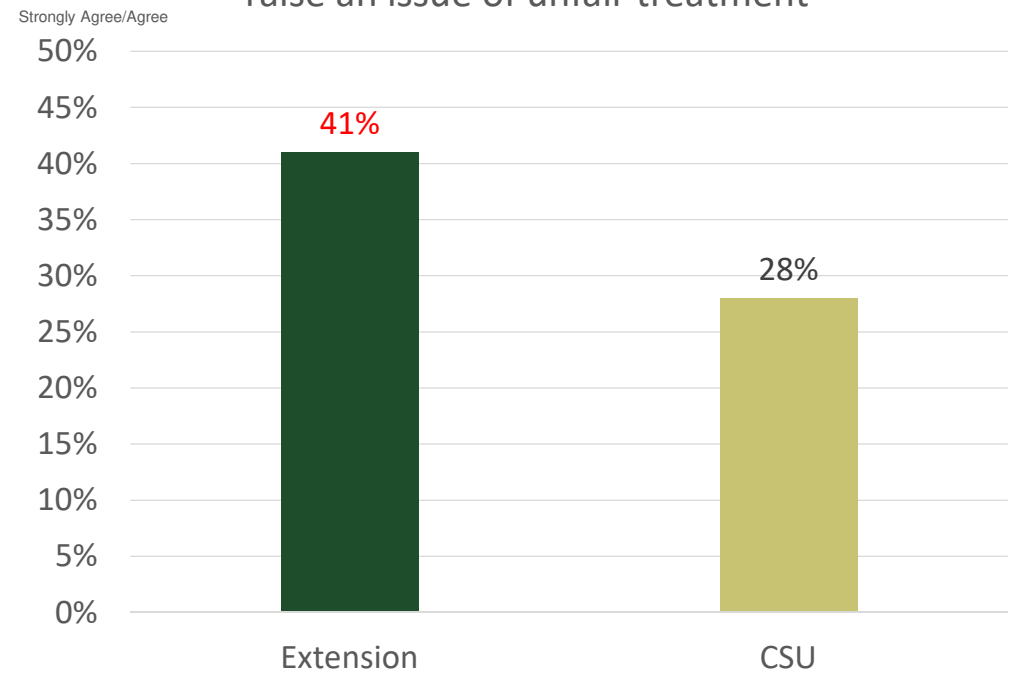Average Perceptions for Office Diversity Culture

Strongly Agree

Strongly Disagree

| CSU | Engagement | Extension | Extension-Men | Extension-Women |
| 4.00 | 3.96 | 3.94 | 4.07 | 3.90 |

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Culture Items

Provides me with opportunities for professional development

Strongly Agree/Agree

- 87% — Extension
- 77% — CSU
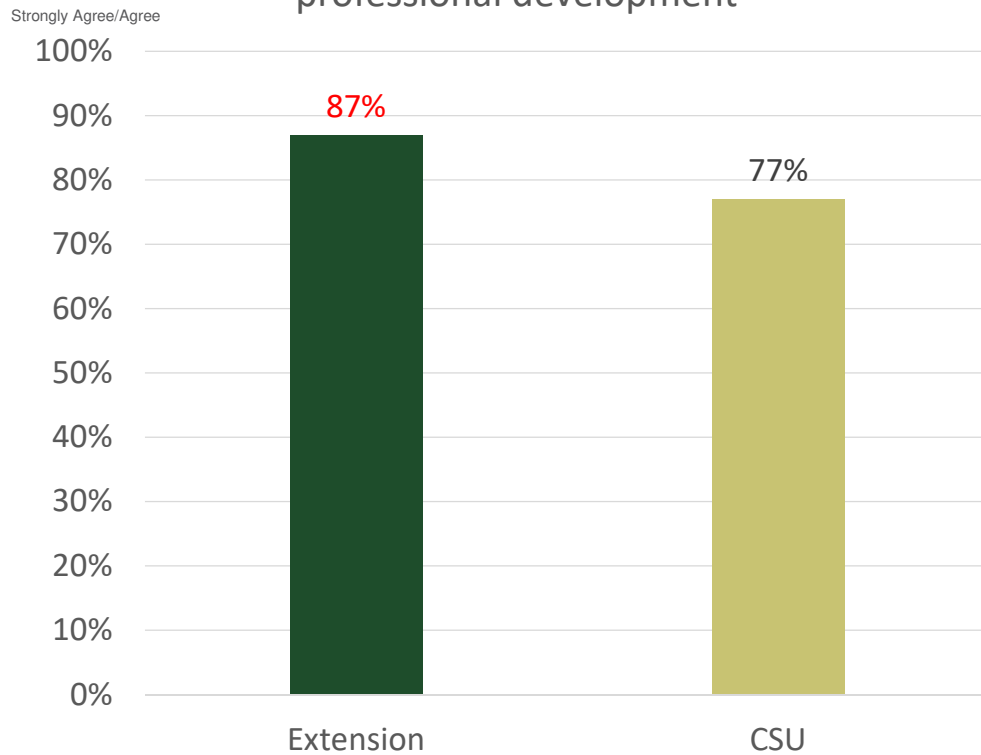
I fear negative job consequences if I were to raise an issue of unfair treatment

Strongly Agree/Agree

- 41% — Extension
- 28% — CSU

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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

Extension Culture

Average Perceptions for Sense of Belonging

Strongly Agree

5

4

3.85

3.67

3.50

3.54

3.44

3

2

1

Strongly Disagree

CSU   Engagement   Extension   Extension-Men   Extension-Women

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Respect
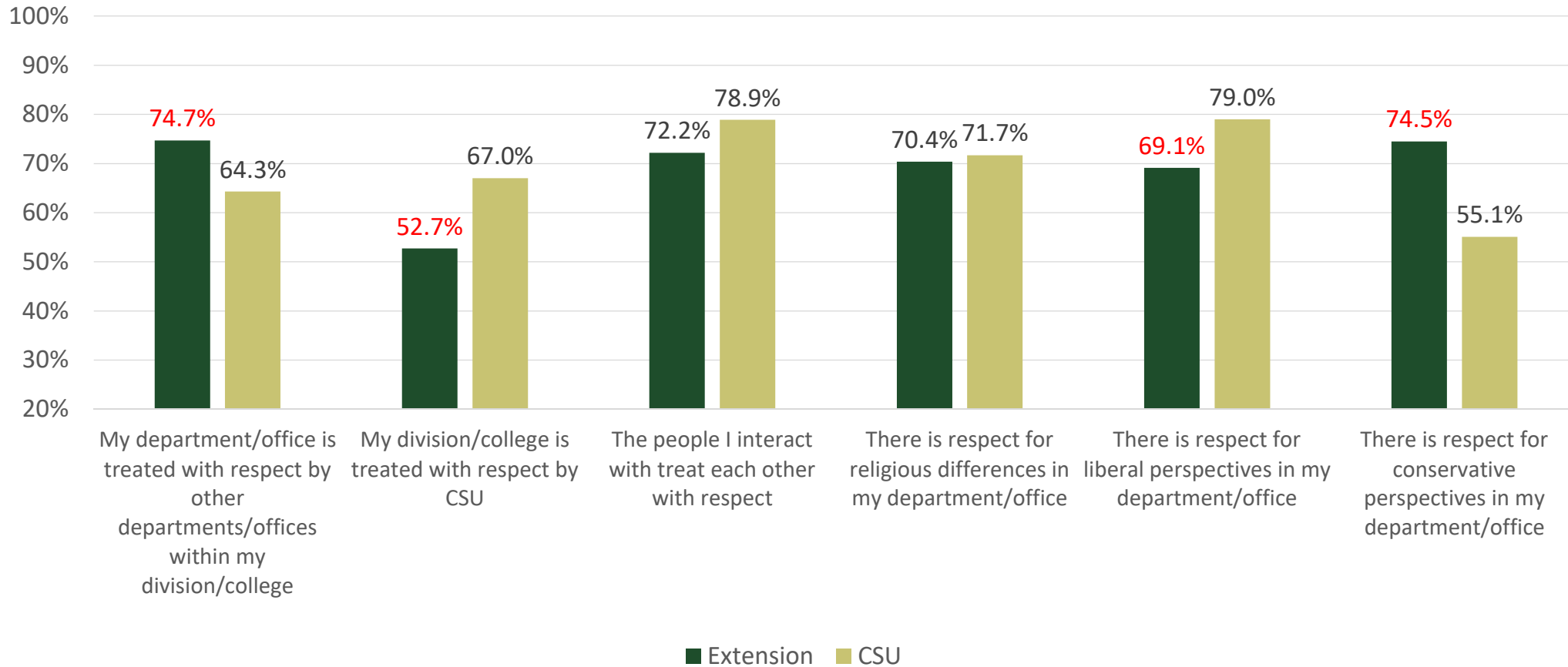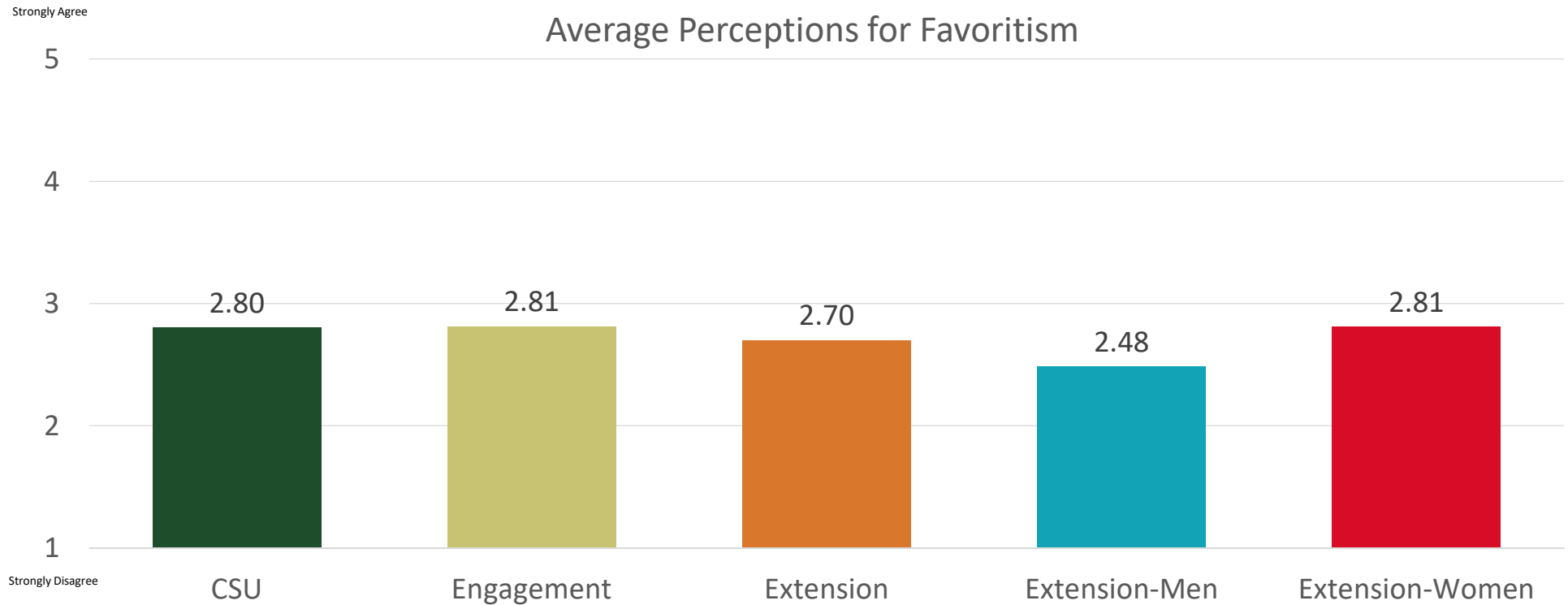
Favoritism Items

- 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

Extension Favoritism

Average Perceptions for Favoritism

Strongly Agree

5

4

3

2.80 — CSU
2.81 — Engagement
2.70 — Extension
2.48 — Extension-Men
2.81 — Extension-Women

2

1

Strongly Disagree

CSU   Engagement   Extension   Extension-Men   Extension-Women

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Leadership and Accountability Items

- Items asked each for Division and Office

	Division	Office
– 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	-	

Extension Leadership & Accountability
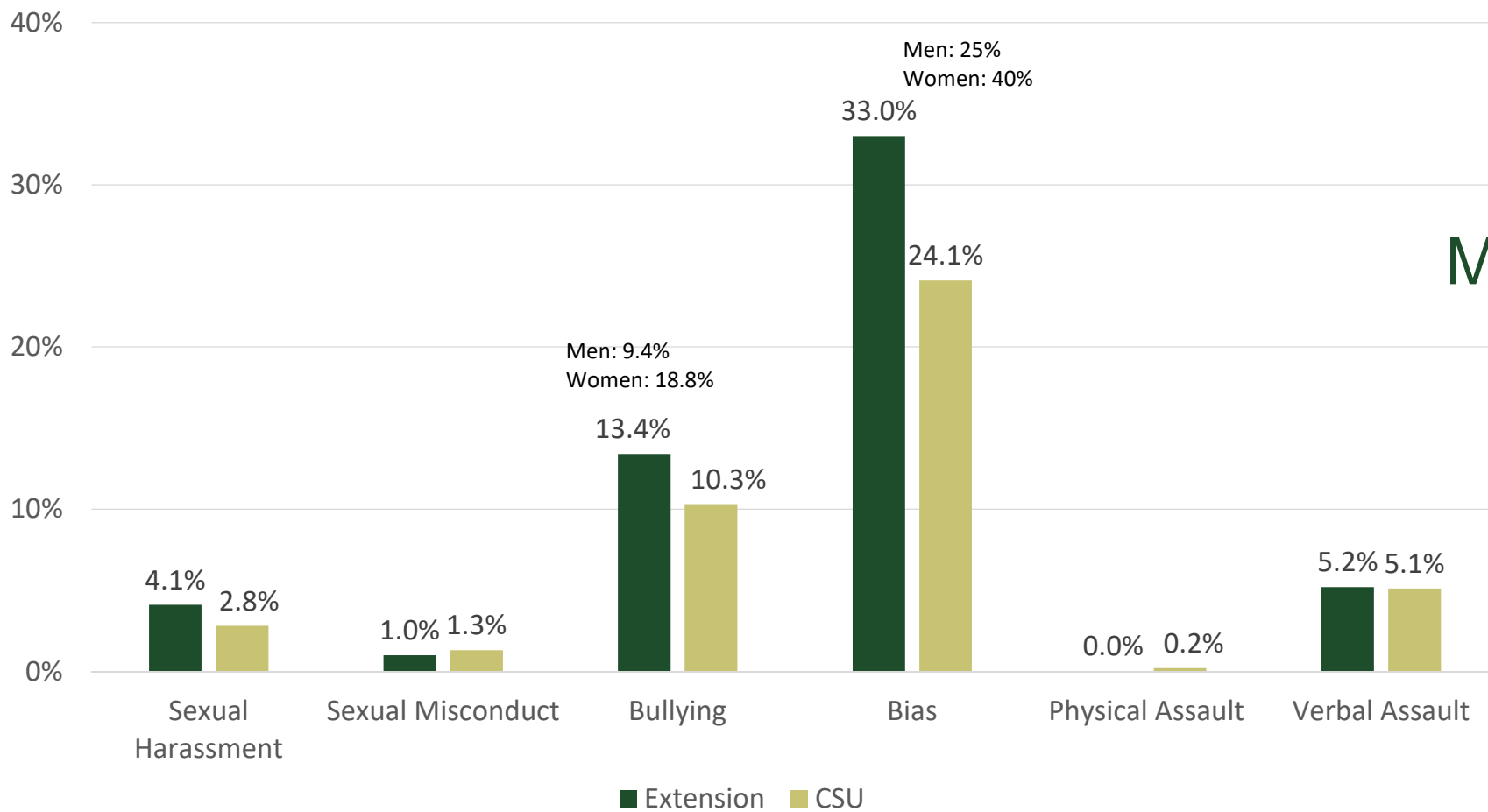
Average Perceptions for Division Leadership's Accountability
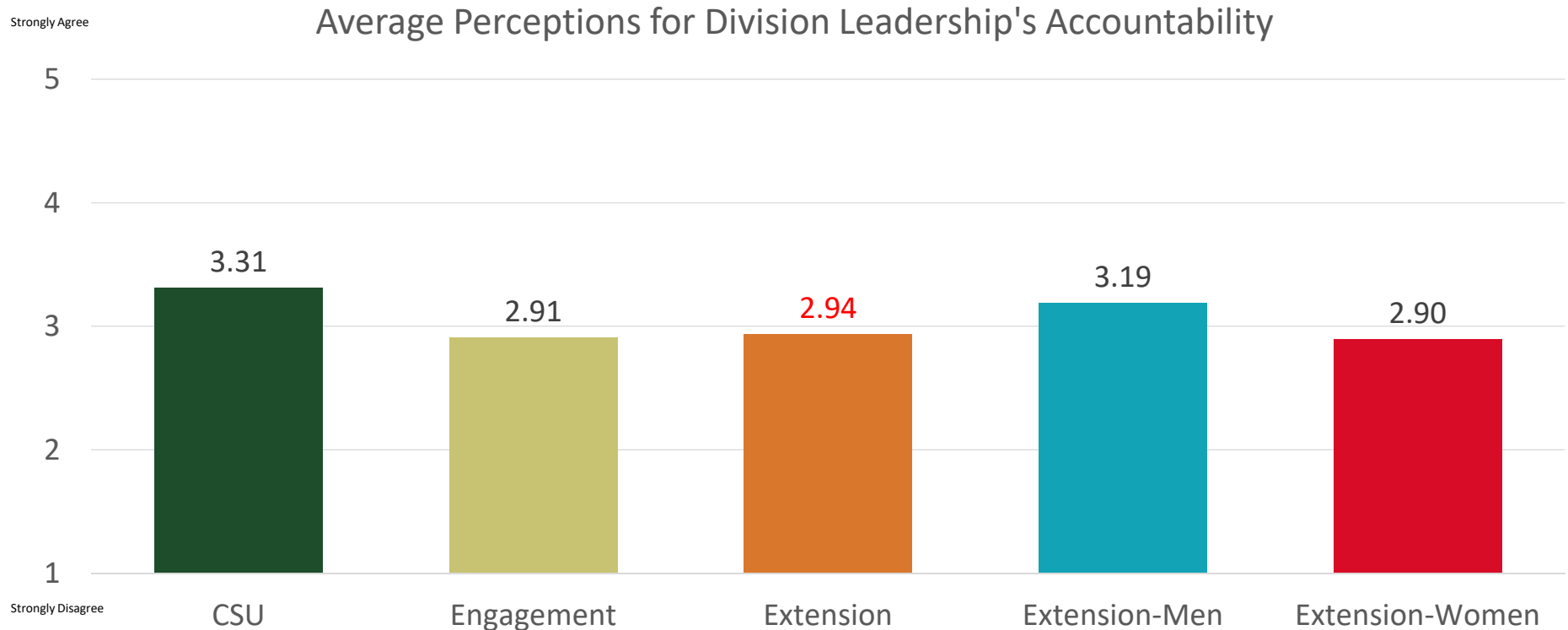
Extension Leadership & Accountability

Average Perceptions for Office/Unit Leadership's Accountability
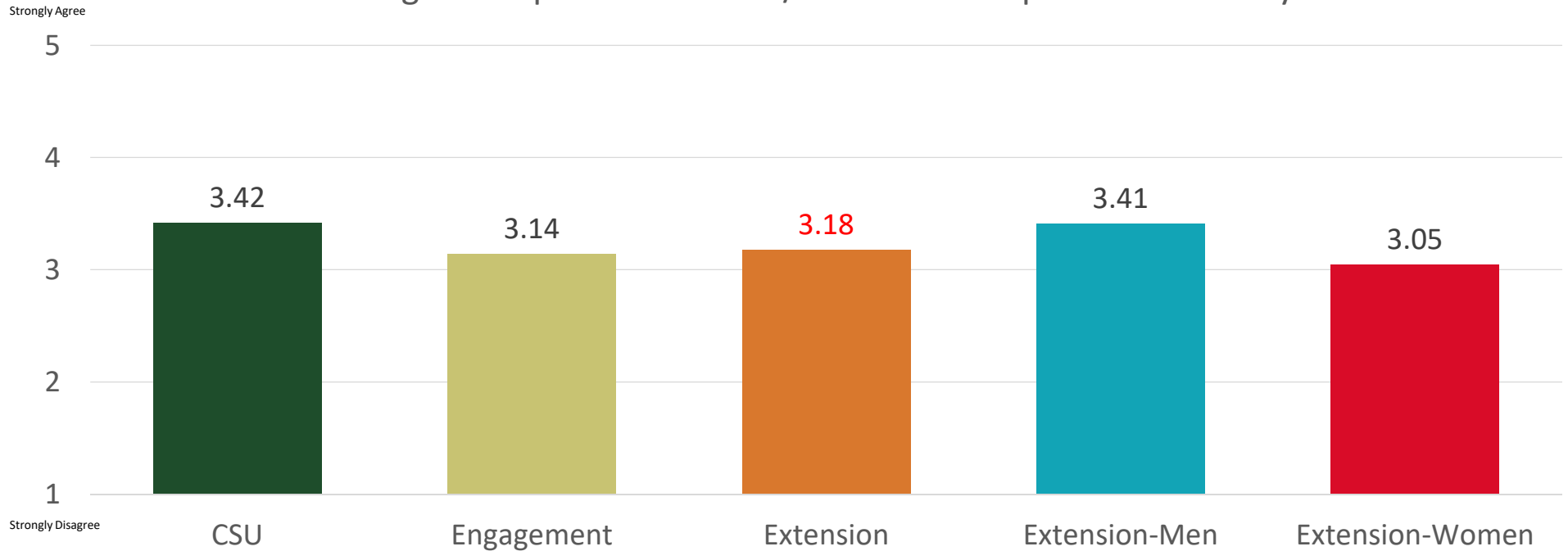
Percentage of respondent agreement to items related to perceptions of bias incidents
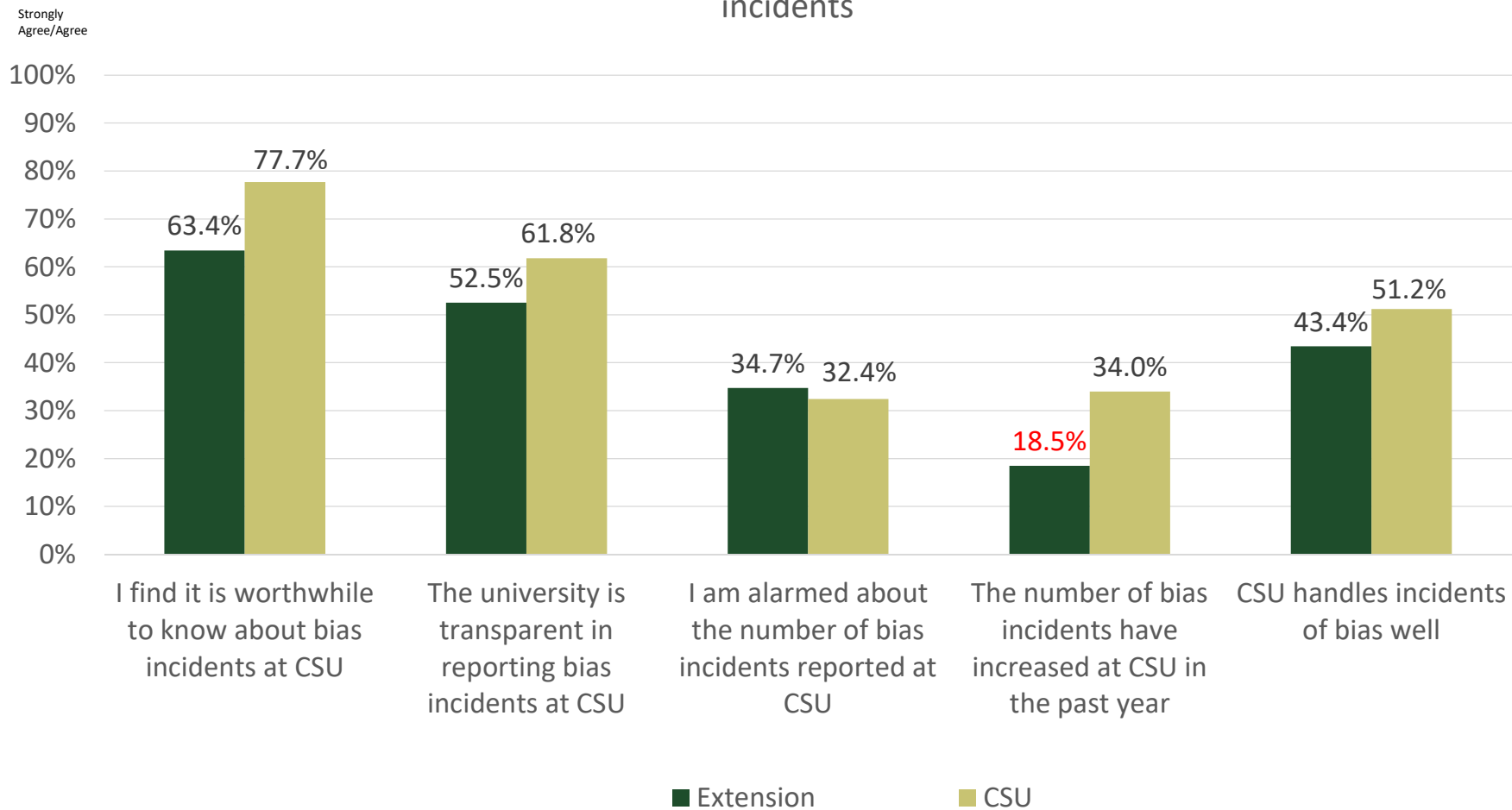
Bias

Strongly
Agree/Agree

Item	Extension	CSU
I find it is worthwhile to know about bias incidents at CSU	63.4%	77.7%
The university is transparent in reporting bias incidents at CSU	52.5%	61.8%
I am alarmed about the number of bias incidents reported at CSU	34.7%	32.4%
The number of bias incidents have increased at CSU in the past year	18.5%	34.0%
CSU handles incidents of bias well	43.4%	51.2%

■ Extension   ■ CSU

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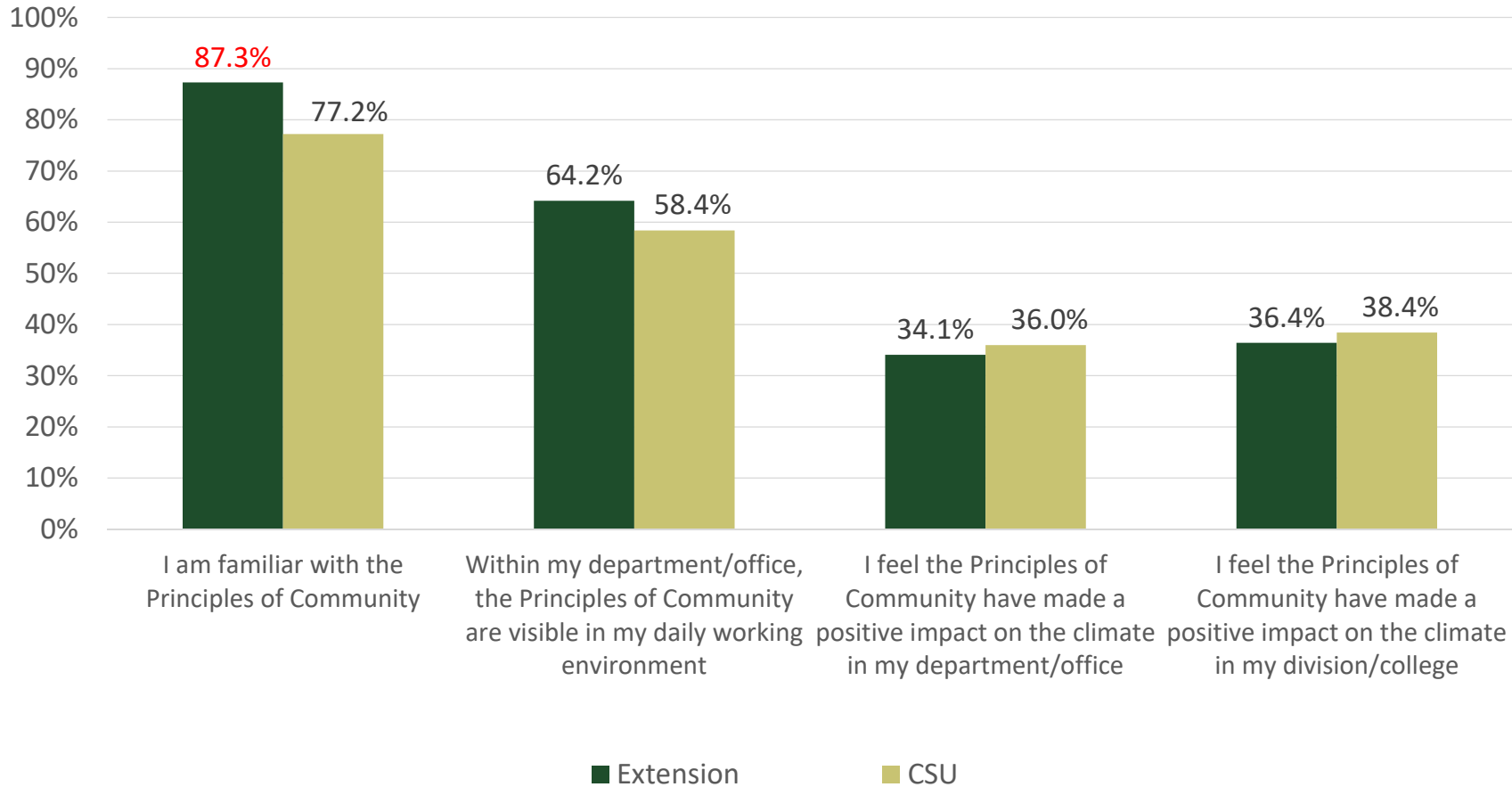
Percentage of respondent agreement to items related to freedom of speech
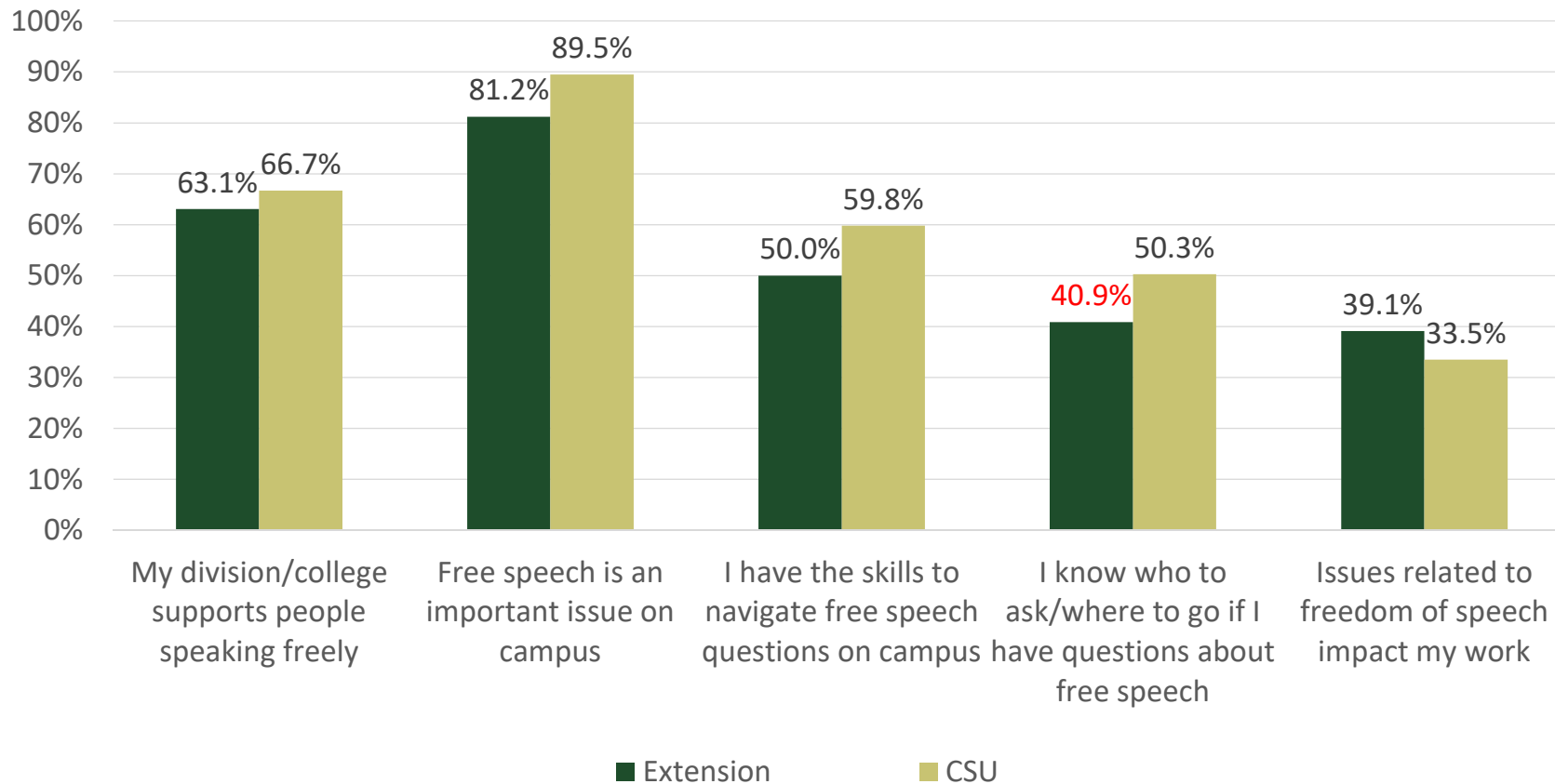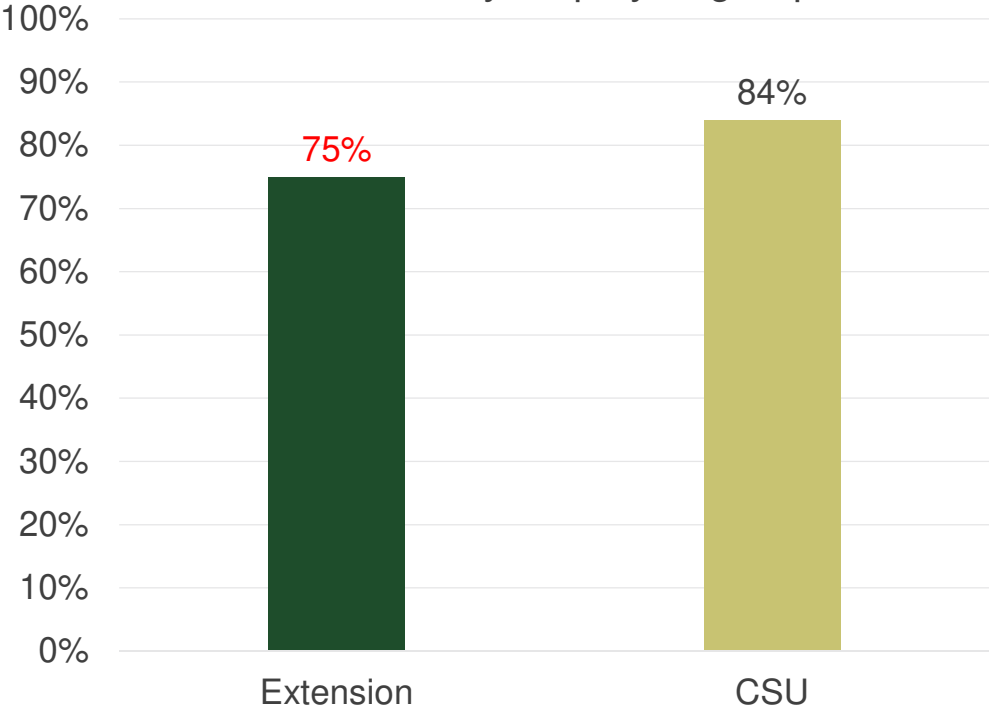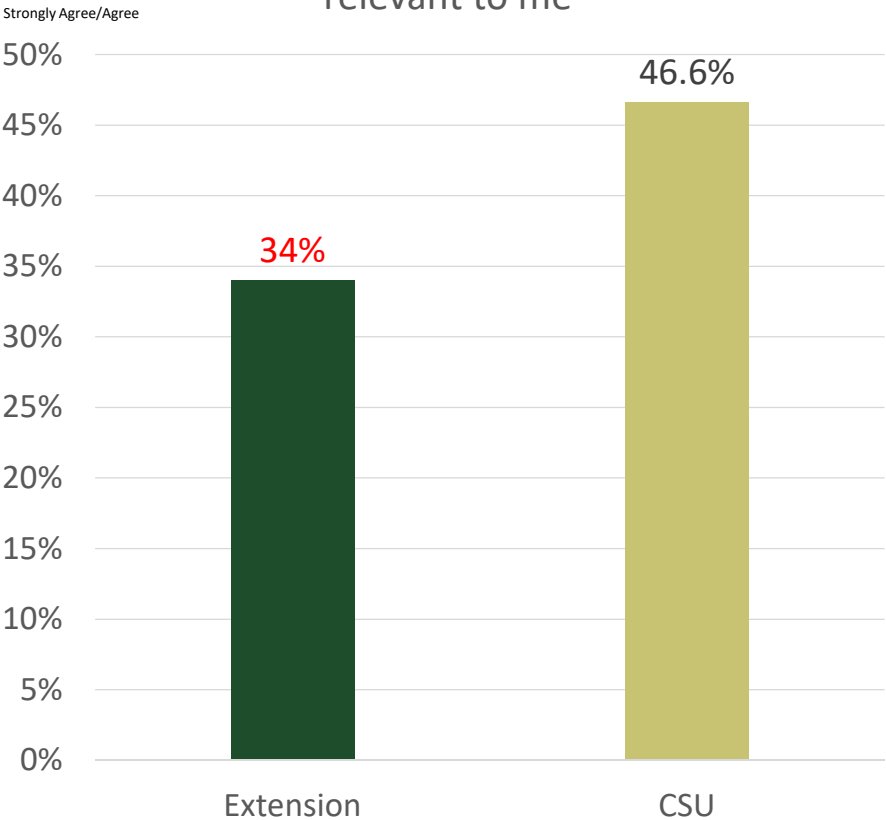
Freedom of Speech

Employee Councils

Are you aware there is an employee group/organization that represents the interests of my employee group?

- Extension: 75%
- CSU: 84%

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

Strongly Agree/Agree

- Extension: 34%
- CSU: 46.6%

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	-	-

Extension Perceptions
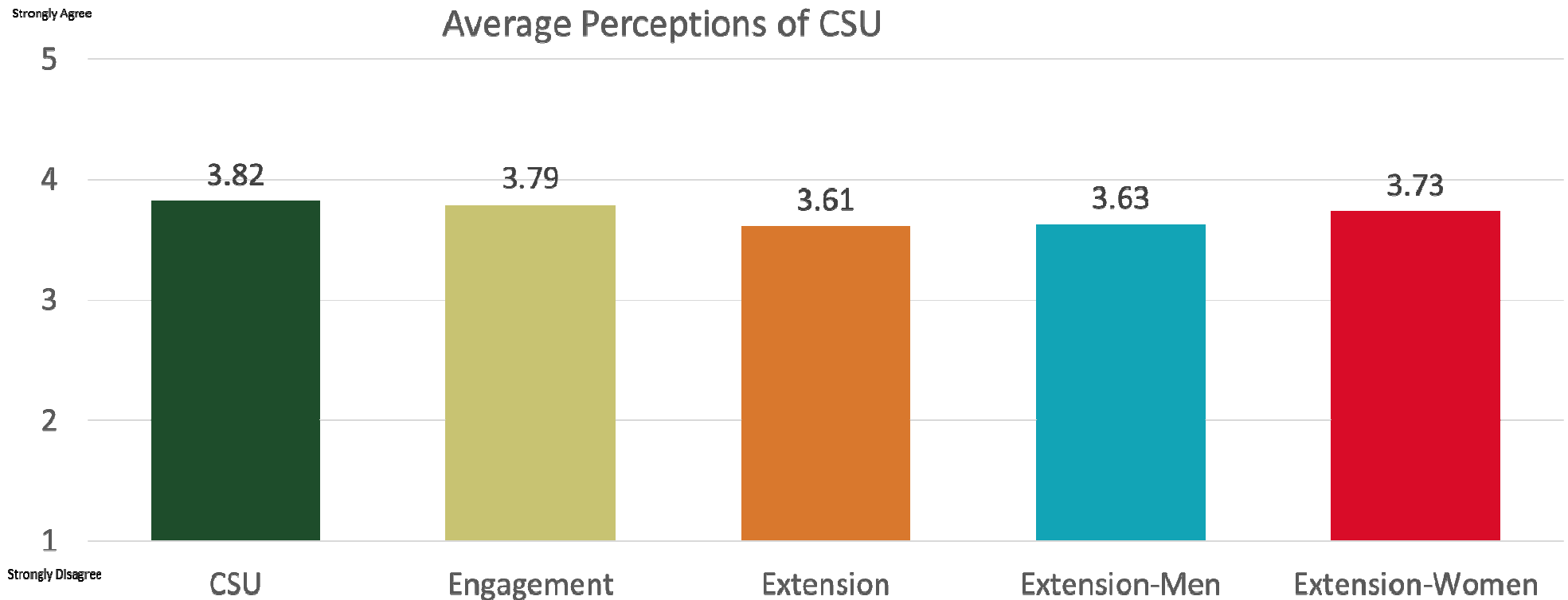
Average Perceptions of CSU

Strongly Agree

	CSU	Engagement	Extension	Extension-Men	Extension-Women
	3.82	3.79	3.61	3.63	3.73

Strongly Disagree

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Extension Perceptions

Average Perceptions of Office/Unit

Strongly Agree

CSU	3.66
Engagement	3.37
Extension	3.27
Extension-Men	3.48
Extension-Women	3.19

Strongly Disagree

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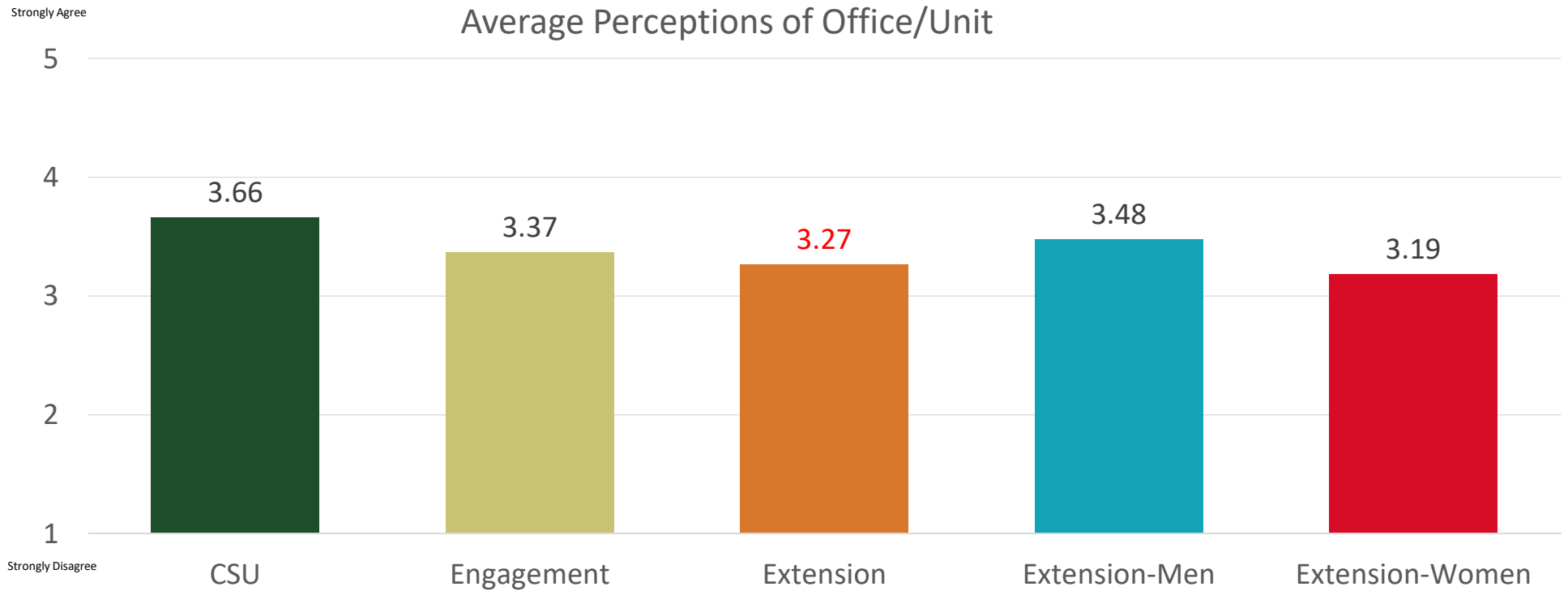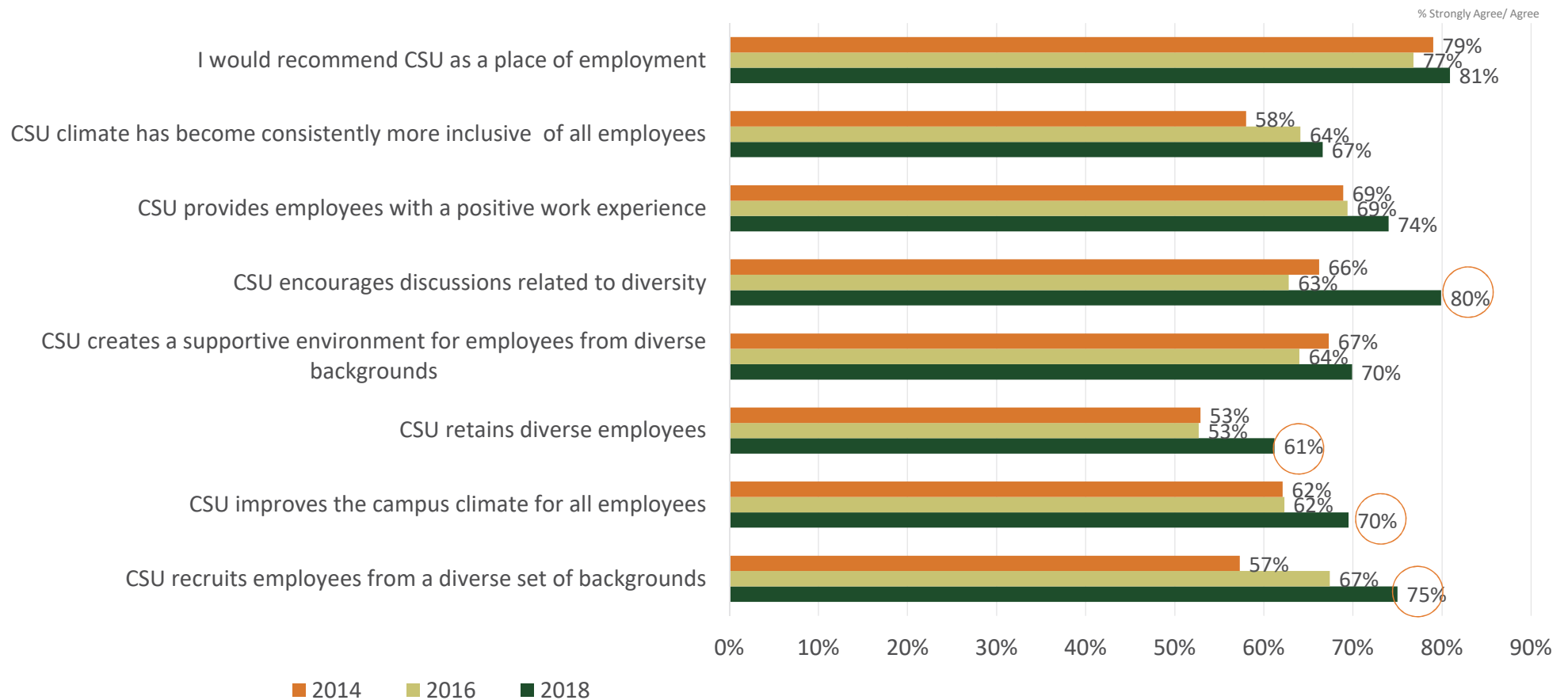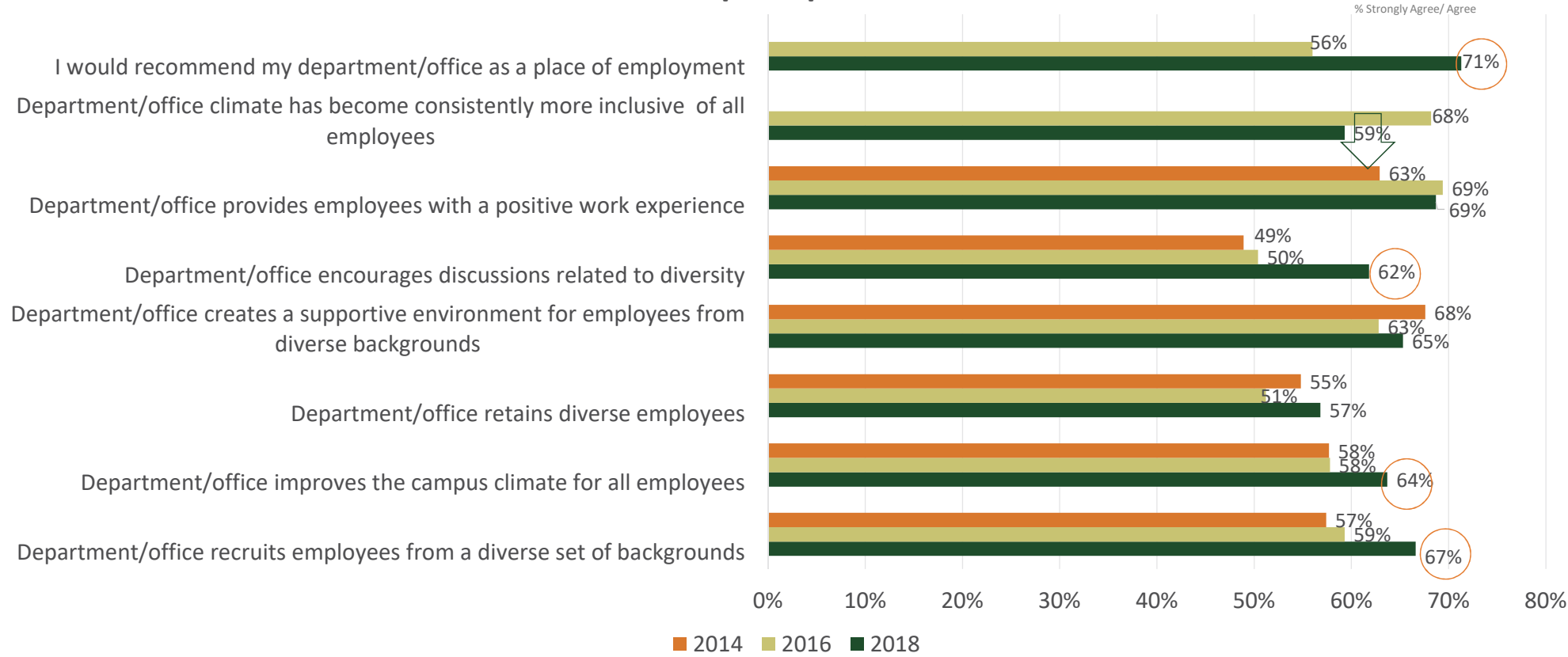
CSU Perceptions over Time

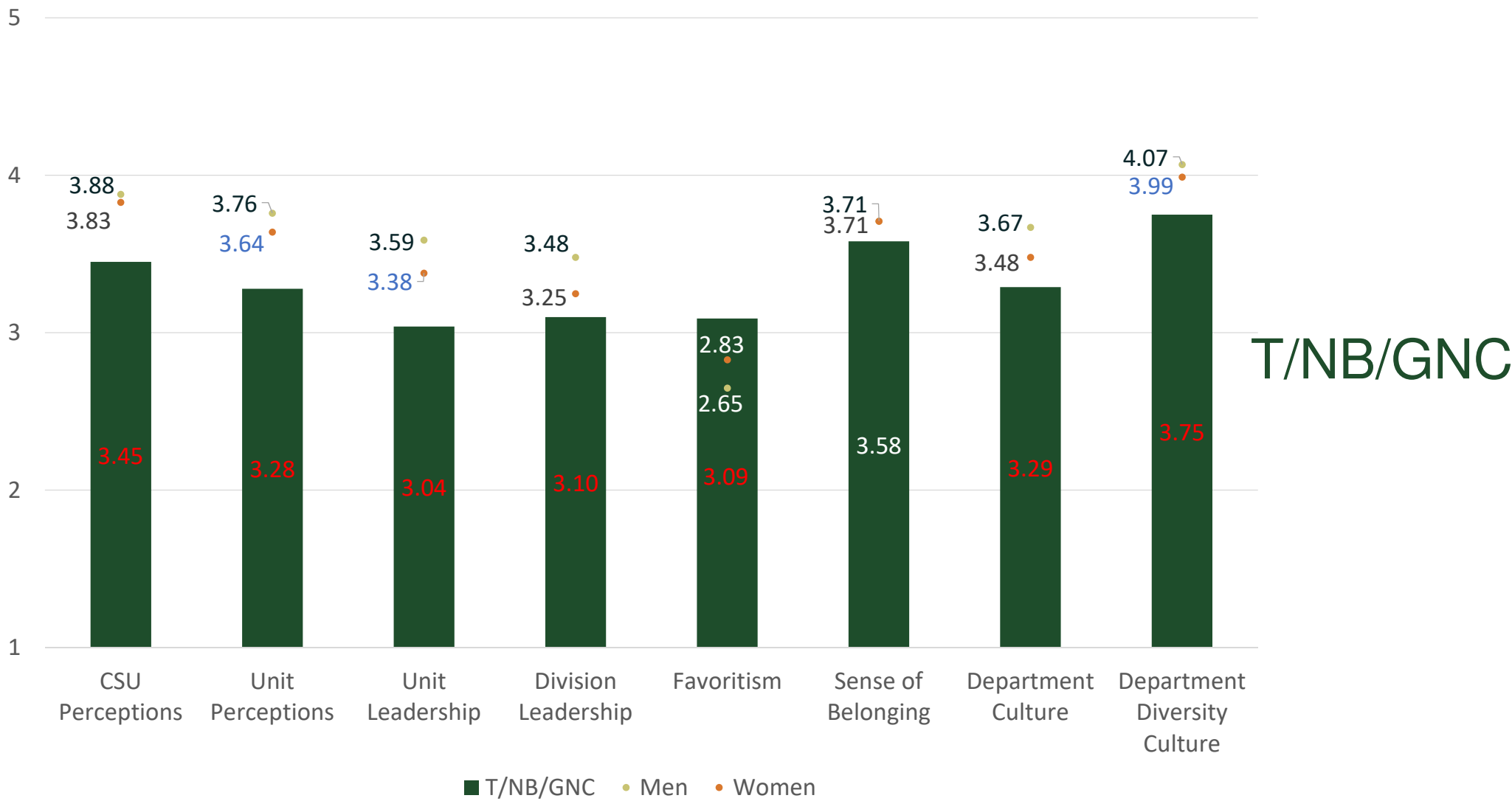**Percentage of respondent agreement to items related to CSU perceptions over time**

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
- 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%

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

■ 2014 ■ 2016 ■ 2018

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Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:
  - 35% Job title (CSU: 31%)
  - 34% Employment classification (CSU: 29%)
  - 30% Political Affiliation (CSU: 20%)
  - 23% indicated no discriminatory attitudes present (CSU: 36%)
  - 22% Age (CSU: 19%)
  - 22% Gender (CSU: 17%)
  - 16% Religion (CSU: 7%)

Work Stressors

- Top 3 Work Stressors
    - 52% Low salary (CSU: 47%)
    - 40% Work/life balance (CSU: 29%)
    - 35% Department climate (CSU: 21%)
    - 34% Lack of growth/promotion (CSU: 29%)
    - 28% Workload (CSU: 33%)
    - 16% Interpersonal conflict (CSU: 12%)
   - 15% Taking on duties outside my job responsibilities (CSU: 12%)

Key Findings for Extension

- On average, Extension respondents have lower perceptions of their division and office leadership's accountability and lower perceptions of their office compared to the average CSU respondent

    - Particularly related to leadership addressing inequities and holding employees to the same standard and department perceptions surrounding retaining diverse employees, creating a supportive environment, and being inclusive

    - 41% agreed they fear negative job consequences if they were to raise an issue of unfair treatment (CSU: 28%)

- Only 53% of Extension respondents agreed that their division is treated with respect by CSU (CSU: 67%) and only 37% of respondents agreed they feel a strong sense of belonging to CSU (CSU: 62%)

- Three-fourth of Extension respondents were aware there is an employee group that represents their interest (CSU: 84%) and about a third (34%) of those respondents who were aware there was a council agreed the council addresses issues that are important to them

Key Findings for Extension

- Extension respondents agreed more that they were familiar with the POC and their department provides them with professional development opportunities

- Men respondents had more favorable results compared to women respondents for their perceptions of office culture and overall sense of belonging

- Extension respondents indicated higher issues of misconduct in the division for sexual harassment, bullying, and bias
    - Women respondents perceived bias and bullying as being more problematic than men respondents in their division

- There were not enough respondents who identified as a minoritized race/ethnicity or employee type to analyze data
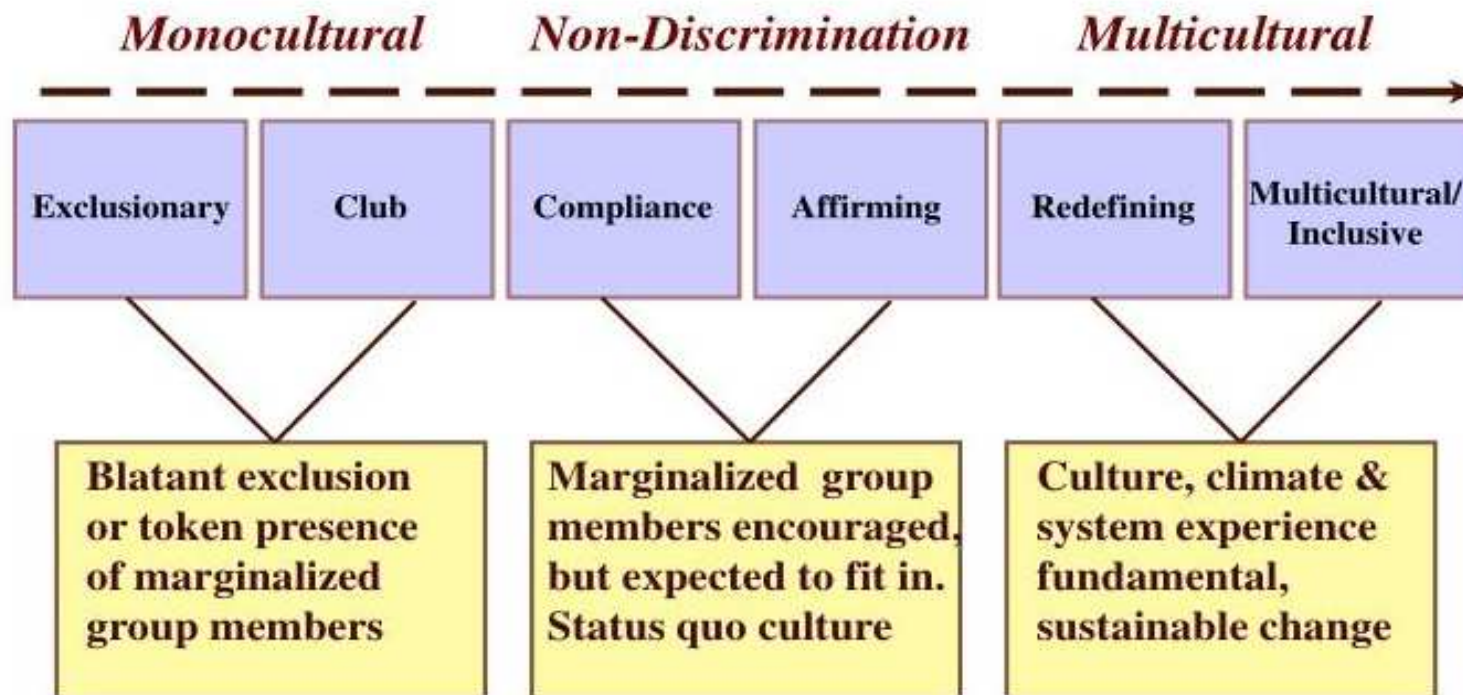
MCOD

- 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

- 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/