2018 Employee Climate Survey

Presentation for
The Office of the Vice President for External Relations

Assessment Group for Diversity Issues

6.11.19

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

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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%

Division Response Rates

| 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% (n=48)
University Operations	63.0%
Research	61.4%
Information Technology & Libraries	60.5%
Engagement	56.9%
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 Operations

Gender

Women, 55.6%

Men, 42.2%

Minoritzed, 9.5%

Non-minoritized, 90.5%
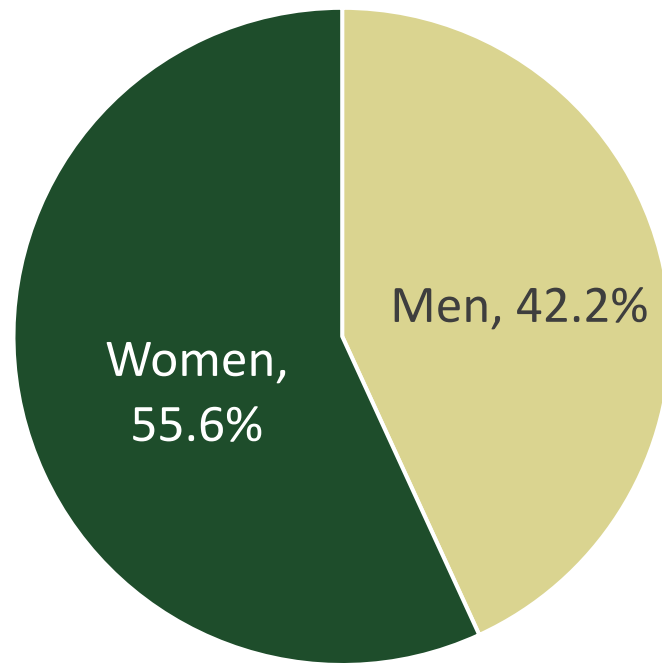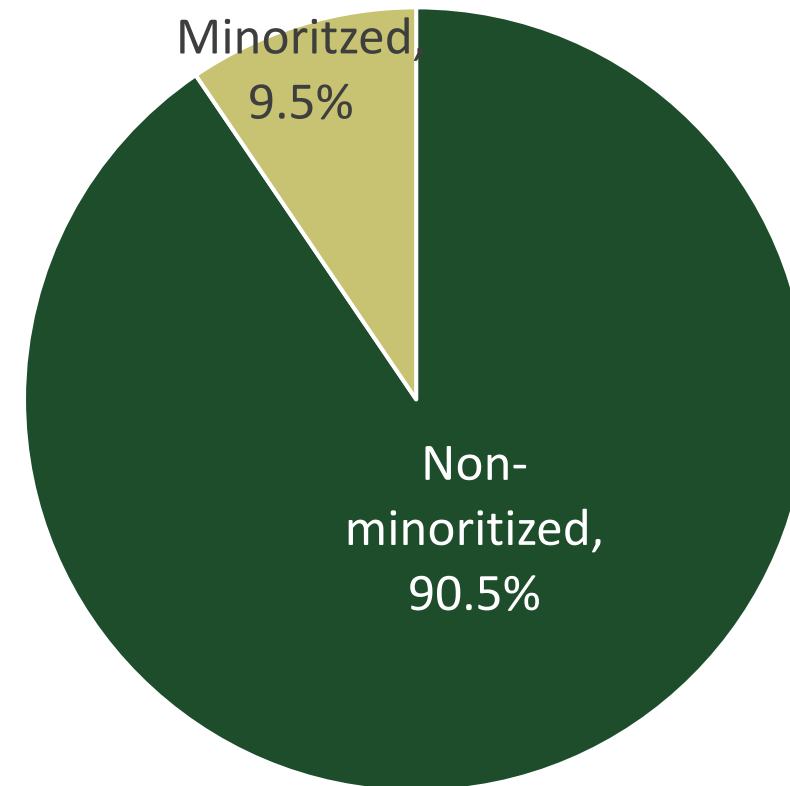
Minoritized Race/Ethnicity

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Employee Characteristics
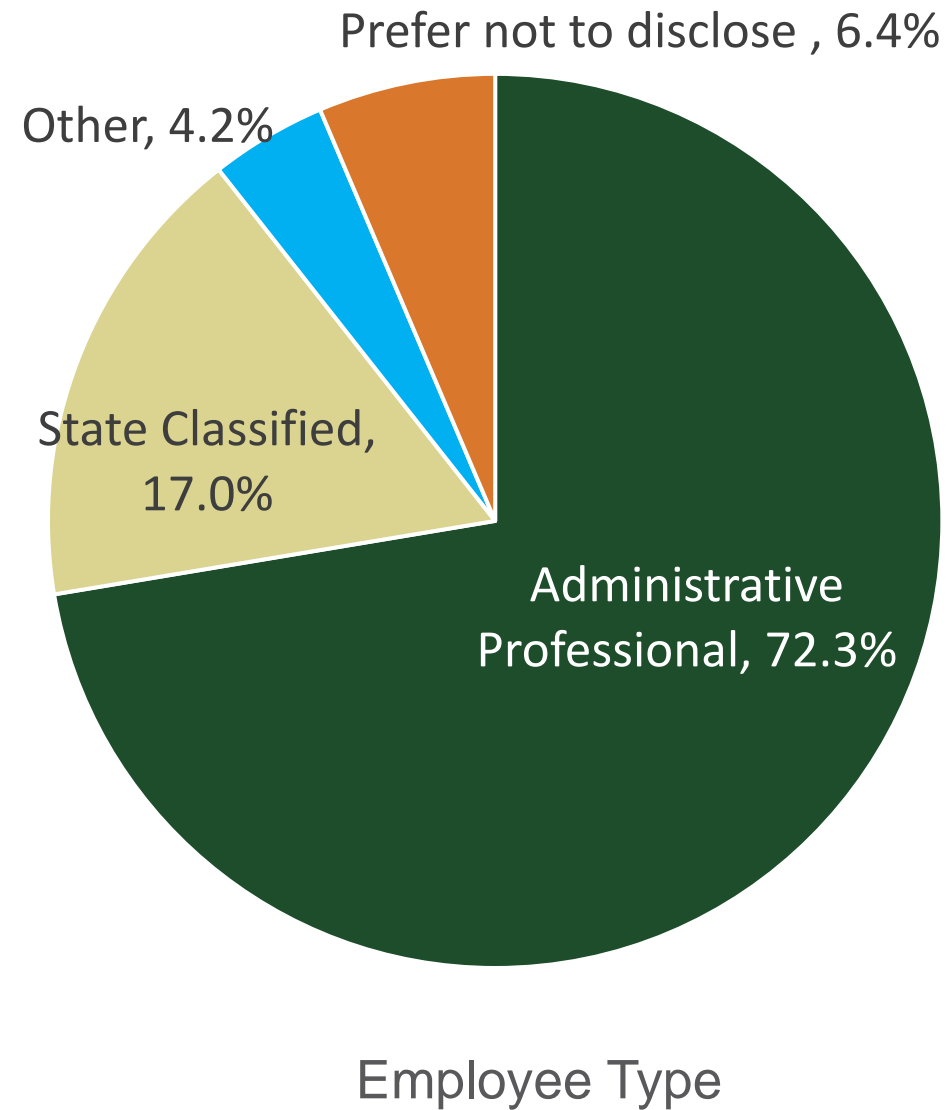
Survey Framework

- 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 **+**

External Relations Culture


Average Perceptions for Department/Unit Culture
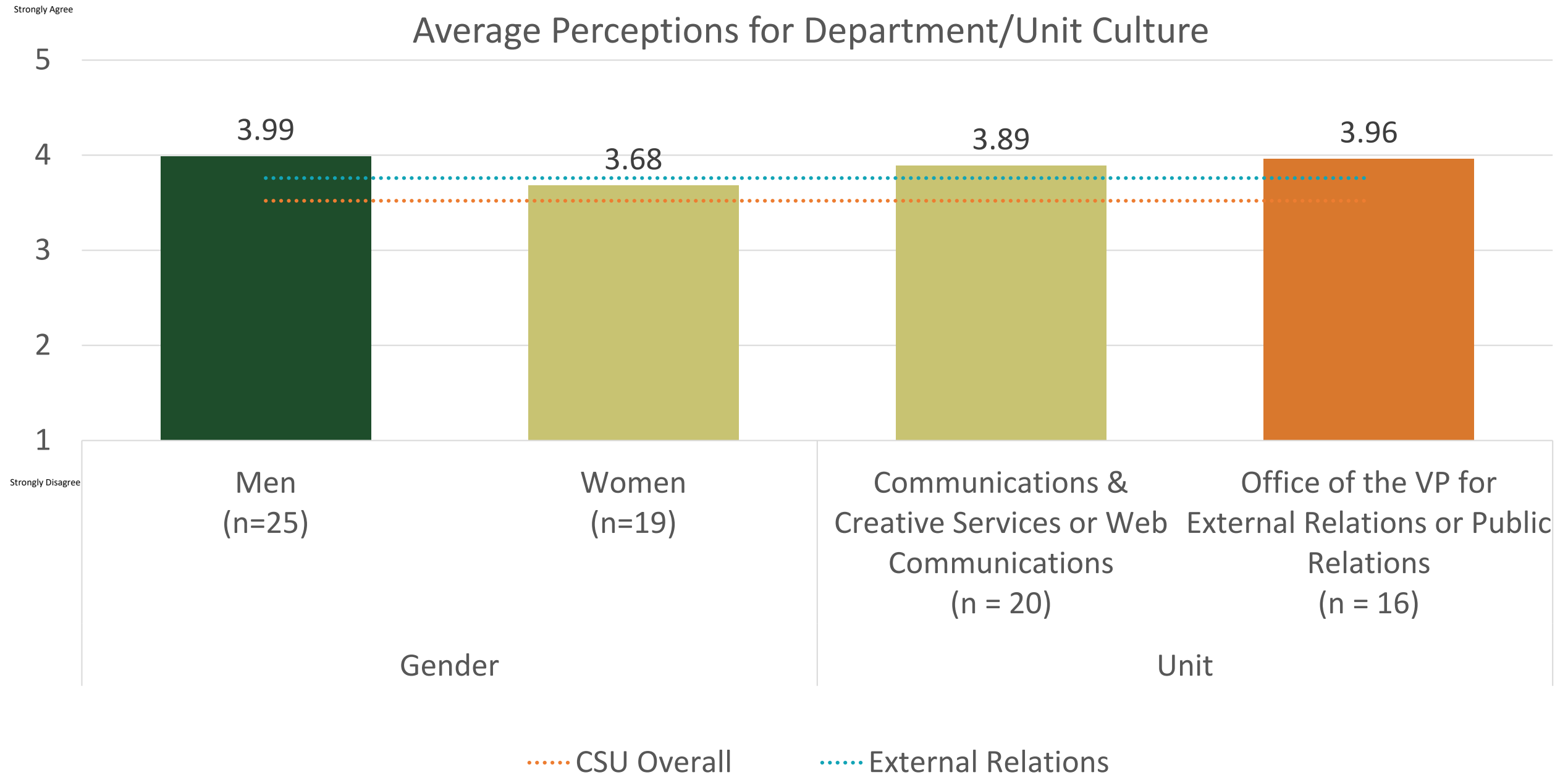
Culture Items

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

External Relations Culture

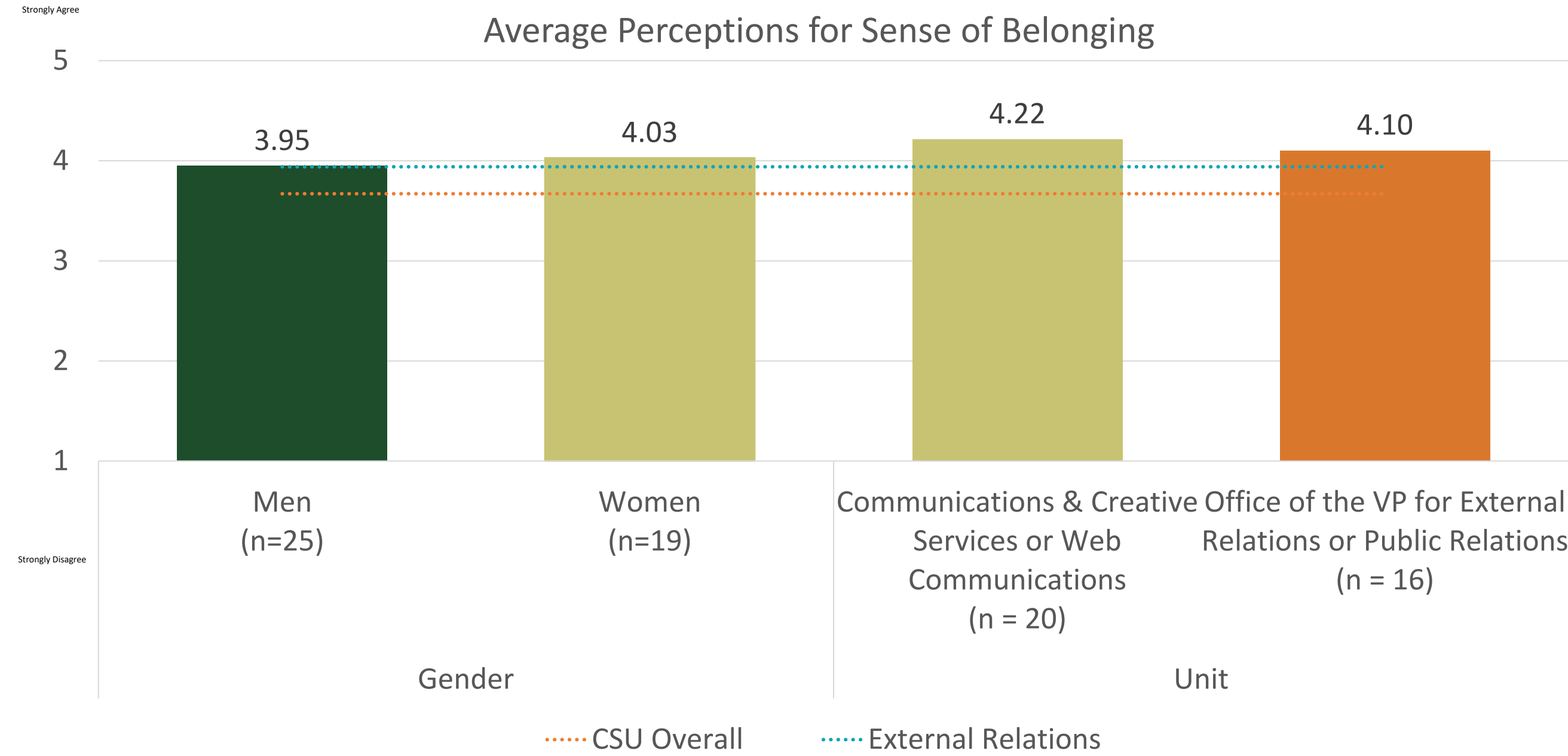Average Perceptions for Department/Unit Diversity Culture
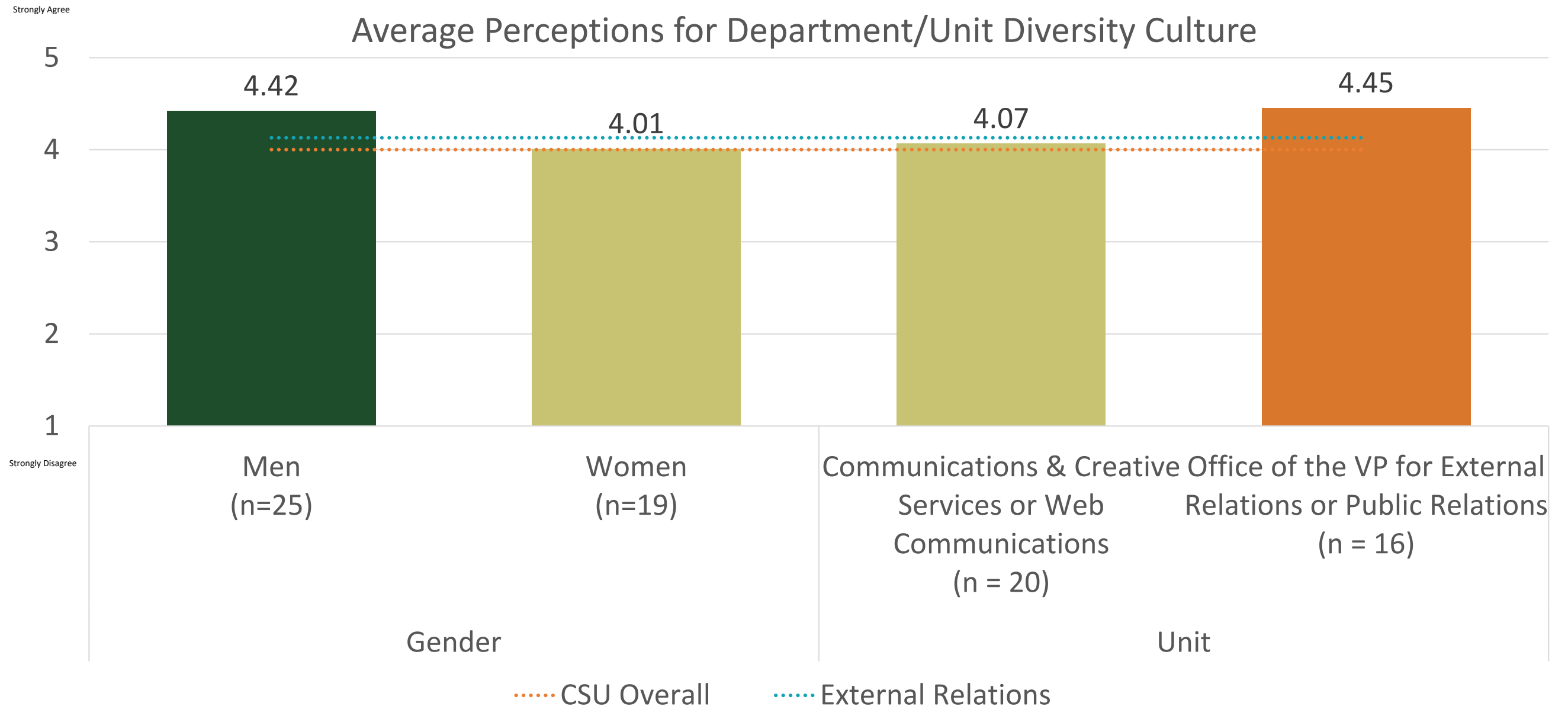
Culture Items

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   **+**

External Relations Culture

Average Perceptions for Sense of Belonging

3.95	4.03	4.22	4.10
Men (n=25)	Women (n=19)	Communications & Creative Services or Web Communications (n = 20)	Office of the VP for External Relations or Public Relations (n = 16)
Gender		Unit	

Strongly Agree

Strongly Disagree

····· CSU Overall   ····· External Relations

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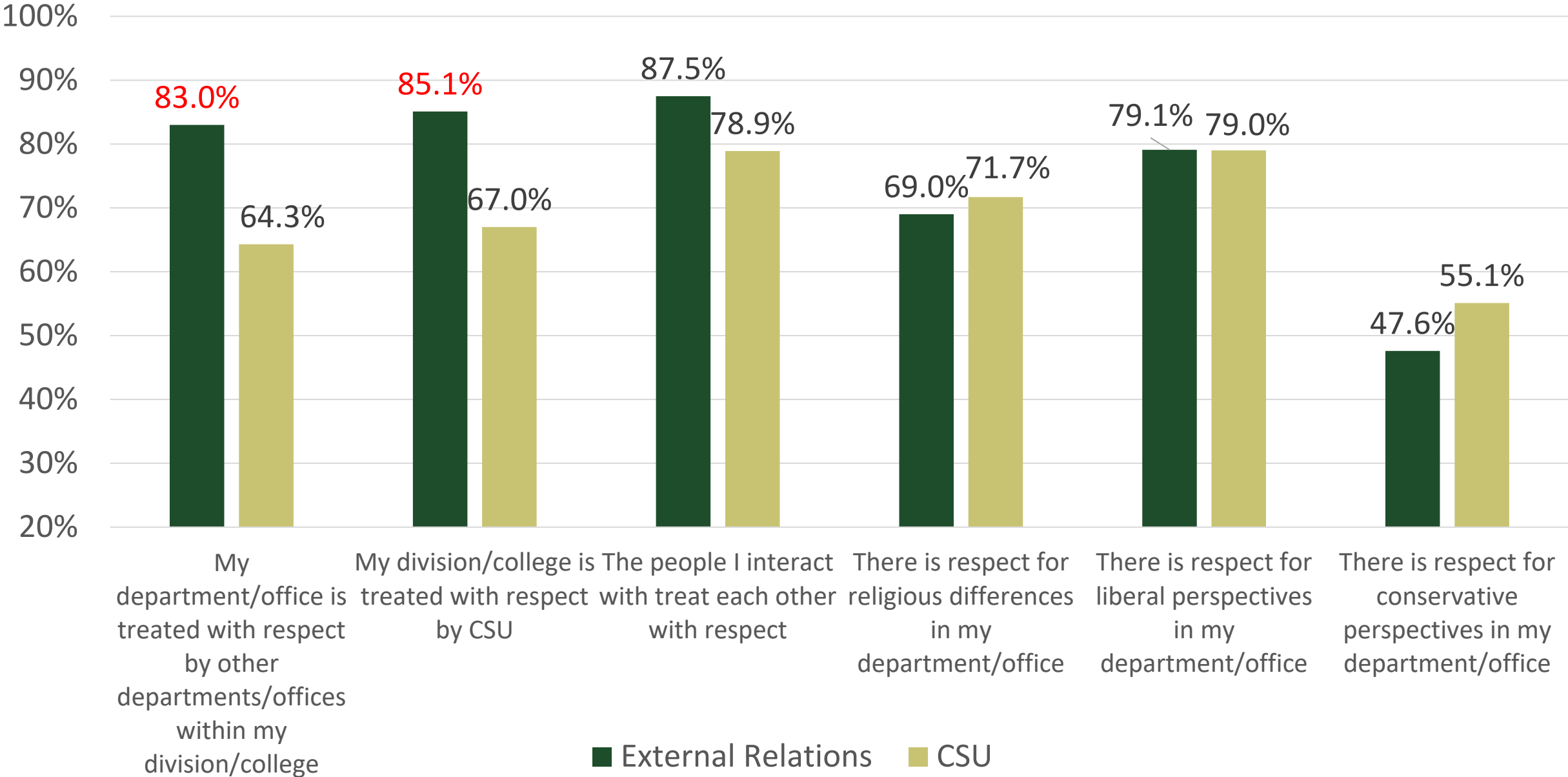
Favoritism Items

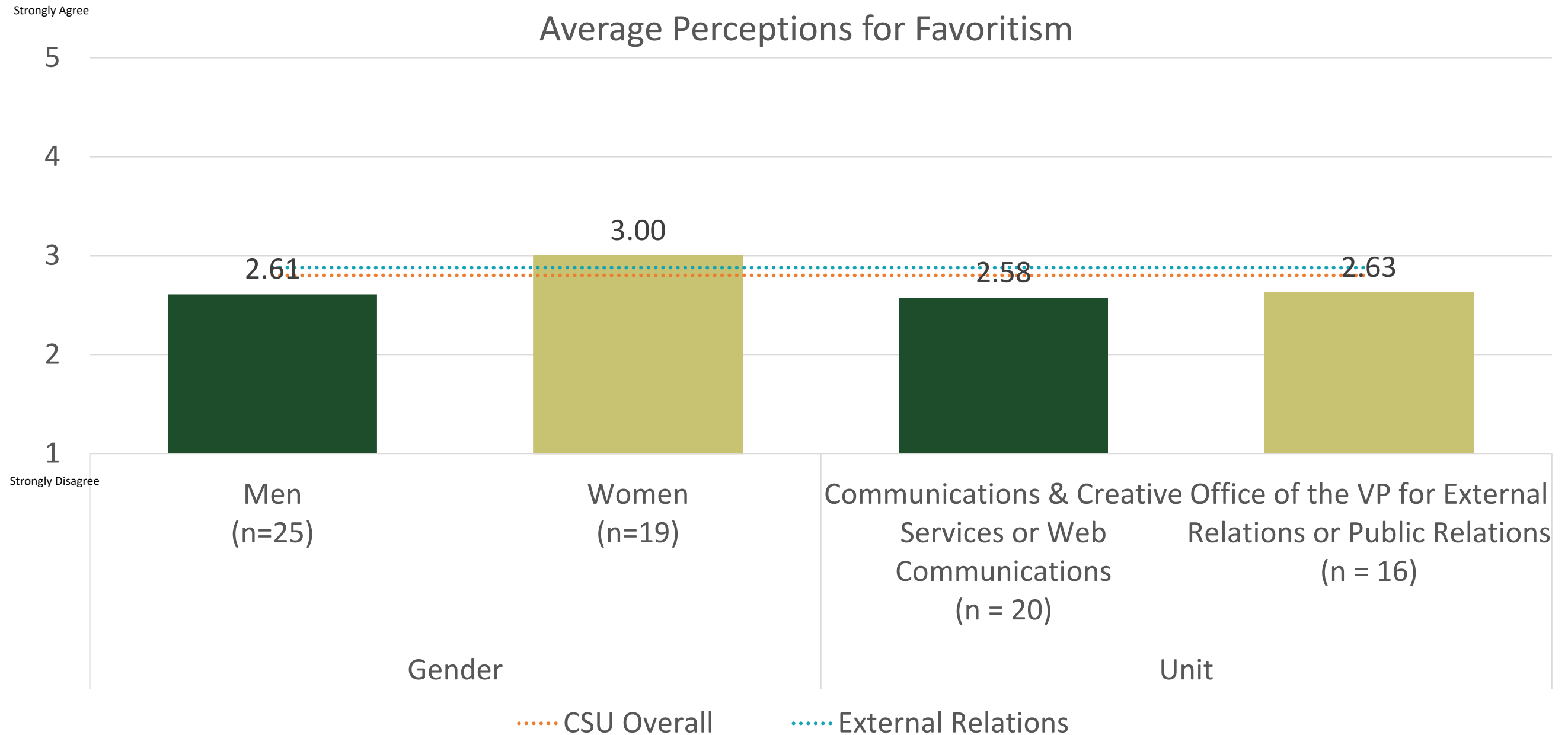- Favoritism plays a role in who gets <u>recognized</u> within my department/office

- 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

Leadership and Accountability Items

- Items asked each for Division and 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

External Relations Leadership & Accountability

Average Perceptions for
Unit Leadership's Accountability

Strongly Agree

5

4

3.75

3.57

3.59

3.89

3

2

1

Strongly Disagree

Men
(n=25)

Women
(n=19)

Communications &
Creative Services or Web
Communications
(n = 20)

Office of the VP for
External Relations or Public
Relations
(n = 16)

Gender

Unit

······ CSU Overall   ······ External Relations

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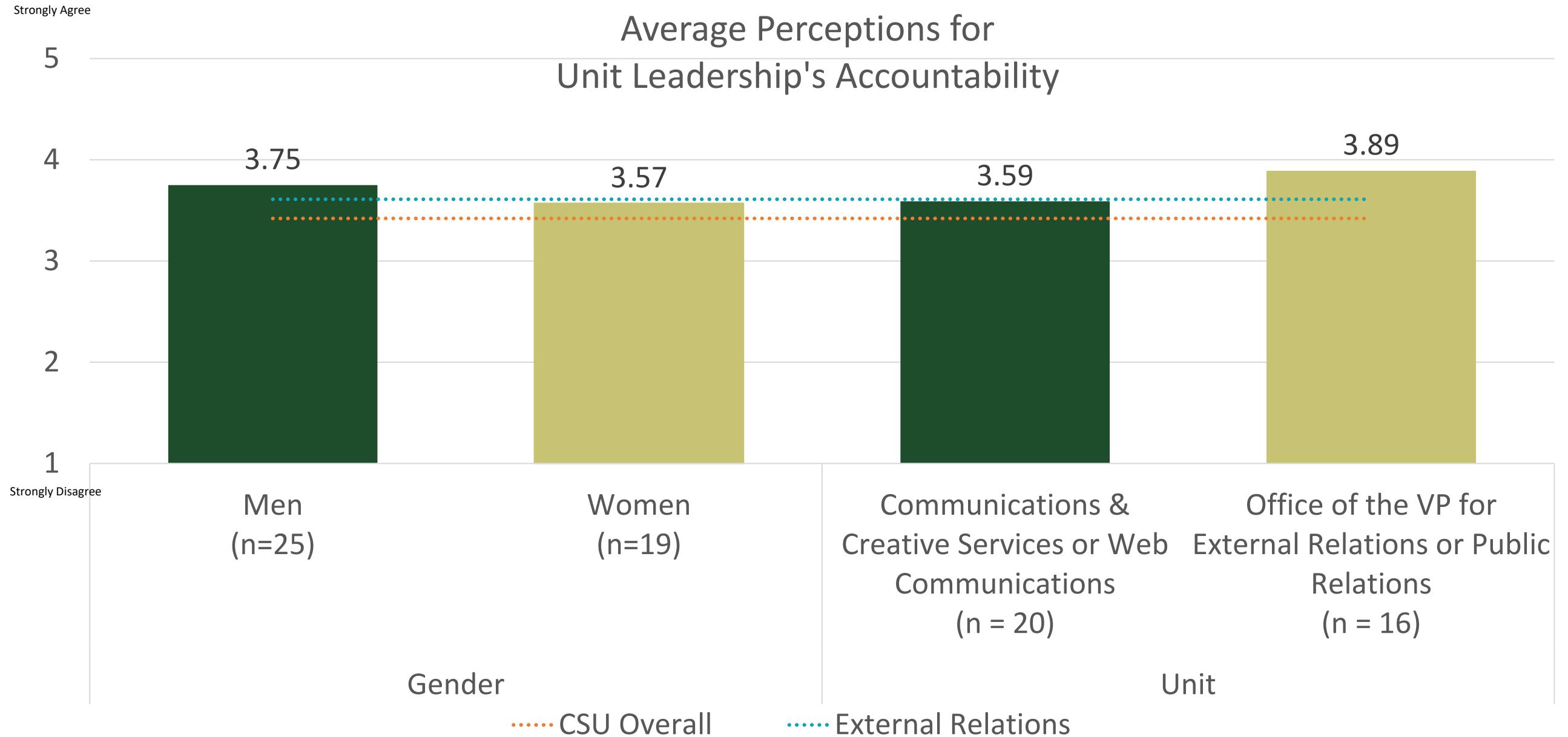
Percentage of respondents who indicated misconduct in their division

Misconduct

	External Relations	CSU
Sexual Harassment	2.1%	2.8%
Sexual Misconduct	0.0%	1.3%
Bullying	10.4%	10.3%
Bias	18.8%	24.1%
Physical Assault	0.0%	0.2%
Verbal Assault	8.3%	5.1%

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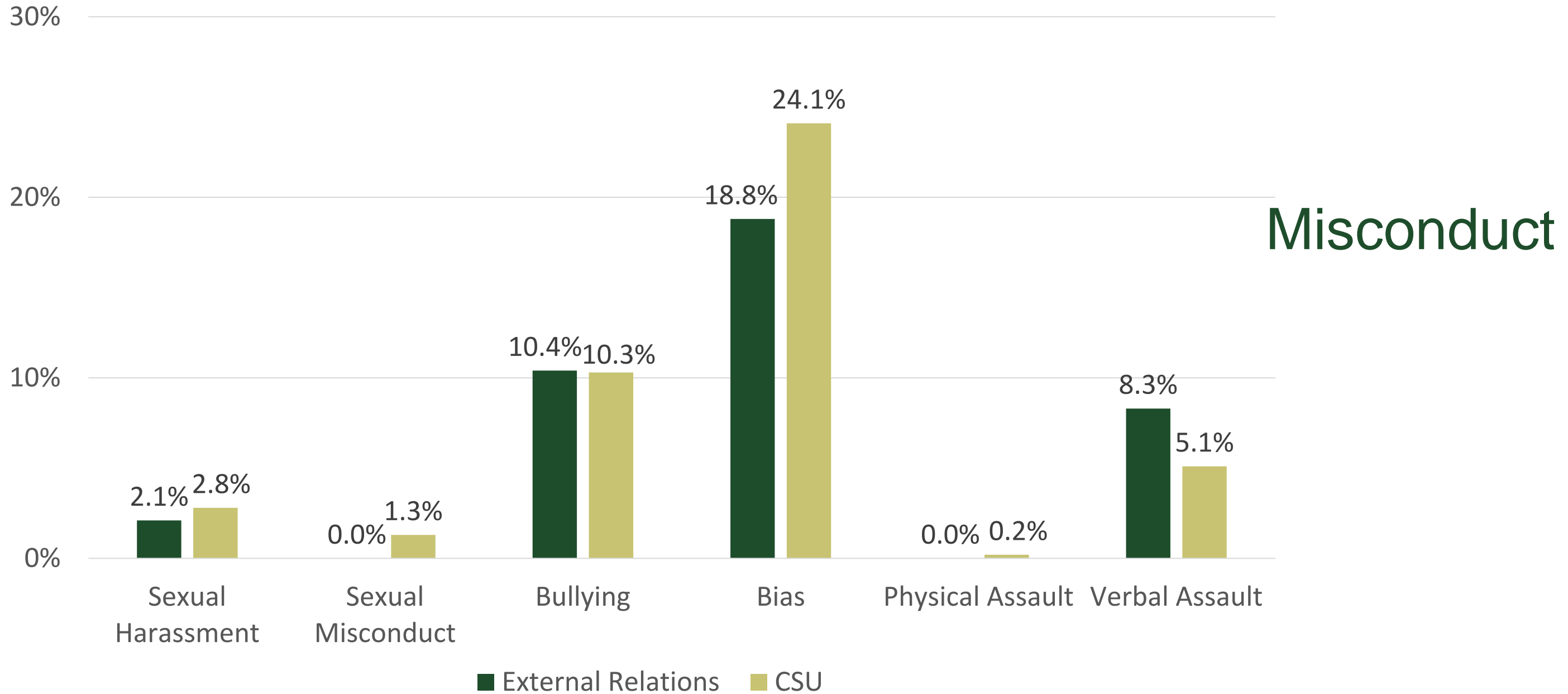
Percentage of respondents who indicated they would avoid people because of misconduct
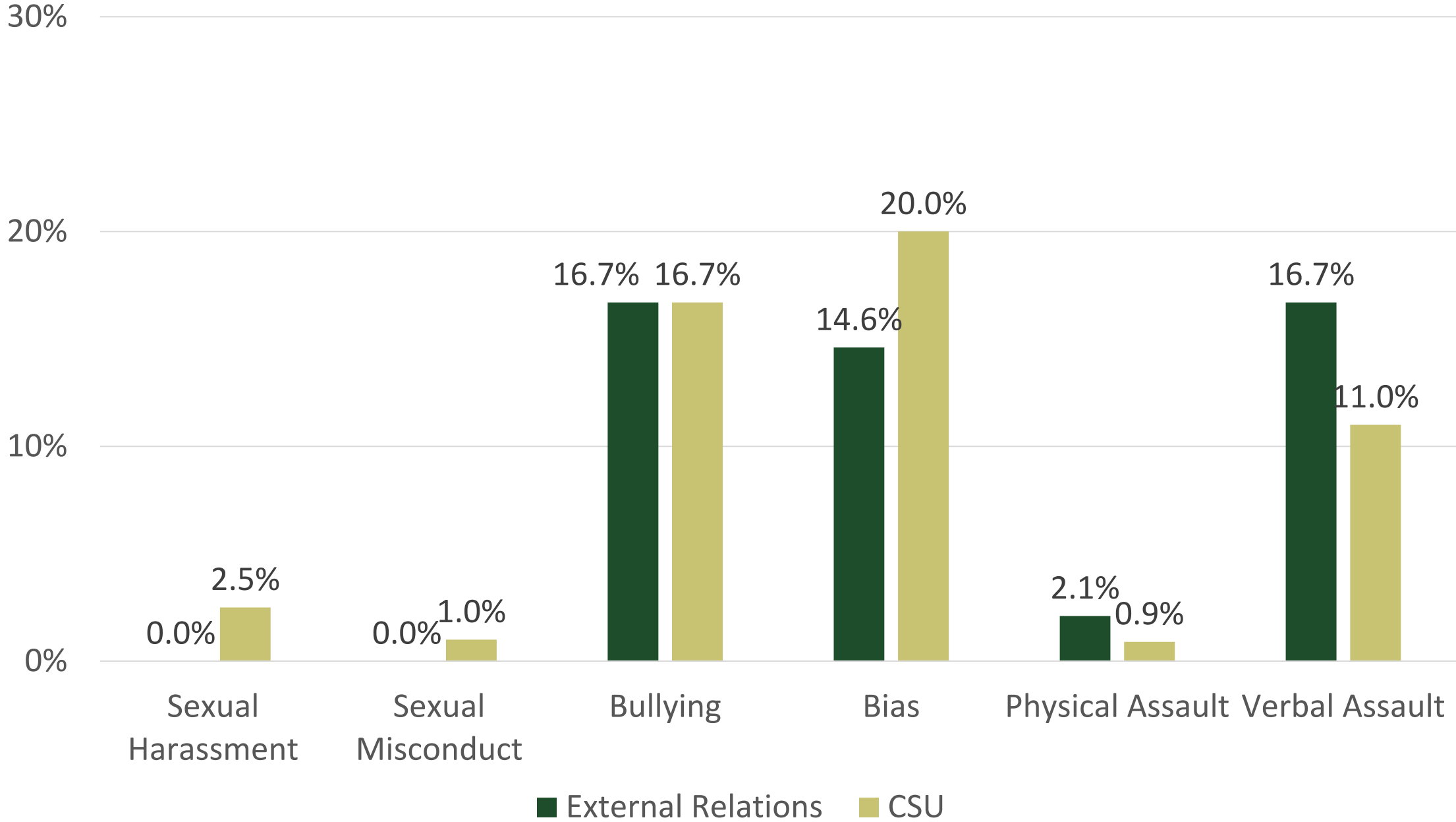
Misconduct

There are people I avoid because of _____

	Sexual Harassment	Sexual Misconduct	Bullying	Bias	Physical Assault	Verbal Assault
External Relations	0.0%	0.0%	16.7%	14.6%	2.1%	16.7%
CSU	2.5%	1.0%	16.7%	20.0%	0.9%	11.0%

■ External Relations ■ CSU

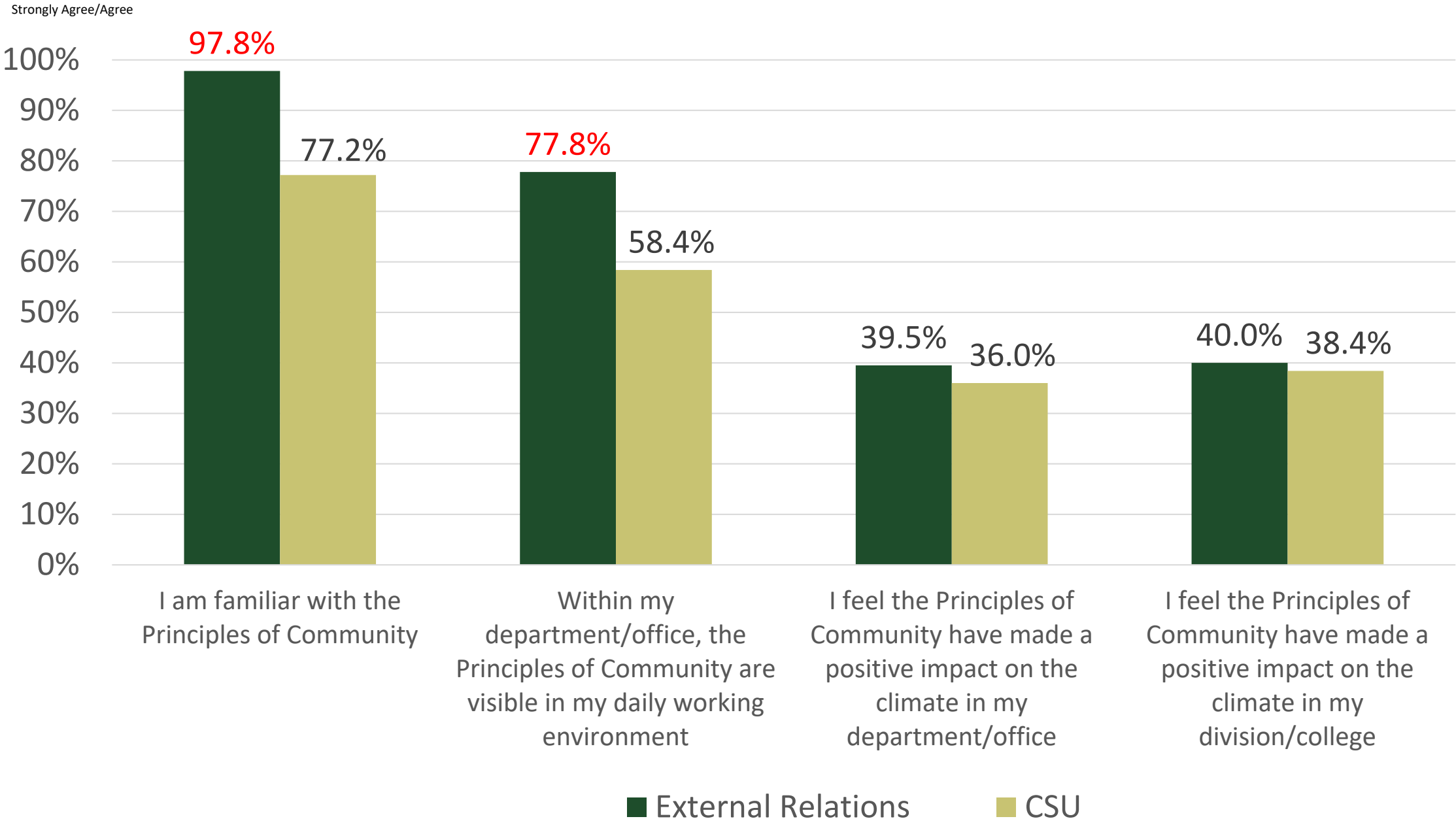Colorado State University

Percentage of respondent agreement to items related to perceptions of bias incidents
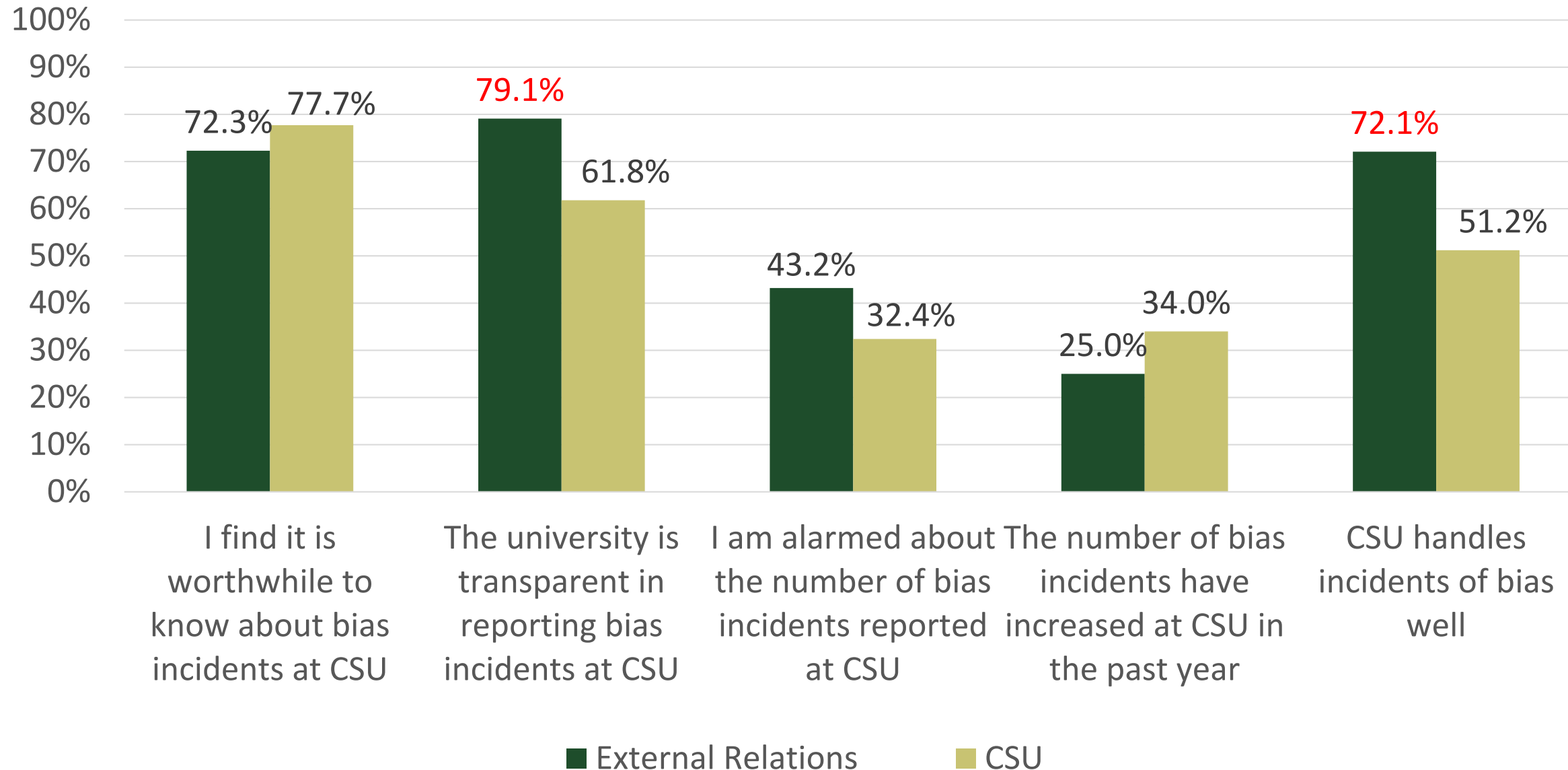
Percentage of respondent agreement to items related to Principles of Community
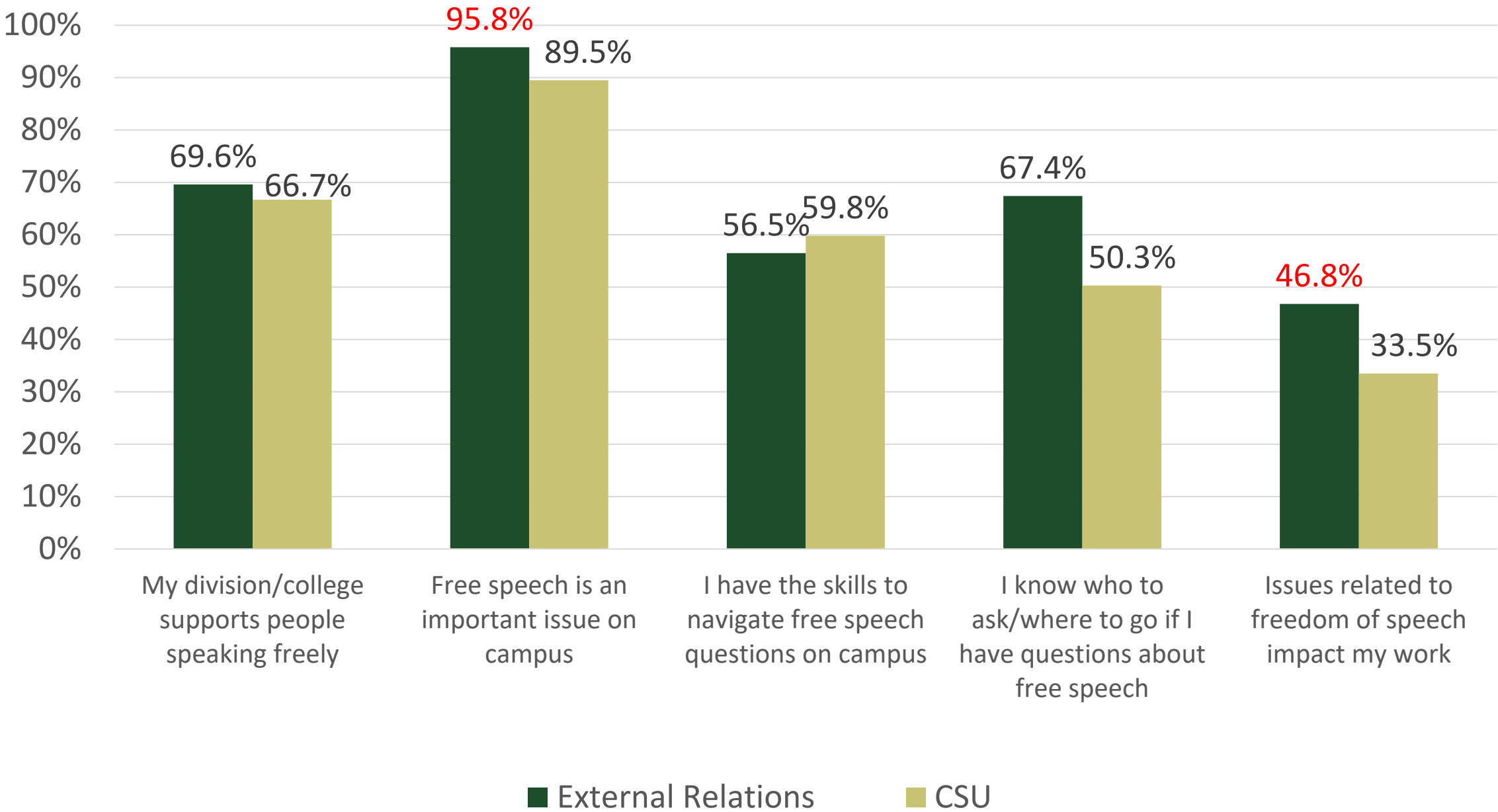
Perception Items

- 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	**+**	**+**
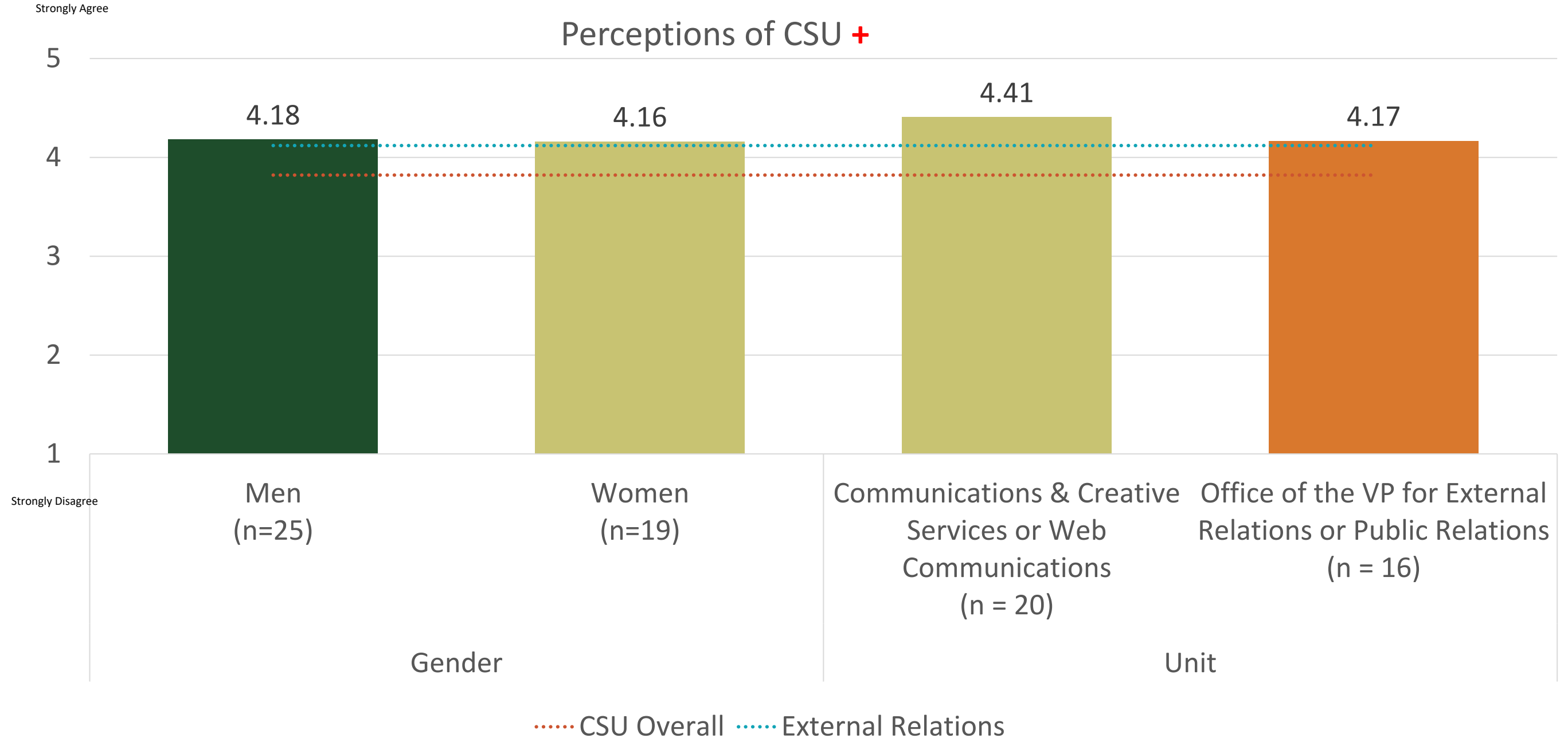
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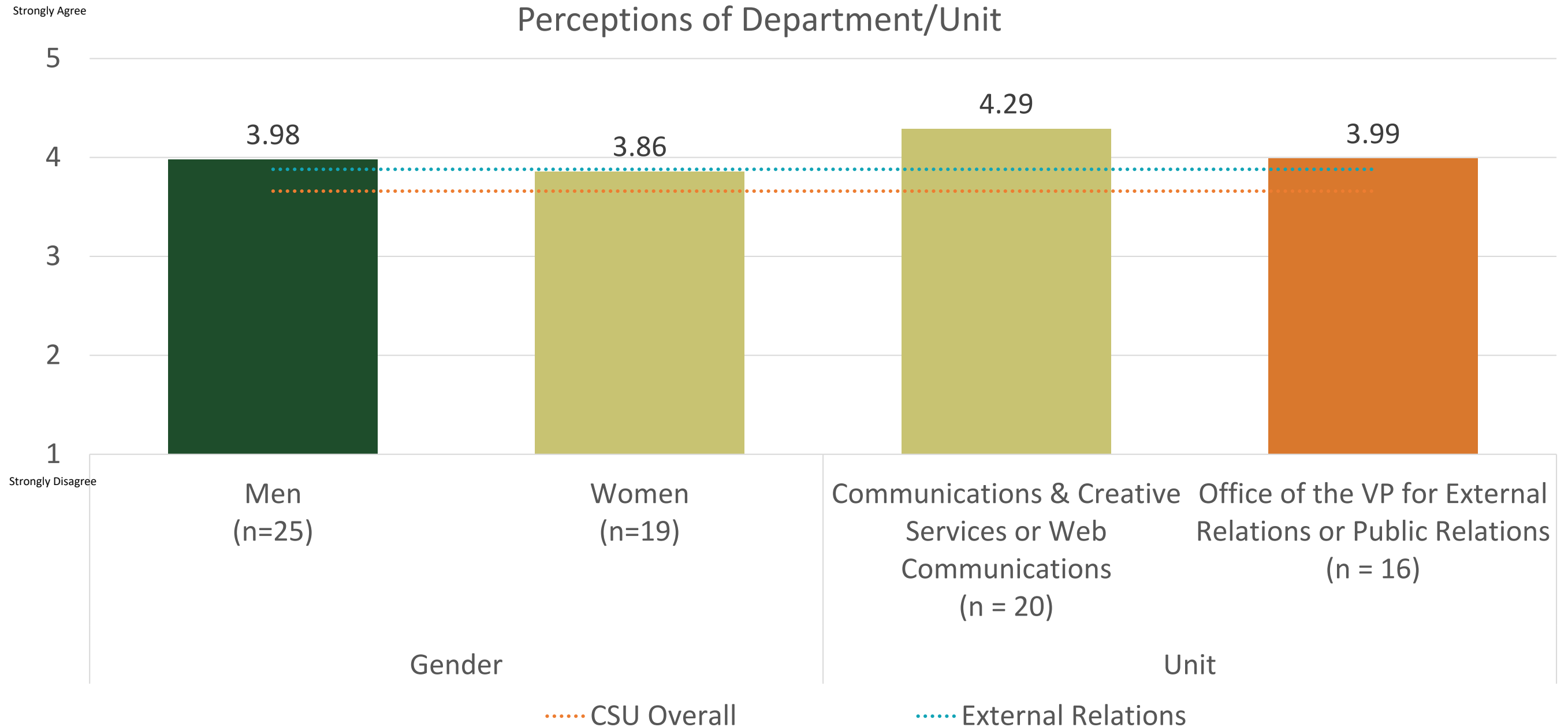
CSU Perceptions over Time

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

% Strongly Agree/ Agree

I would recommend CSU as a place of employment
- 79%
- 77%
- 81%

CSU climate has become consistently more inclusive of all employees
- 58%
- 64%
- 67%

CSU provides employees with a positive work experience
- 69%
- 69%
- 74%

CSU encourages discussions related to diversity
- 66%
- 63%
- 80%

CSU creates a supportive environment for employees from diverse backgrounds
- 67%
- 64%
- 70%

CSU retains diverse employees
- 53%
- 53%
- 61%

CSU improves the campus climate for all employees
- 62%
- 62%
- 70%

CSU recruits employees from a diverse set of backgrounds
- 57%
- 67%
- 75%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%
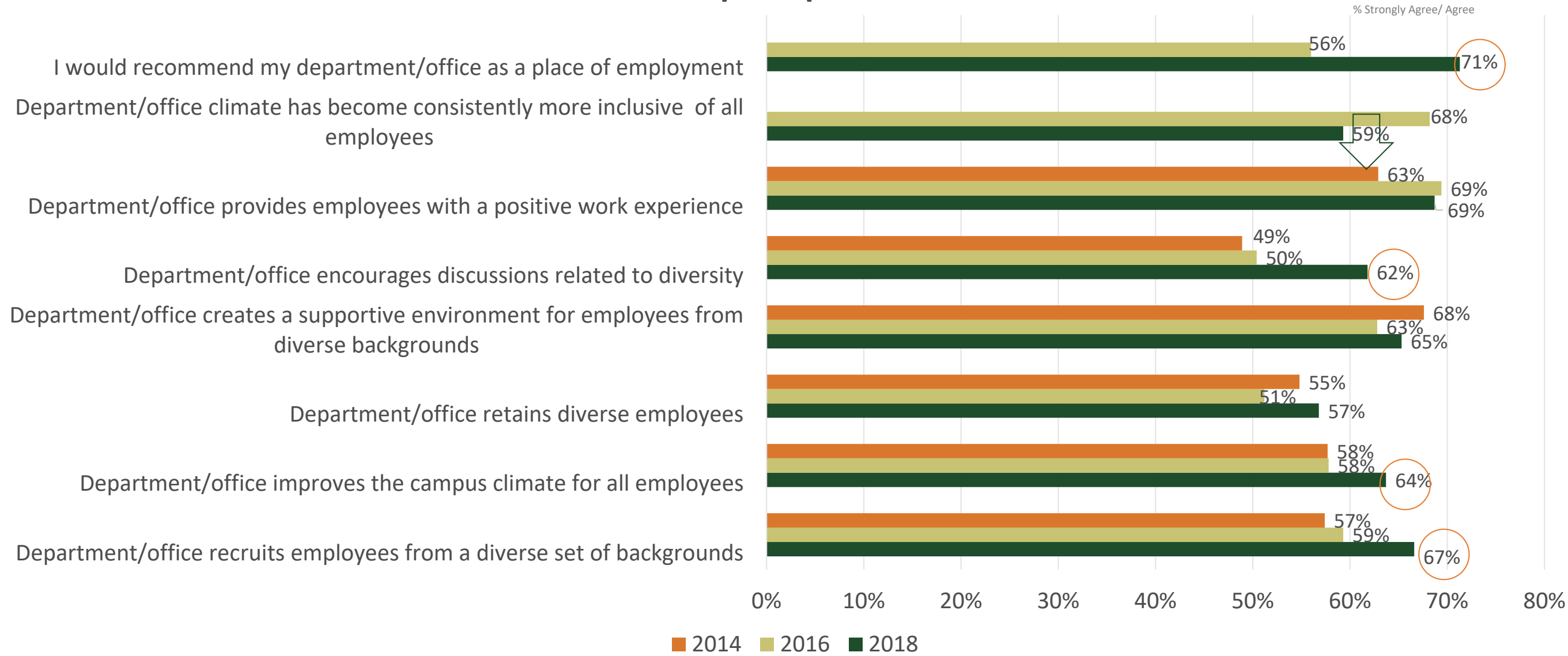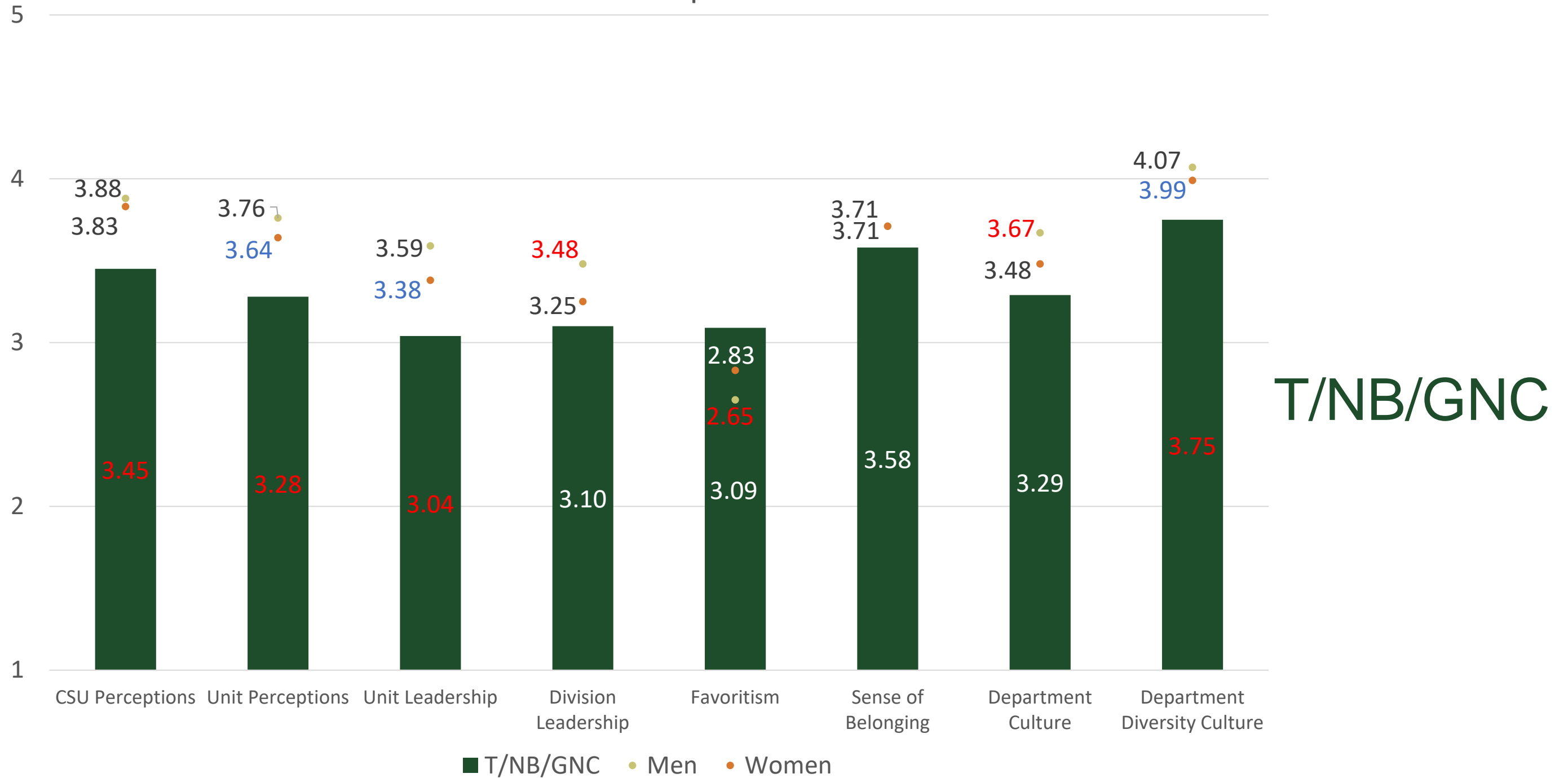
■ 2014 ■ 2016 ■ 2018

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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%

Legend: ■ 2014 ■ 2016 ■ 2018

Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:
    - 43.6% indicated no discriminatory attitudes present (CSU: 36%)
    - 33.3% Job title (CSU: 31%)
    - 25.6% Political Affiliation (CSU: 20%)
    - 25.6% Age (CSU: 19%)
    - 20.5% Gender (CSU: 17%)
    - 12.8% Employment classification (CSU: 29%)

Work Stressors

- Top 3 Work Stressors

  – 34.1% Low salary (CSU: 47%)

  – 36.6% Lack of growth /promotion (CSU: 29%)

  – 34.% Workload (CSU: 33%)

  – 22% Work/life balance (CSU: 29%)

  – 22% Email overload (CSU: 17.7%)
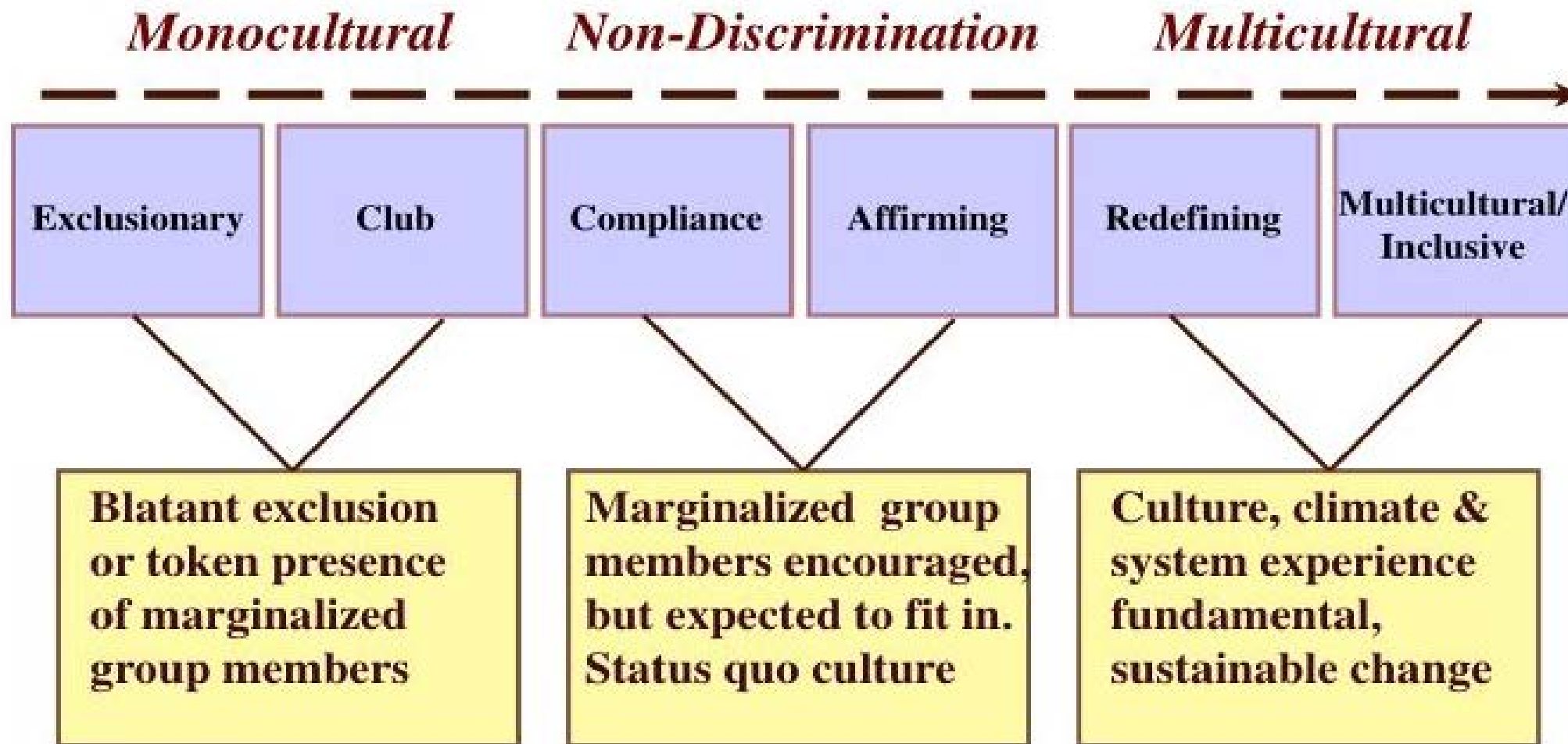
  – 19.5% Office climate (CSU: 20.6%)

Three words to describe External Relations culture

Key Findings for External Relations

- External Relations had significantly higher perceptions of CSU than the average CSU respondent

  - No other significant differences when compared to CSU by factor; however:

  - Slightly lower division leadership's accountability

  - Notably higher sense of belonging and perceptions of feeling valued as an employee

- There were no significant differences by gender or unit

  - However, women had notably less favorable perceptions of diversity culture, favoritism, and division leadership and to a lesser extent department culture and unit leadership than men

- Misconduct: 8% perceived verbal assault as problematic and 17% indicated they avoid someone because of verbal assault (compared to 5% and 11% at CSU respectively)

  - Females reporting higher levels of bullying, bias, verbal assault compared to men

Jackson/Hardiman MCOD Continuum*

MCOD

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

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Thank you for your participation

https://diversity.colostate.edu/2018-employee-climate-survey/