2018 Employee Climate Survey

Presentation for the College of Health and Human Sciences

Assessment Group for Diversity Issues

3.1.19

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

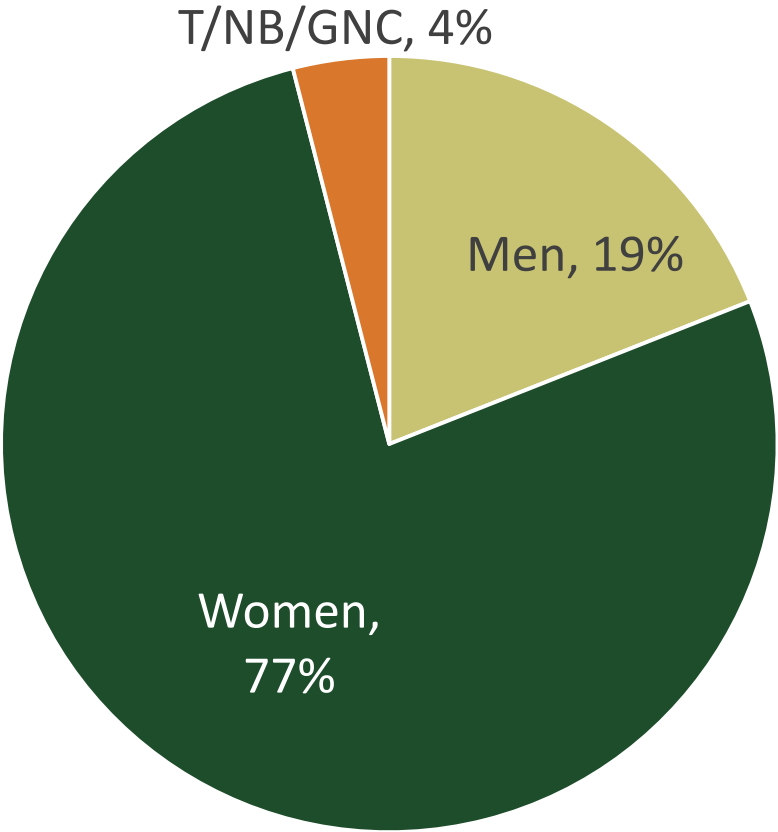   – Emails sent by deans and vice presidents

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%

College Response Rates

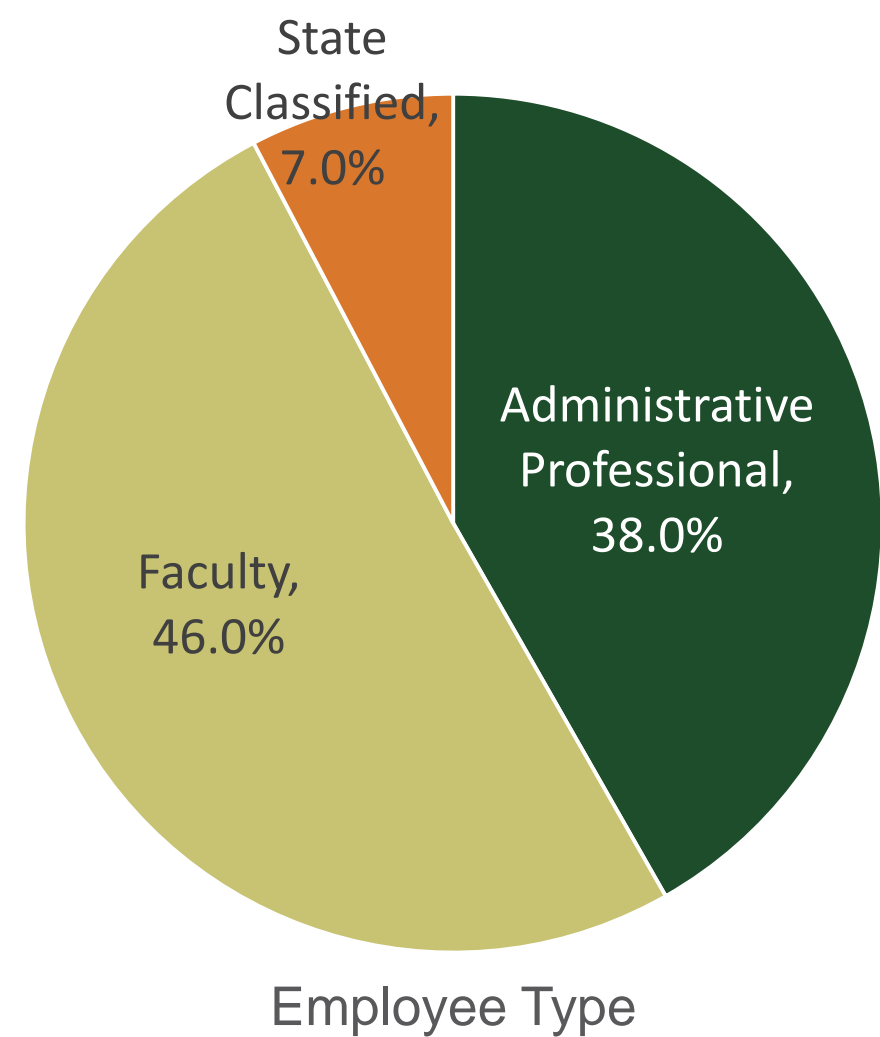| College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7%
Health and Human Sciences	69.5%
Natural Sciences	58.5%
Warner College of Natural Resources	49.8%
Business	48.9%
Liberal Arts	48.5%
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

Respondent Characteristics for CHHS

T/NB/GNC, 4%

Men, 19%

Women, 77%

Gender

Minoritzed Race/Ethnicity, 14.0%

Non-Minoritized/White, 86.0%

Minoritzed Race/Ethnicity

N=248

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Employee Characteristics

Employee Type
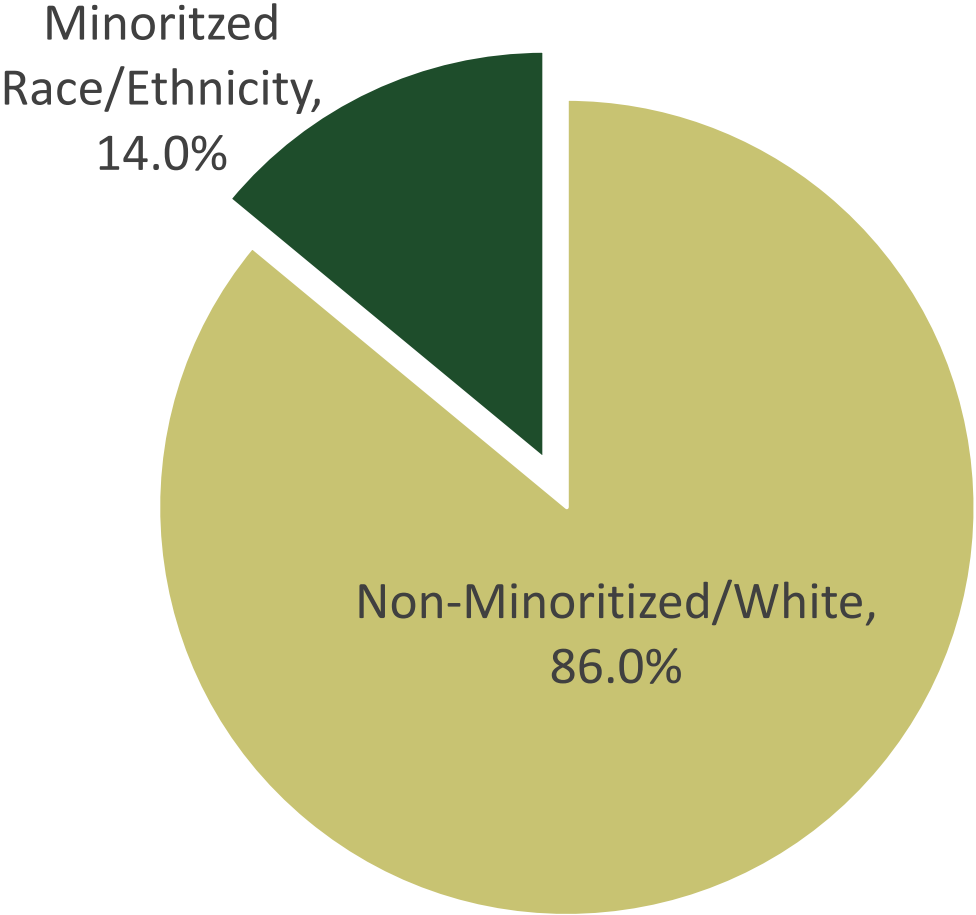
Department	
Human Development and Family Studies	16.1%
Food Science and Human Nutrition	15.7%
Prefer not to disclose	14.8%
Occupational Therapy	13.0%
School of Education	9.1%
Health and Exercise Science	7.8%
School of Social Work	7.4%
Construction Management	5.7%
Dean's Office/College of HHS or Institute for the Built Environment	5.2%
Design and Merchandising	5.2%

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
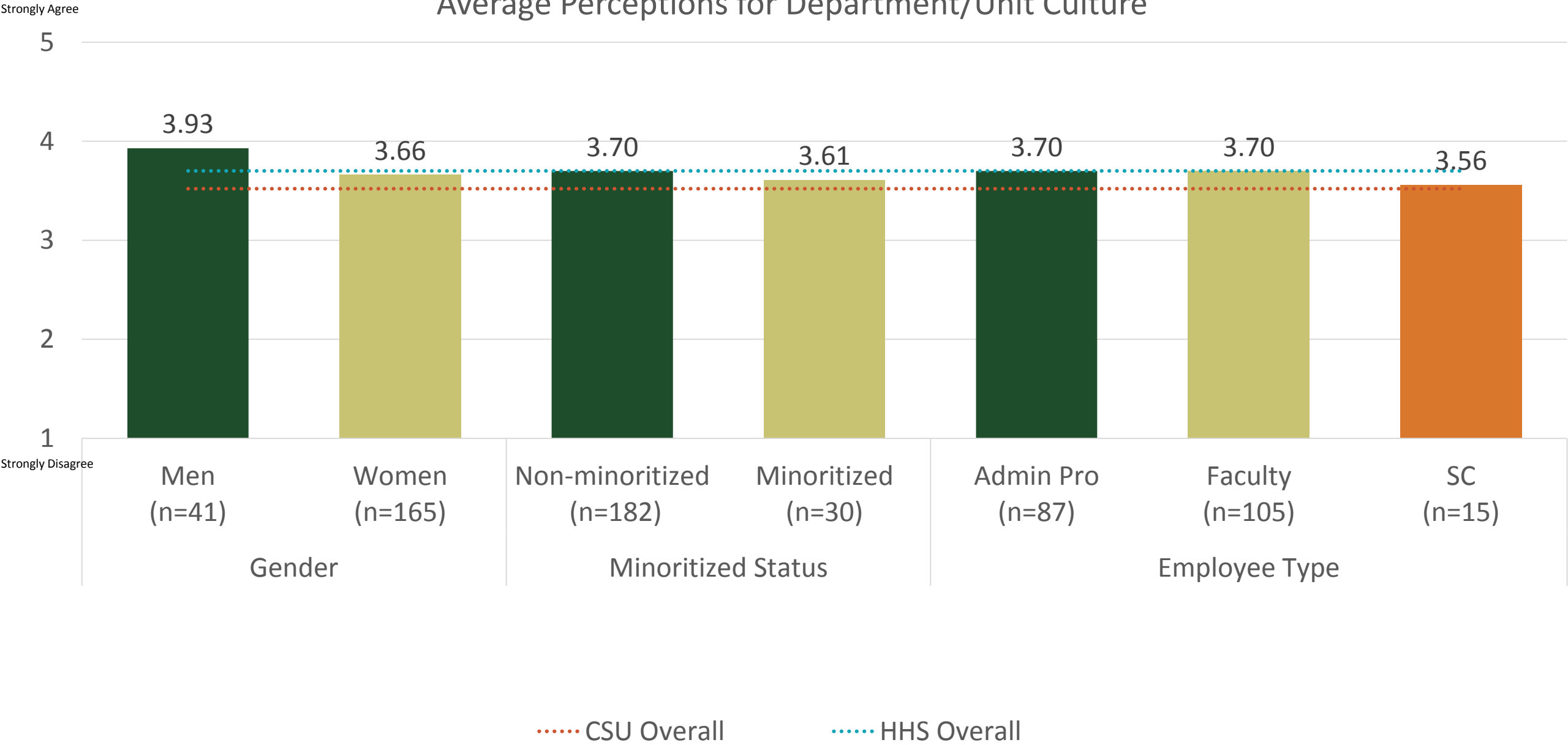
Culture Items

Department/Unit 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 **+**

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CHHS Culture

Average Perceptions for Department/Unit Culture

Strongly Agree

Strongly Disagree

Gender		Minoritized Status		Employee Type		
Men (n=41) 3.93	Women (n=165) 3.66	Non-minoritized (n=182) 3.70	Minoritized (n=30) 3.61	Admin Pro (n=87) 3.70	Faculty (n=105) 3.70	SC (n=15) 3.56

······ CSU Overall   ······ HHS Overall

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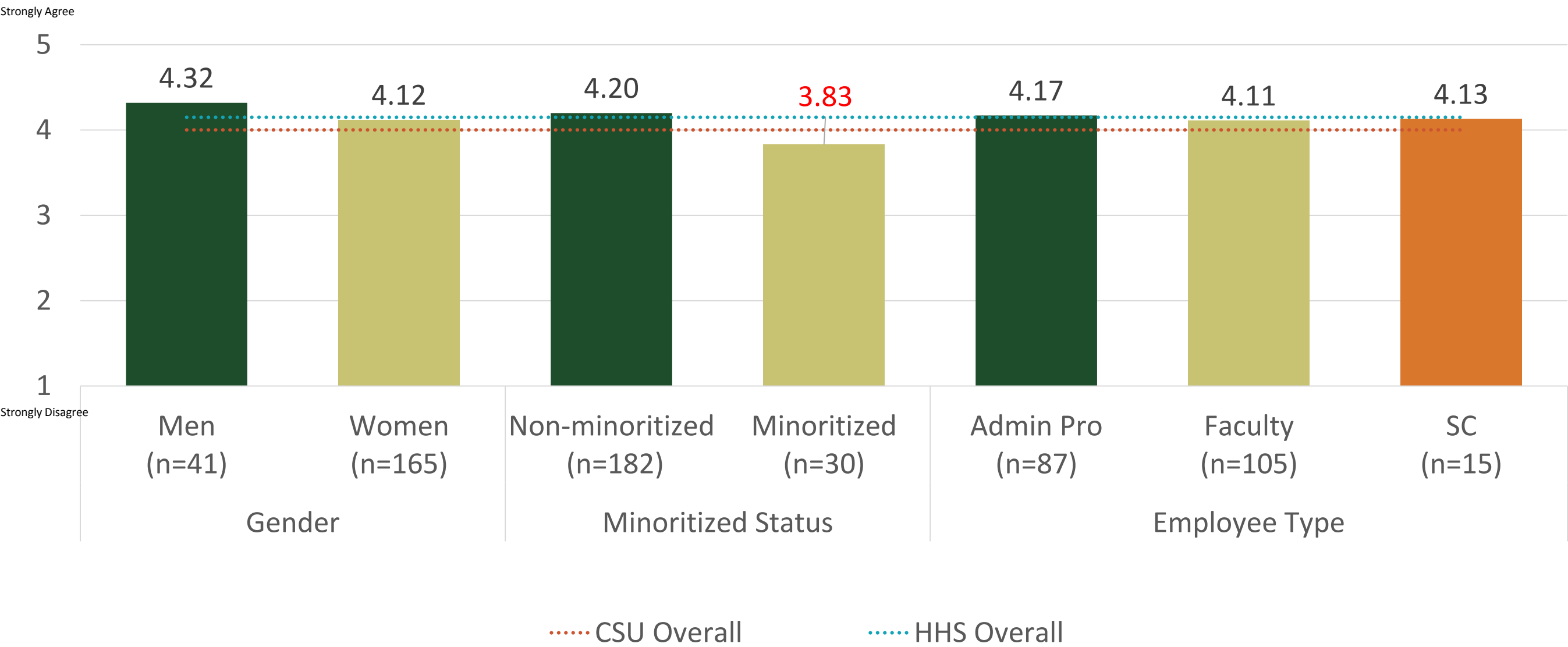
Culture Items

Department/Unit Diversity Culture   *Strongly Agree/Agree*

- My department promotes respect for cultural differences **+**

- My department understands the value of diversity

- My department communicates the importance of valuing diversity **+**

CHHS Culture

Average Perceptions for Department/Unit Diversity Culture
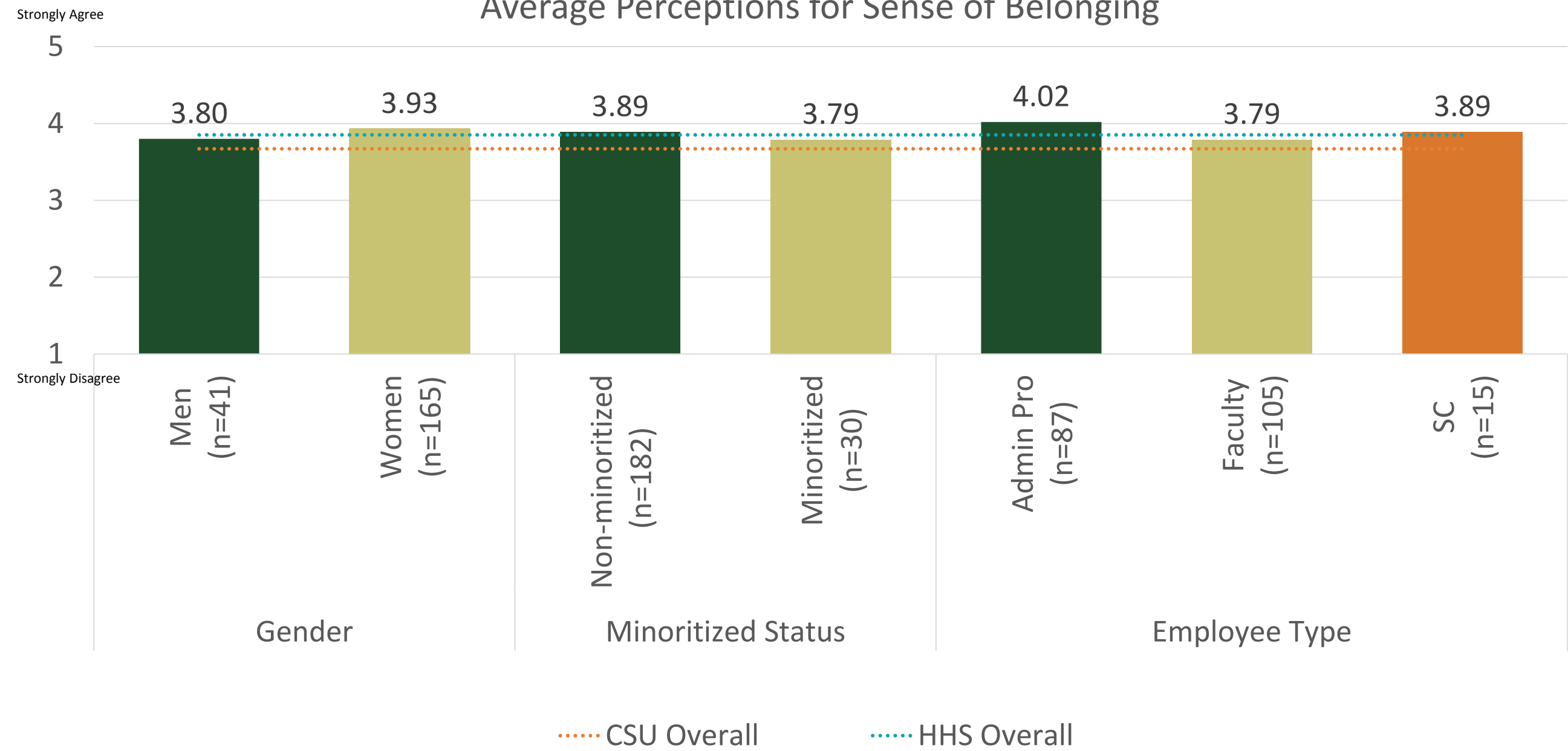
Culture Items

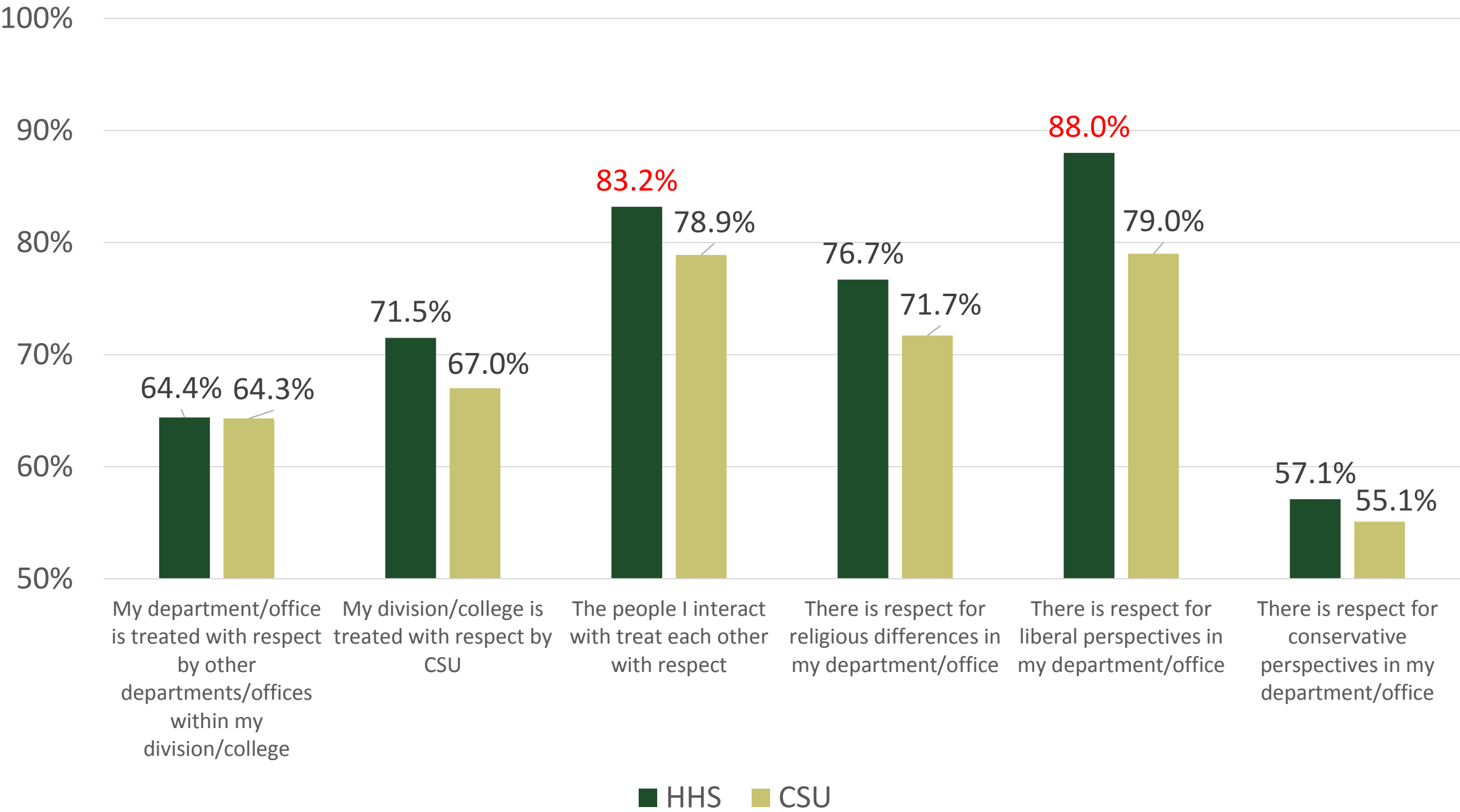**Sense of Belonging**

- 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 +

CHHS Culture

Average Perceptions for Sense of Belonging

Strongly Agree

5

4 — 3.80 — 3.93 — 3.89 — 3.79 — 4.02 — 3.79 — 3.89

3

2

1

Strongly Disagree

Men (n=41) | Women (n=165) | Non-minoritized (n=182) | Minoritized (n=30) | Admin Pro (n=87) | Faculty (n=105) | SC (n=15)

Gender | Minoritized Status | Employee Type

······ CSU Overall ······ HHS Overall

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Respect: HSS

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
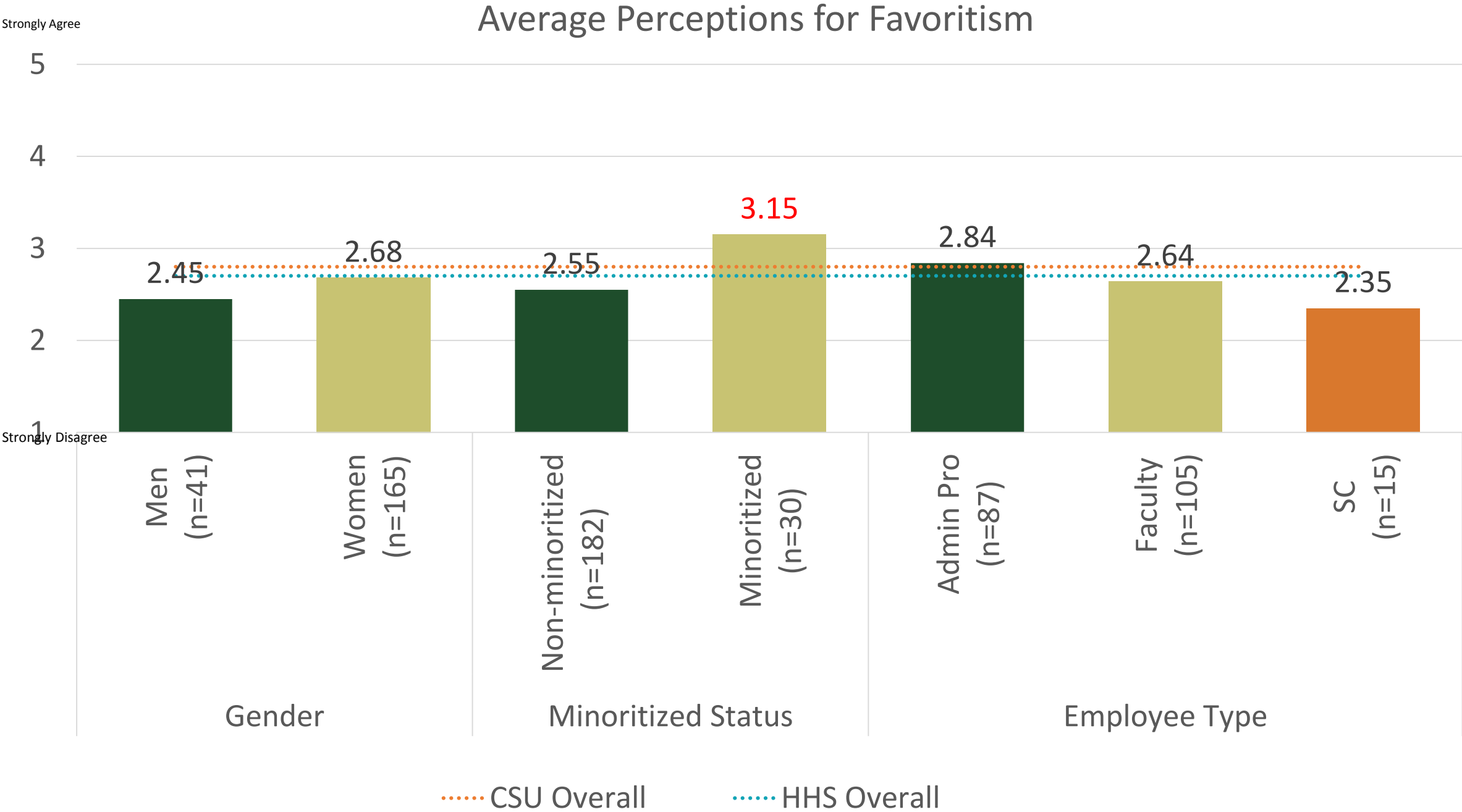
Leadership and Accountability Items

- Items asked each for College/Division and Department/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 **+**

CHHS Leadership & Accountability

Average Perceptions for
Dept./Unit Leadership's Accountability

Strongly Agree

Strongly Disagree

Gender		Minoritized Status		Employee Type		
Men (n=41)	Women (n=165)	Non-minoritized (n=182)	Minoritized (n=30)	Admin Pro (n=87)	Faculty (n=105)	SC (n=15)
3.82	3.53	3.54	3.22	3.43	3.51	3.43

····· CSU Overall   ····· HHS Overall

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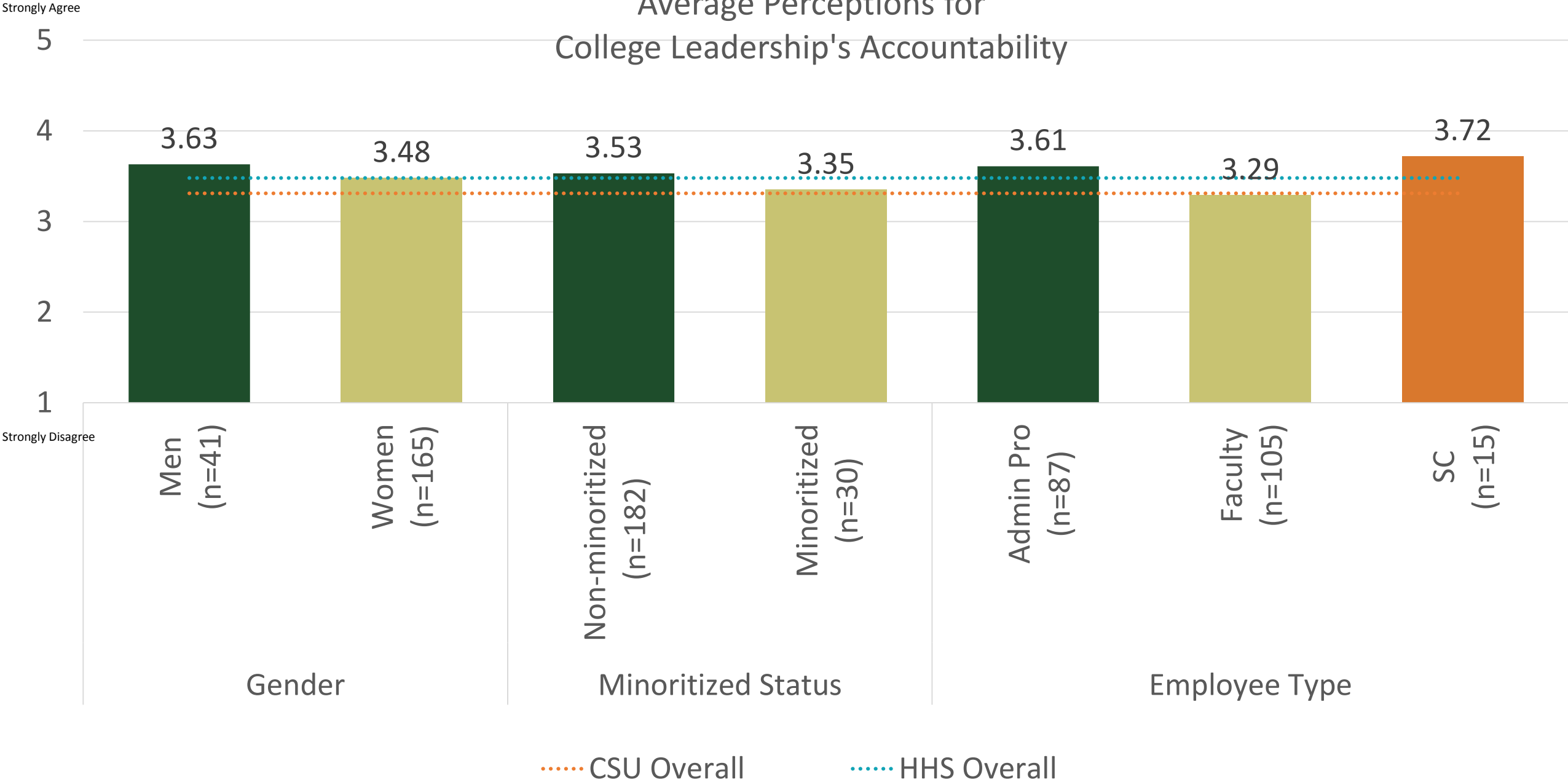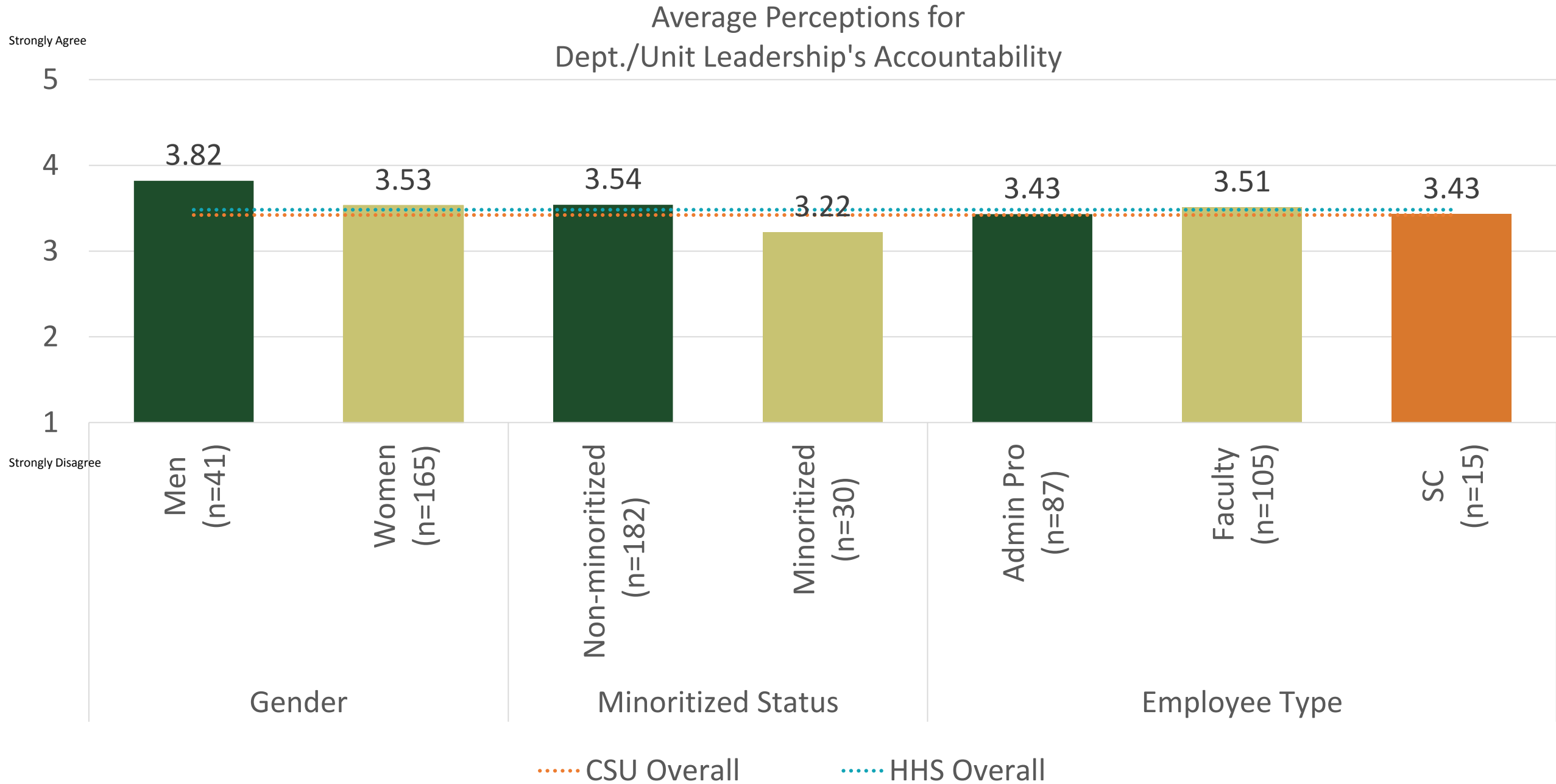
Percentage of respondents who indicated they would avoid people because of misconduct
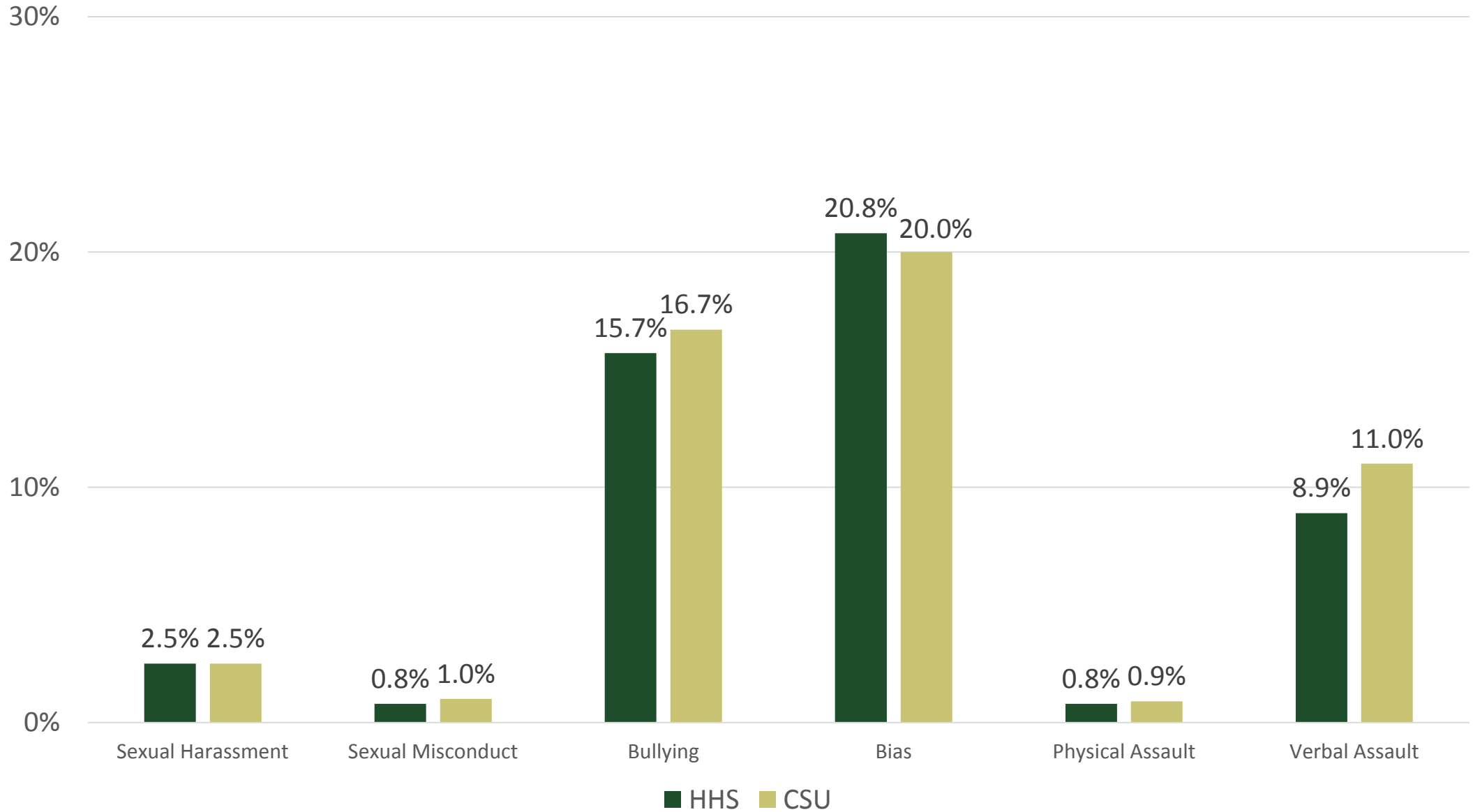
Misconduct: CHHS

There are people I avoid because of _____

Chart data:

Category	HHS	CSU
Sexual Harassment	2.5%	2.5%
Sexual Misconduct	0.8%	1.0%
Bullying	15.7%	16.7%
Bias	20.8%	20.0%
Physical Assault	0.8%	0.9%
Verbal Assault	8.9%	11.0%

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

Strongly Agree/Agree
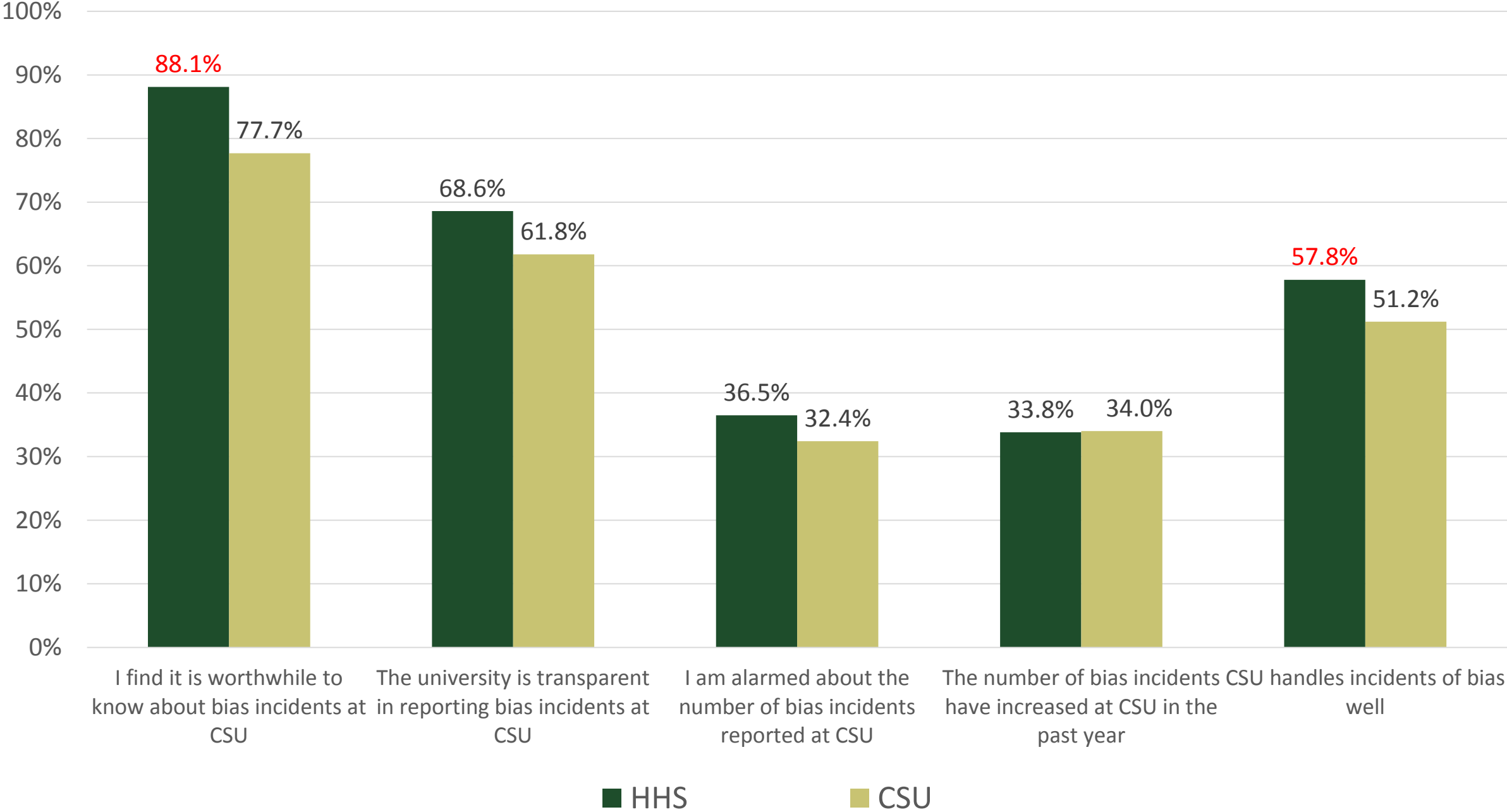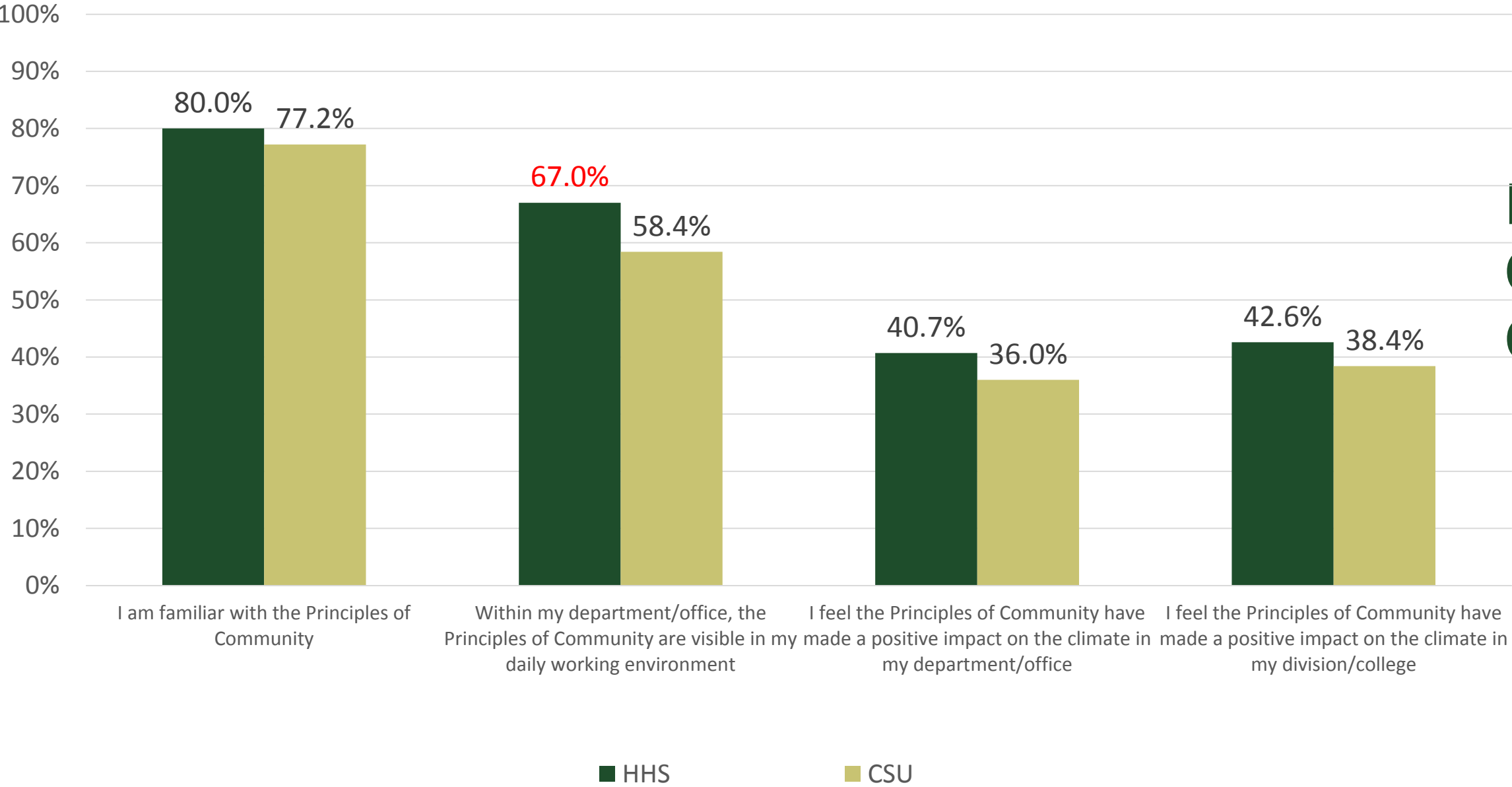
Bias: CHHS

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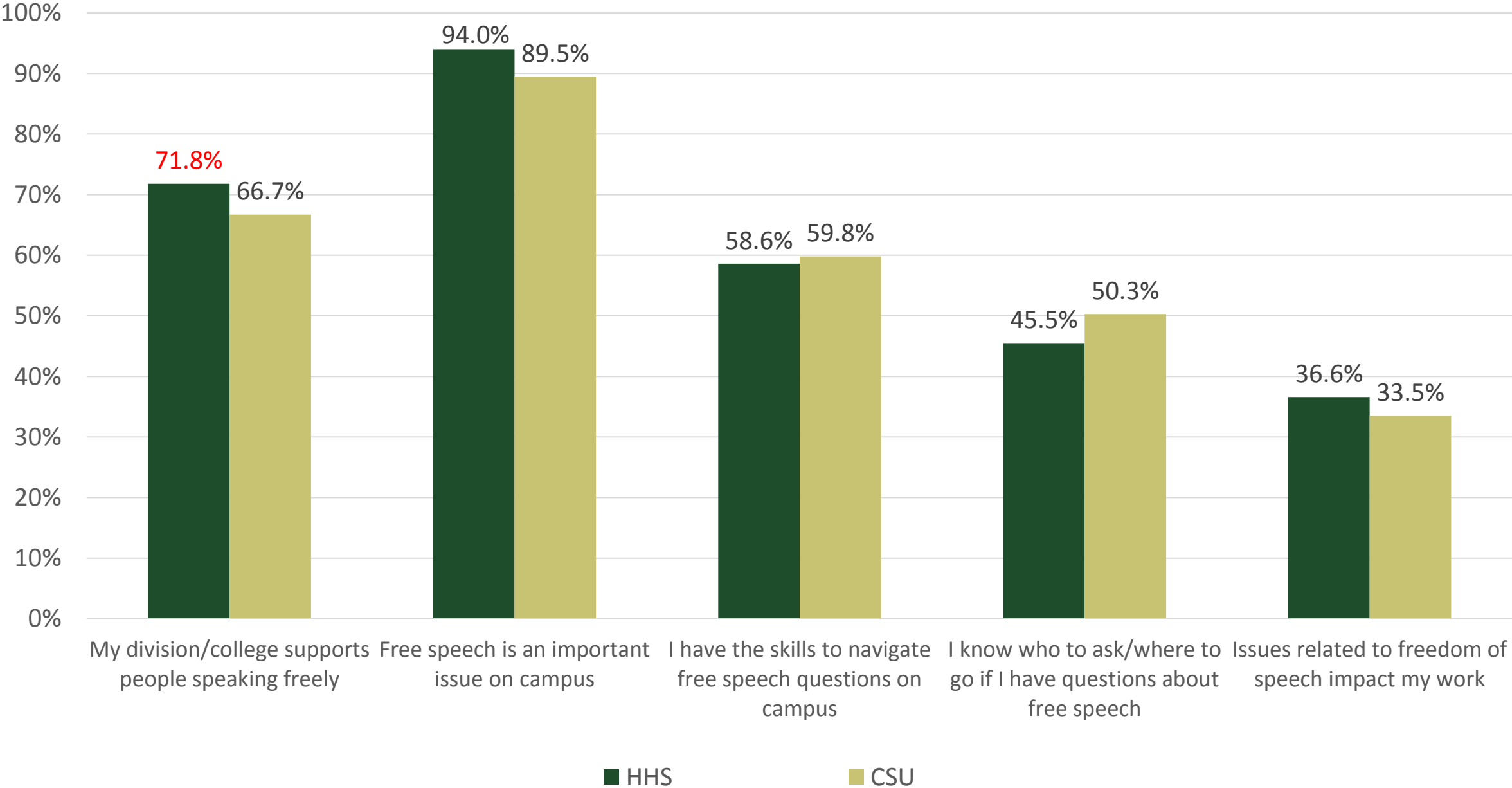
Freedom of Speech: CHHS

Perception Items

- Items asked each for CSU and Department/Unit

  – 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 **+, ++**

CHHS Perceptions of CSU

Strongly Agree

5

3.89 — Men (n=41)
3.78 — Women (n=165)
3.87 — Non-minoritized (n=182)
3.32 — Minoritized (n=30)
3.79 — Admin Pro (n=87)
3.67 — Faculty (n=105)
4.06 — SC (n=15)

4

3

2

1

Strongly Disagree

Men (n=41)
Women (n=165)
Non-minoritized (n=182)
Minoritized (n=30)
Admin Pro (n=87)
Faculty (n=105)
SC (n=15)

Gender   Minoritized Status   Employee Type

······ CSU Overall   ······ HHS Overall

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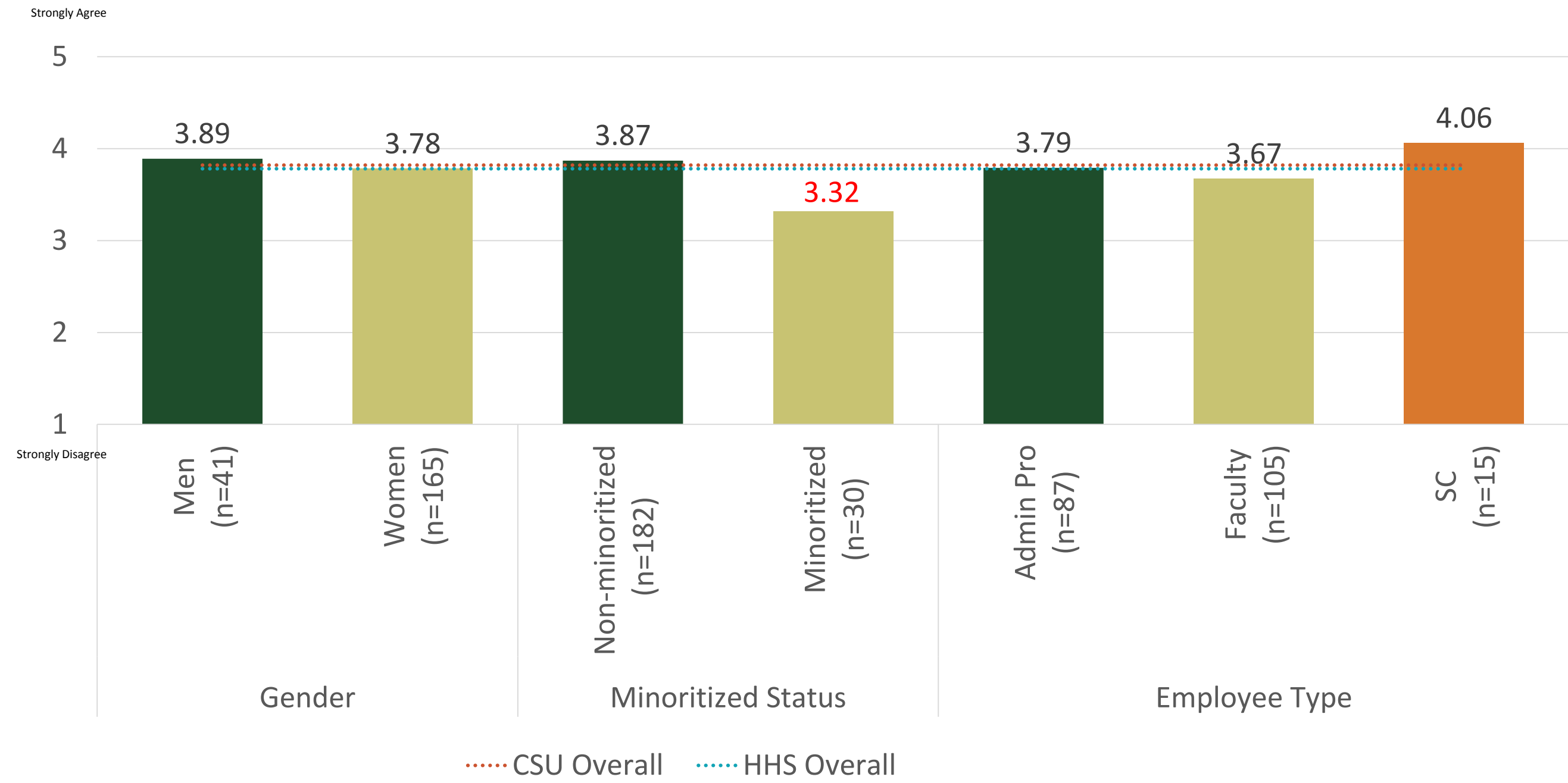
CHHS Perceptions of Department

Strongly Agree

Strongly Disagree

3.95		
3.68	3.74	
	3.43	
	3.60	3.75	3.81

Men (n=41)
Women (n=165)
Non-minoritized (n=182)
Minoritized (n=30)
Admin Pro (n=87)
Faculty (n=105)
SC (n=15)

Gender
Minoritized Status
Employee Type

······ CSU Overall   ······ HHS Overall

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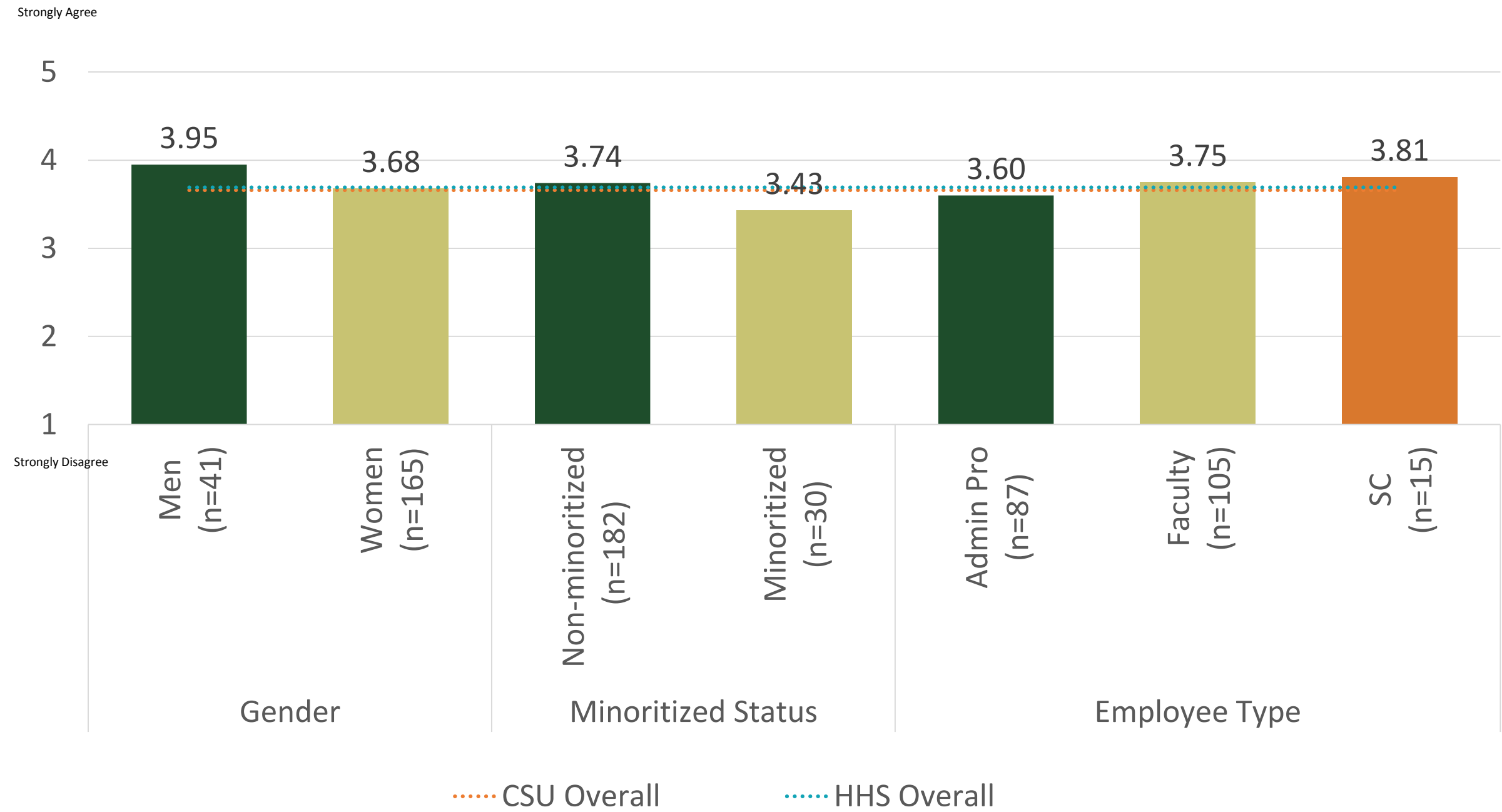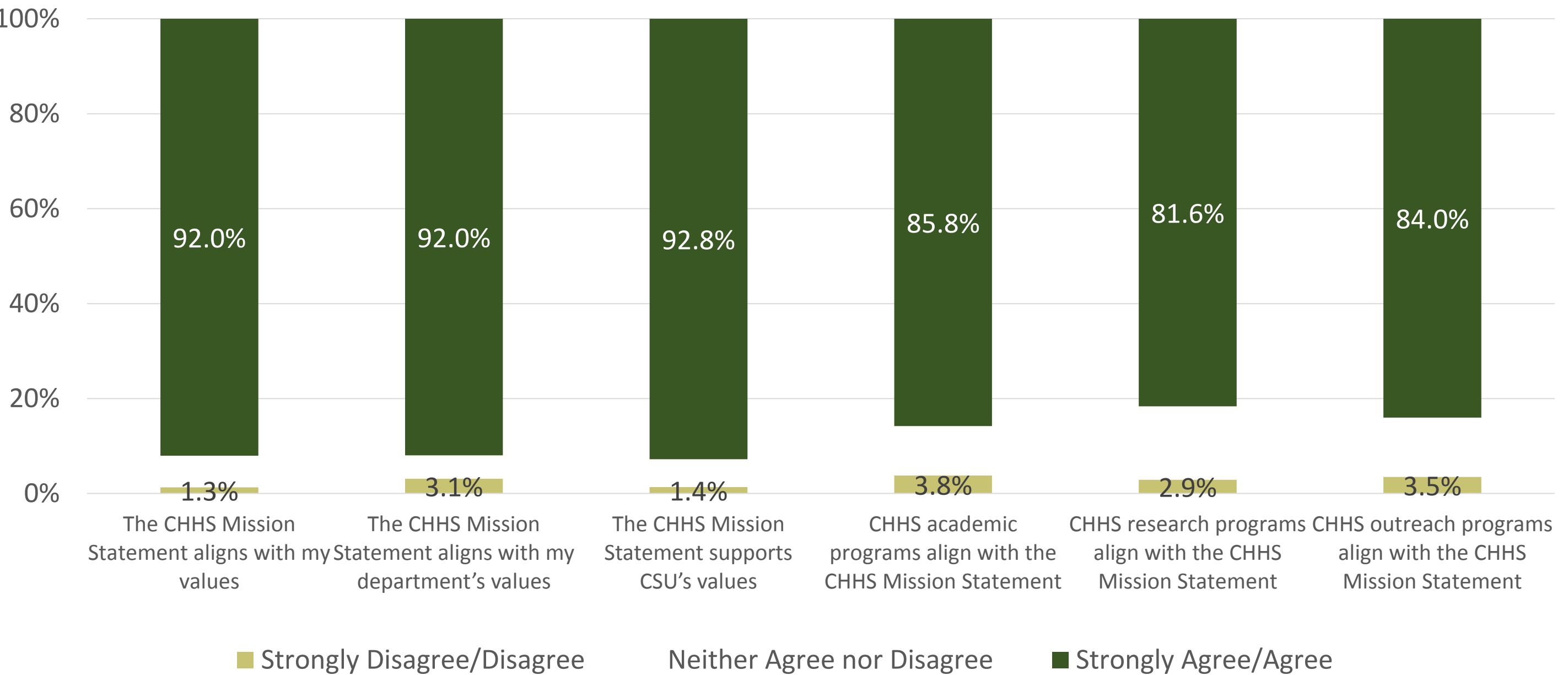
Which values would you like to see CHHS improve on?

	#	%
Teamwork and collaboration	81	32.7%
Diversity	76	30.6%
Accountability	53	21.4%
Community engagement	50	20.2%
Respect	46	18.5%
Student centricity	33	13.3%
Creativity and discovery	30	12.1%
Innovation	29	11.7%
Excellence	25	10.1%
Entrepreneurship	22	8.9%
Other (specify):		
Top write-ins Transparency (3), Equity (4)	22	8.9%
	248	

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%
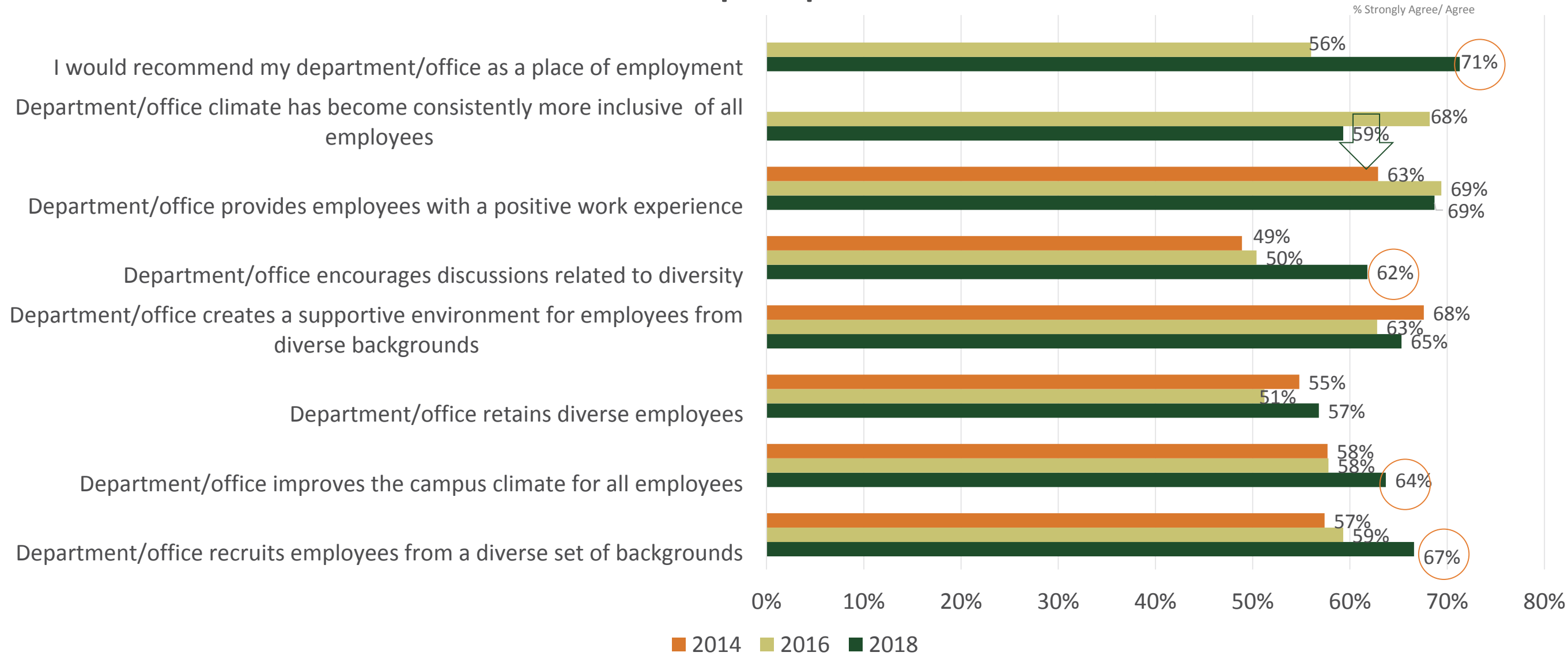- 2018: 75%

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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- Perceived Discriminatory Attitudes in CHHS
  - 39% Job title (CSU: 31%) and Employment Classification (CSU: 29%)
  - Gender (12%), Age (12%), Race or color (9%), Gender identity and expression (5%)

- Top 3 Work Stressors in CHHS
  - Low salary (47%), workload (33%), work/life balance (30%)
  - Lack of growth/promotion (23%), office/department climate (22%), email overload (22%), lack of budget/funding/resources (16%)

Three words to describe CHHS culture

Key Findings for CHHS

- Respondents in CHHS had more favorable perceptions compared to the average CSU respondent

  – Significantly so for College/Division Leadership, Sense of Belonging, Department/Unit Culture, Department/Unit Diversity Culture, and items related to respect

- CHHS only had three items with lower perceptions than the CSU average

  – Retains diverse employees for both CSU and department perceptions

  – CSU creates a supportive environment for employees from a diverse background

    • Additionally, minoritized respondents had significantly lower responses for this item compared to non-minoritized

Key Findings for CHHS

- CHHS respondents from a minoritized race/ethnicity had less favorable perceptions than the average CHHS respondent in some areas
  - Favoritism, Department/Unit Diversity Culture, CSU Perceptions

- Over 92% of respondents agreed the CHHS mission supports their values, their department's values, and CSU's values

- Over thirty percent of respondents in CHHS would like to see CHHS improve on the values of teamwork and diversity and a fifth on community engagement and accountability

More Information

Please visit VPD's 2018 Employee Climate Survey Website:
https://diversity.colostate.edu/2018-employee-climate-survey/

- Download CSU Report

- Download HHS Report

- Download Employee Type Report

- Coming Soon:
  - Special division reports
  - 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/