2018 Employee Climate Survey

Presentation for the Division of Operations

Assessment Group for Diversity Issues

6.10.19

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
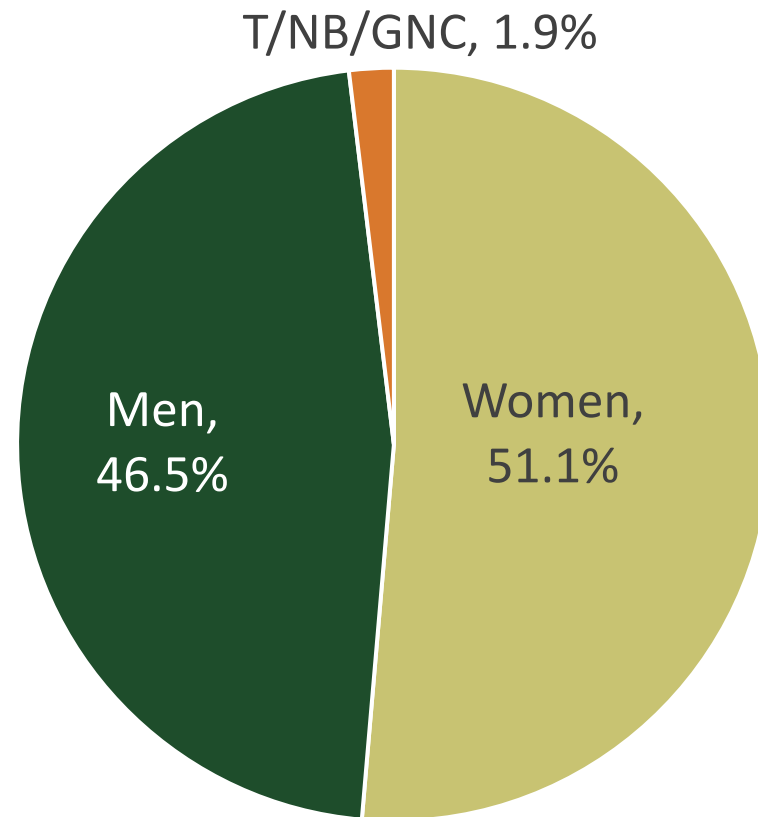 - Emails sent by deans and vice presidents

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%

Division Response Rates

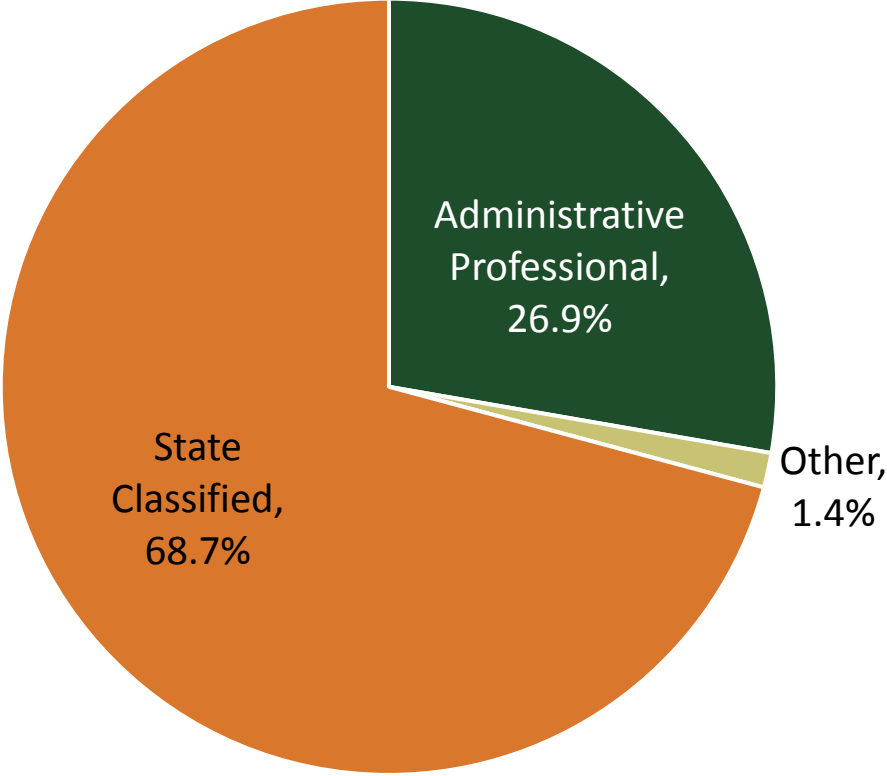| Division	Response Rate
Enrollment and Access	83.9%
Graduate School or International Programs	80.6%
University Advancement	79.0%
Student Affairs-Health Network & Wellness Programs	70.8%
Student Affairs-All other units	68.5%
External Relations	64.9%
University Operations	63.0% (n=427)
Research	61.4%
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

T/NB/GNC, 1.9%

Men, 46.5%

Women, 51.1%

Gender

Minoritzed, 18.9%

Non-minoritized, 81.1%
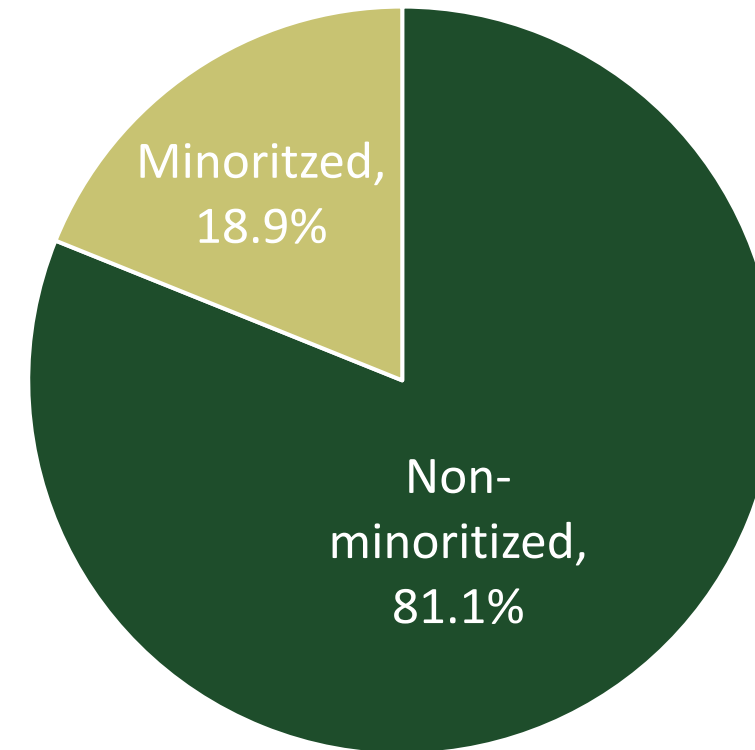
Minoritized Race/Ethnicity

Employee Characteristics

Employee Type

Procurement; Risk Mgt. & Insurance; TOD; Office of Budgets; Office of DUO; Policy & Compliance; Ombudsman, 9.0%

Parking & Transportation Services, 4.8%

Human Resources or Equal Opportunity, 9.3%

Prefer not to disclose, 5.4%

Business and Financial Services, 10.7%

Central Receiving, 3.9%

Environmental Health Services, 3.7%

Facilities Management, 53.3%

Administrative Professional, 26.9%

State Classified, 68.7%

Other, 1.4%

Unit

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

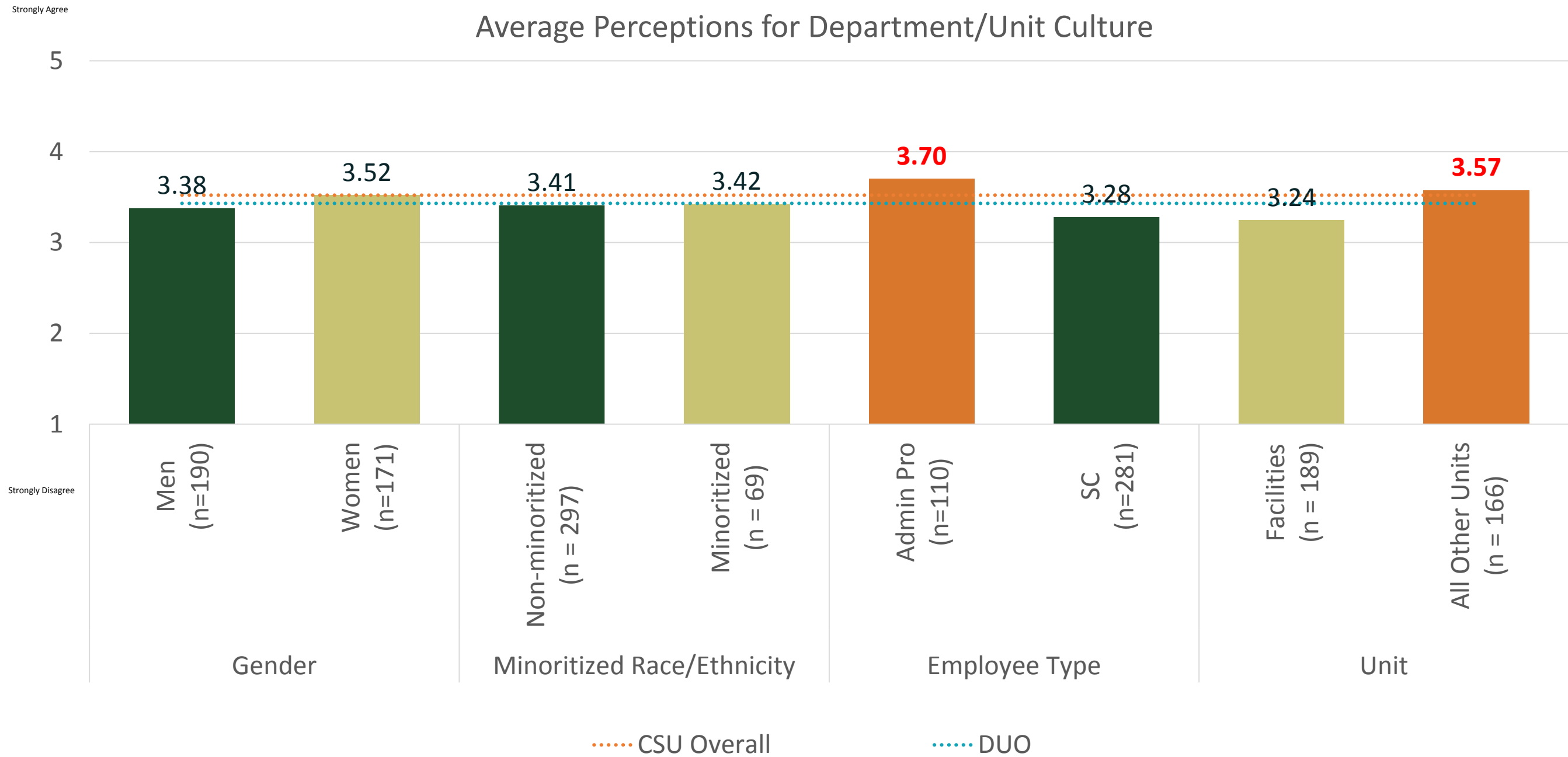Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

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   -

Univ. Operations Culture

Average Perceptions for Department/Unit Culture

Strongly Agree

5

4

| 3.38 | 3.52 | 3.41 | 3.42 | **3.70** | 3.28 | 3.24 | **3.57** |

3

2

Strongly Disagree

1

| Men (n=190) | Women (n=171) | Non-minoritized (n = 297) | Minoritized (n = 69) | Admin Pro (n=110) | SC (n=281) | Facilities (n = 189) | All Other Units (n = 166) |

| Gender | Minoritized Race/Ethnicity | Employee Type | Unit |

······ CSU Overall   ······ DUO
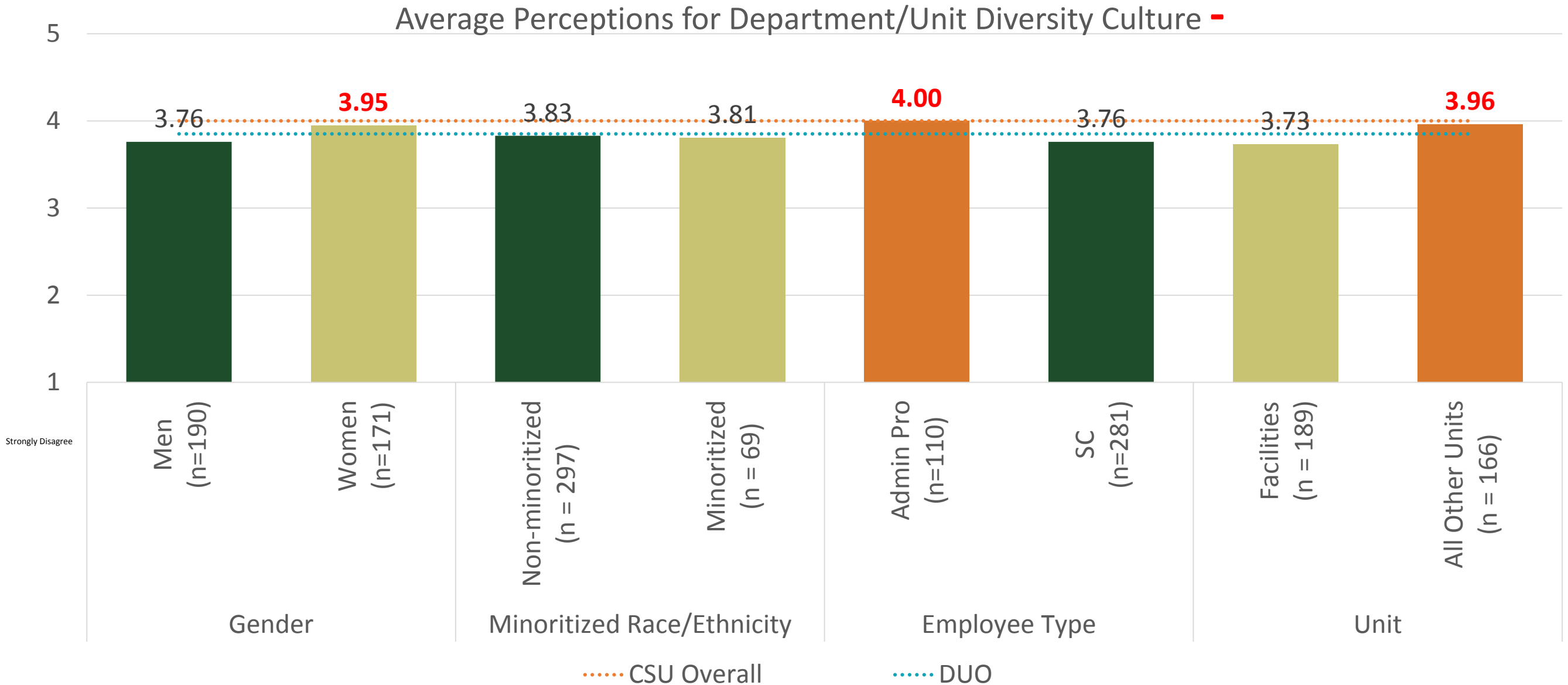
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Culture Items

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 -

Univ. Operations Culture

Average Perceptions for Department/Unit Diversity Culture ▬

Strongly Agree

3.76	**3.95**	3.83	3.81	**4.00**	3.76	3.73	**3.96**

Men (n=190) | Women (n=171) | Non-minoritized (n = 297) | Minoritized (n = 69) | Admin Pro (n=110) | SC (n=281) | Facilities (n = 189) | All Other Units (n = 166)

Gender | Minoritized Race/Ethnicity | Employee Type | Unit

Strongly Disagree

····· CSU Overall   ····· DUO
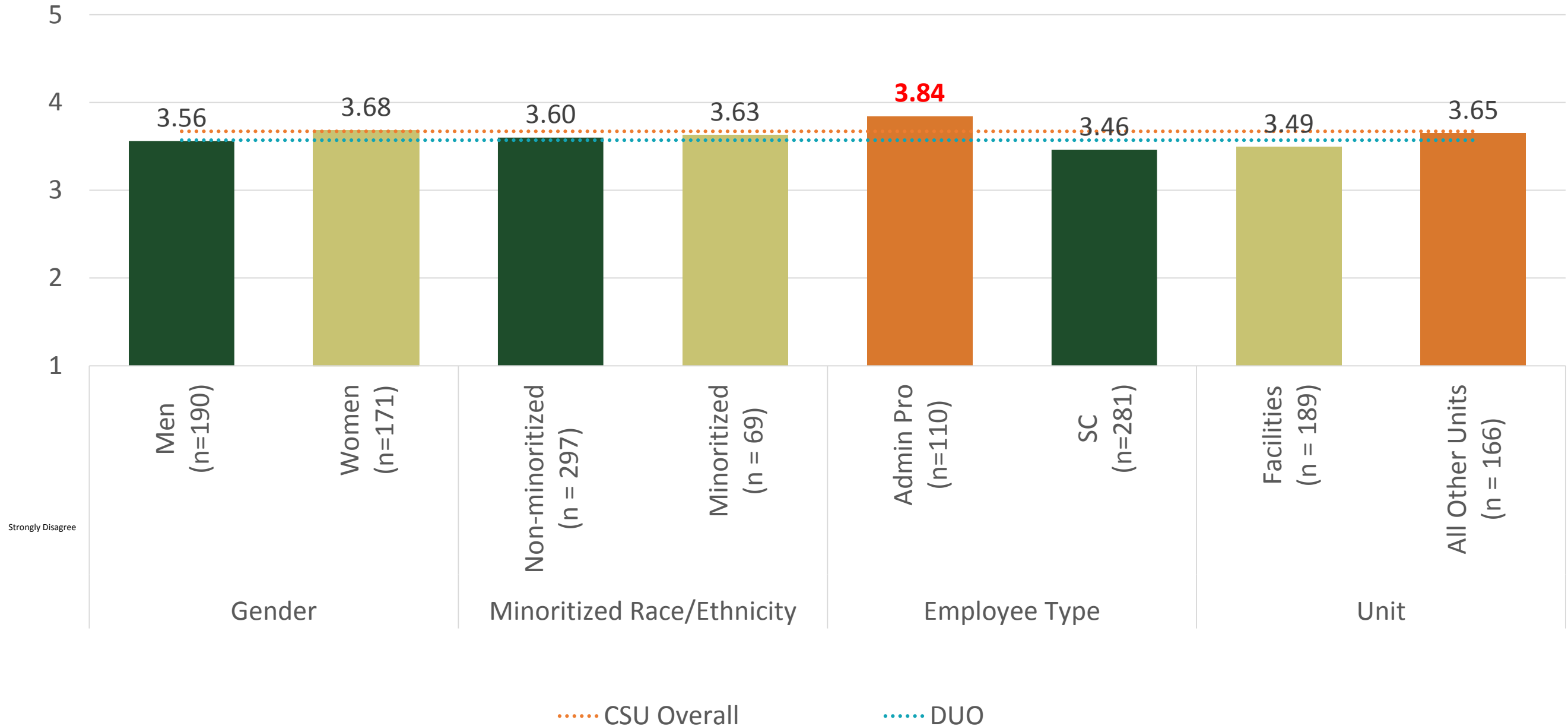
Colorado State University

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

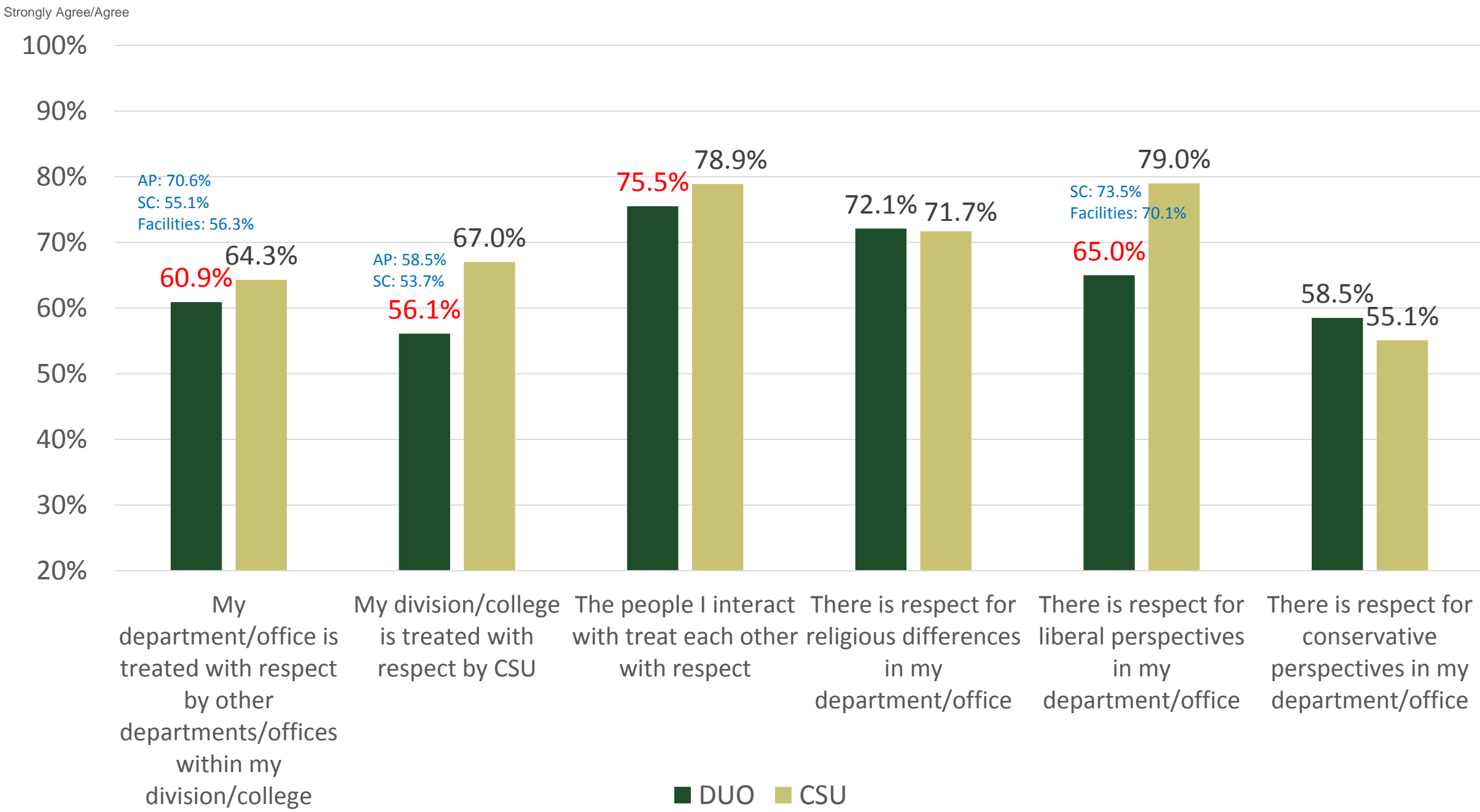- I feel a strong sense of belonging to my department/unit

Colorado State University

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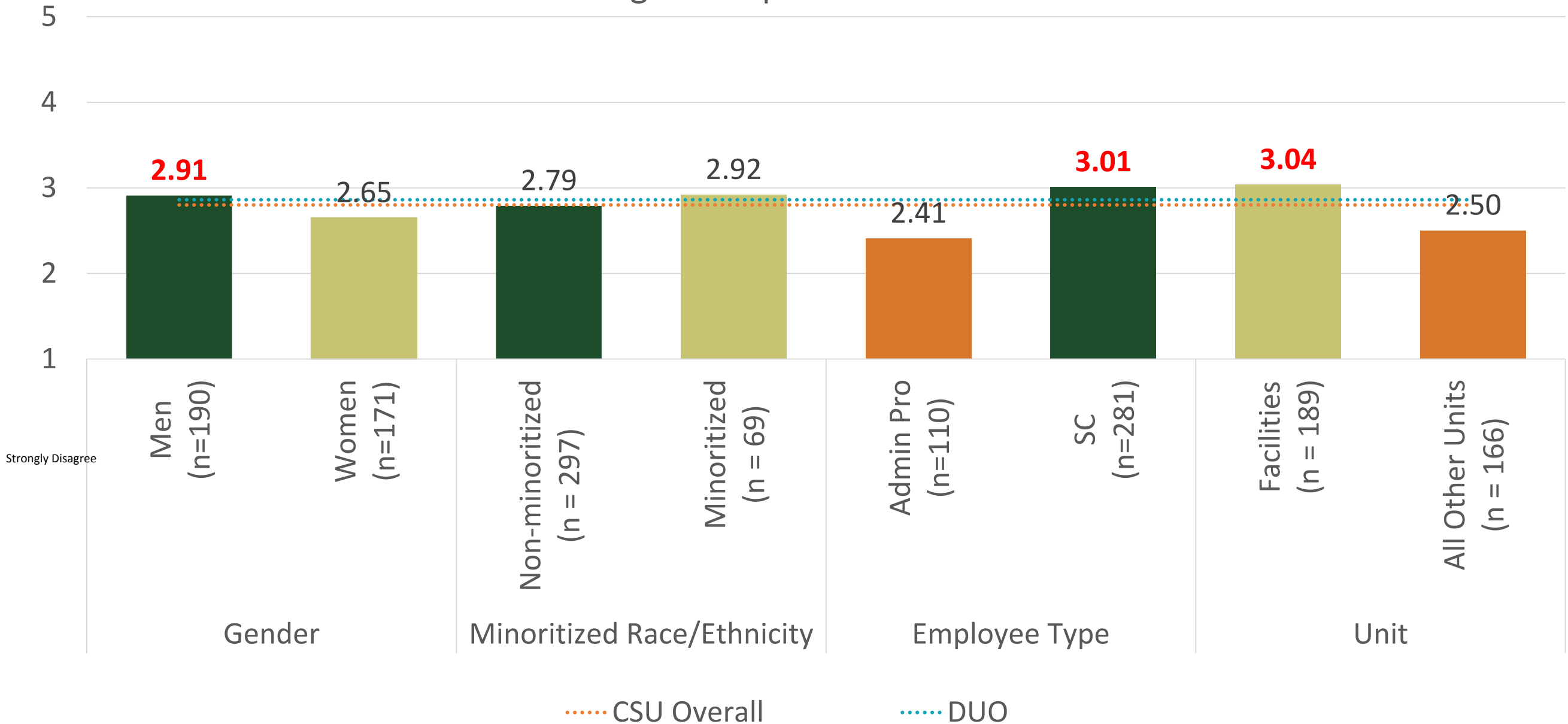
- Favoritism plays a role in who gets <u>promoted</u> in my department/office

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

Univ. Operations Favoritism

Average Perceptions for Favoritism

Strongly Agree

5

4

2.91   2.65   2.79   2.92   2.41   **3.01**   **3.04**   2.50

3

2

1

Strongly Disagree

Men (n=190) | Women (n=171) | Non-minoritized (n = 297) | Minoritized (n = 69) | Admin Pro (n=110) | SC (n=281) | Facilities (n = 189) | All Other Units (n = 166)

Gender   Minoritized Race/Ethnicity   Employee Type   Unit

······· CSU Overall   ······· DUO

Colorado State University

Leadership and Accountability Items

- Items asked each for Division and Unit

	Division	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	-	

Univ. Operations Leadership & Accountability

Average Perceptions for
Division Leadership's Accountability

Strongly Agree

Strongly Disagree

Gender		Minoritized Race/Ethnicity		Employee Type		Unit	
Men (n=190)	Women (n=171)	Non-minoritized (n = 297)	Minoritized (n = 69)	Admin Pro (n=110)	SC (n=281)	Facilities (n = 189)	All Other Units (n = 166)
3.19	3.30	3.21	3.30	**3.45**	3.11	3.11	3.33

······ CSU Overall   ······ DUO

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Univ. Operations Leadership & Accountability

Strongly Agree

Average Perceptions for
Unit Leadership's Accountability

Strongly Disagree

CSU Overall	DUO
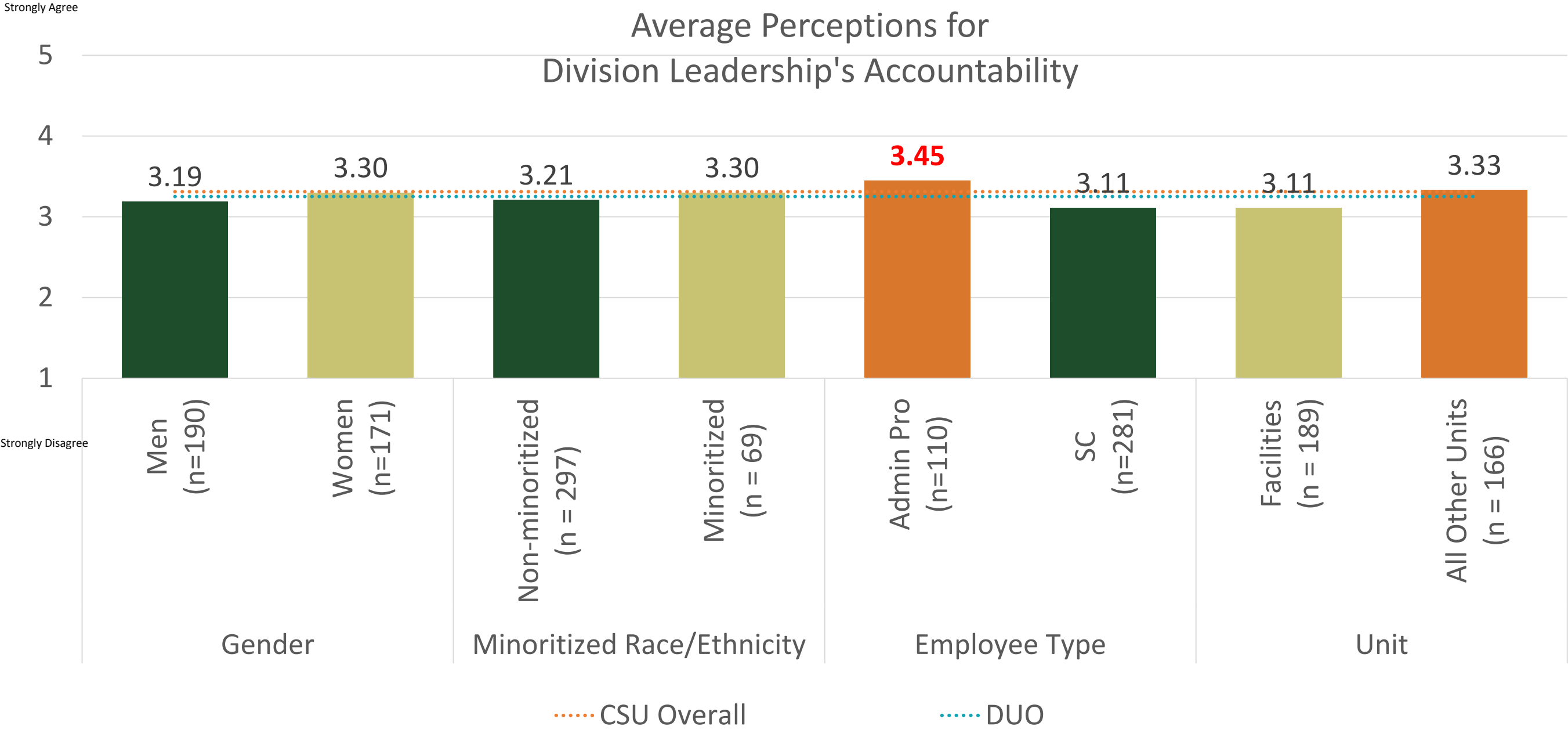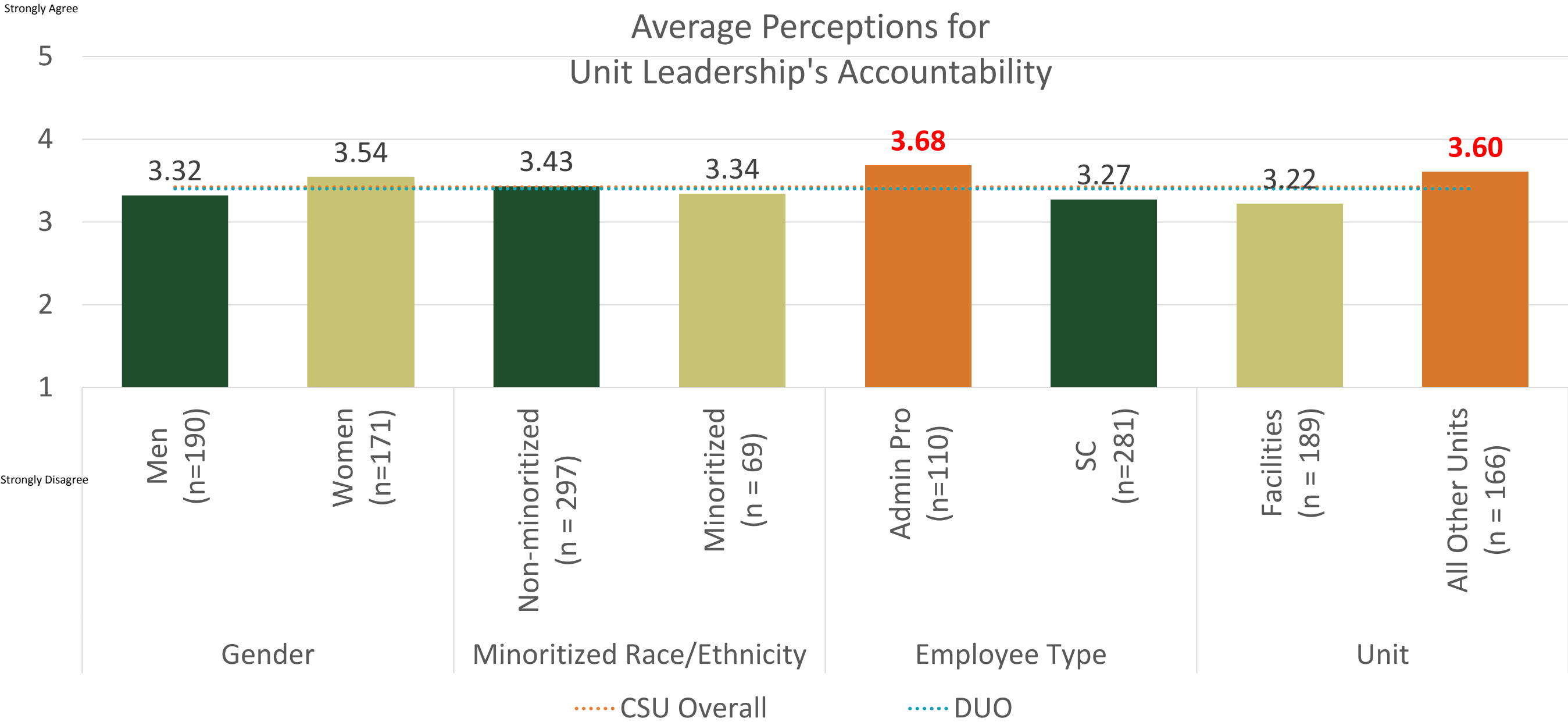
Percentage of respondents who indicated misconduct in their division

Misconduct

	Minoritized: 32.8%	
Men: 30.5%	
SC: 32.4%	

Facilities: 16.7%
Non-Minoritized: 15%
Men: 13.9%

Minoritized: 14.9%
AP: 13.9%

Facilities and SC: 2.5%
Minoritized: 2.9%
Men: 2.1%

29.0%

24.1%

12.3%
10.3%

11.6%

2.8% 2.8%

2.8%
1.3%

1.9%
0.2%

5.1%

Sexual Harassment   Sexual Misconduct   Bullying   Bias   Physical Assault   Verbal Assault

■ DUO   ■ CSU

30%

20%

10%

0%

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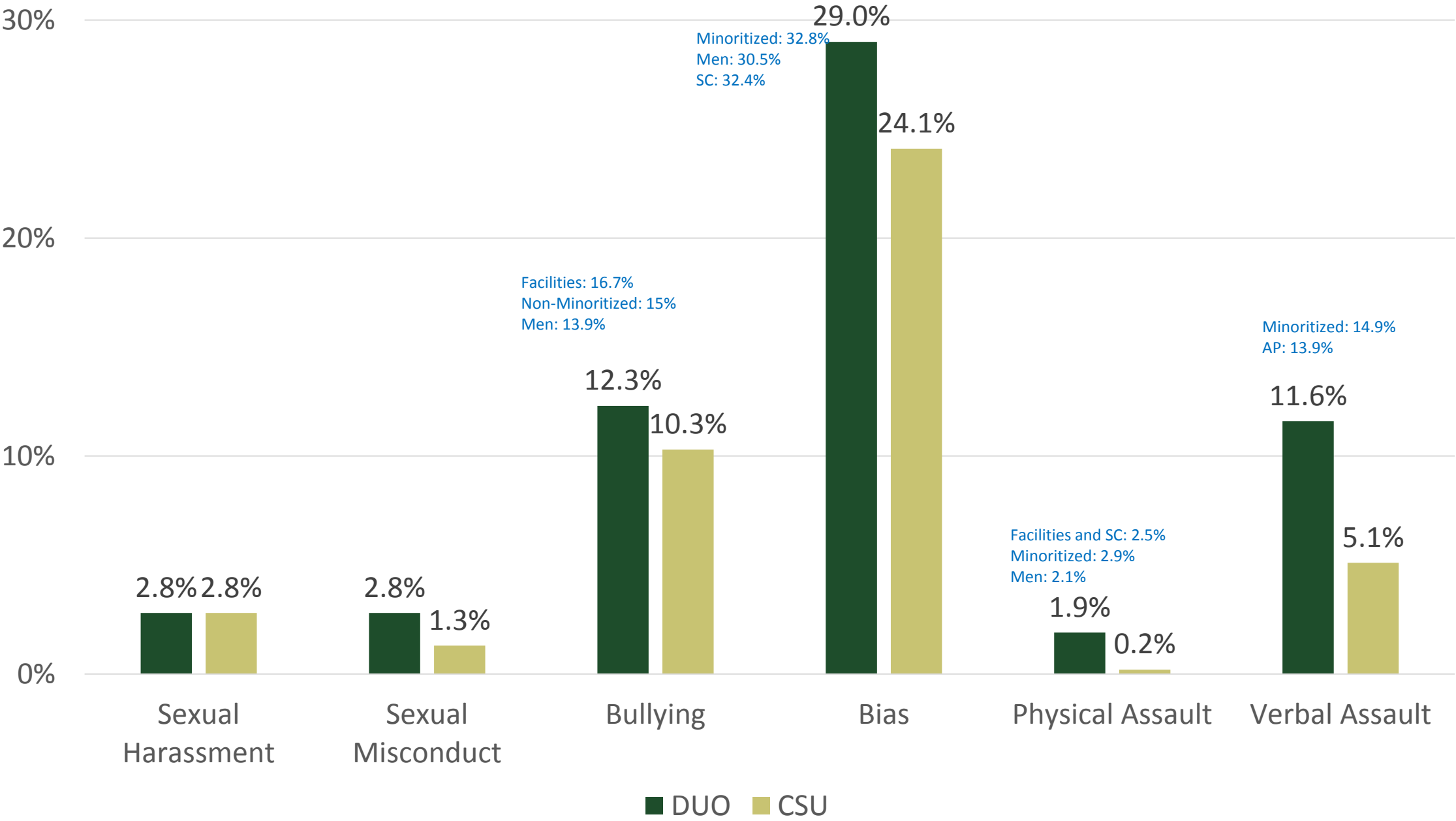
Percentage of respondents who indicated they would avoid people because of misconduct
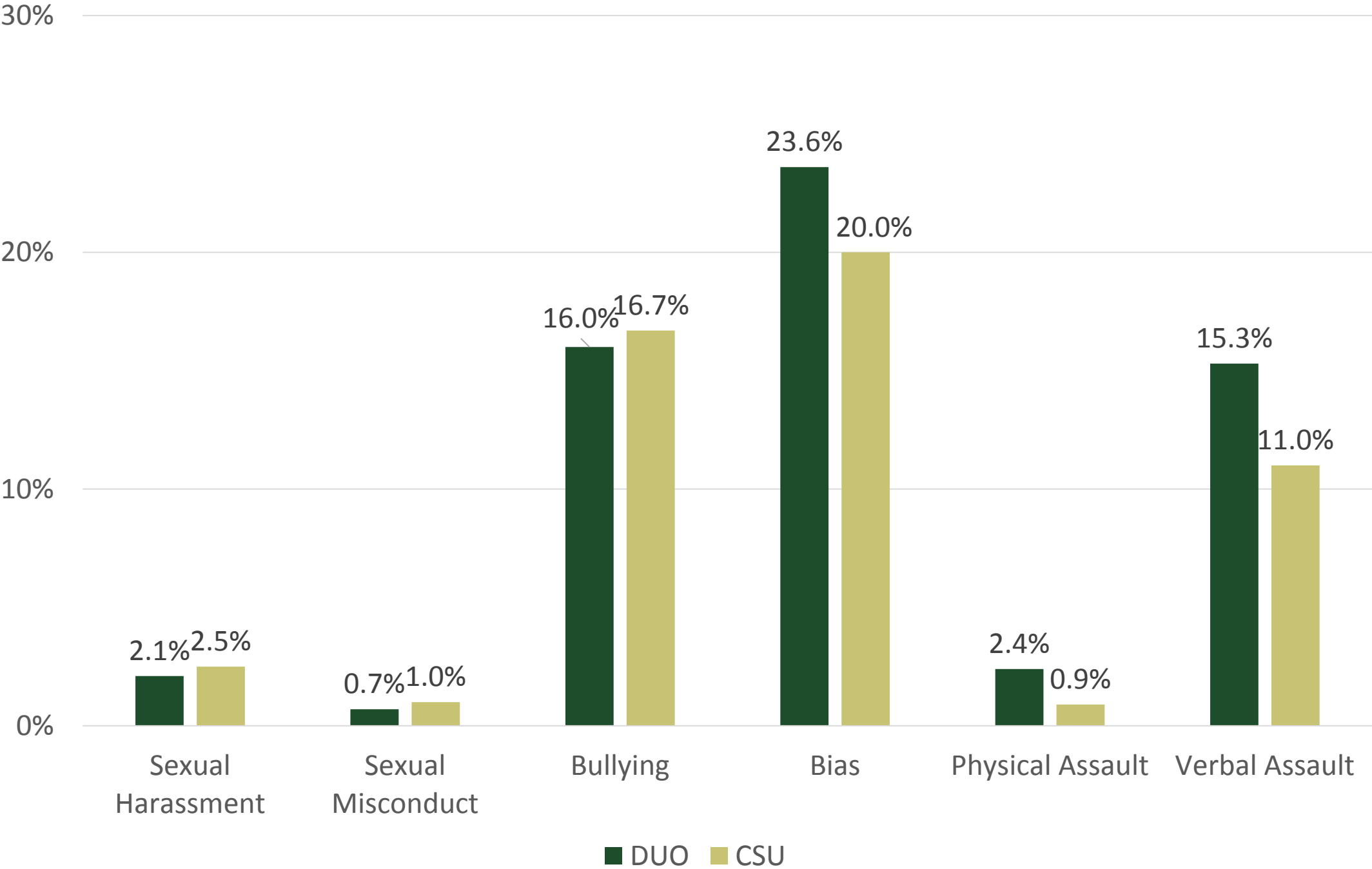
Misconduct

There are people I avoid because of _____

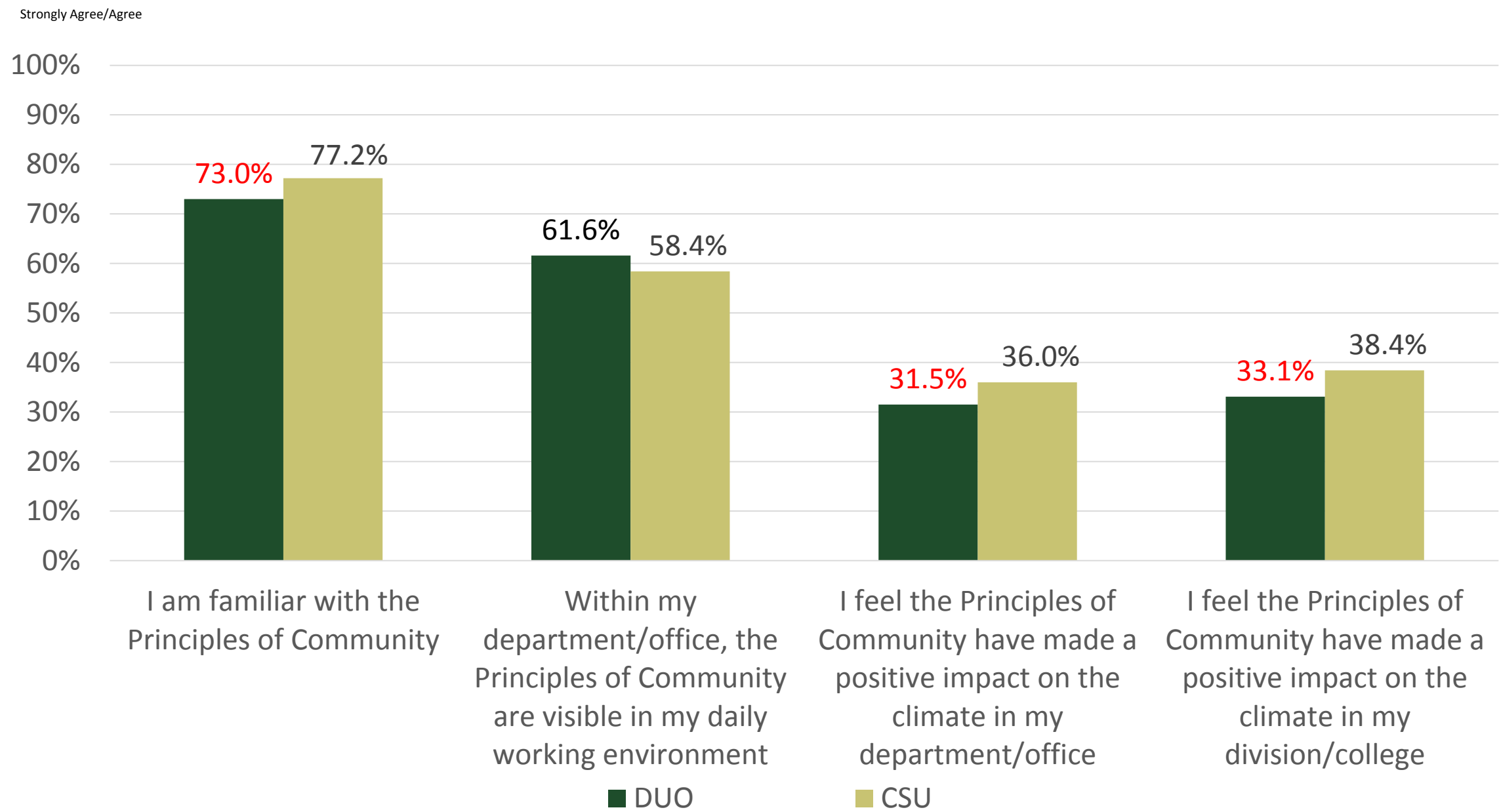|	Sexual Harassment	Sexual Misconduct	Bullying	Bias	Physical Assault	Verbal Assault
DUO	2.1%	0.7%	16.0%	23.6%	2.4%	15.3%
CSU	2.5%	1.0%	16.7%	20.0%	0.9%	11.0%

■ DUO ■ CSU

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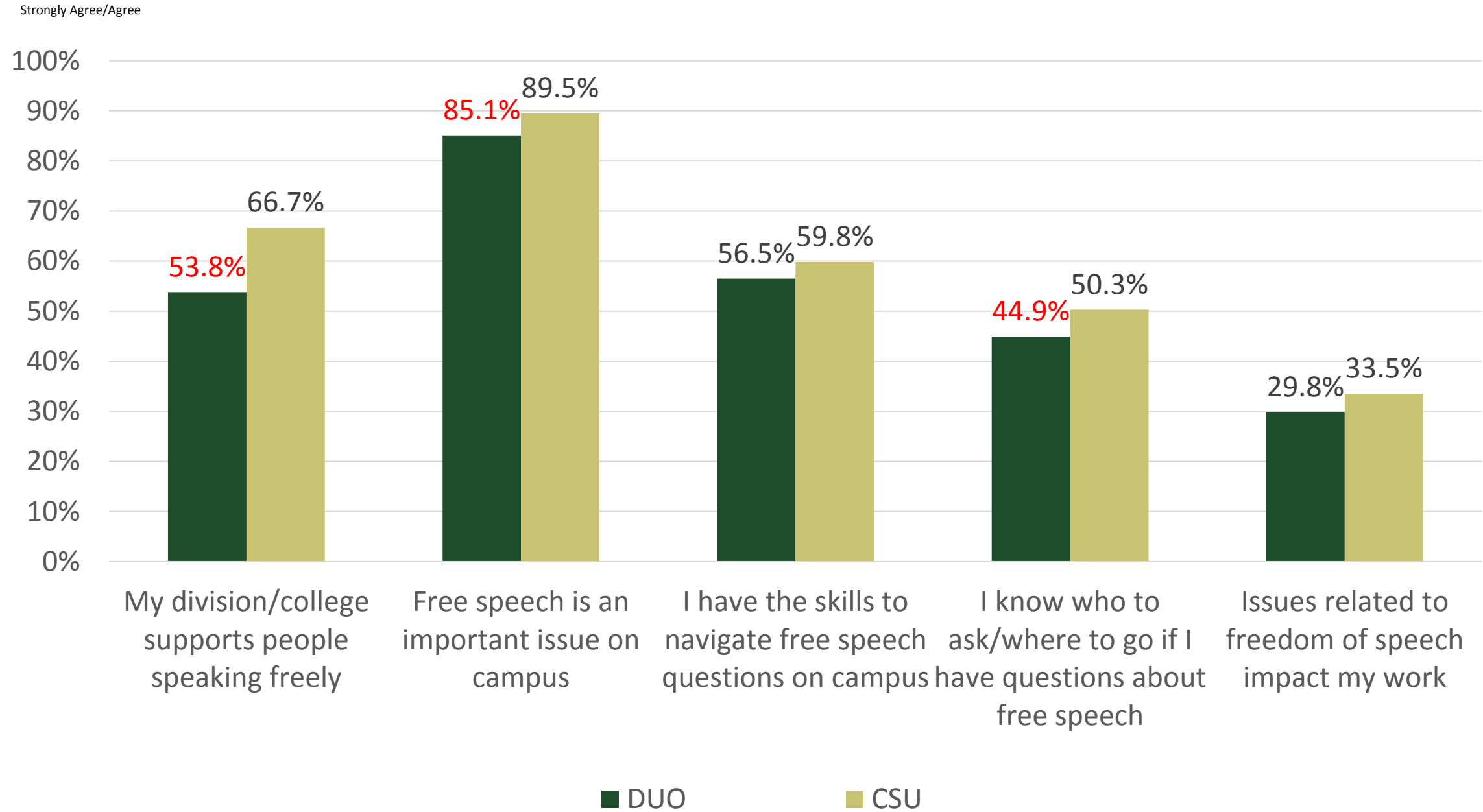Percentage of respondent agreement to items related to perceptions of bias incidents
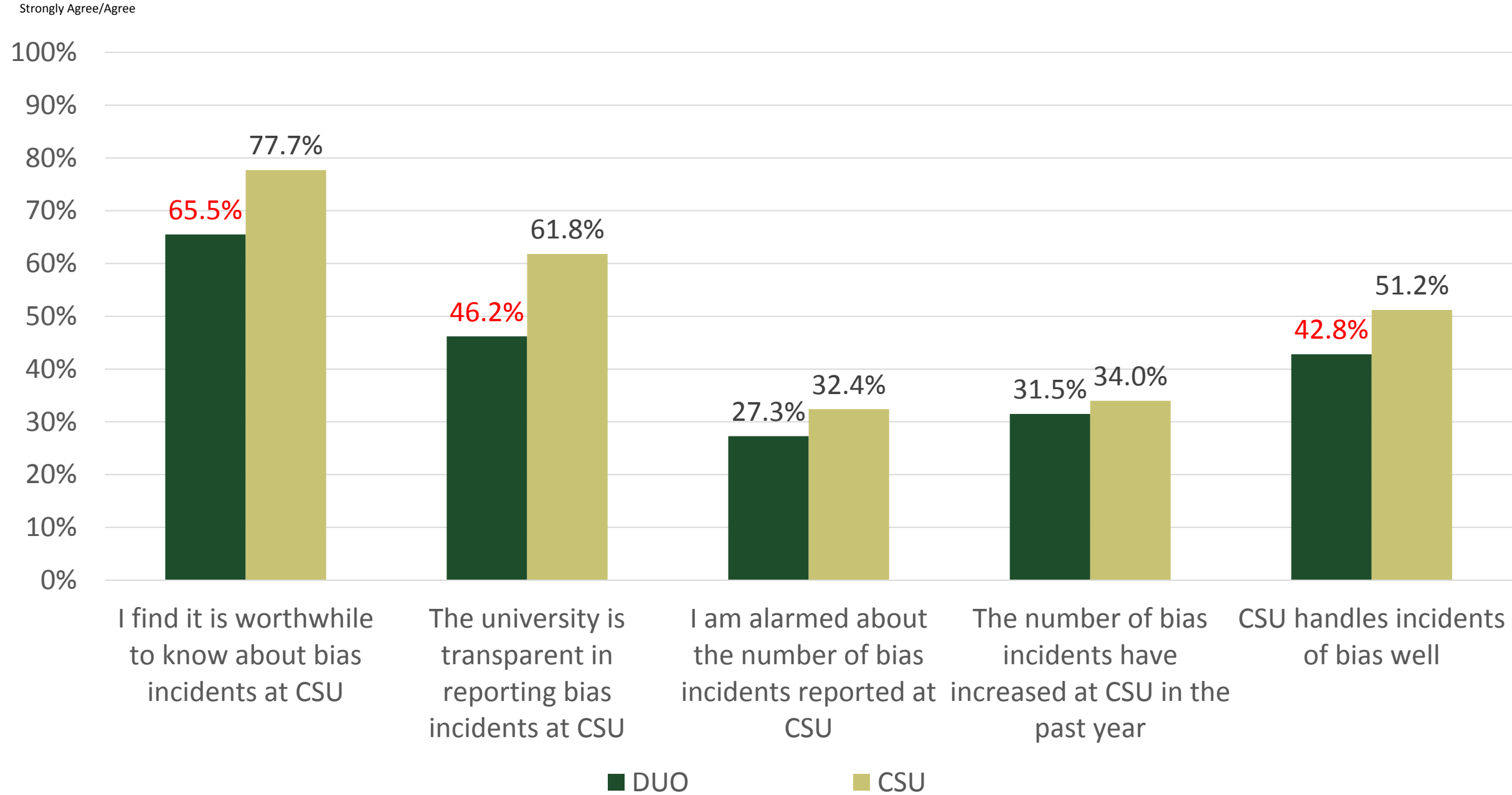
Bias

Percentage of respondent agreement to items related to Principles of Community

Principles of Community

Strongly Agree/Agree

	I am familiar with the Principles of Community	Within my department/office, the Principles of Community are visible in my daily working environment	I feel the Principles of Community have made a positive impact on the climate in my department/office	I feel the Principles of Community have made a positive impact on the climate in my division/college
DUO	73.0%	61.6%	31.5%	33.1%
CSU	77.2%	58.4%	36.0%	38.4%

Percentage of respondent agreement to items related to 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	-	-

Univ. Operations Perceptions
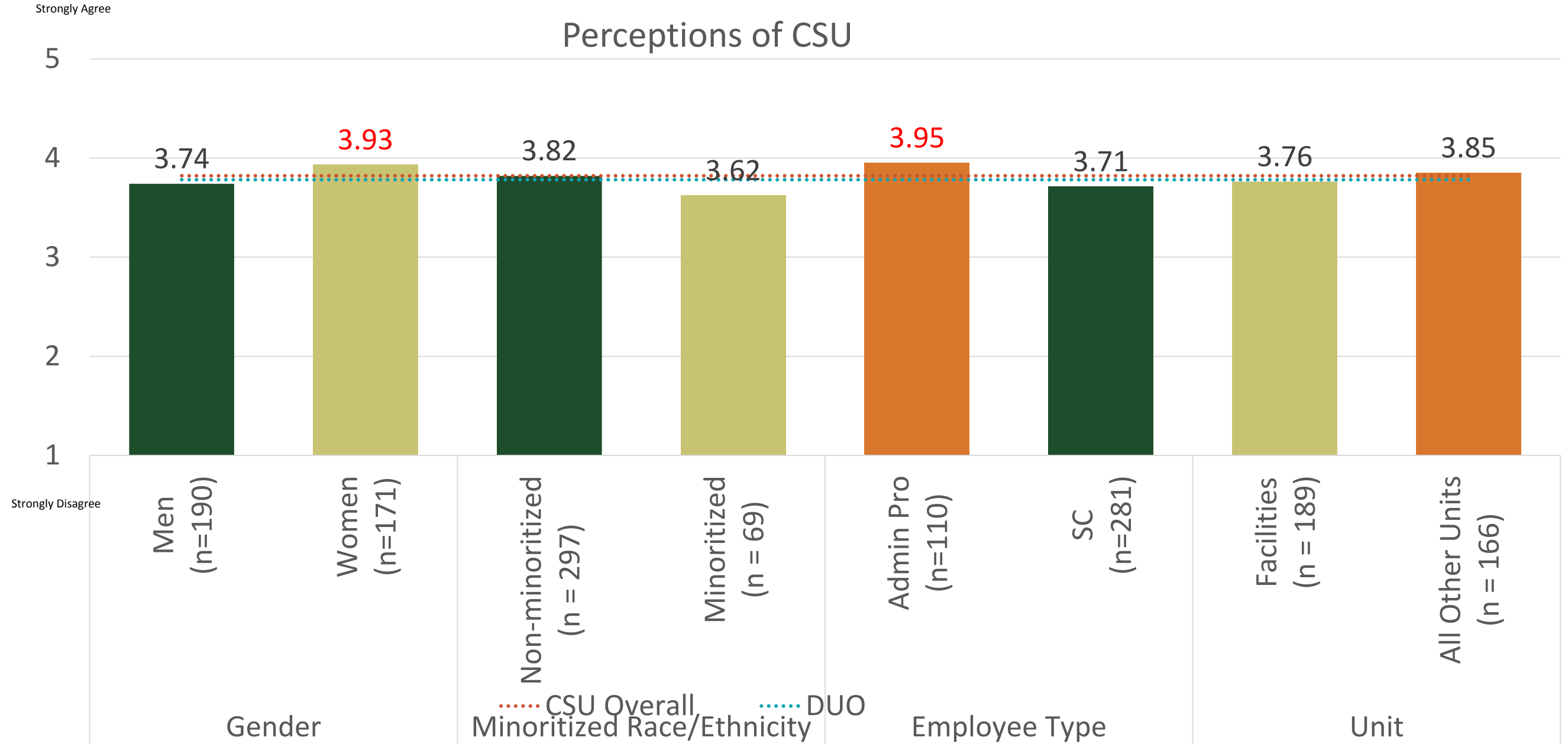
Perceptions of CSU

Univ. Operations Perceptions

Perceptions of Department/Unit

Strongly Agree

Strongly Disagree

Gender		Minoritized Race/Ethnicity		Employee Type		Unit	
Men (n=190)	Women (n=171)	Non-minoritized (n = 297)	Minoritized (n = 69)	Admin Pro (n=110)	SC (n=281)	Facilities (n = 189)	All Other Units (n = 166)
3.48	3.73	3.58	3.48	3.84	3.42	3.37	3.75

····· CSU Overall   ····· DUO
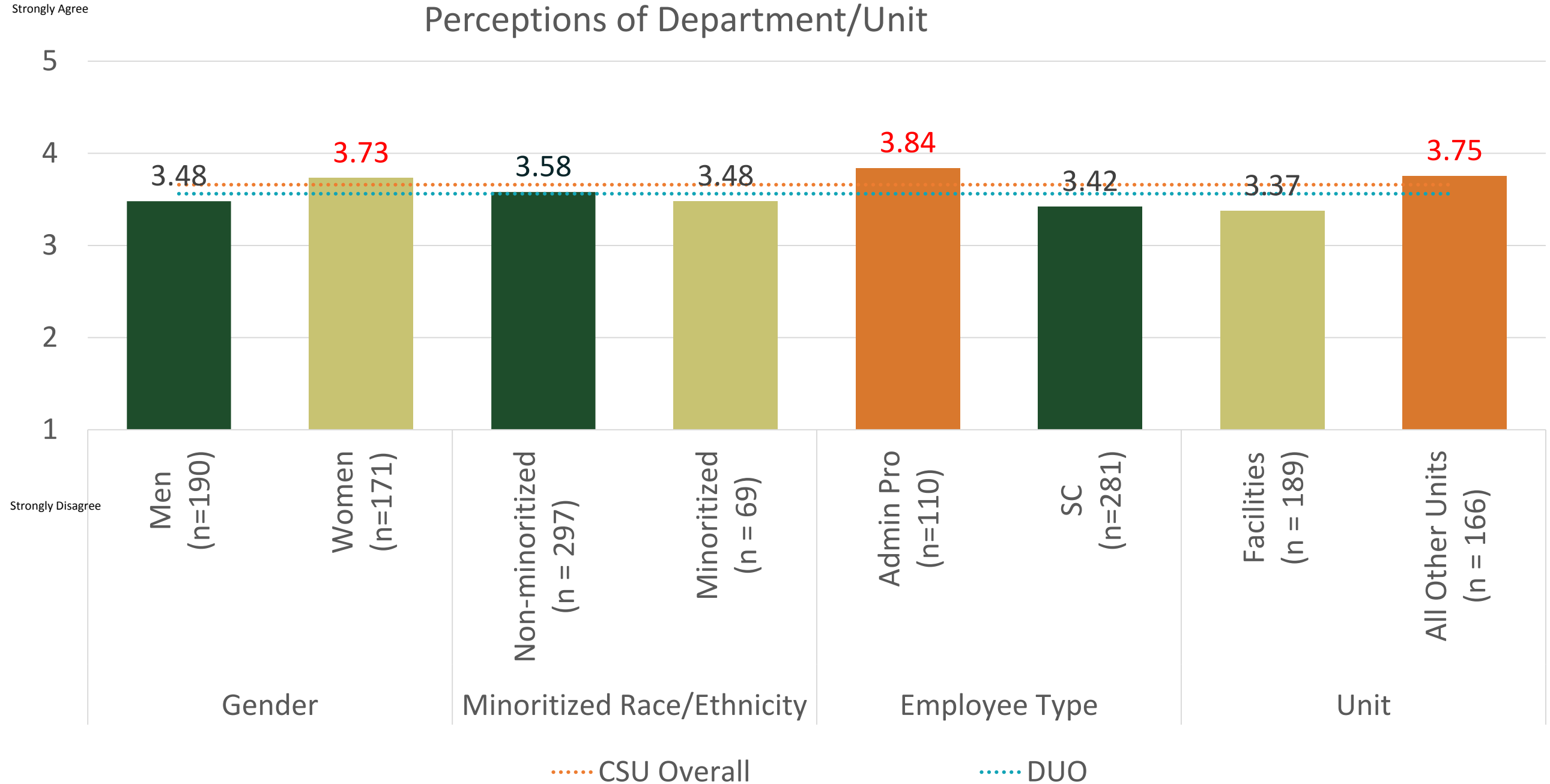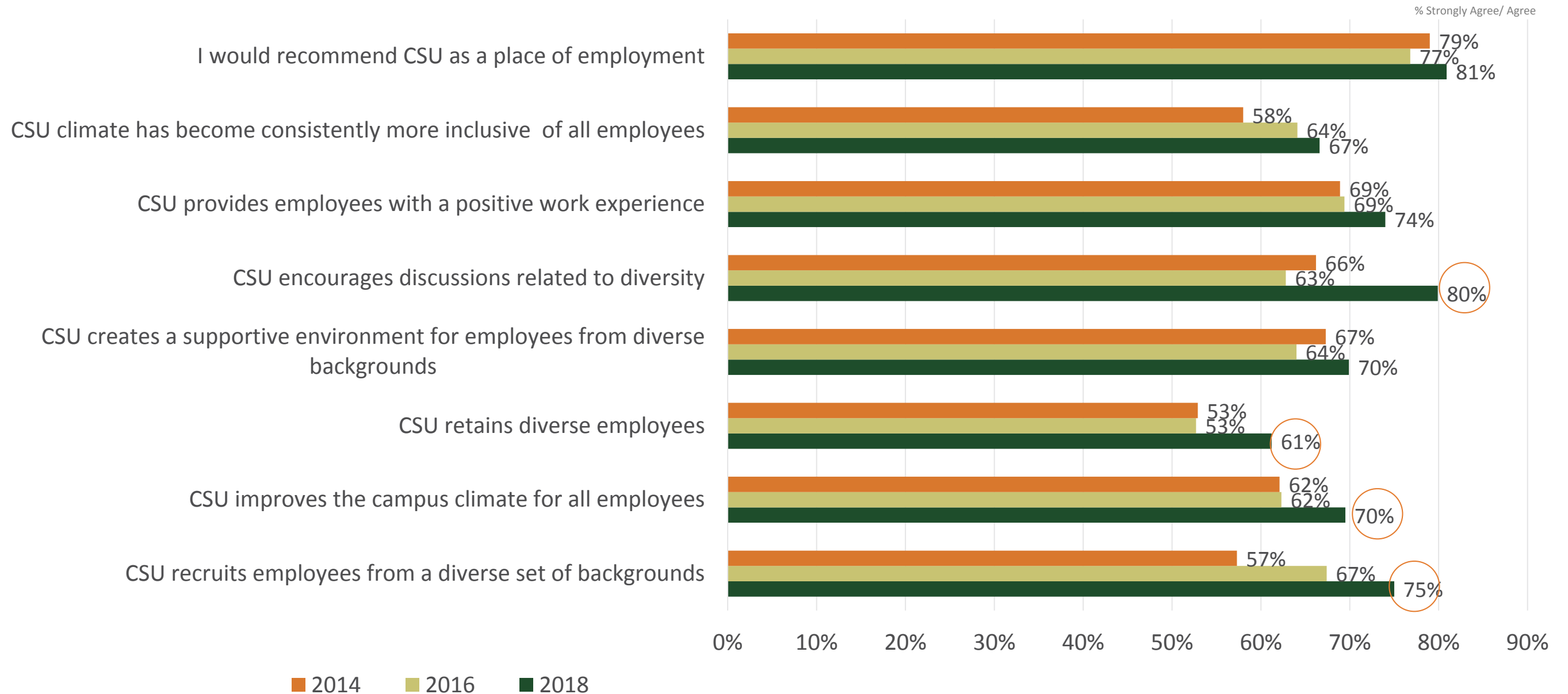
CSU Perceptions over Time

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
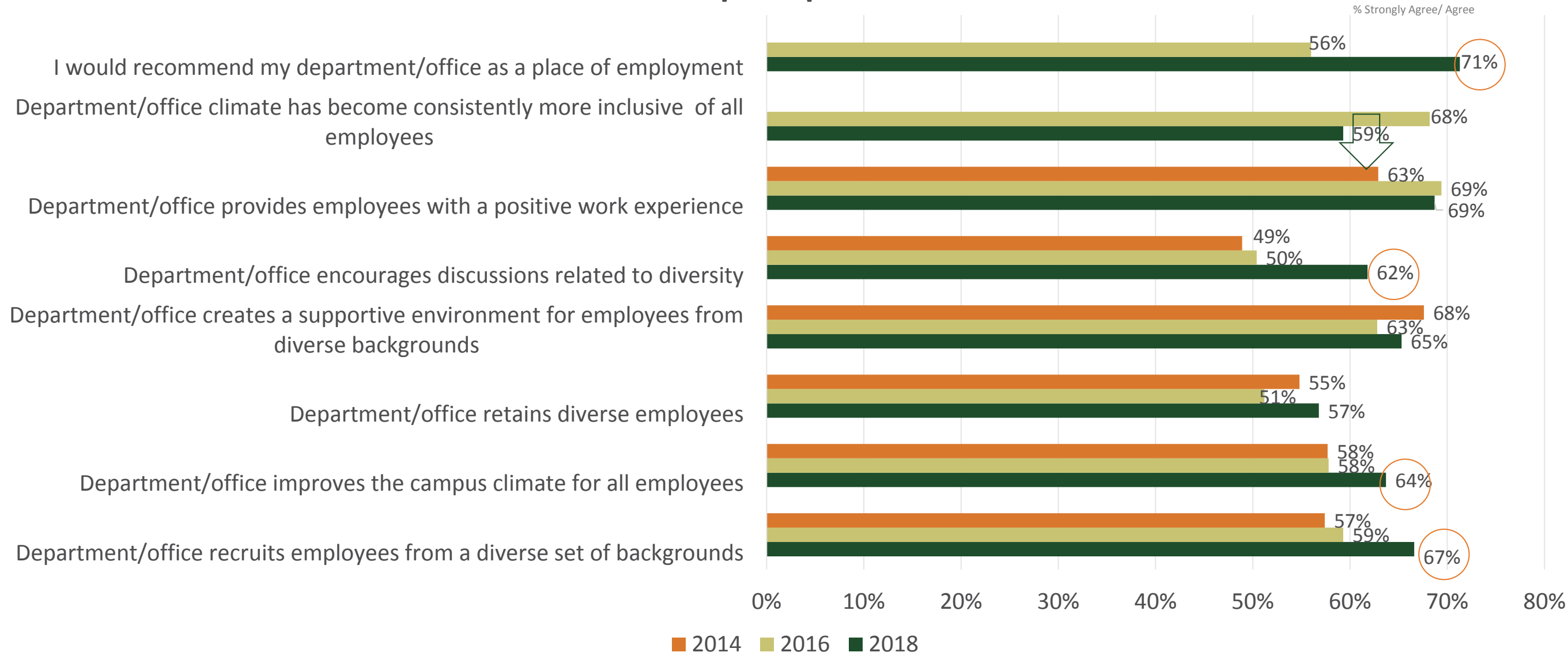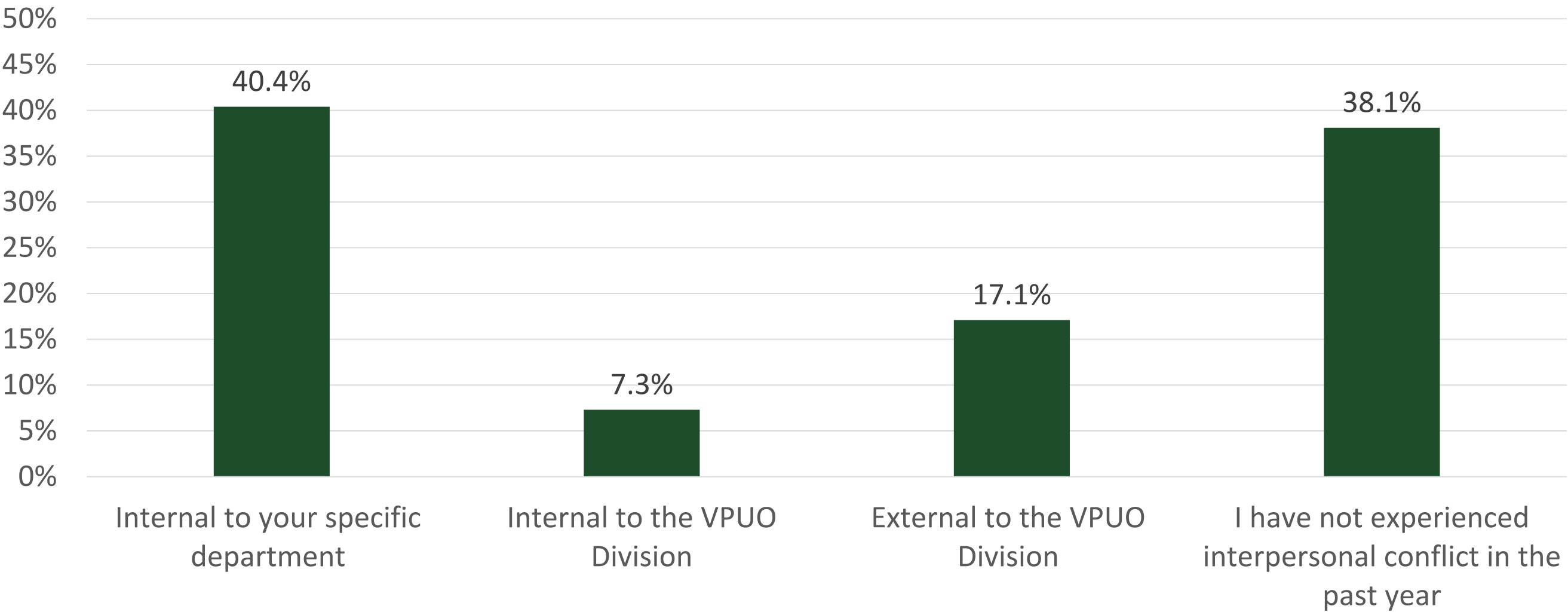- 2014: 57%
- 2016: 67%
- 2018: 75%

Legend: 2014, 2016, 2018

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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Interpersonal Conflict

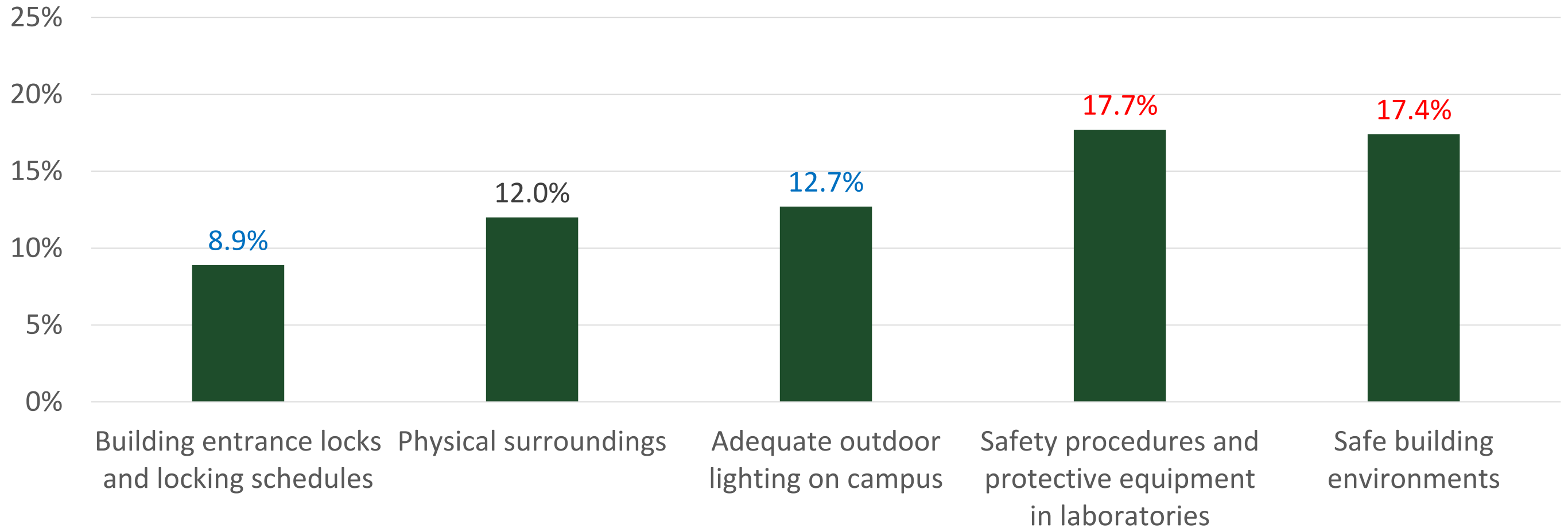Where, if anywhere, have you experienced interpersonal conflict in your job?

Safety

- 83.4% agree leadership considers a safe physical working environment to be important.
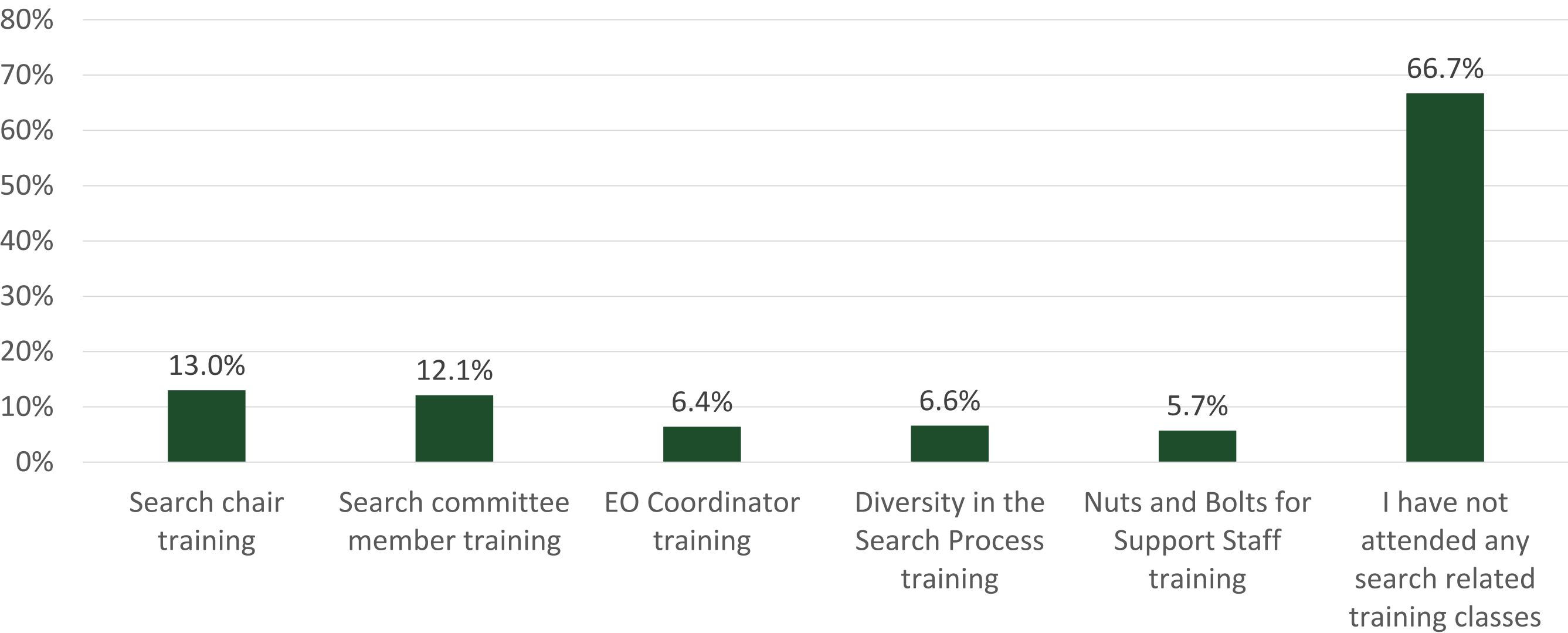
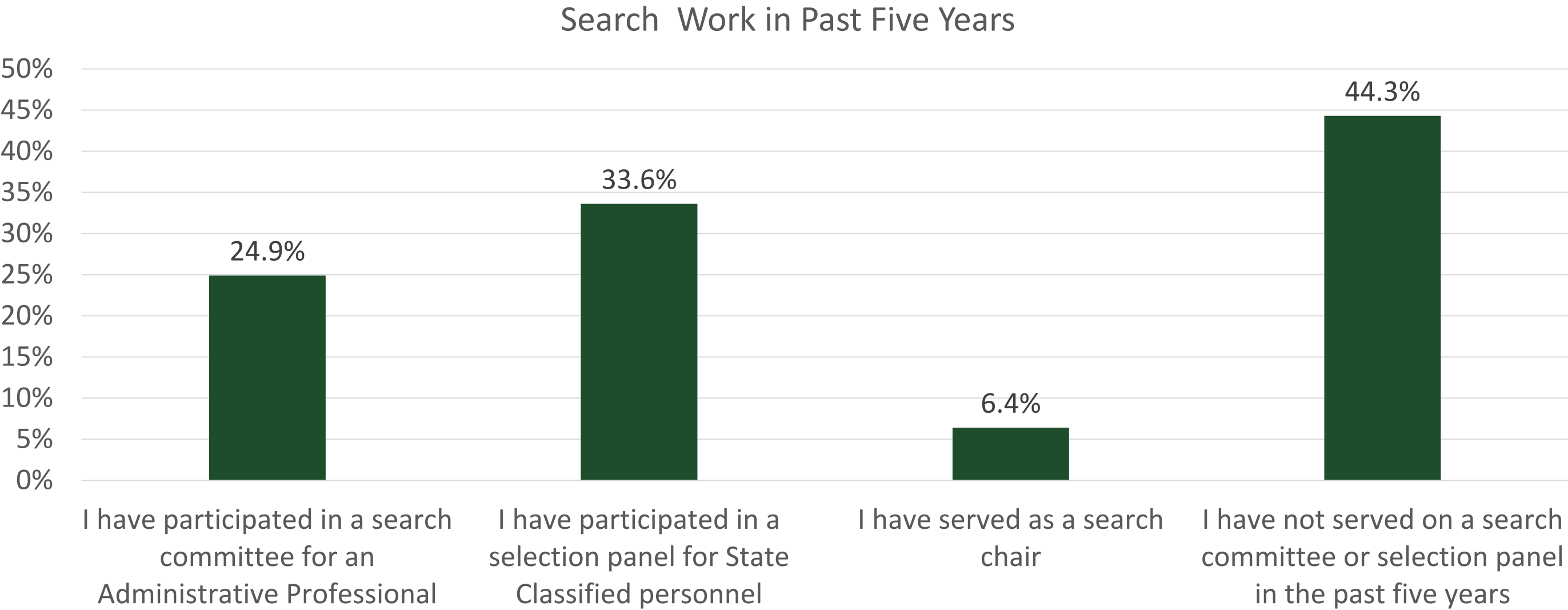% Unsafe or Very Unsafe

Red = Female higher men
Blue = SC higher than AP

OEO Classes

OEO Classes in past 5 Years

- Search chair training: 13.0%
- Search committee member training: 12.1%
- EO Coordinator training: 6.4%
- Diversity in the Search Process training: 6.6%
- Nuts and Bolts for Support Staff training: 5.7%
- I have not attended any search related training classes: 66.7%

Search Committee and Panels

Search Work in Past Five Years

Category	Percentage
I have participated in a search committee for an Administrative Professional	24.9%
I have participated in a selection panel for State Classified personnel	33.6%
I have served as a search chair	6.4%
I have not served on a search committee or selection panel in the past five years	44.3%

Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:

  - 48% indicated no discriminatory attitudes present (CSU: 36%)

  - 21.7% Job title (CSU: 31%)

  - 20% Employment classification (CSU: 29%)

  - 17.5% Political Affiliation (CSU: 20%)

  - 16% Age (CSU: 19%)

  - 10% Gender (CSU: 17%)

Work Stressors

- Top 3 Work Stressors
    - 55% Low salary (CSU: 47%)
    - 36% Lack of growth /promotion (CSU: 29%)
    - 32% Workload (CSU: 33%)
    - 21% Work/life balance (CSU: 29%)
    - 16% Duties outside my job responsibilities (CSU: 12%)

Three words to describe Univ. Operations culture
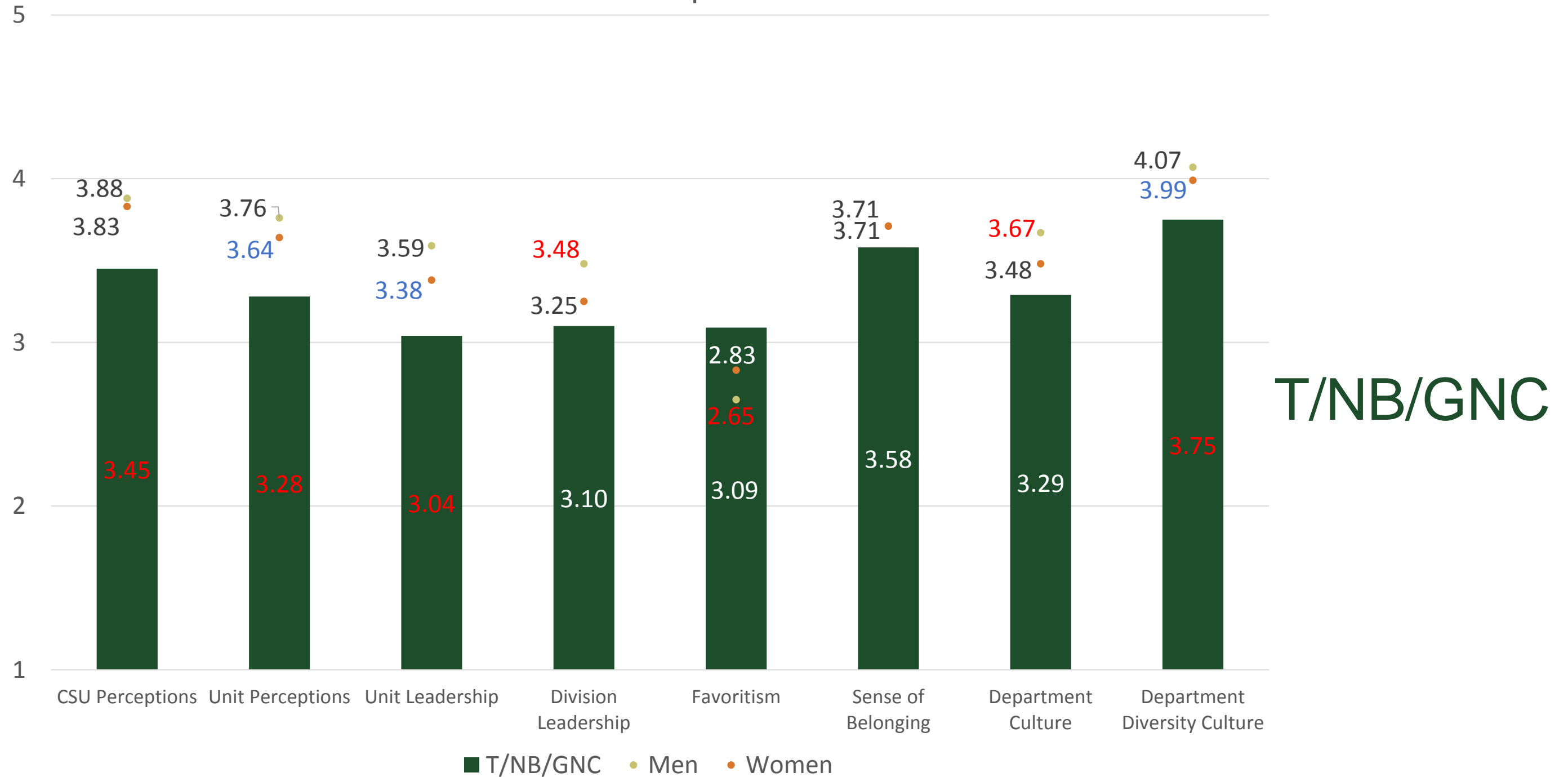
Key Findings for Univ. Operations

- University Operations had lower perceptions of their department's diversity culture compared to the average CSU respondent

  – No other factors had significant differences from the average respondent

- State Classified respondents had less favorable responses for every single factor compared to Admin Pro. respondents

- Facilities had less favorable responses for Department Culture, Diversity Culture, Department Leadership, Department Perceptions, and Favoritism compared to other DUO respondents

  – No difference between Sense of Belonging, CSU perceptions and Division Leadership

Key Findings for Univ. Operations

- There were no significant factor differences for DUO respondents by minoritized race/ethnicity

- Men had less favorable responses compared to women for CSU perceptions, Department Perceptions, Favoritism

  - No differences for Sense of Belonging, Department Culture, Division Leadership or Unit Leadership by gender

- 29% of Univ. Operations respondents indicated bias was problematic at the division level and 12% indicated bullying was problematic at their department/office level

  - DUO had higher perceptions that verbal (12%) and physical assault (2%) are problematic in their division compared to the average CSU respondent

- DUO had lower agreement to several items related to respect—only 56% agreed DUO is treated with respect by CSU and only 65% agree their department has respect for liberal perspectives (compared to 79% overall)
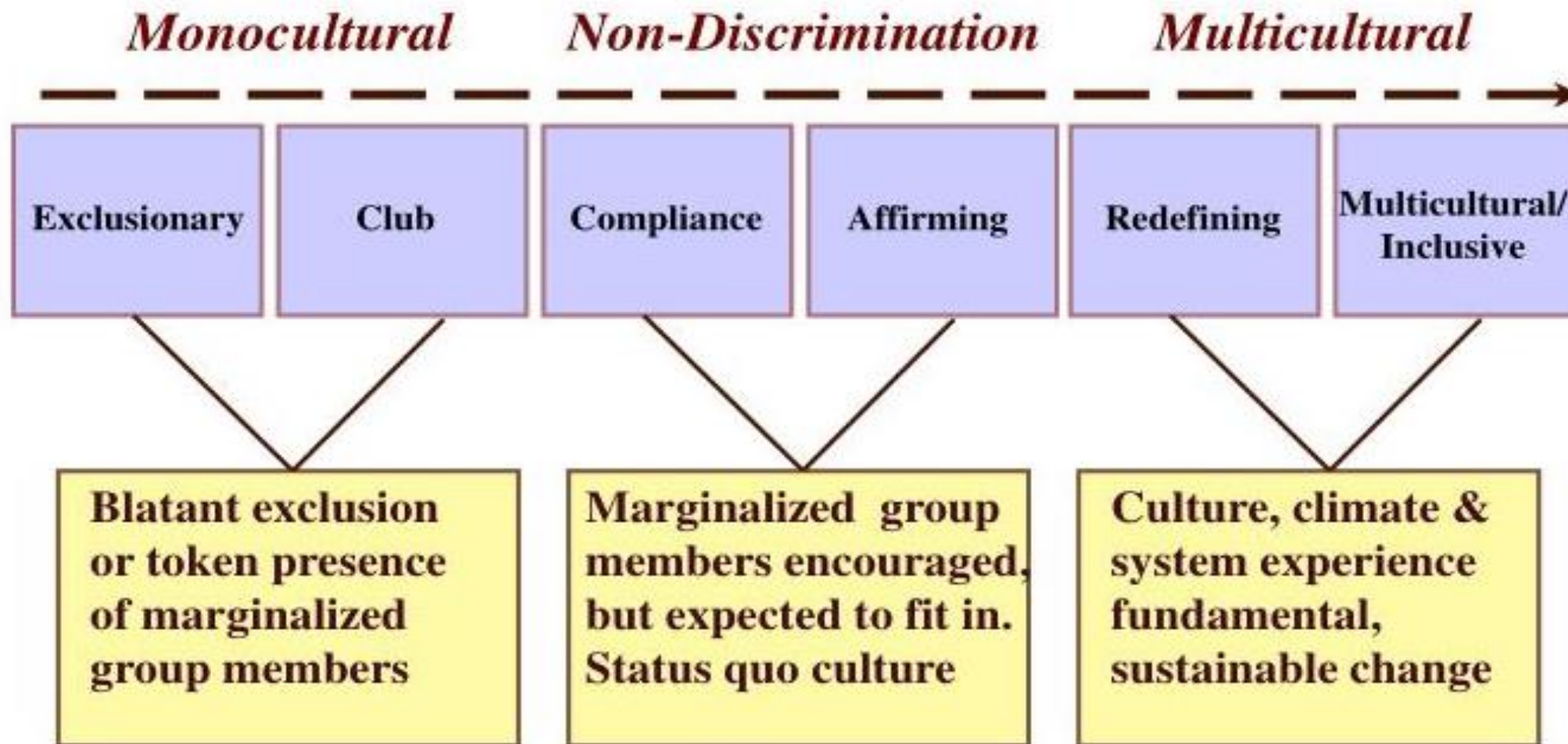
MCOD

- 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/