2018 Employee Climate Survey

Presentation for
Vice President for Research

Assessment Group for Diversity Issues

9.23.19

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
  - 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

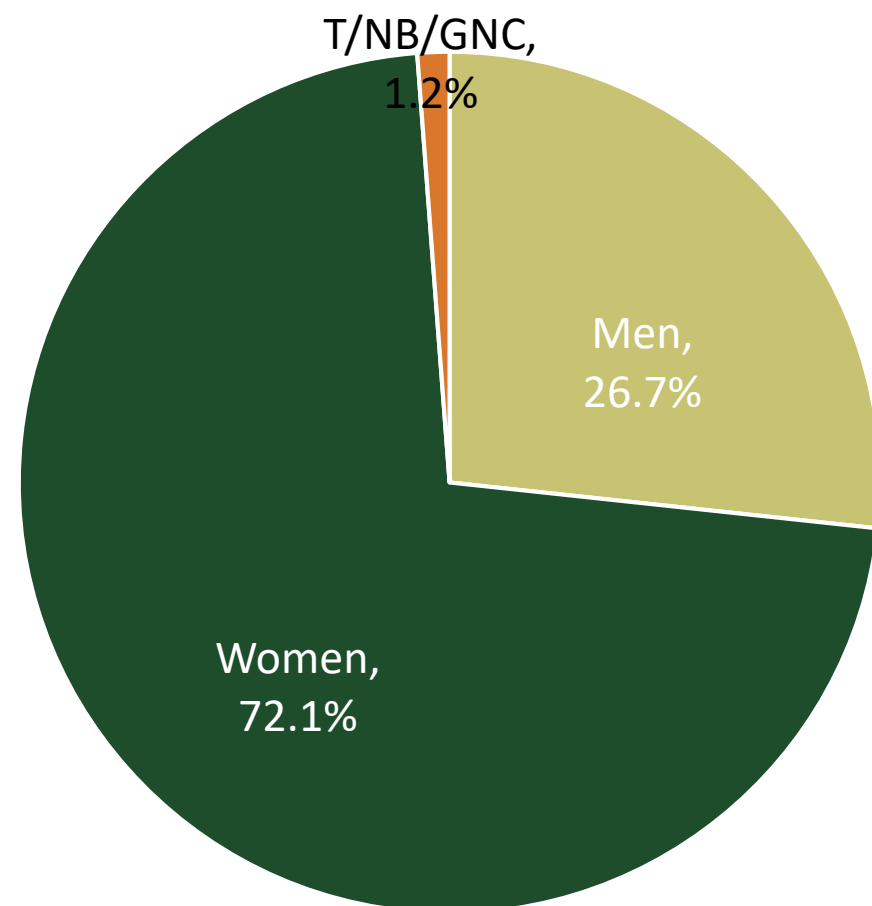- Offered small incentives and division level results

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

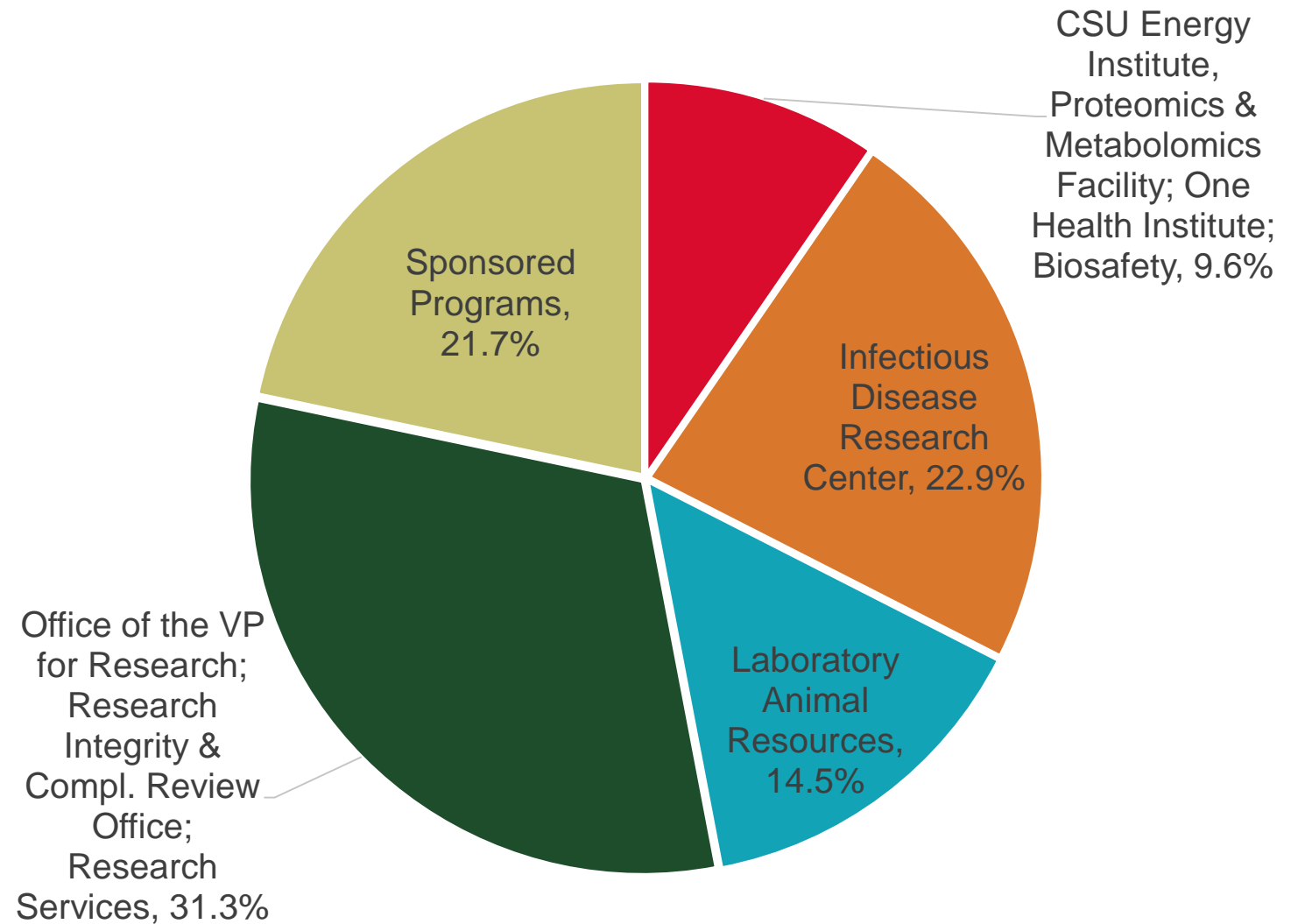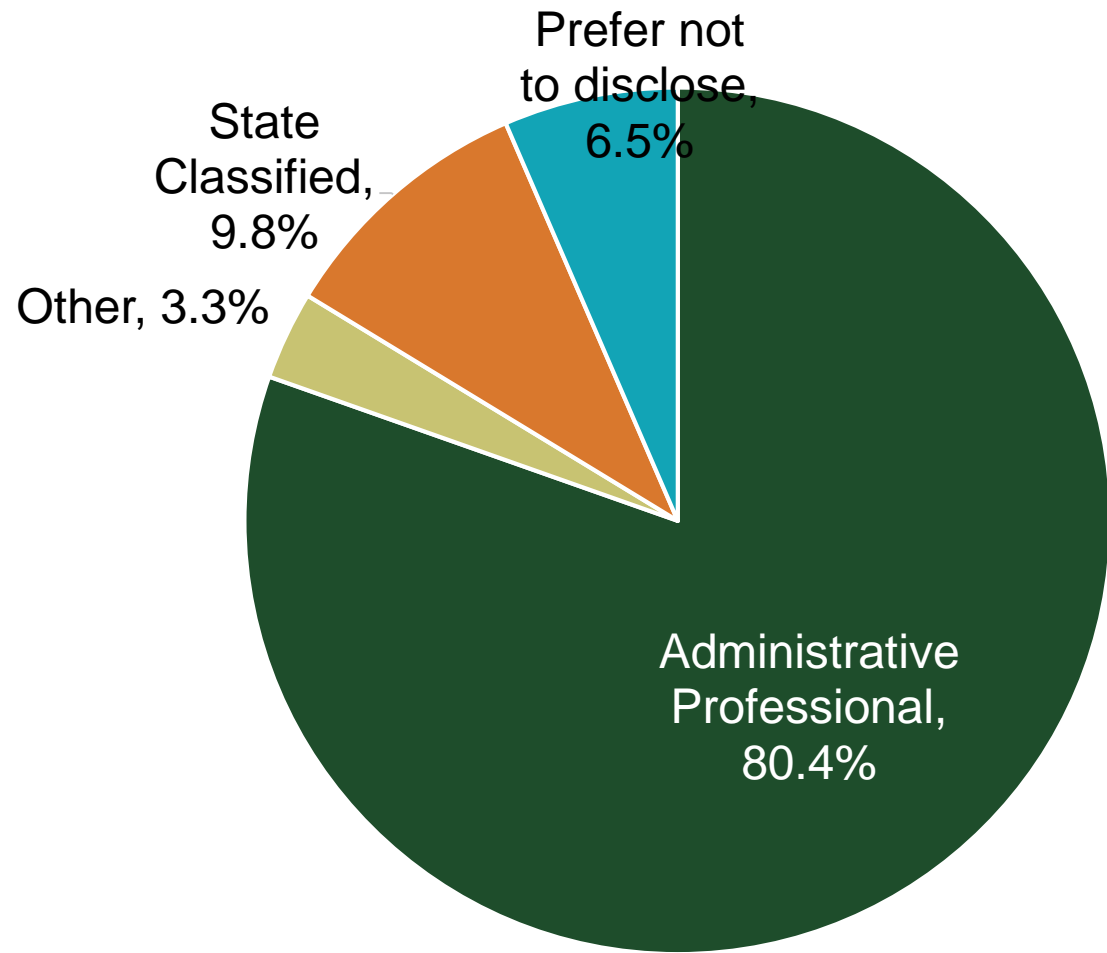| Division	Response Rate
Enrollment and Access	83.9%
Graduate School or International Programs	80.6%
University Advancement	79.0%
Student Affairs-Health Network & Wellness Programs	70.8%
Student Affairs-All other units	68.5%
External Relations	64.9%
University Operations	63.0%
Research	61.4% (n=105)
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 VPR

T/NB/GNC,
1.2%

Men,
26.7%

Women,
72.1%

Gender

Minoritzed,
10.5%

Non-
minoritized,
89.5%

Racially Minoritized

Colorado State University

Employee Characteristics

Pie chart 1 (Employee type):
- Administrative Professional, 80.4%
- State Classified, 9.8%
- Other, 3.3%
- Prefer not to disclose, 6.5%

Pie chart 2 (Department):
- Office of the VP for Research; Research Integrity & Compl. Review Office; Research Services, 31.3%
- Sponsored Programs, 21.7%
- CSU Energy Institute, Proteomics & Metabolomics Facility; One Health Institute; Biosafety, 9.6%
- Infectious Disease Research Center, 22.9%
- Laboratory Animal Resources, 14.5%

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
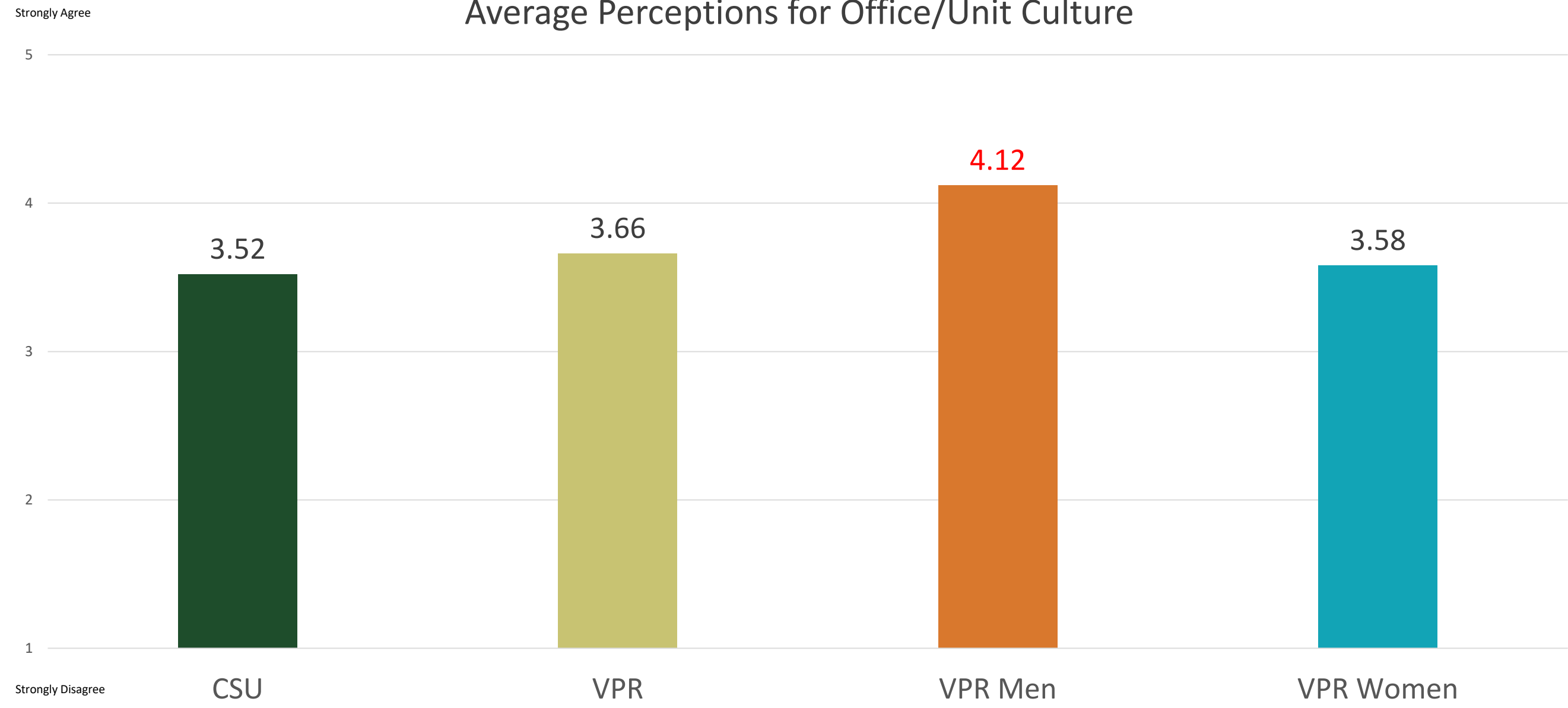
Culture Items

Department Culture

- My dept. promotes a work environment where all employees feel included

- My dept. treats all employees equitably   (65% agree)

- My dept. is open and transparent in communication   (64% agree)

- My dept. values employee input in major department decisions

- I feel valued as an employee   (67% agree)

VPR Culture

Average Perceptions for Office/Unit Culture

Strongly Agree

5

4 — 4.12 (VPR Men)

3.52 (CSU)   3.66 (VPR)   3.58 (VPR Women)

3

2

1

Strongly Disagree

CSU   VPR   VPR Men   VPR Women

Colorado State University

Culture Items

Department Diversity Culture

- My department promotes respect for cultural differences   (67%)

- My department understands the value of diversity   (71%)

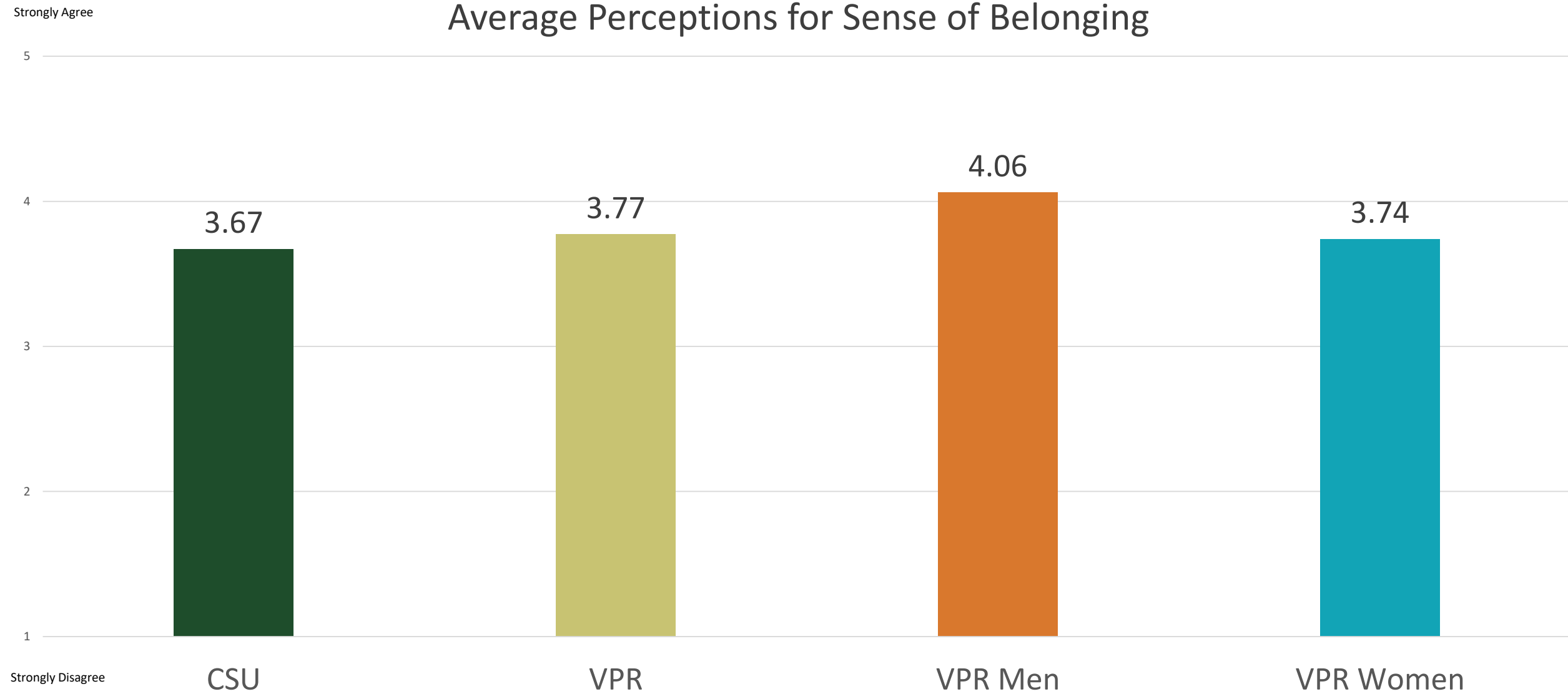- My department communicates the importance of valuing diversity   (63%)
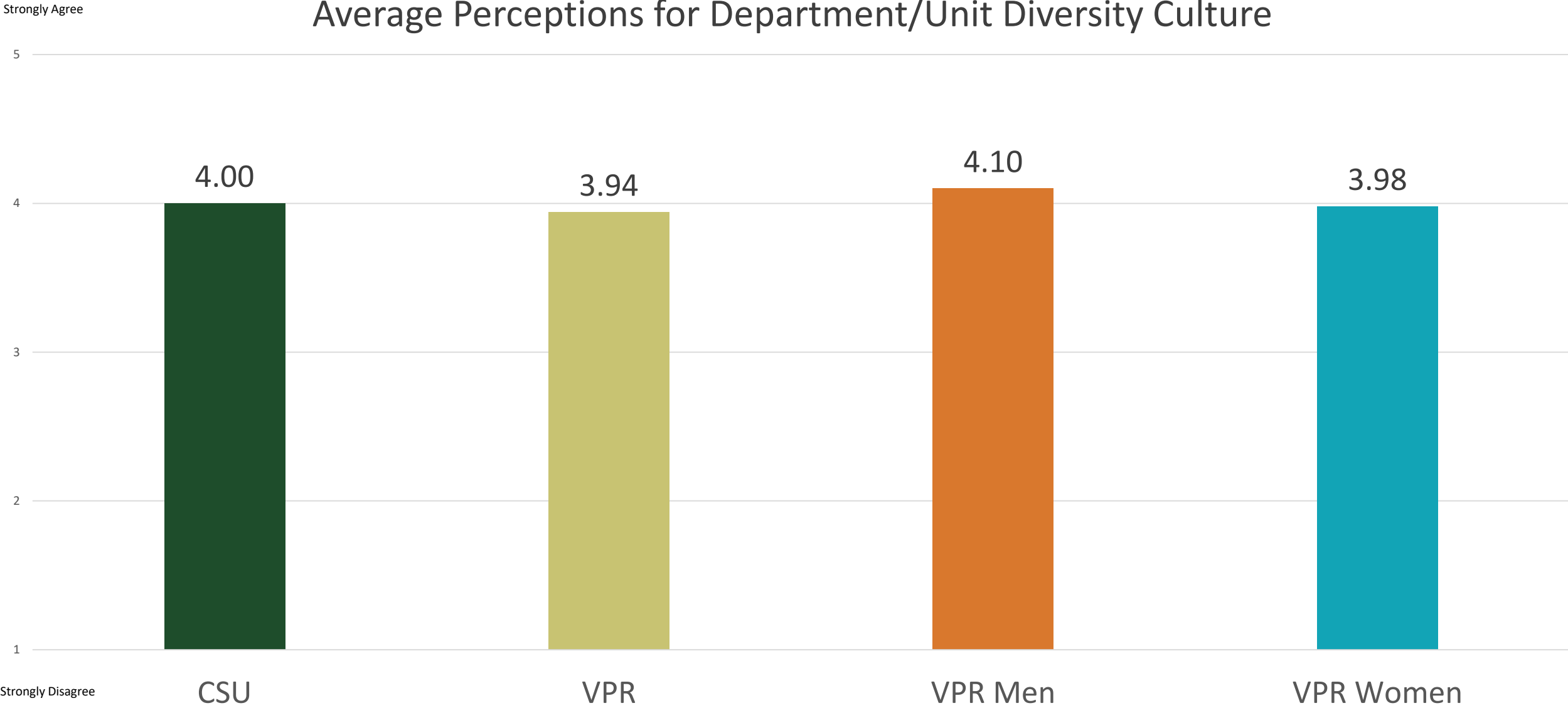
Culture Items

Sense of Belonging

- I feel a strong sense of belonging to CSU   (65%)

- I feel a strong sense of belonging to my division   (67%)

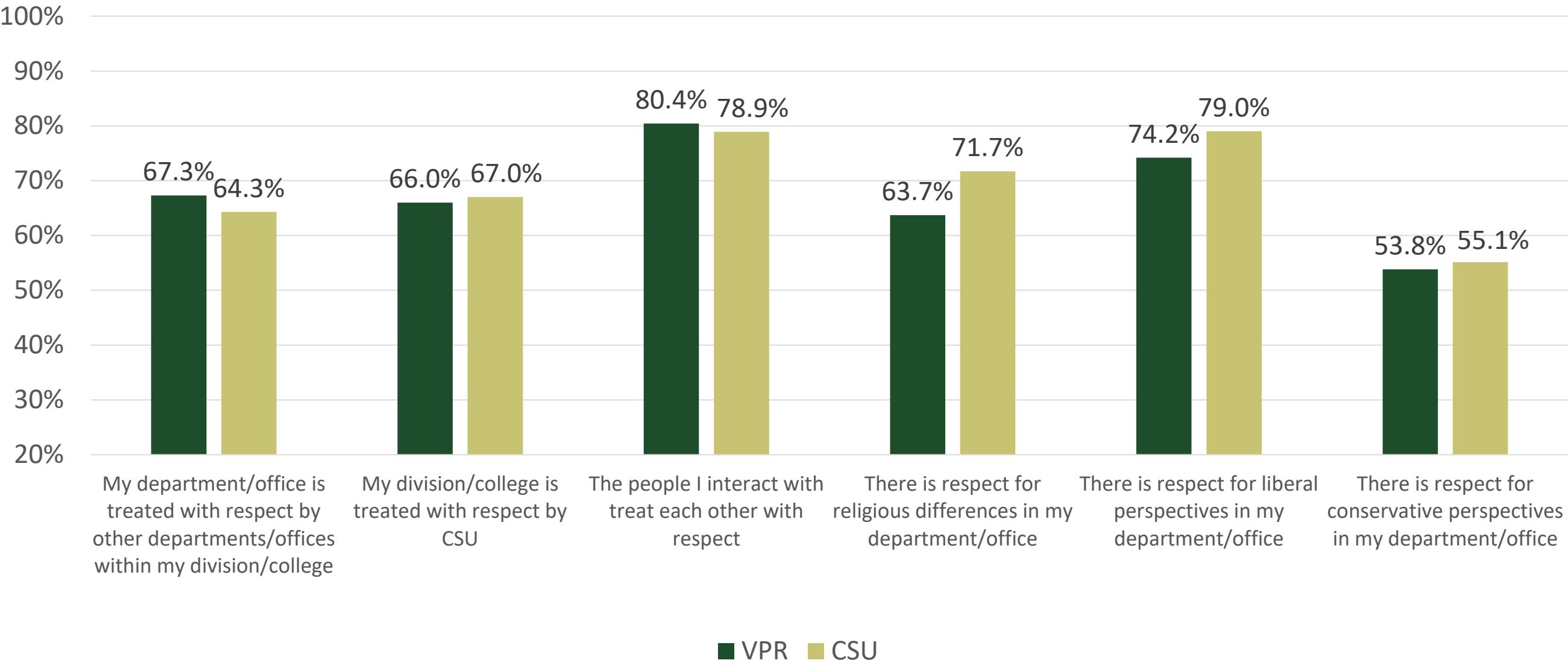- I feel a strong sense of belonging to my office   (74%)

VPR Culture

Average Perceptions for Sense of Belonging

Respect

Strongly Agree/Agree

|	VPR	CSU
My department/office is treated with respect by other departments/offices within my division/college	67.3%	64.3%
My division/college is treated with respect by CSU	66.0%	67.0%
The people I interact with treat each other with respect	80.4%	78.9%
There is respect for religious differences in my department/office	63.7%	71.7%
There is respect for liberal perspectives in my department/office	74.2%	79.0%
There is respect for conservative perspectives in my department/office	53.8%	55.1%

Colorado State University

Favoritism Items

- Favoritism plays a role in who gets <u>recognized</u> within my department/office   (39%)

- Favoritism plays a role in who gets <u>resources</u> in my department/office   (33%)

- Favoritism plays a role in who gets <u>professional development opportunities</u>   (27%)

- Favoritism plays a role in who gets <u>promoted</u> in my department/office   (34%)

- Favoritism plays a role in who gets <u>hired</u> in my department/office   (28%)
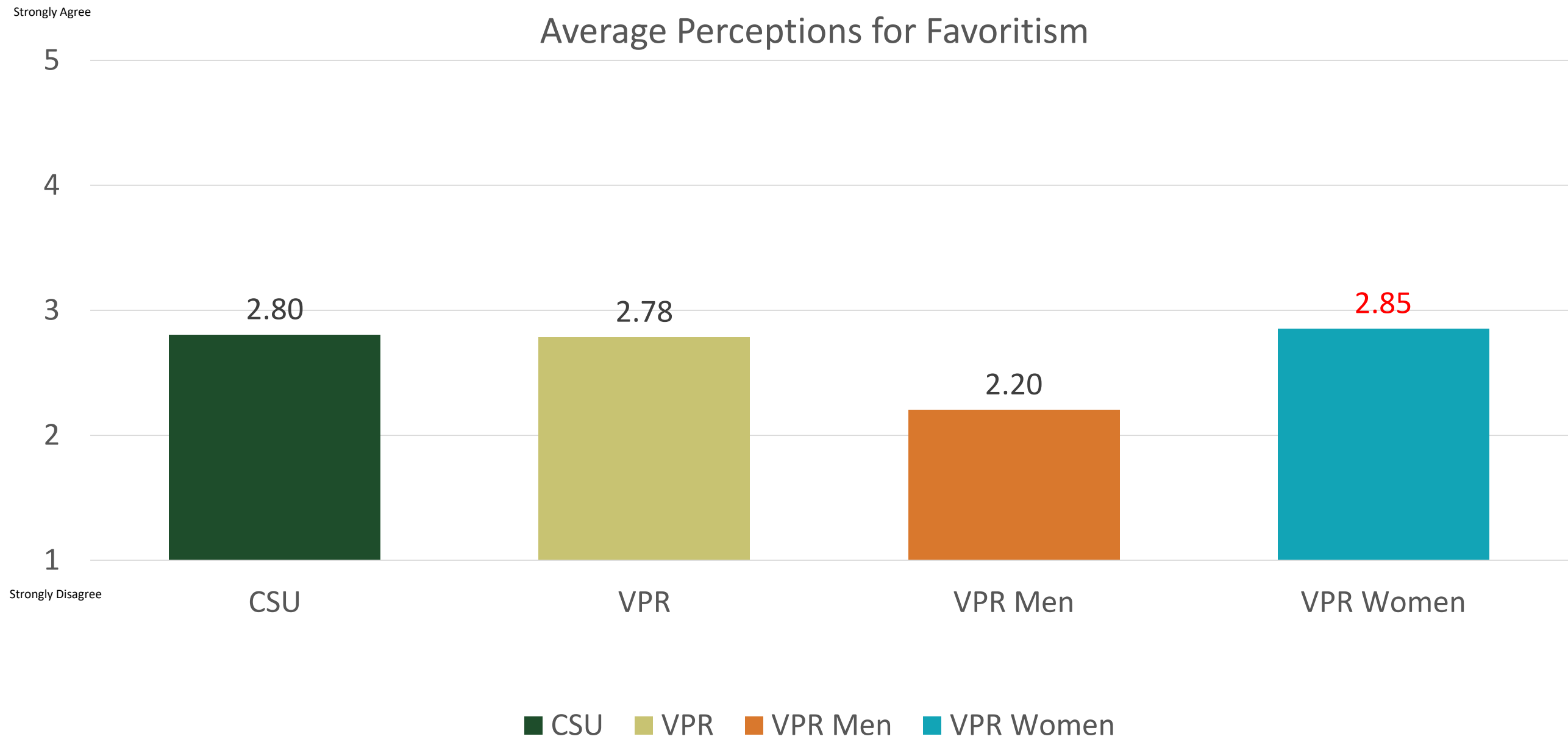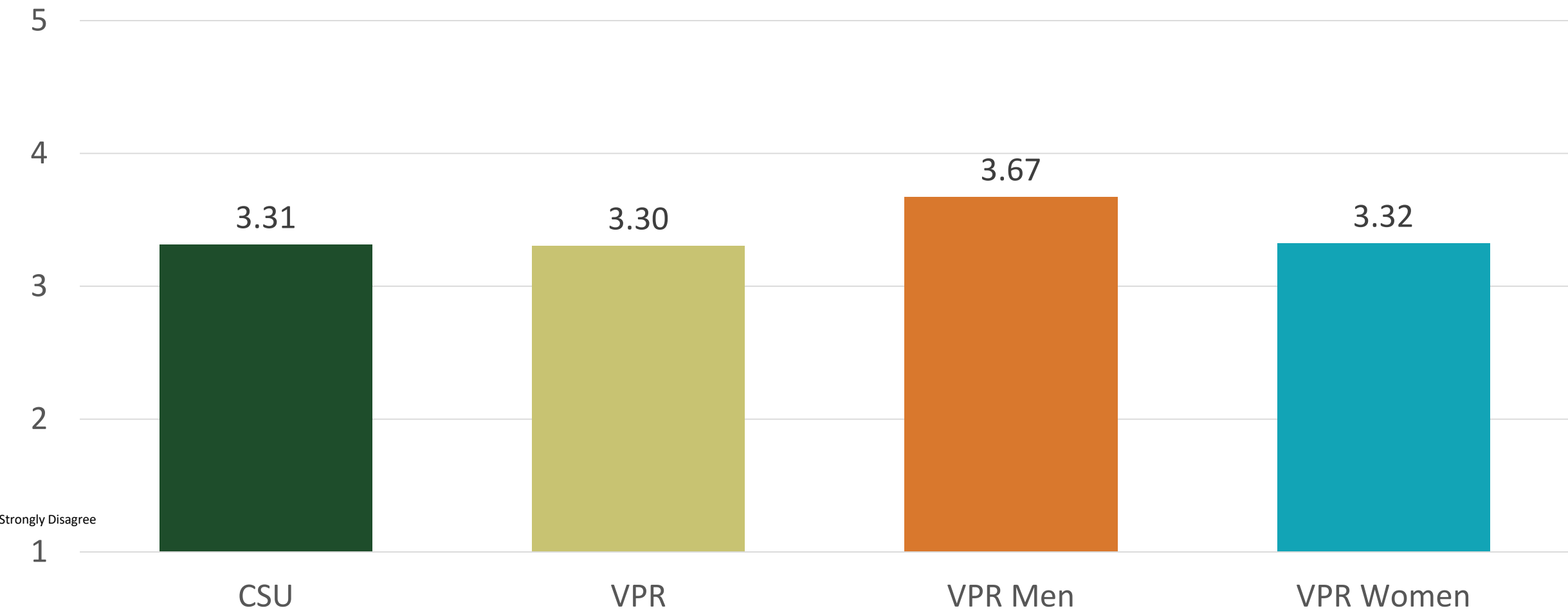
Leadership and Accountability Items

- Items asked each for Division and Office/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
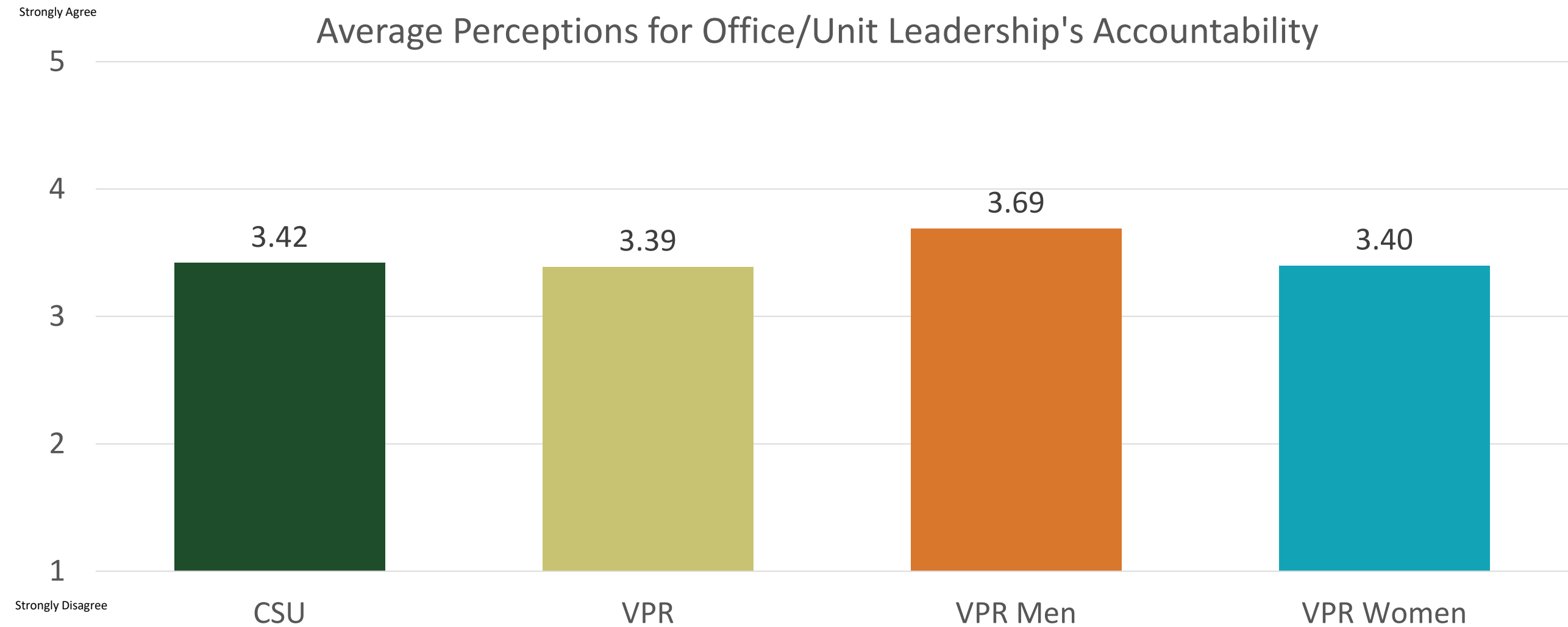
VPR Leadership & Accountability

Average Perceptions for Office/Unit Leadership's Accountability

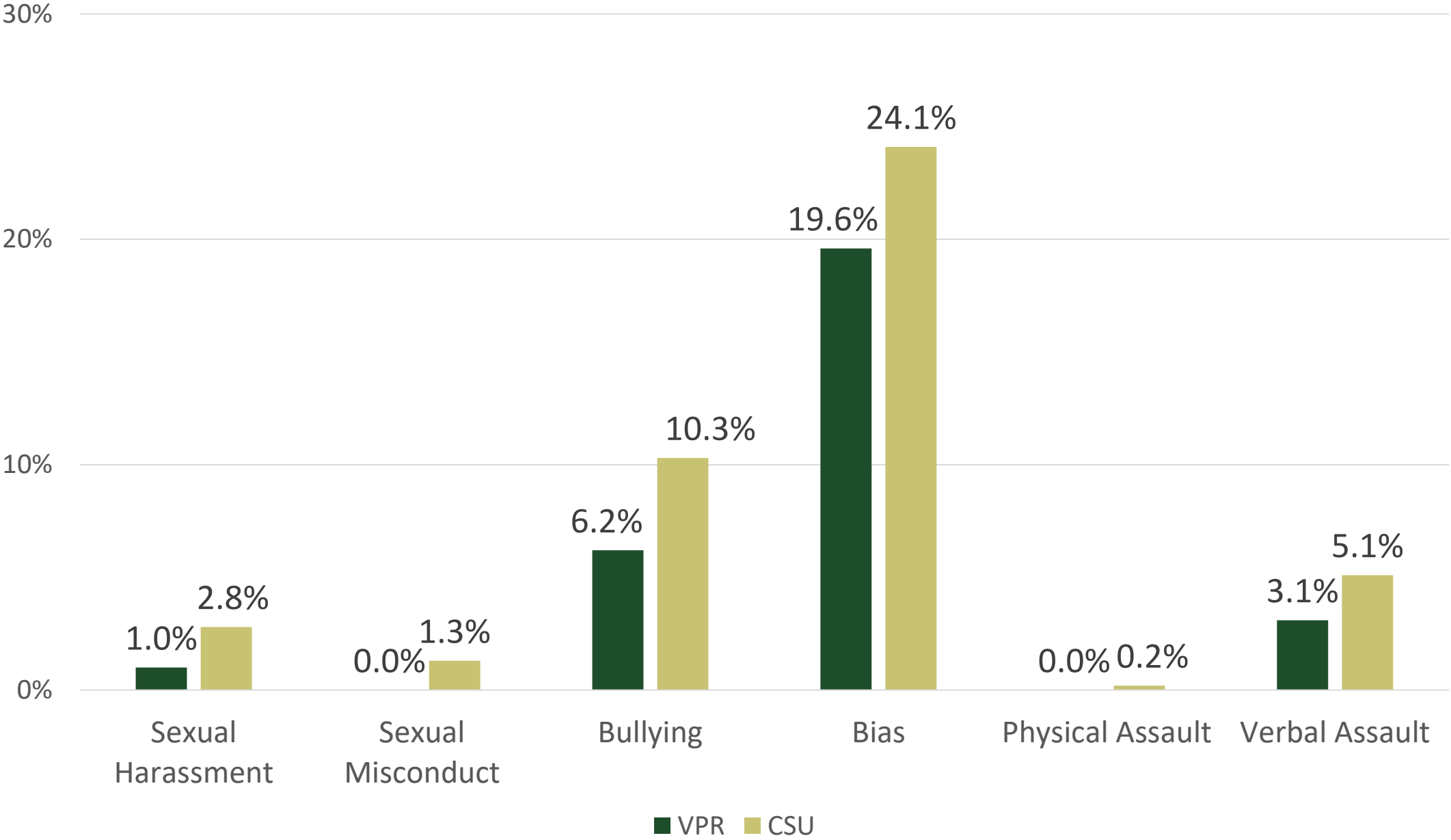Strongly Agree

5

4

3.69

3.42 — 3.39 — 3.40

3

2

1

Strongly Disagree

CSU | VPR | VPR Men | VPR Women

Colorado State University
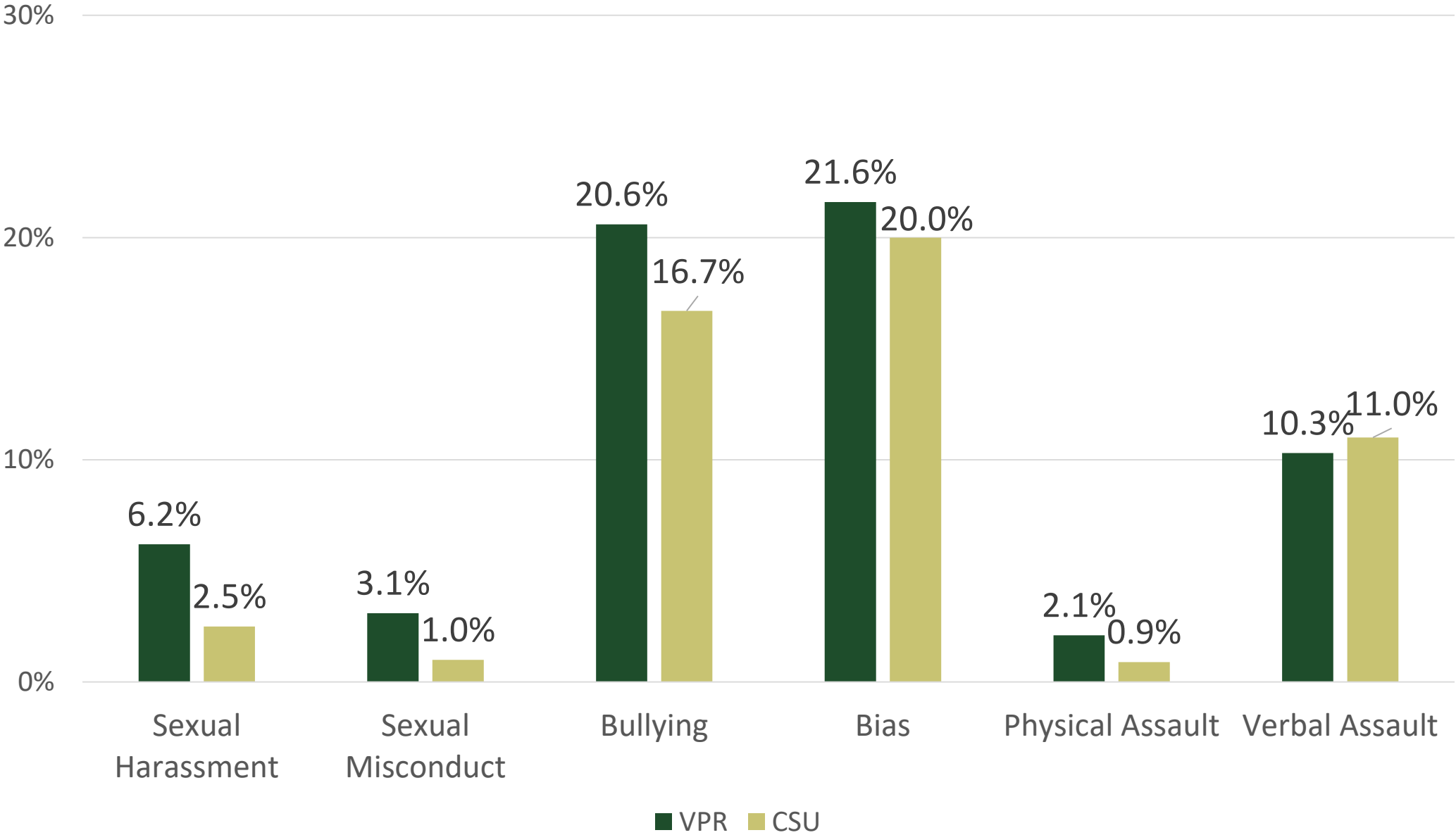
Percentage of respondent agreement to items related to perceptions of bias incidents
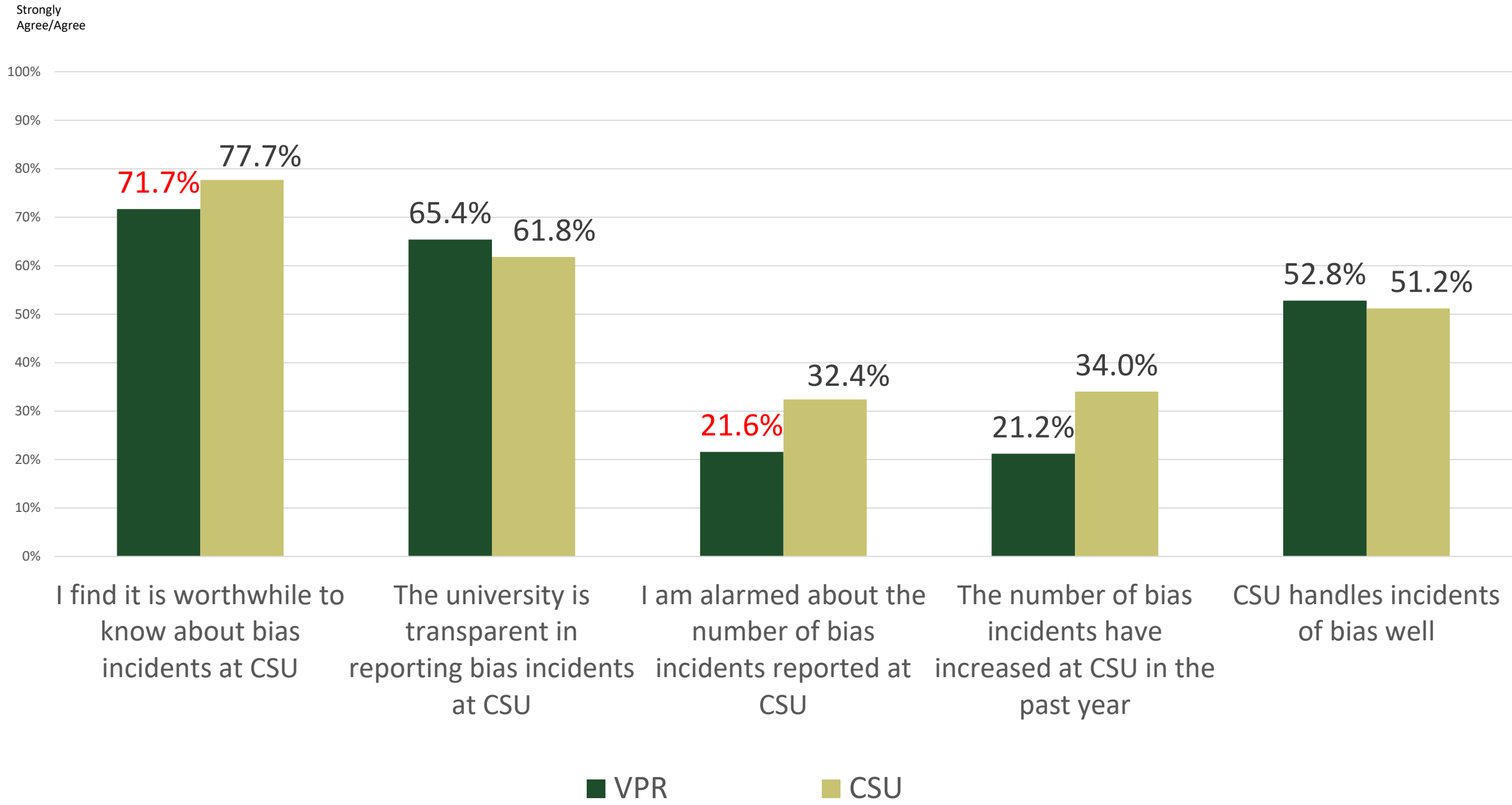
Bias

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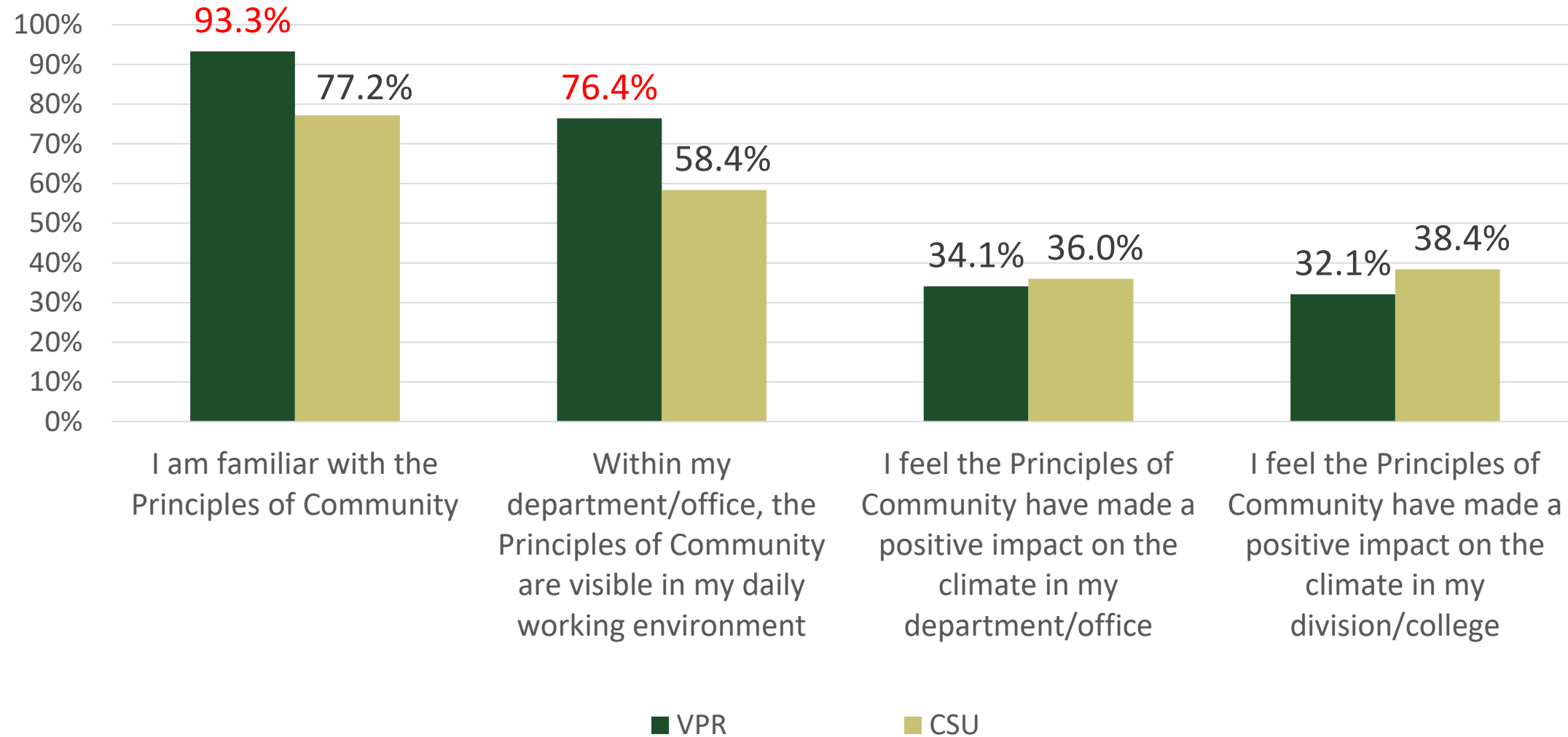
Percentage of respondent agreement to items related to freedom of speech
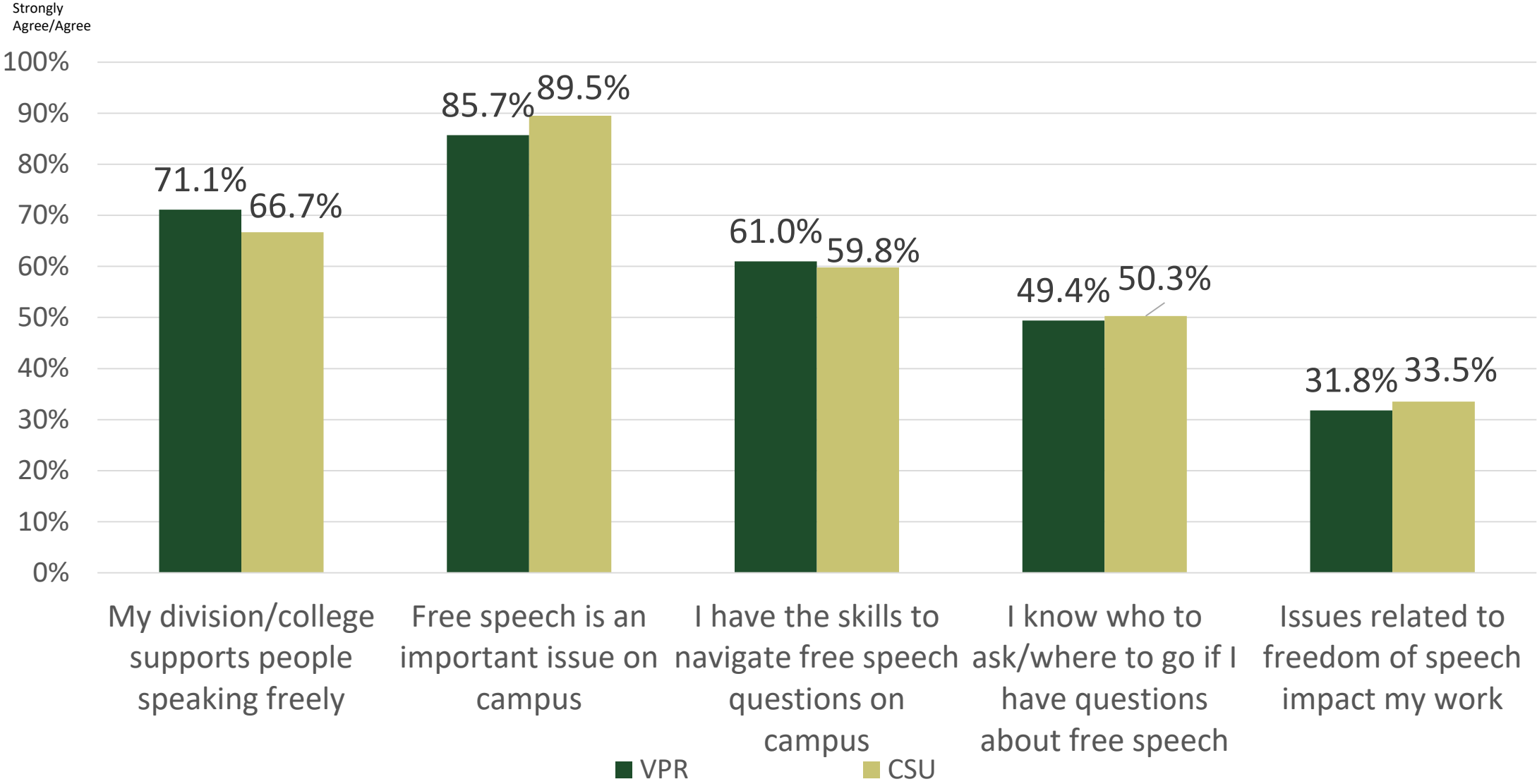
Freedom of Speech

Perception Items

- Items asked each for CSU and Office

    - Recruits employees from a diverse set of backgrounds CSU: 82%

    - Improves the campus climate for all employees

    - Retains diverse employees CSU: 70%

    - Creates a supportive environment for employees from diverse backgrounds CSU: 75%

    - Encourages discussions related to diversity   Office: 45%

    - Provides employees with a positive work experience

    - Climate has become consistently more inclusive of all employees   CSU: 55%

    - I would recommend as a place of employment

VPR Perceptions
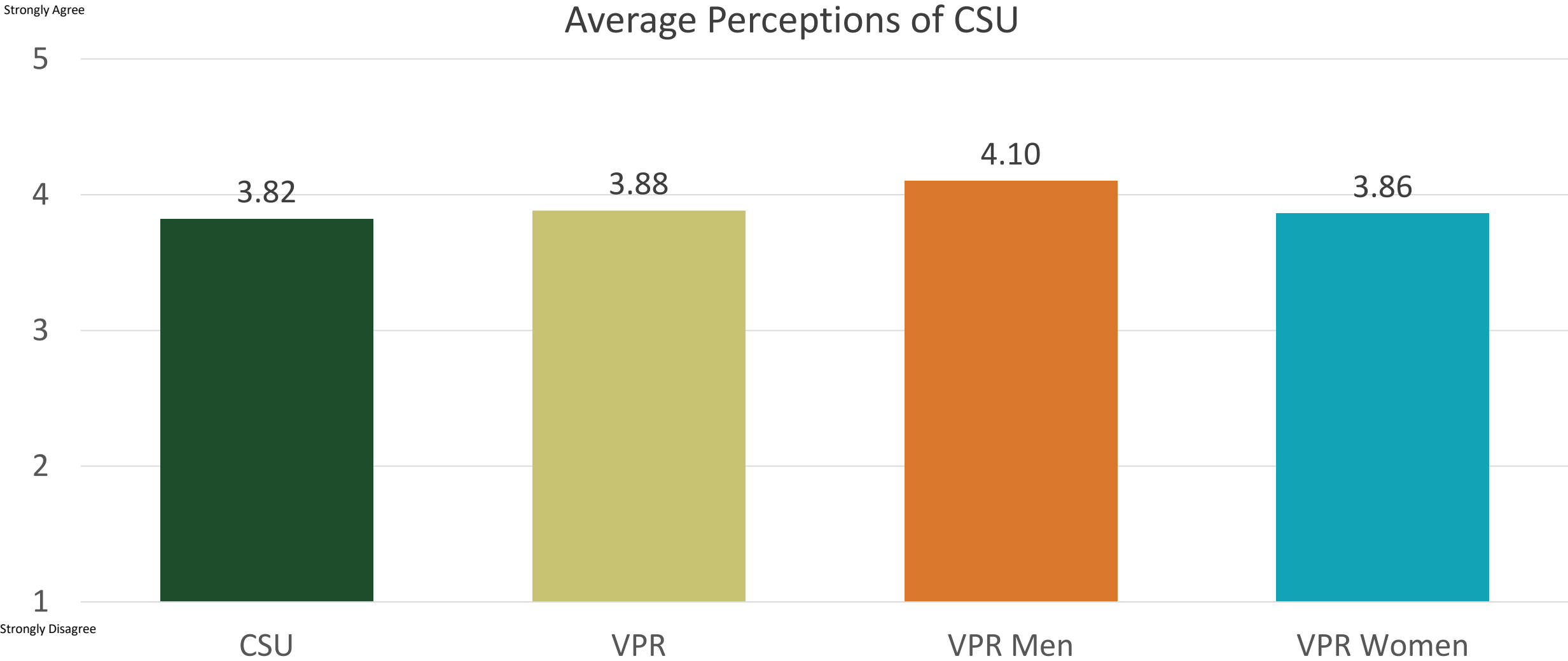
Average Perceptions of CSU

Strongly Agree

Strongly Disagree

	CSU	VPR	VPR Men	VPR Women
	3.82	3.88	4.10	3.86

Colorado State University

VPR Perceptions

Average Perceptions of Office/Unit

Strongly Agree

	CSU	VPR	VPR Men	VPR Women
	3.66	3.76	4.02	3.66

Strongly Disagree
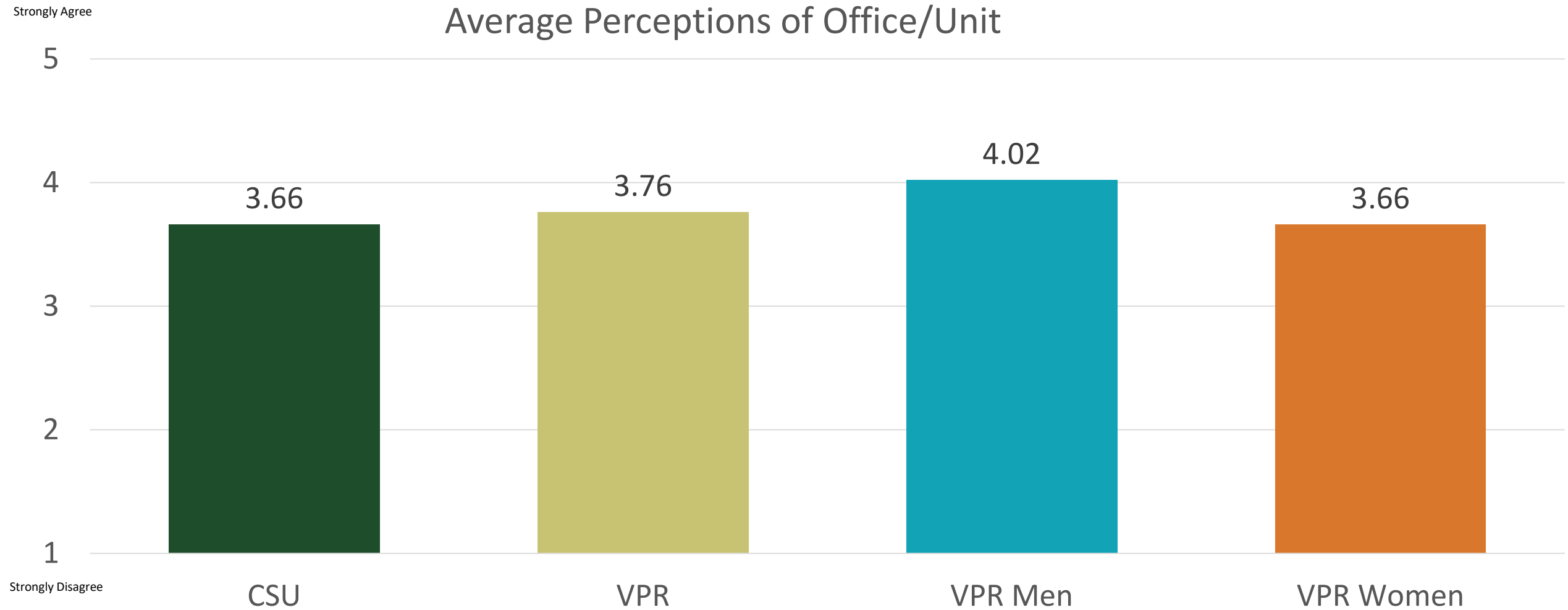
CSU Perceptions over Time

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%

Legend: ■ 2014 ■ 2016 ■ 2018

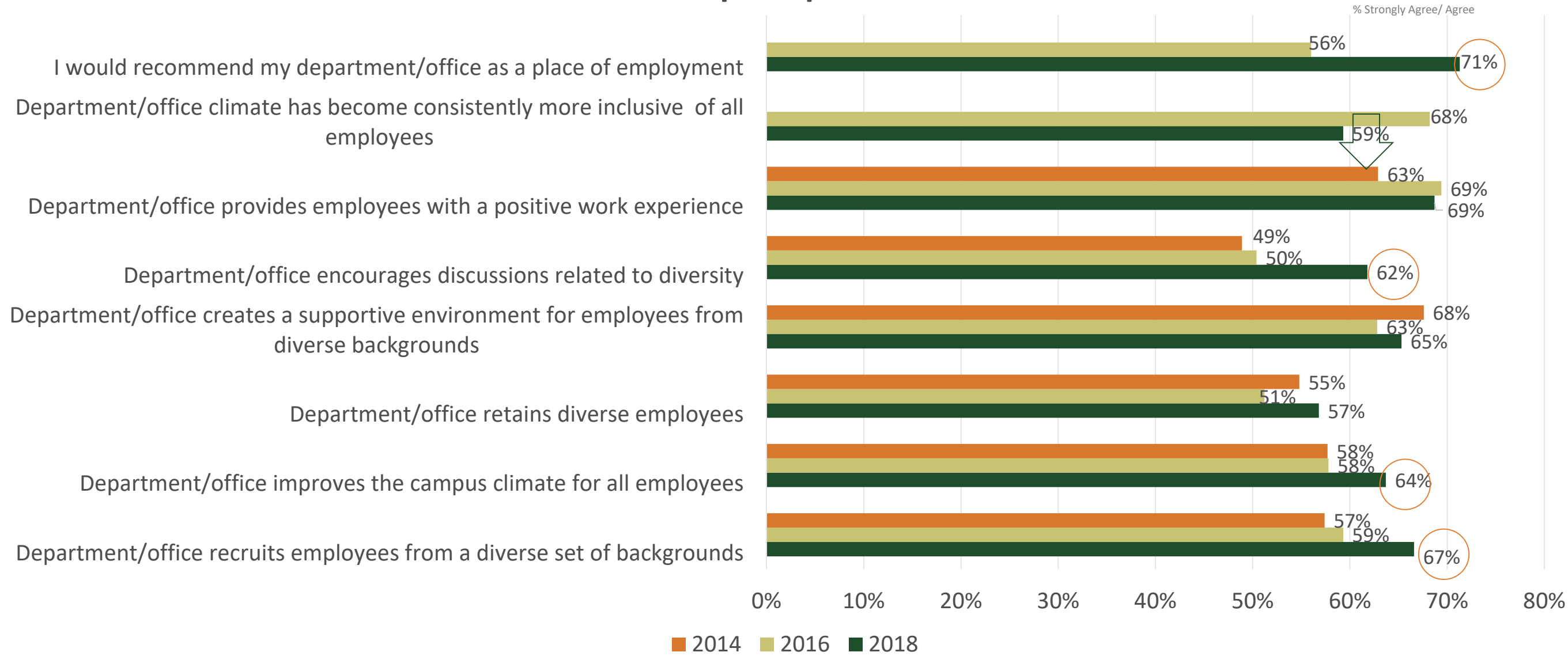X-axis: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

Colorado State University

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

Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:
  - 47% indicated no discriminatory attitudes present (CSU: 36%)
  - 31% Job title (CSU: 31%)
  - 17% Political Affiliation (CSU: 20%)
  - 15% Age (CSU: 19%)
  - 14% Employment classification (CSU: 29%)
  - 14% Gender (CSU: 17%)

Work Stressors

- Top 3 Work Stressors
    - 46% Low salary (CSU: 47%)
    - 42% Workload (CSU: 33%)
    - 27% Work/life balance (CSU: 29%)
    - 23% Lack of growth /promotion (CSU: 29%)
    - 19% Lack of resources/Budget/Funding (CSU: 17%)
    - 19% Job security (CSU:)
    - 18% Email overload (CSU: 17.7%)
    - 12% Department climate (CSU: 20.6%)
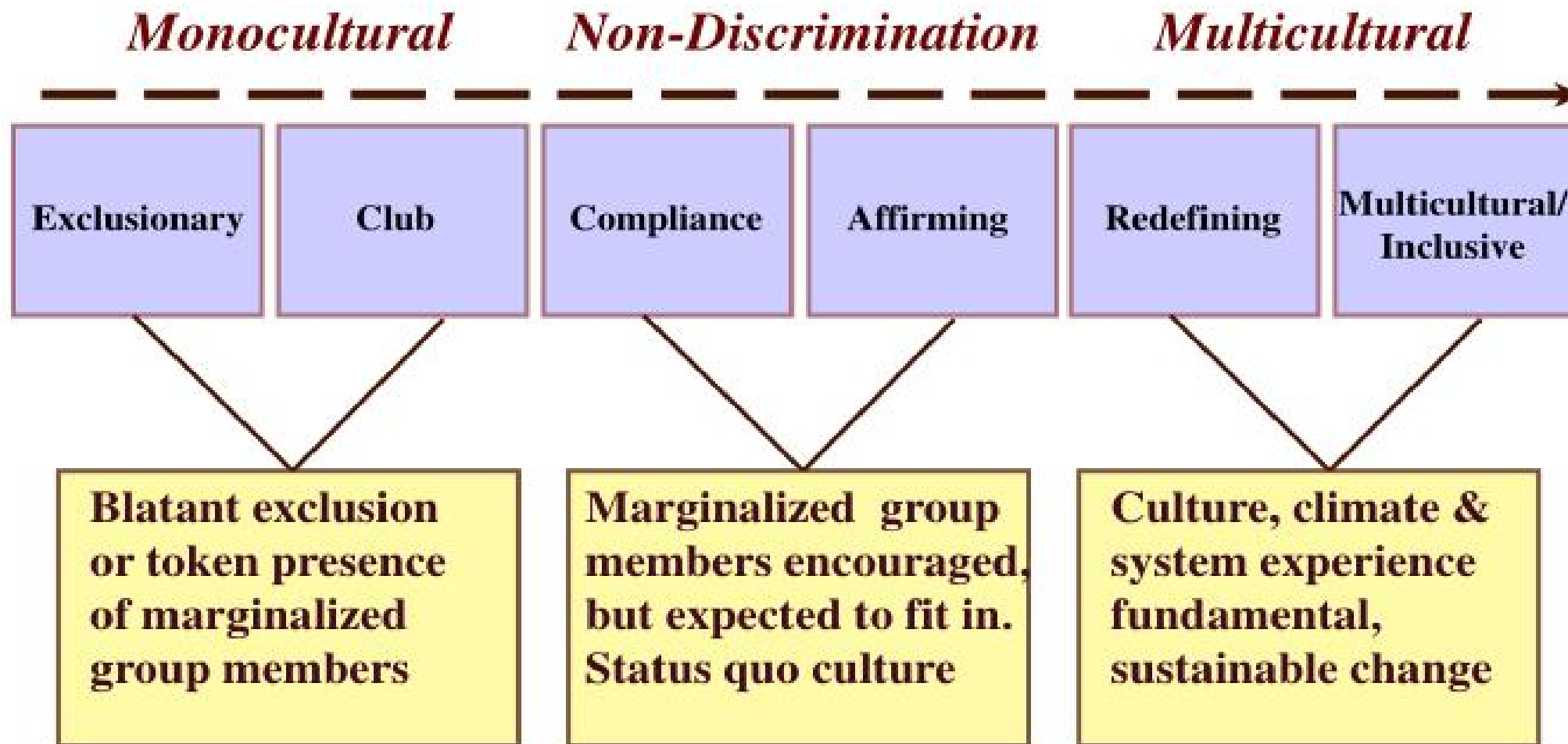
Three words to describe VPR culture

Key Findings for VPR

- On average, VPR respondents have comparable results to the average CSU respondent

- VPR respondents had higher than average perceptions of items related to CSU recruiting, retaining, and supporting diverse employees

- Men respondents had more favorable results compared to women respondents for their perceptions on favoritism and department culture and on items related to respect

- 46% of VPR Respondents strongly agreed/agreed they could do their job more effectively if they received more information from their office (CSU: 37%)

  – Women respondents agreed more their department and office was less open and transparent in communication compared to men respondents

- Women respondents perceived bullying and bias as problematic in their division more so than men respondents

- There were not enough respondents to compare data by race/ethnicity or employee type

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

Thank you for your participation

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