



College of Agricultural Sciences

Employee Climate Survey 2018: CAS Unique Questions

The 2018 CSU Employee Climate Assessment is a biennial assessment conducted in the fall to assess employee perceptions related to their department/unit, division/college, and CSU. The full assessment comprises of three main components: the survey, focus groups, open forums, and open ended results. Divisions were also given the opportunity to conduct a fourth component, which allowed them to ask a few additional questions unique to their division. Divisions submitted these questions to be included and were only asked to their division's respondents.

This sub report focuses on the results of the questions unique to CAS and only respondents in the college were asked to complete these questions. Please visit the [2018 Employee Climate Survey website](#) for the complete university report, specialized reports, the focus group report, the open end analysis, links to past results, and presentations.

Six items (see Tables A1, B1, and B2) were asked on a five-point Likert agreement scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree) and one question (see Tables A2) was asked as a check box that allowed for up to three responses. Respondents could choose a non-evaluative response such as "Don't know/NA." These responses, along with missing data, have been excluded from all analyses. Data are reported only when there is a large enough response pool (number of respondents to a survey item) to ensure respondent anonymity. Any potentially identifying data has been kept confidential and will not be reported.

Please indicate your level of agreement with the following statements using the five-point scale below.

Table A1.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
Leaders in my college support an inclusive workplace culture	3.7%	9.8%	9.3%	50.2%	27.0%	215	3.87
Leaders in my department support an inclusive workplace culture	3.7%	7.8%	10.6%	42.2%	35.8%	218	3.99
Discrimination of any kind is not tolerated in the College of Agricultural Sciences	4.8%	11.9%	16.7%	37.1%	29.5%	210	3.75
Sexual harassment is not tolerated in the College of Agricultural Sciences	3.3%	6.6%	10.4%	40.6%	39.2%	212	4.06
I feel pressured to change the way I speak, act, or dress in order to fit into the College of Agricultural Sciences	22.9%	38.6%	16.6%	15.7%	6.3%	223	2.44
Employees in the college change the way they speak, act or dress in order to fit into the College of Agricultural Sciences	14.4%	38.7%	24.7%	16.5%	5.7%	194	2.60

How might the College of Agricultural Sciences improve training opportunities for its employees? Please check UP TO THREE alternatives from the list below.

Table A2.

	#	%
Provide more professional development opportunities	66	27.3%
Provide more funding for training opportunities	62	25.6%
Ensure opportunities are available/offered to all employees	59	24.4%
Reward/recognize training participation	58	24.0%
Allocate time to complete training opportunities	51	21.1%
Provide more diversity training opportunities for departments	42	17.4%
Offer more trainings relevant to my particular job	41	16.9%
Receive more support from supervisors for participation in professional develop	39	16.1%
Nothing, I am satisfied with training opportunities	39	16.1%
Offer more online training opportunities	37	15.3%
Provide more diversity training opportunities for individuals	18	7.4%
Receive more support from supervisors for participation in diversity trainings	17	7.0%
Other (specify) (CAS leadership accountability, communication, scheduling conflicts, etc.)	8	3.3%
Total	242	

Table B1. Mean comparison scores by employee characteristics. (Agreement scale 1 = Strongly Disagree and 5 = Strongly Agree)

	Gender Category				Minoritized Race/Ethnicity				Employee Category			
	Men		Women		Non-minoritized		Minoritized		Admin Pro		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Leaders in my college support an inclusive workplace culture	3.90 _a	96	3.88 _a	90	3.94 _a	158	3.72 _a	25	3.98 _{a,b}	84	3.69 _a	91
Leaders in my department support an inclusive workplace culture	3.99 _a	97	4.02 _a	92	4.08 _a	161	3.60 _b	25	3.99 _a	86	3.97 _a	92
Discrimination of any kind is not tolerated in the College of Agricultural Sciences	3.91 _a	91	3.59 _a	91	3.80 _a	157	3.74 _a	23	3.84 _{a,b}	87	3.60 _a	85
Sexual harassment is not tolerated in the College of Agricultural Sciences	4.23 _a	93	3.90 _b	91	4.10 _a	158	4.17 _a	23	4.17 _a	89	3.92 _a	85
I feel pressured to change the way I speak, act, or dress in order to fit into the College of Agricultural Sciences	2.44 _a	97	2.48 _a	97	2.36 _a	167	2.92 _b	24	2.44 _a	91	2.38 _a	92
Employees in the college change the way they speak, act or dress in order to fit into the College of Agricultural Sciences	2.64 _a	86	2.61 _a	80	2.59 _a	143	2.70 _a	23	2.67 _a	83	2.53 _a	76

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

Means and percentages are reported only for items with $n \geq 10$.

Table B2. Mean comparison scores by department. (Agreement scale 1 = Strongly Disagree and 5 = Strongly Agree)

	Agricultural and Resource Economics		Agricultural Experiment Stations		Animal Sciences		Bioagricultural Sciences and Pest Management		Dean's Office/College of Agricultural Sciences		Horticulture and Landscape Architecture		Prefer not to disclose		Soil and Crop Sciences	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Leaders in my college support an inclusive workplace culture	3.64 _a	25	4.00 _{a,b}	18	3.88 _{a,b}	26	3.92 _{a,b}	26	4.35 _b	23	3.56 _a	27	3.76 _{a,b}	21	3.90 _{a,b}	41
Leaders in my department support an inclusive workplace culture	4.44 _a	27	4.17 _{a,c}	18	3.08 _b	25	4.04 _{a,c}	26	4.10 _{a,c}	21	4.13 _{a,c}	30	3.76 _c	21	4.05 _{a,c}	42
Discrimination of any kind is not tolerated in the College of Agricultural Sciences	3.61 _{a,b}	23	4.22 _a	18	3.50 _b	24	3.78 _{a,b}	27	3.91 _{a,b}	23	3.54 _{a,b}	28	3.78 _{a,b}	18	3.73 _{a,b}	41
Sexual harassment is not tolerated in the College of Agricultural Sciences	3.91 _{a,b}	23	4.32 _{a,b}	19	3.88 _{a,b}	24	4.00 _{a,b}	26	4.43 _a	23	3.82 _b	28	3.90 _{a,b}	20	4.12 _{a,b}	41
I feel pressured to change the way I speak, act, or dress in order to fit into the College of Agricultural Sciences	2.58 _{a,c,d}	26	2.28 _{a,c,d}	18	2.54 _{a,c,d}	26	2.50 _{a,c,d}	26	2.52 _{a,c,d}	23	2.33 _{a,b}	30	3.00 _c	21	2.18 _{b,d}	44
Employees in the college change the way they speak, act or dress in order to fit into the College of Agricultural Sciences	2.90 _a	21	2.29 _{a,b}	17	2.92 _a	25	2.63 _{a,b}	24	2.68 _{a,b}	22	2.57 _{a,b}	23	2.82 _{a,b}	17	2.30 _b	37

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.