



# Center for Environmental Management Military Lands Employee Climate Survey 2018: CEMML Unique Questions

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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 CEMML 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.

Four items (see Tables A2 and B1) were asked on a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Two questions were asked checkbox questions where they could select all that apply (see Tables A3 and A4). 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 specify your work location:**

**Table A1.**

	%
Fort Collins, CO	30.4%
Outside of Fort Collins, CO	66.0%
Prefer not to disclose	3.6%
Total:	194

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

**Table A2.**

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N   Avg)	
I am treated with respect by my colleagues who are CSU employees	0.50%	1.00%	1.00%	6.00%	52.80%	200	4.28
I am treated with respect by my colleagues who are federal employees	4.50%	1.50%	7.00%	9.50%	48.20%	192	4.01
I feel strongly that I am a member of the CSU community	2.00%	3.00%	17.10%	27.60%	37.70%	196	3.40
My unit seeks my input on operational and strategic decisions	5.00%	7.50%	15.10%	19.10%	39.20%	191	3.39

**What types of non-mandatory professional development or training would you like to attend? (Select all that apply)**

**Table A3.**

	#	%
Supervisory training beyond what is required by CSU	55	26.1%
Diversity training (e.g., Safe Zone)	24	11.4%
Continuing education or professional conferences in my area of expertise	49	23.2%
Continuing education or professional conferences on new topics that would complement my expertise	135	64.0%
Other (specify: Safety Training, Wilderness Training/CPR, Work place communication, professional certification support)	6	2.8%

**What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)**

**Table A4.**

	#	%
Opportunities are too far from my work location	83	39.3%
Few opportunities are relevant to my professional expertise or interests	34	16.1%
It is difficult for me to find information about potential opportunities	44	20.9%
My supervisor is reluctant to allocate time for these opportunities	19	9.0%
There are no financial resources for these opportunities	56	26.5%
I am not interested in these opportunities	5	2.4%
Other (specify)	22	10.4%

Other Specify Responses:

- Time/Too busy with workload (15 respondents)
- Scheduling/Availability of courses (2 respondents)
- Unaware of opportunities (2 respondents)
- Trainings prohibited until deliverable complete
- Can't pursue opportunities if not full time
- Not permitted during work time
- Cost
- No obstacles (2 respondents)

**Table B1. Mean comparison scores by employee characteristics.**

	Gender Category				Minoritized Race/Ethnicity				Work location:			
	Men		Women		Non-minoritized		Minoritized		Fort Collins		Outside of Fort Collins	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
I am treated with respect by my colleagues who are CSU employees	4.18 <sub>a</sub>	95	4.33 <sub>a</sub>	75	4.29 <sub>a</sub>	150	3.96 <sub>a</sub>	24	4.08 <sub>a</sub>	59	4.34 <sub>b</sub>	128
I am treated with respect by my colleagues who are federal employees	3.84 <sub>a</sub>	95	3.79 <sub>a</sub>	75	3.86 <sub>a</sub>	150	3.46 <sub>a</sub>	24	3.71 <sub>a</sub>	59	3.84 <sub>a,b</sub>	128
I feel strongly that I am a member of the CSU community	3.39 <sub>a</sub>	95	3.35 <sub>a</sub>	75	3.40 <sub>a</sub>	150	3.17 <sub>a</sub>	24	3.47 <sub>a</sub>	59	3.27 <sub>a</sub>	128
My unit seeks my input on operational and strategic decisions	3.31 <sub>a</sub>	95	3.00 <sub>a</sub>	75	3.21 <sub>a</sub>	150	2.96 <sub>a</sub>	24	2.63 <sub>a</sub>	59	3.45 <sub>b</sub>	128

*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  $n \geq 10$ .*