College of Business
Employee Climate Survey 2018: 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 the College of Business 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.

Two items (see Tables A1 and A2) were asked on a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). 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.

Thinking about your immediate work environment during the past twelve months, 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)	
The performance review is fair in my organization	8.4%	8.4%	15.7%	48.2%	19.3%	83	3.61
My organization provides safe ways for employees to voice their grievances	12.7%	19.0%	20.3%	30.4%	17.7%	79	3.22
My organization is characterized by a non-threatening environment in which people can reveal their true selves	12.5%	10.2%	18.2%	35.2%	23.9%	88	3.48
The leader of my department asks for the input of all team members	9.0%	6.7%	2.2%	33.7%	48.3%	89	4.06
The leader of my department does not value the opinion of others equally	25.0%	40.9%	9.1%	9.1%	15.9%	88	2.50

Table A2. Mean comparison scores by employee characteristics.

	Gender Category				Minoritized Race/Ethnicity				Employee Category					
	Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
The performance review is fair in my organization	3.38ₐ	29	3.72ₐ	43	3.65ₐ	63	*ₐ	*	3.81ₐ	32	3.45ₐ	38	*ₐ	*
My organization provides safe ways for employees to voice their grievances	3.31ₐ	29	3.23ₐ	39	3.22ₐ	58	*ₐ	*	3.39ₐ	31	3.28ₐ	36	*ₐ	*
My organization is characterized by a non-threatening environment in which people can reveal their true selves	3.40ₐ	30	3.63ₐ	46	3.53ₐ	66	*ₐ	*	3.59ₐ	34	3.53ₐ	40	*ₐ	*
The leader of my department asks for the input of all team members	3.80ₐ	30	4.21ₐ	47	3.98ₐ	66	*ₐ	*	4.23ₐ	35	3.90ₐ	40	*ₐ	*
The leader of my department does not value the opinion of others equally	2.63ₐ	30	2.33ₐ	46	2.38ₐ	65	*ₐ	*	2.31ₐ	35	2.50ₐ	40	*ₐ	*

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 ≥ 10.