



# College of Veterinary Medicine & Biomedical Sciences Employee Climate Survey 2018: CVMBS 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 the CVMBS and only respondents in CVMBS 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.

Eleven items (see Tables A1-3 ) 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)	
I have the resources needed to perform my job to the best of my ability	5.6%	17.9%	11.1%	45.9%	19.5%	610	3.56
My supervisor supports my professional development	4.5%	8.4%	9.9%	38.9%	38.2%	604	3.98
My supervisor recognizes my current skills/knowledge	5.5%	10.1%	7.6%	39.0%	37.7%	602	3.93
My department supports my overall health and well-being	7.1%	12.7%	18.3%	37.4%	24.5%	605	3.59
My department creates an inclusive environment for all employees	5.7%	14.4%	17.6%	38.7%	23.6%	597	3.60
CVMBS leadership makes sound decisions for the college	8.1%	14.6%	28.2%	38.1%	11.0%	528	3.29
CVMBS leadership demonstrates collaboration	6.5%	11.2%	23.9%	43.7%	14.7%	536	3.49
CVMBS leadership demonstrates accountability	8.2%	17.0%	25.0%	38.4%	11.4%	536	3.28
CVMBS leadership demonstrates respect	5.0%	7.5%	22.4%	48.5%	16.6%	559	3.64
CVMBS leadership demonstrates innovation	4.4%	5.4%	26.5%	46.1%	17.6%	551	3.67
CVMBS leadership demonstrates transparency	12.4%	15.5%	29.3%	30.9%	12.0%	550	3.15

**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
I have the resources needed to perform my job to the best of my ability	3.54 <sub>a</sub>	147	3.57 <sub>a</sub>	400	3.56 <sub>a</sub>	485	3.76 <sub>a</sub>	59	3.77 <sub>a</sub>	213	3.23 <sub>b</sub>	176	3.62 <sub>a</sub>	138
My supervisor supports my professional development	4.16 <sub>a</sub>	143	3.94 <sub>b</sub>	398	4.01 <sub>a</sub>	479	4.29 <sub>a</sub>	59	4.08 <sub>a</sub>	213	3.90 <sub>a</sub>	173	3.96 <sub>a</sub>	136
My supervisor recognizes my current skills/knowledge	4.20 <sub>a</sub>	142	3.86 <sub>b</sub>	397	3.96 <sub>a</sub>	478	4.21 <sub>a</sub>	58	3.99 <sub>a</sub>	213	3.85 <sub>a</sub>	172	4.04 <sub>a</sub>	135
My department supports my overall health and well-being	3.77 <sub>a</sub>	145	3.55 <sub>b</sub>	398	3.60 <sub>a</sub>	483	3.86 <sub>a</sub>	58	3.65 <sub>a</sub>	211	3.46 <sub>a</sub>	175	3.69 <sub>a</sub>	137
My department creates an inclusive environment for all employees	3.90 <sub>a</sub>	141	3.54 <sub>b</sub>	394	3.64 <sub>a</sub>	475	3.81 <sub>a</sub>	58	3.57 <sub>a</sub>	206	3.59 <sub>a</sub>	174	3.72 <sub>a</sub>	137
CVMBS leadership makes sound decisions for the college	3.33 <sub>a</sub>	131	3.34 <sub>a</sub>	346	3.33 <sub>a</sub>	428	3.58 <sub>a</sub>	48	3.41 <sub>a</sub>	179	3.08 <sub>b</sub>	159	3.41 <sub>a</sub>	121
CVMBS leadership demonstrates collaboration	3.58 <sub>a</sub>	132	3.52 <sub>a</sub>	353	3.56 <sub>a</sub>	433	3.64 <sub>a</sub>	50	3.57 <sub>a</sub>	184	3.32 <sub>b</sub>	162	3.55 <sub>a,b</sub>	121
CVMBS leadership demonstrates accountability	3.27 <sub>a</sub>	135	3.35 <sub>a</sub>	351	3.34 <sub>a</sub>	436	3.42 <sub>a</sub>	48	3.33 <sub>a</sub>	181	3.08 <sub>b</sub>	165	3.49 <sub>a</sub>	123
CVMBS leadership demonstrates respect	3.78 <sub>a</sub>	141	3.67 <sub>a</sub>	365	3.71 <sub>a</sub>	454	3.72 <sub>a</sub>	50	3.70 <sub>a</sub>	188	3.58 <sub>a</sub>	171	3.67 <sub>a</sub>	129
CVMBS leadership demonstrates innovation	3.64 <sub>a</sub>	137	3.75 <sub>a</sub>	363	3.73 <sub>a</sub>	445	3.87 <sub>a</sub>	52	3.76 <sub>a</sub>	190	3.54 <sub>b</sub>	166	3.69 <sub>a,b</sub>	124
CVMBS leadership demonstrates transparency	3.19 <sub>a</sub>	139	3.18 <sub>a</sub>	357	3.19 <sub>a</sub>	448	3.38 <sub>a</sub>	47	3.18 <sub>a</sub>	184	2.90 <sub>b</sub>	168	3.39 <sub>a</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  $n \geq 10$ .*