



College of Health and Human Sciences

Employee Climate Survey 2018: CHHS 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 Health and Human Sciences and only respondents in CHHS 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.

Q1 asked six items (see Tables A1-3 and Figure 1) on a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Respondents could chose a non-evaluative response such as "Don't know/NA." These responses, along with missing data, have been excluded from all analyses. Q2 asks respondents to select values, multiple responses permitted, via check boxes (Table B1). 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.

Q1. Thinking about your immediate work environment during the past twelve months, please indicate your level of agreement with the following statements about CHHS’s mission statement using the five-point scale below.

CHHS Mission Statement: With a commitment to the principles of equity and inclusive excellence, the College of Health and Human Sciences provides transformative academic, research, and outreach programs that promote the health and well-being of people, their environments, and communities in which they live.

Table A1. Mission Statement

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
The CHHS Mission Statement aligns with my values	0.0%	1.3%	6.6%	55.3%	36.7%	226	4.27
The CHHS Mission Statement aligns with my department’s values	1.3%	1.8%	4.9%	57.6%	34.4%	224	4.22
The CHHS Mission Statement supports CSU’s values	0.0%	1.4%	5.9%	55.4%	37.4%	222	4.29
CHHS academic programs align with the CHHS Mission Statement	0.5%	3.3%	10.4%	56.9%	28.9%	211	4.10
CHHS research programs align with the CHHS Mission Statement	0.0%	2.9%	15.5%	53.1%	28.5%	207	4.07
CHHS outreach programs align with the CHHS Mission Statement	0.5%	3.0%	12.5%	56.0%	28.0%	200	4.08

Figure 1. Item Agreement Percentages

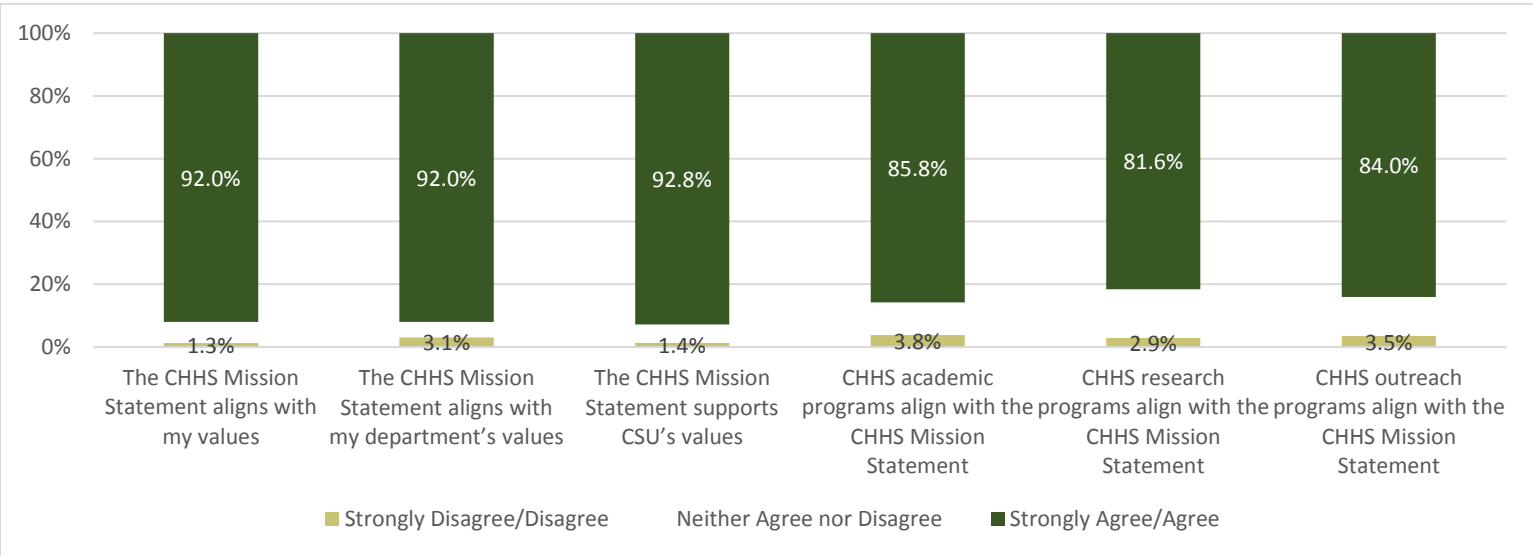


Table A2. Mean comparison scores by employee characteristics.

	Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	HHS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
The CHHS Mission Statement aligns with my values	4.27	226	3.93 _a	40	4.40 _b	158	4.29 _a	174	4.31 _a	29	4.32 _a	79	4.26 _a	101	4.21 _a	14
The CHHS Mission Statement aligns with my department's values	4.22	224	4.18 _a	40	4.29 _a	157	4.30 _a	173	4.07 _a	29	4.31 _a	78	4.20 _a	101	4.07 _a	14
The CHHS Mission Statement supports CSU's values	4.29	222	4.15 _a	39	4.36 _a	156	4.35 _a	171	4.03 _b	29	4.37 _a	78	4.26 _{a,b}	100	4.00 _b	14
CHHS academic programs align with the CHHS Mission Statement	4.1	211	4.11 _a	36	4.13 _a	151	4.17 _a	161	3.86 _b	29	4.18 _a	73	4.06 _a	99	3.73 _a	11
CHHS research programs align with the CHHS Mission Statement	4.07	207	4.11 _a	37	4.08 _a	147	4.11 _a	158	3.93 _a	28	4.14 _a	70	4.03 _a	96	4.00 _a	13
CHHS outreach programs align with the CHHS Mission Statement	4.08	200	4.06 _a	34	4.12 _a	145	4.16 _a	153	3.75 _b	28	4.10 _{a,b}	69	4.15 _a	92	3.67 _b	12

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 A2. Mean comparison scores by department.

	Department																			
	Construction Management		Dean's Office/ CHHS/ IBE		Design and Merchandising		Food Science and Human Nutrition		Health and Exercise Science		HDFS		Occupational Therapy		Prefer not to disclose		School of Education		School of Social Work	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
The CHHS Mission Statement aligns with my values	3.83 _a	12	4.45 _{b,d,e,f,g}	11	4.17 _{a,b}	12	4.26 _{b,c}	35	4.33 _{b,d,e,f,g}	15	4.60 _d	35	4.38 _{b,d,e,f,g}	29	4.16 _{a,c,e}	32	4.10 _{a,c,f}	20	4.06 _{a,c,g}	17
The CHHS Mission Statement aligns with my department's values	3.17 _a	12	4.64 _{b,d}	11	4.00 _{c,e}	12	4.38 _{b,c}	34	4.40 _{b,c}	15	4.60 _b	35	4.21 _{c,d,e}	28	4.13 _{c,e}	32	3.95 _e	20	4.12 _{c,e}	17
The CHHS Mission Statement supports CSU's values	4.00 _a	11	4.64 _{b,c,d}	11	4.17 _{a,b}	12	4.45 _{b,c,d,e,f}	33	4.27 _{a,b,c}	15	4.60 _c	35	4.24 _{a,d}	29	4.19 _{a,e}	32	3.90 _a	20	4.13 _{a,f}	16
CHHS academic programs align with the CHHS Mission Statement	3.36 _a	11	4.55 _b	11	3.92 _{a,c,d,e,f,g}	12	4.18 _{b,c}	33	4.14 _{b,d}	14	4.44 _b	32	4.22 _{b,e}	27	4.10 _{b,f}	29	3.55 _a	20	4.07 _{b,g}	15
CHHS research programs align with the CHHS Mission Statement	3.55 _{a,c}	11	4.45 _b	11	4.09 _{a,b}	11	4.15 _b	34	4.27 _b	15	4.29 _b	31	4.08 _b	26	4.06 _b	31	3.50 _c	16	3.93 _{a,b,c}	14
CHHS outreach programs align with the CHHS Mission Statement	3.73 _{a,c,d}	11	4.50 _b	10	3.80 _{a,c,d}	10	4.16 _{a,b}	32	4.14 _{a,b}	14	4.34 _b	32	4.15 _{a,b}	27	4.07 _{a,b}	28	3.47 _c	17	4.08 _{b,d}	13

Q2. Which values would you like to see CHHS improve on? (Select all that apply)

Table B1. Values to improve on

	%	N
Accountability	21.4%	53
Community engagement	20.2%	50
Creativity and discovery	12.1%	30
Diversity	30.6%	76
Entrepreneurship	8.9%	22
Excellence	10.1%	25
Innovation	11.7%	29
Respect	18.5%	46
Student centricity	13.3%	33
Teamwork and collaboration	32.7%	81
Other (specify)	8.9%	22

**Multiple response item*

Other Specifies (Verbatim):

- Academic Hierarchy
- Addressing department issues when they arise, addressing issues that come up on review of leadership and trying to assist departments to be better when working w challenging DH
- Adequate compensation vis a vis cost of living in FoCo
- Communication efforts that represents these values
- Engaged Scholarship
- Equal access
- Equity
- Equity and Inclusive Excellence
- Equity, inclusion and representation (not just diversity, which I see as the low-hanging fruit)
- Graduate student recognition and support
- More Equality for NTTP and Tenured track professors
- NTTF recent changes are not adequate
- Preparedness to address and ameliorate climate change, acknowledging the impact this will have on all of us, especially disadvantaged people
- Respect for conservative and religious viewpoints

- Social media (Pinterest) needs to better reflect diversity/values of CHHS
- Transparency - it's just a "word" and not necessarily practiced
- Transparency at the college and unit level
- Transparency in budget/staffing/work decisions
- Valuing and listening to voices from employees at all levels. Seems like decisions are made among 'higher ups' in regards to issues that directly impact the work and lives of those whose voices are not considered as important.
- Valuing and respect for multiple research methods/methodologies
- Well-being
- Work Life Balance