2018 Employee Climate Survey

Presentation for APC Council

Assessment Group for Diversity Issues

2.11.19

For more information and full results : https://diversity.colostate.edu/2018-employee-climate-survey/

Colorado State University

CSU Climate Assessment

- Purpose
  - Assess the current CSU climate
- 2018 Focus
  - Provide results to divisions/colleges and departments/units when possible
- Biennial assessment
  - Survey
  - Open ends
  - Open forums
  - Focus groups

CSU Climate Assessment

- Results
  - Provide an overall picture of CSU's employment experiences and perceptions
  - Further CSU's commitment to institutional accountability
  - Be actionable and incite dialogue
    - Inform policies, initiatives, and opportunities that will provide an exceptional and equitable work environment
  - Provide a benchmark for longitudinal data collection and comparison for perceptions of diversity

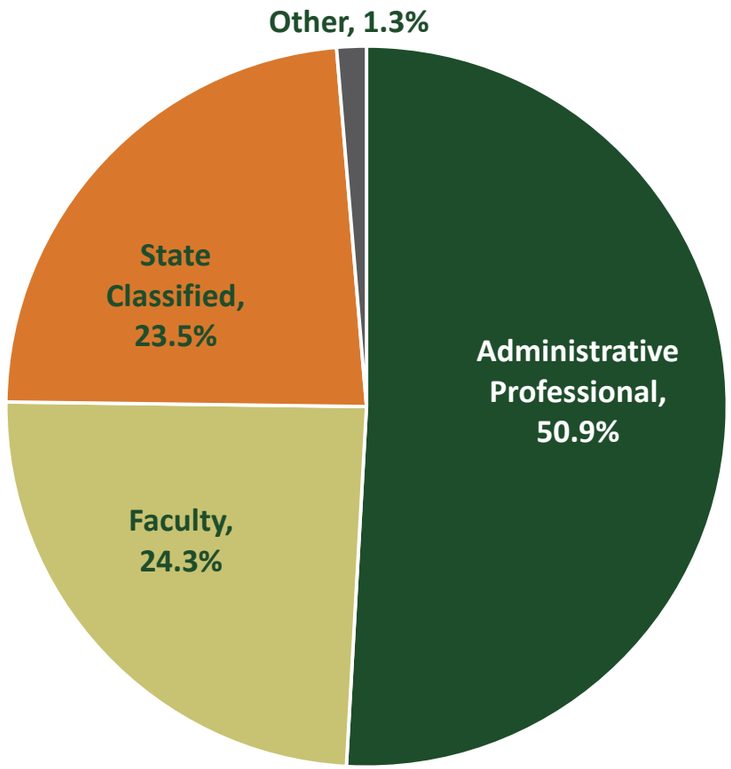
Methodology

- Administered via Qualtrics in Fall 2018
  - Spanish and hard copy versions available
  - 15 minutes to complete
  - Anonymous
  - Results are reported in aggregate and no identifying information reported
  - Emails sent by deans and vice presidents

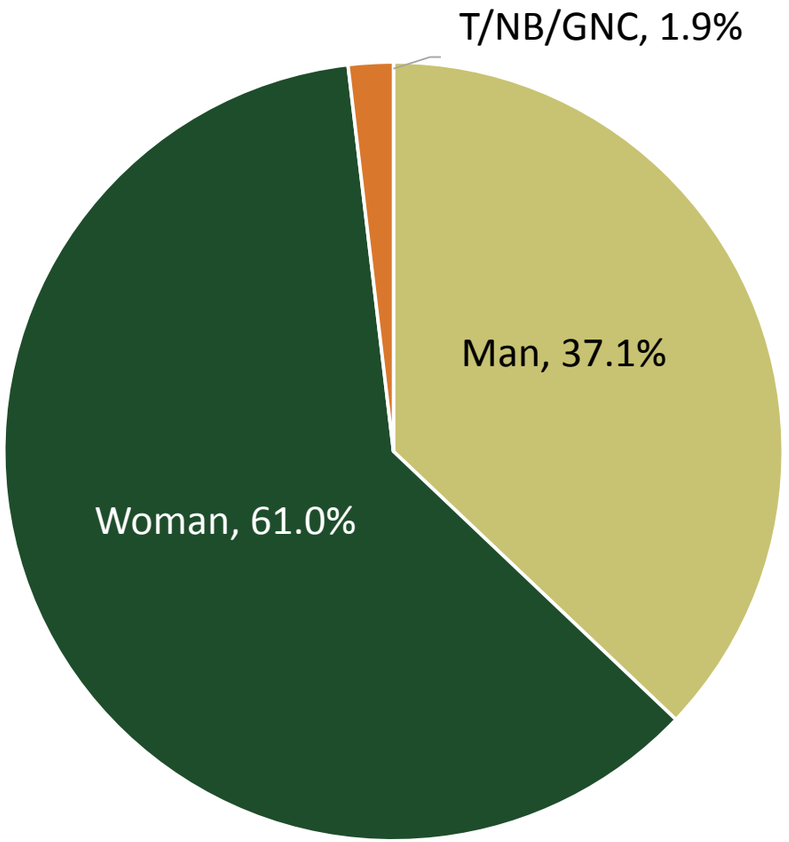
Response Rate

Employee Category	# of Respondents	2016 Response Rate	2018 Response Rate
All Employees	**4,058**	30.3%	**58.5%**
Administrative Professional	1,800	32.0%	50.5%
Faculty	860	18.7%	45.6%
State Classified	830	39.4%	47.3%
Other	47		
Prefer not to disclose/Missing	521		

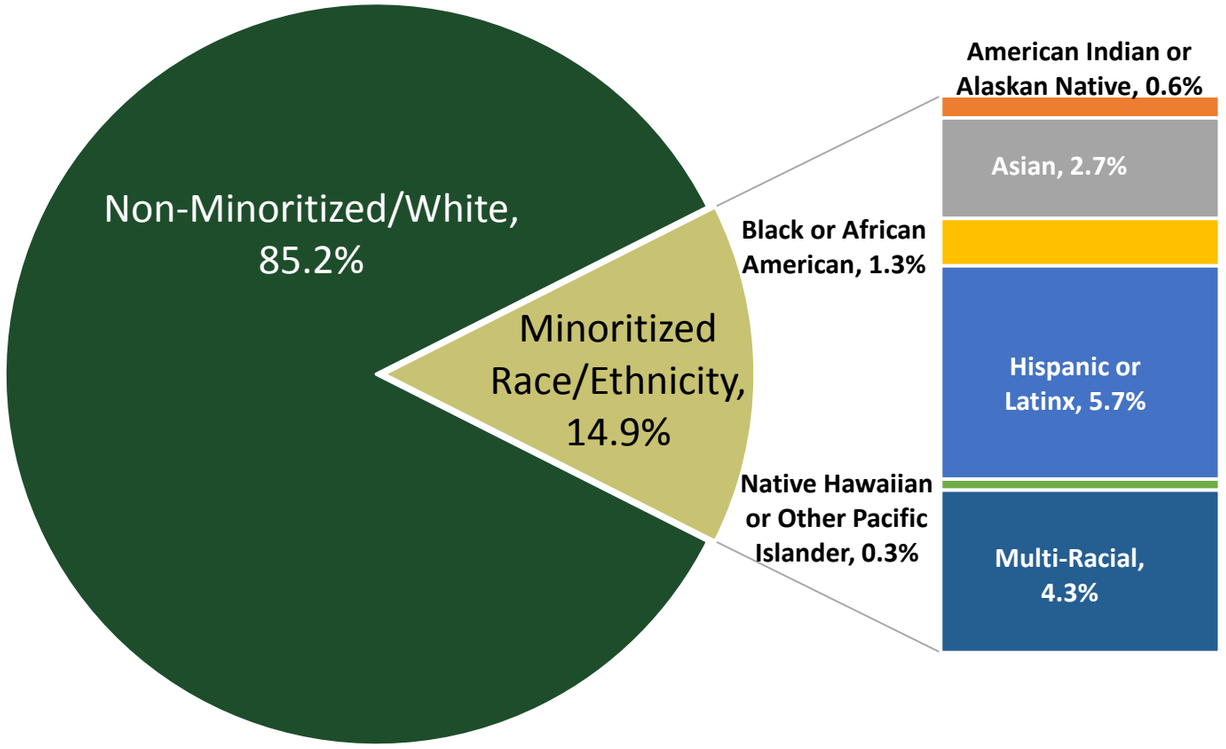
Respondents' Employee Category



Employee Characteristics



Gender



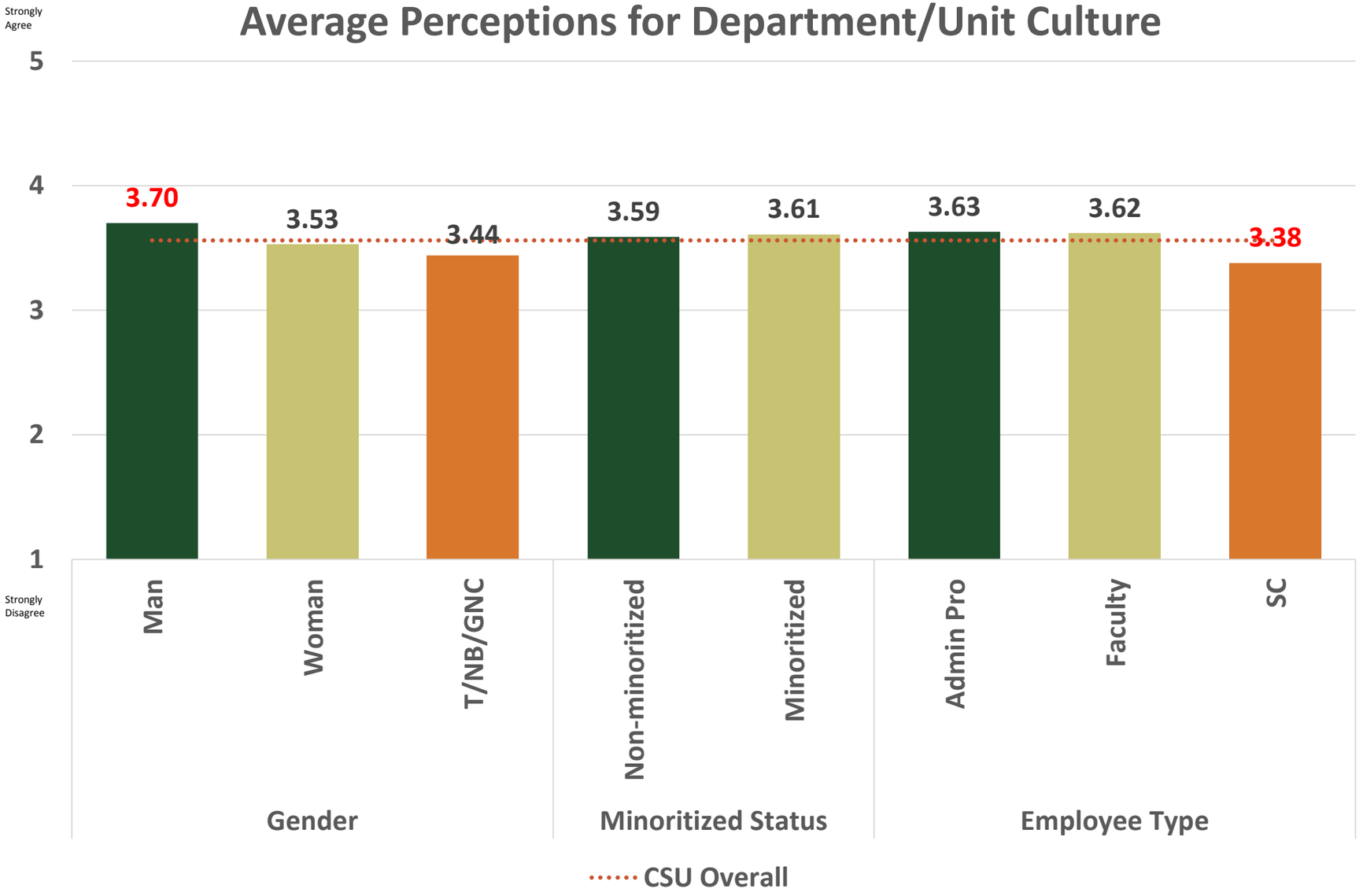
Race/Ethnicity

Survey Framework

- Culture
- Respect
- Favoritism
- Leadership & Accountability
- Misconduct
- Bias Incidents
- Principles of Community
- Employee Councils
- Freedom of Speech
- Perceptions of CSU and Department/Unit
- Discriminatory Attitudes
- Work Stressors
- Care Challenges
- Employee Characteristics
- Three words to describe your division/college culture
- Open ends

Culture Items

Department/Unit Culture	Strongly Agree/Agree
• I feel valued as an employee	66.7%
• My dept. promotes a work environment where all employees feel included	64.7%
• My dept. treats all employees equitably	58.4%
• My dept. is open and transparent in communication	57.3%
• My dept. values employee input in major department decisions	57.3%



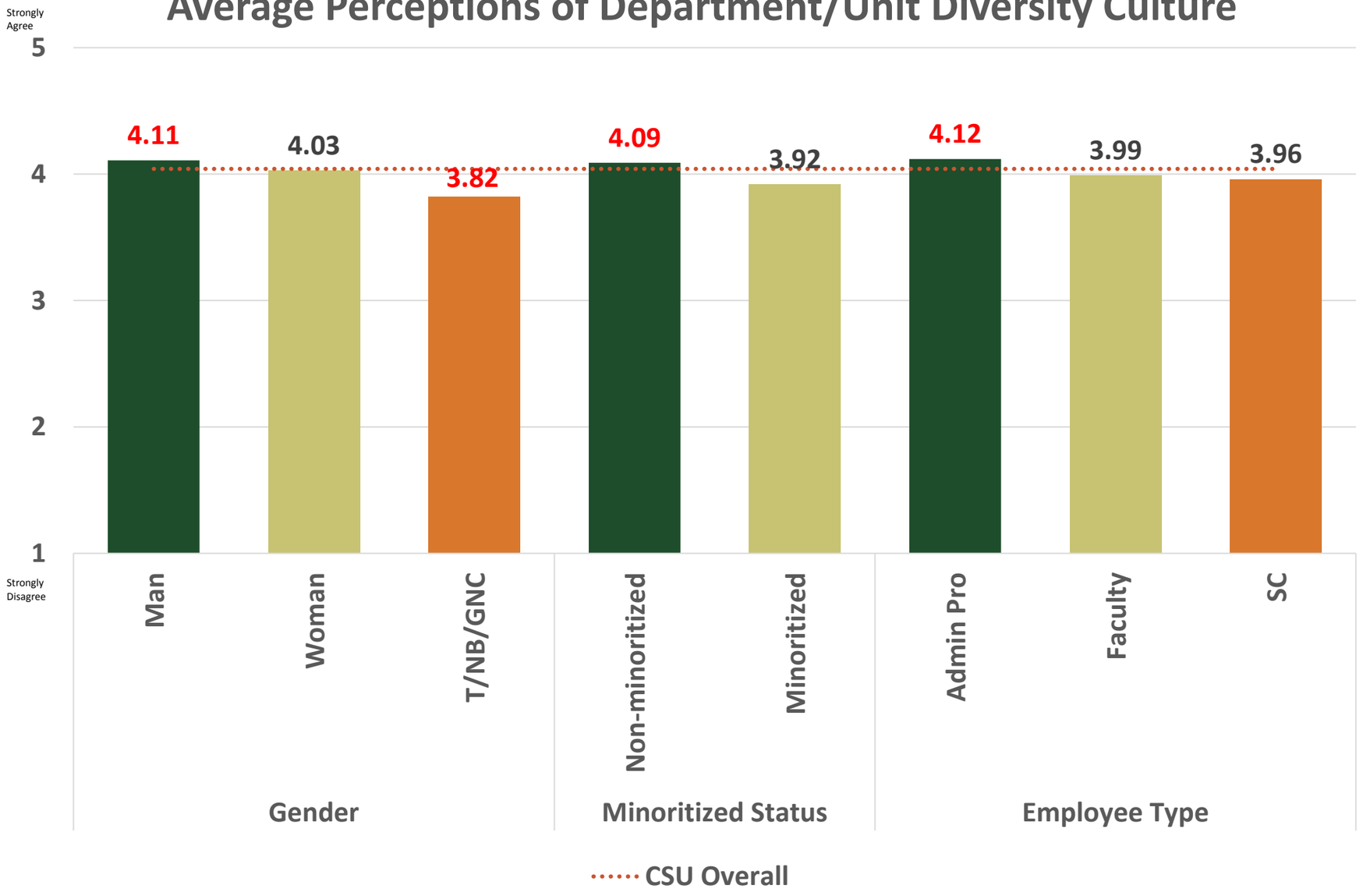
Culture

Department/Unit Culture

Culture Items

Department/Unit Diversity Culture	Strongly Agree/Agree
• My department promotes respect for cultural differences	76.1%
• My department communicates the importance of valuing diversity	69.8%
• My department understands the value of diversity	57.3%

Average Perceptions of Department/Unit Diversity Culture

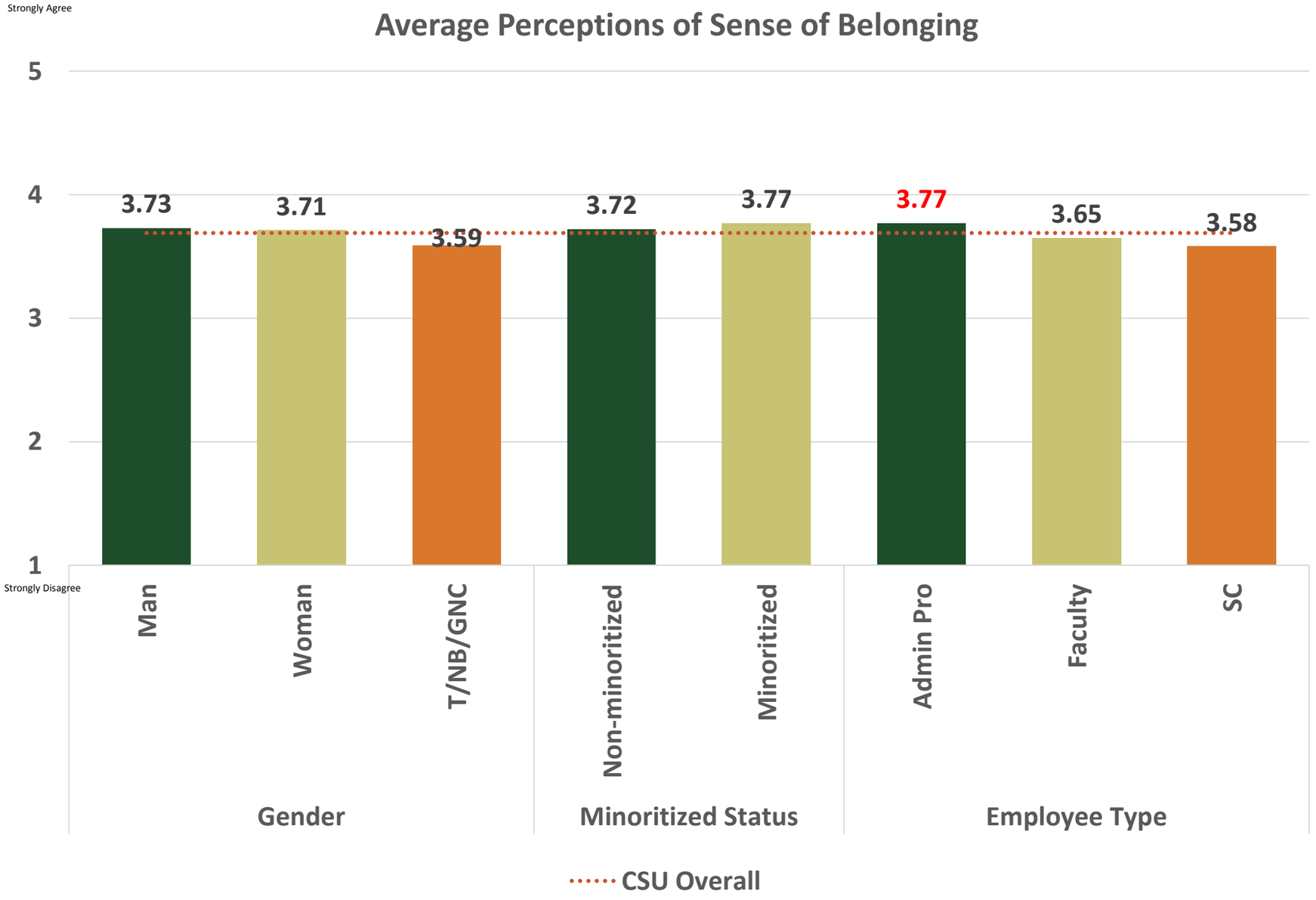


Culture

Department/Unit Diversity Culture

Culture Items

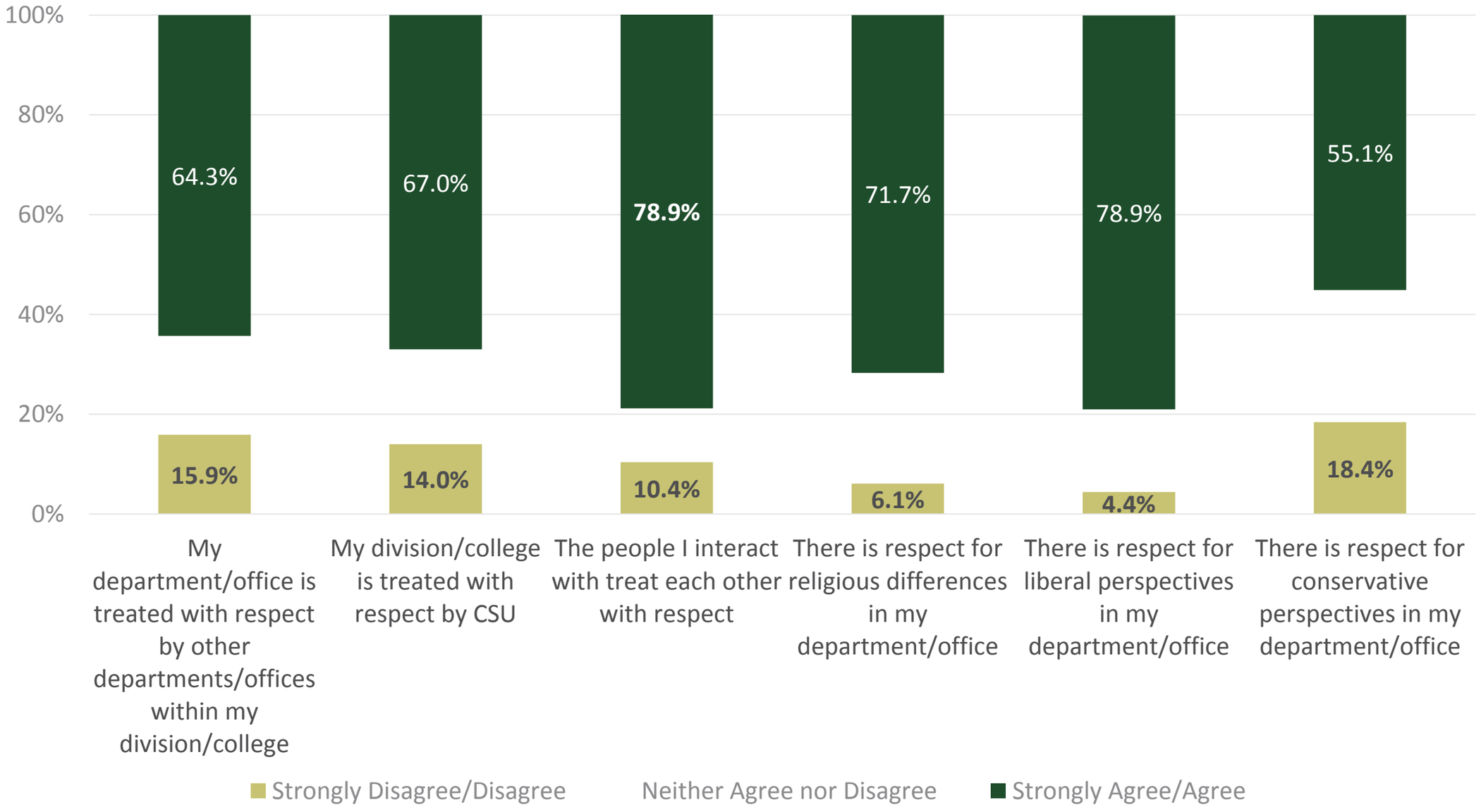
Sense of Belonging	Strongly Agree/Agree
• I feel a strong sense of belonging to my department/unit	71.4%
• I feel a strong sense of belonging to CSU	62.4%
• I feel a strong sense of belonging to my division/college	55.4%



Culture

Sense of Belonging

Percentage of respondent agreement to items related to respect

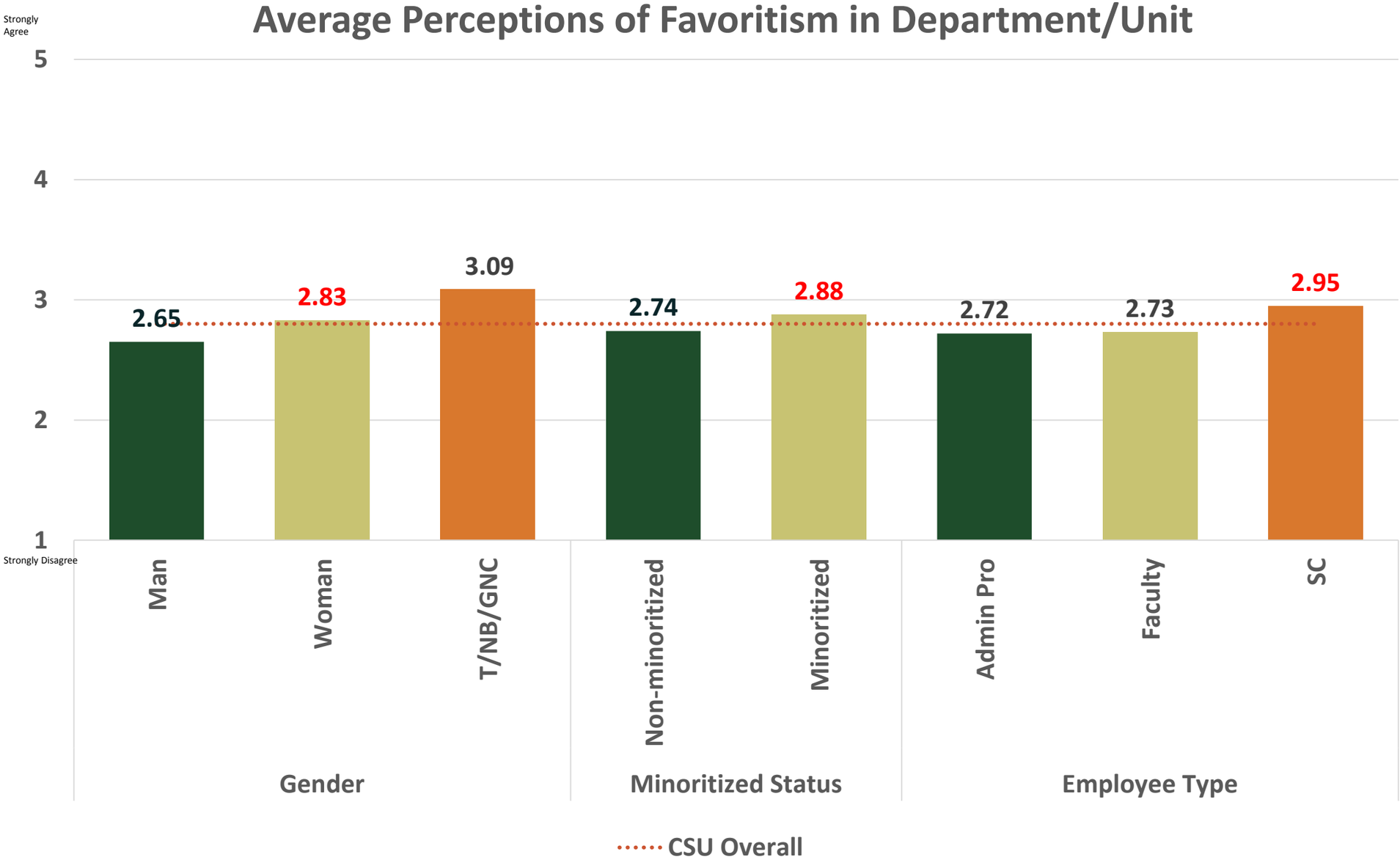


Respect

Favoritism Items

	Strongly Agree/Agree
• Favoritism plays a role in who gets recognized within my department/office	37.9%
• Favoritism plays a role in who gets resources in my department/office	31.3%
• Favoritism plays a role in who gets professional development opportunities	23.7%
• Favoritism plays a role in who gets promoted in my department/office	32.3%
• Favoritism plays a role in who gets hired in my department/office	25.6%

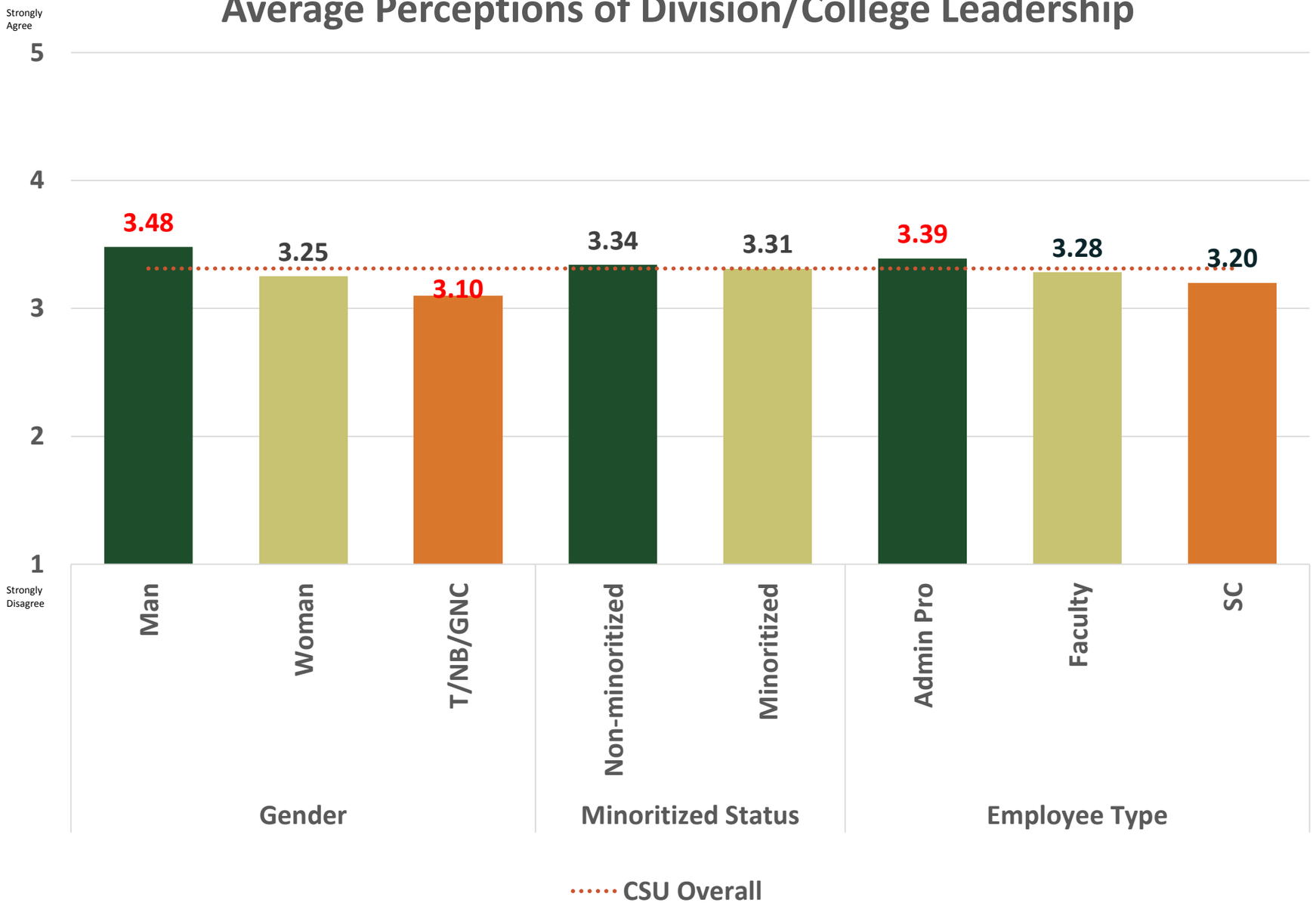
Average Perceptions of Favoritism in Department/Unit



Favoritism

Leadership and Accountability Items

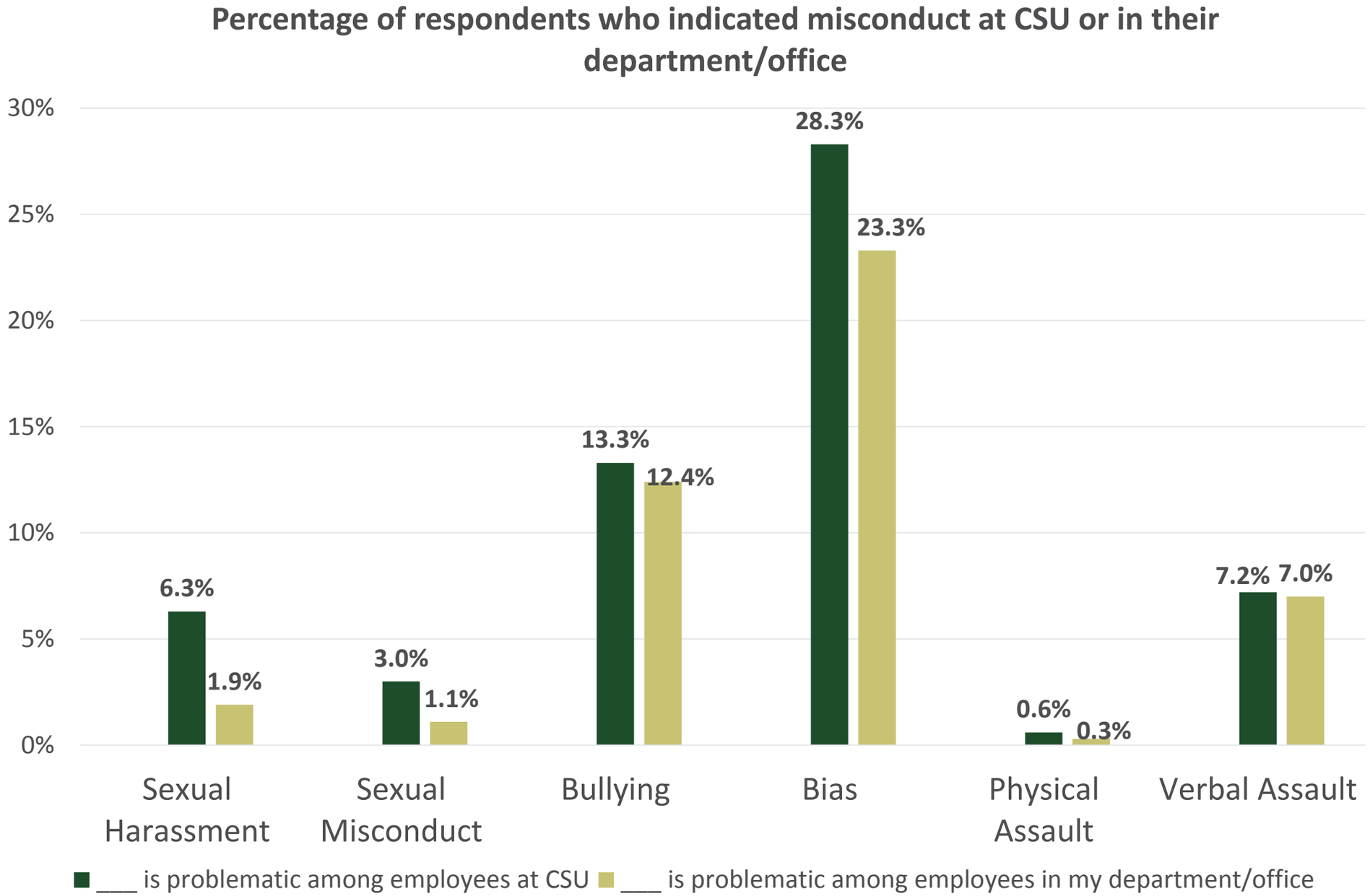
	Strongly Agree/Agree	
	Division/College	Dept./Unit
• Leadership acts ethically and honestly in the workplace	69.4%	75.2%
• Leadership adequately addresses inappropriate behavior	51.7%	58.2%
• Leadership addresses issues of inequity	50.3%	55.8%
• Leadership holds employees accountable for inappropriate behavior	48.1%	55.4%
• Leaders hold all employees to the same standards	45.8%	51.1%
• Leadership holds employees accountable for poor performance	41.5%	50.5%



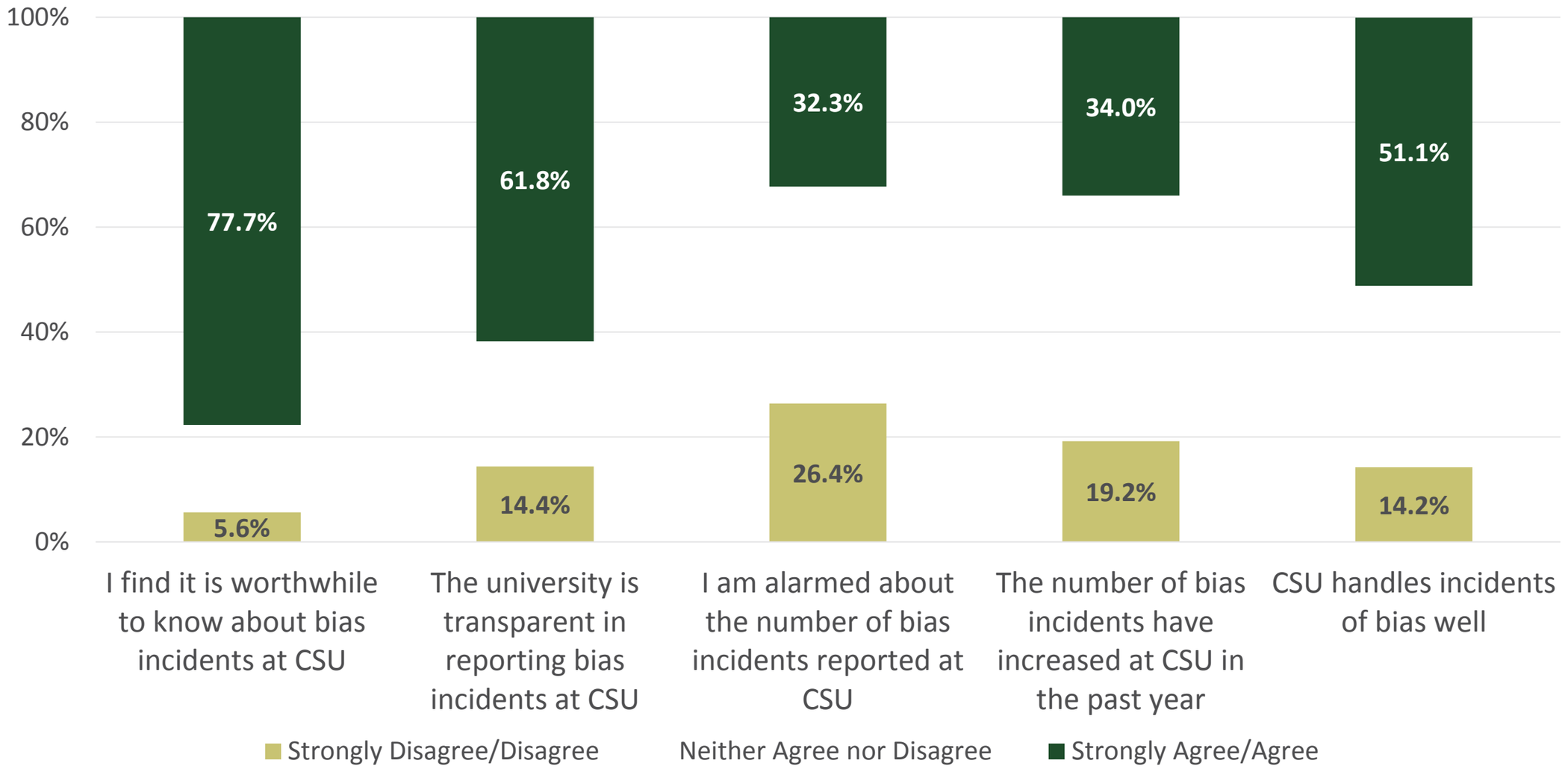
Leadership & Accountability

Division/College Leadership

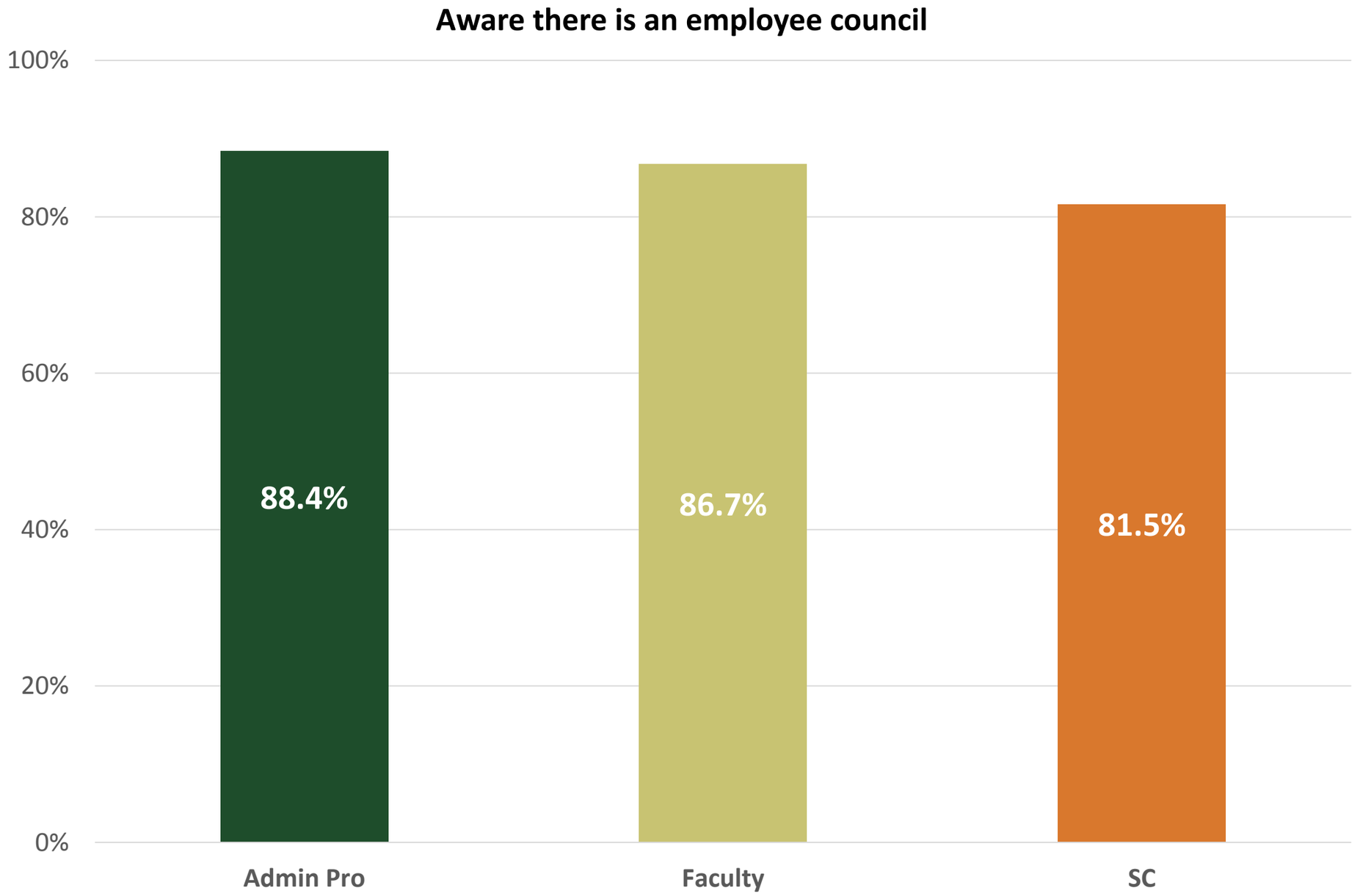
Misconduct


Percentage of respondents who indicated misconduct at CSU or in their department/office
30%
25%
20%
15%
10%
5%
0%
6.3%
1.9%
3.0%
1.1%
13.3%
12.4%
28.3%
23.3%
0.6%
0.3%
7.2%
7.0%
Sexual Harassment
Sexual Misconduct
Bullying
Bias
Physical Assault
Verbal Assault
___ is problematic among employees at CSU
___ is problematic among employees in my department/office

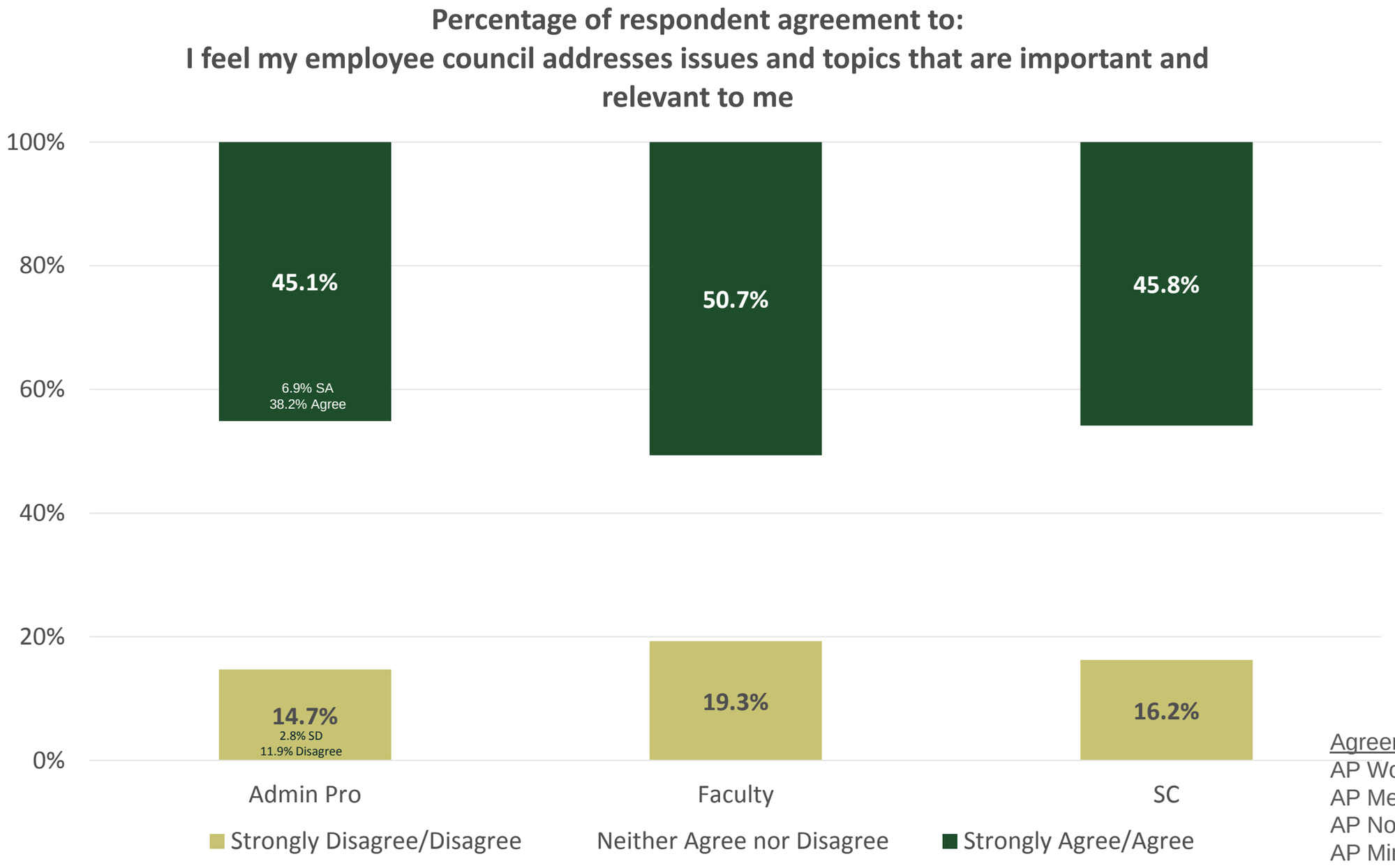
Percentage of respondent agreement to items related to perceptions of bias incidents



Bias Incidents



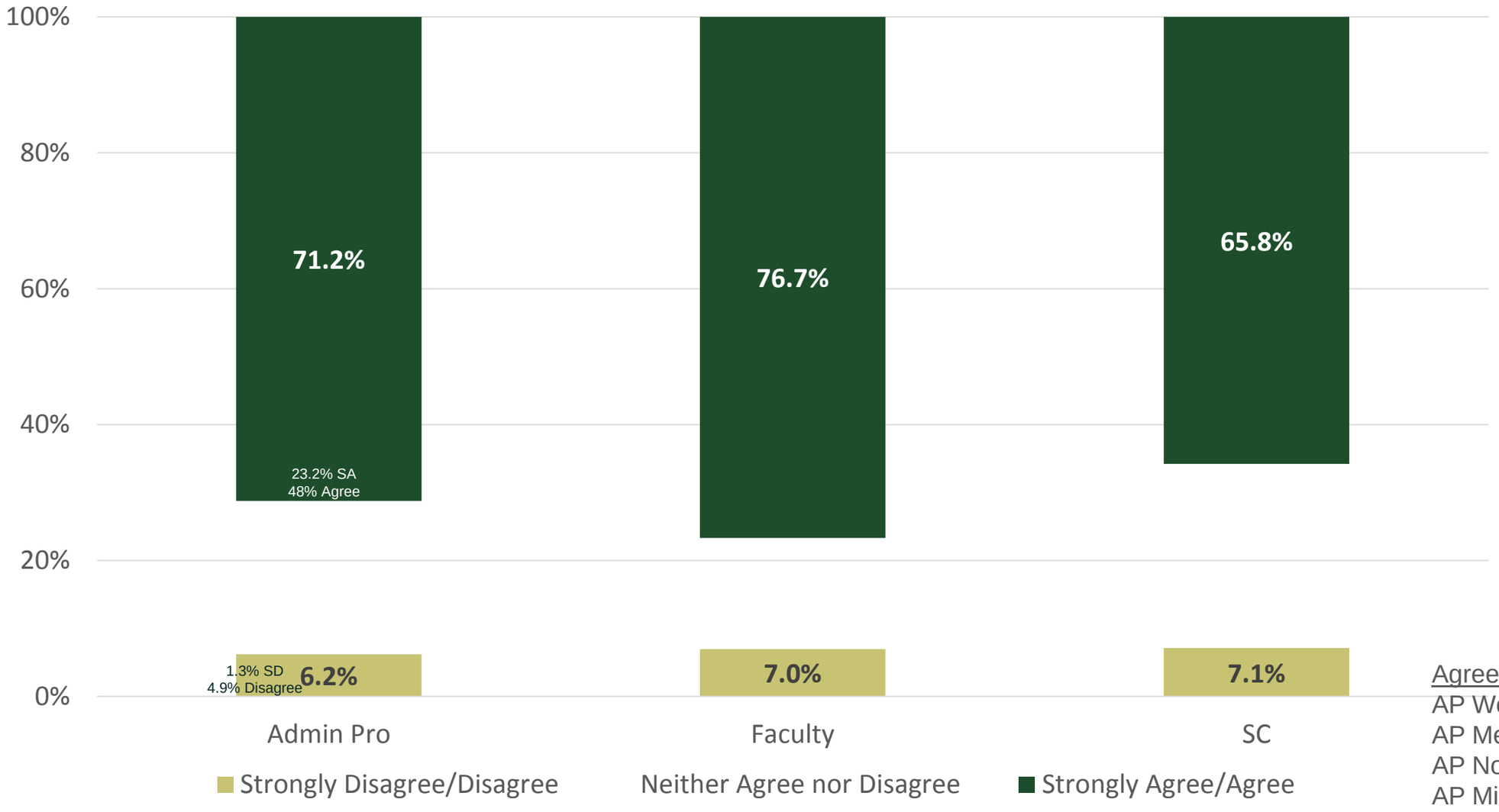
Employee Councils



Employee Councils

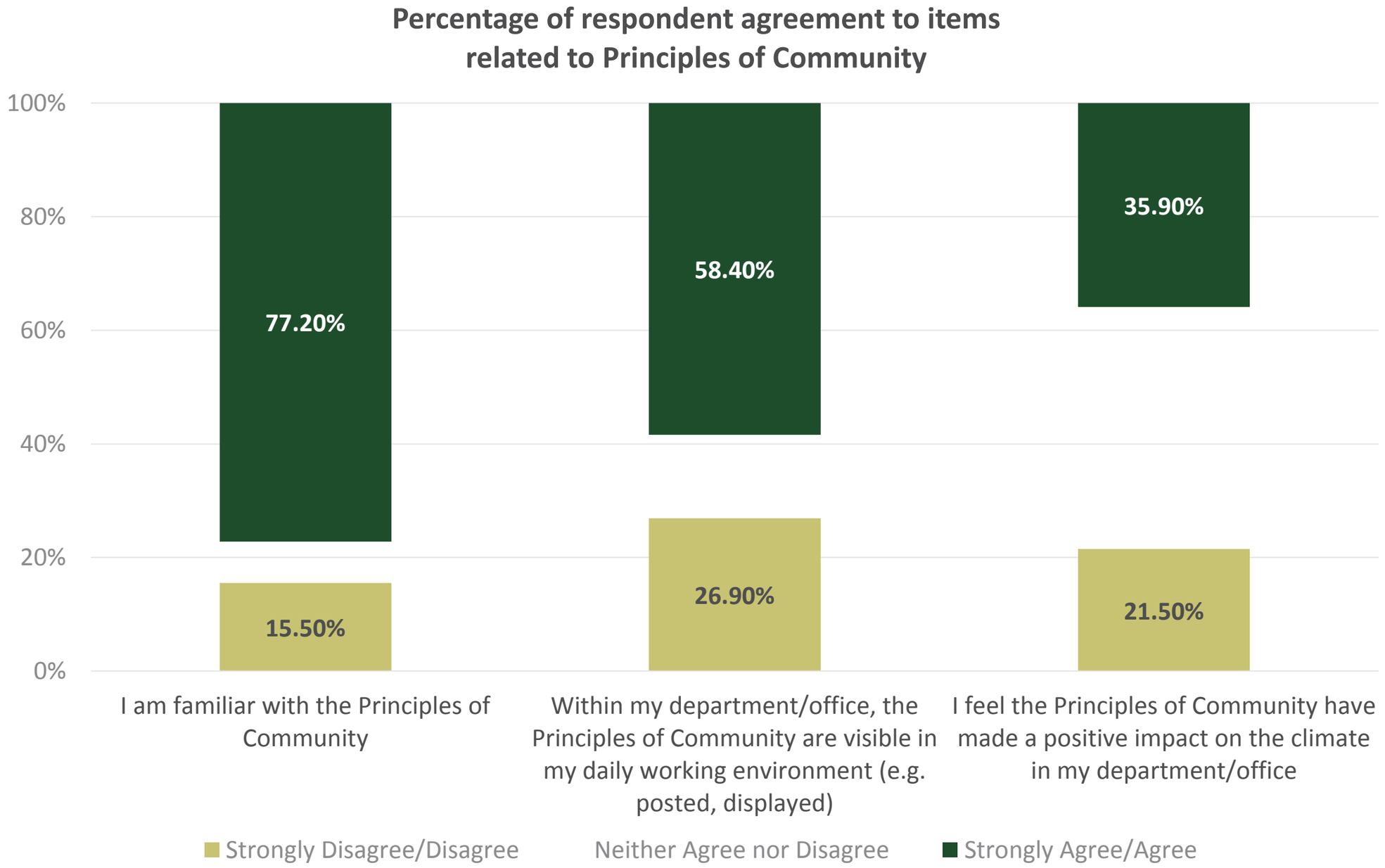
Agreement
AP Women (51%)
AP Men (42%)
AP Non-minoritized (48%)
AP Minoritized respondents (46%)

Percentage of respondent agreement to:
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution



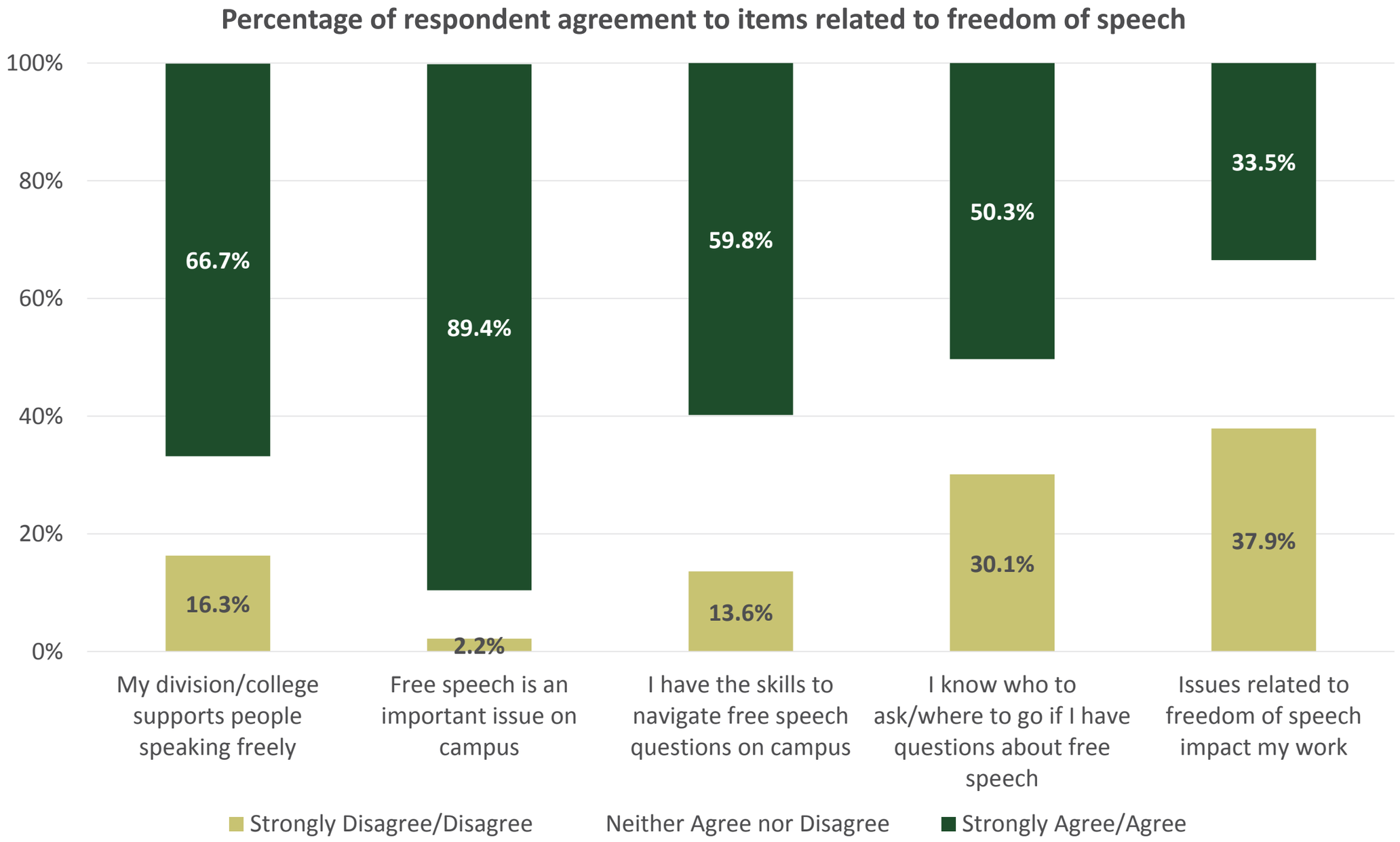
Employee Councils

Agreement
AP Women (75%)
AP Men (68%)
AP Non-minoritized (73%)
AP Minoritized respondents (70%)



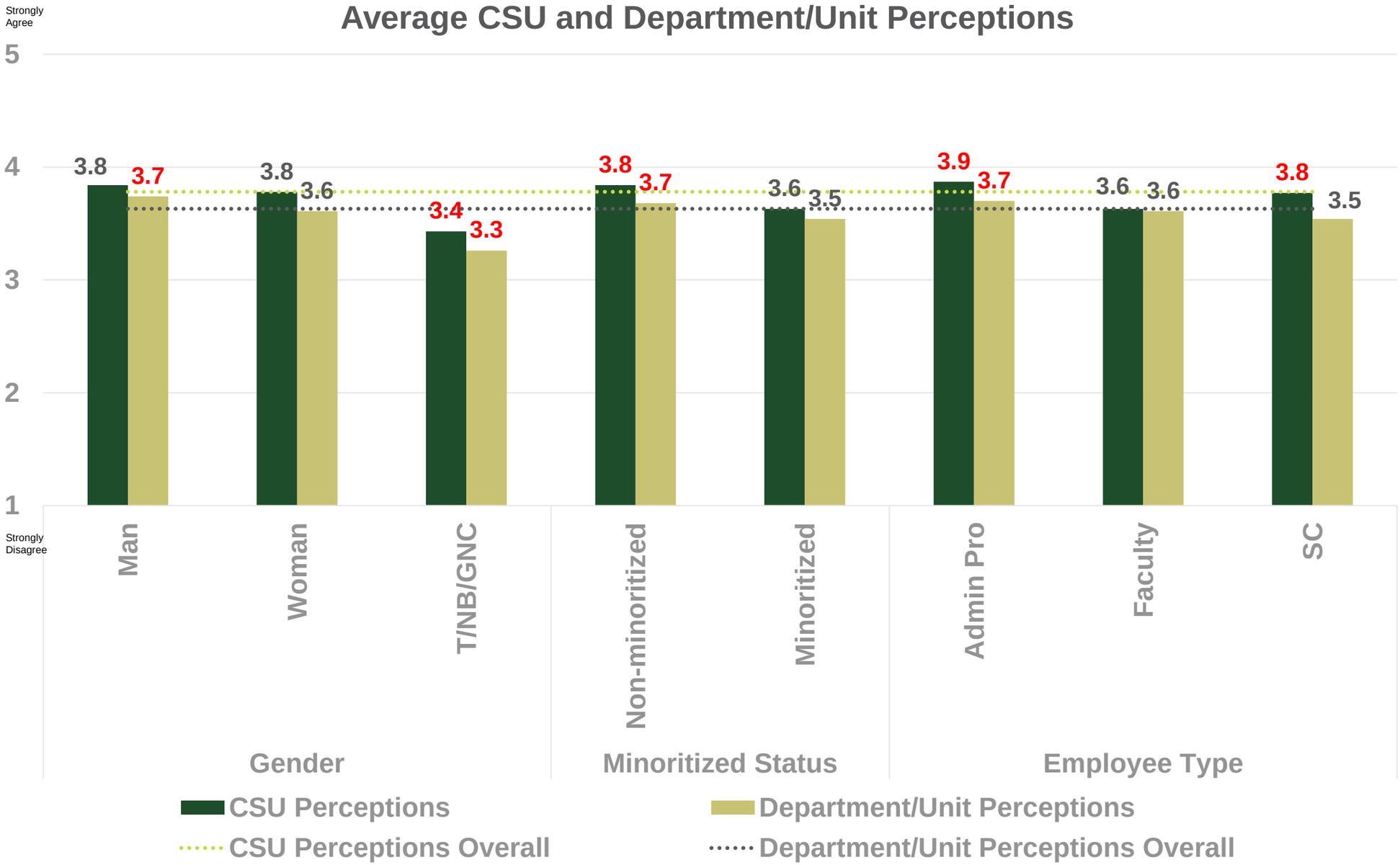
Principles of Community

Freedom of Speech



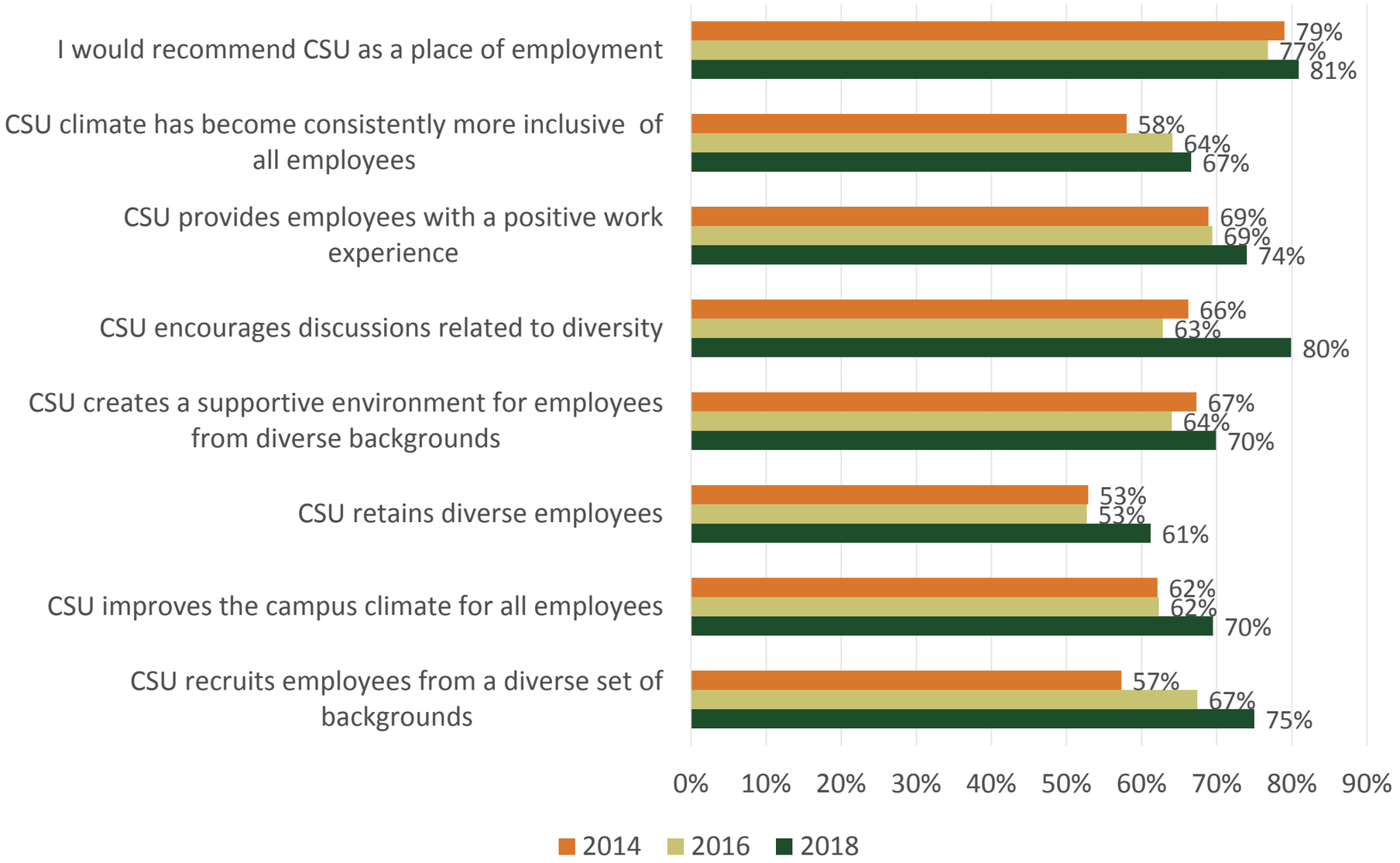
Perception Items

	Strongly Agree/Agree	
	CSU	**Dept./Office**
• I would recommend as a place of employment	80.9%	71.3%
• Encourages discussions related to diversity	79.9%	61.8%
• Recruits employees from a diverse set of backgrounds	75.5%	66.6%
• Provides employees with a positive work experience	74.0%	68.7%
• Creates a supportive environment for employees from diverse backgrounds	69.9%	65.3%
• Improves the campus climate for all employees	69.5%	63.7%
• Climate has become consistently more inclusive of all employees	66.6%	59.3%
• Retains diverse employees	61.2%	56.8%

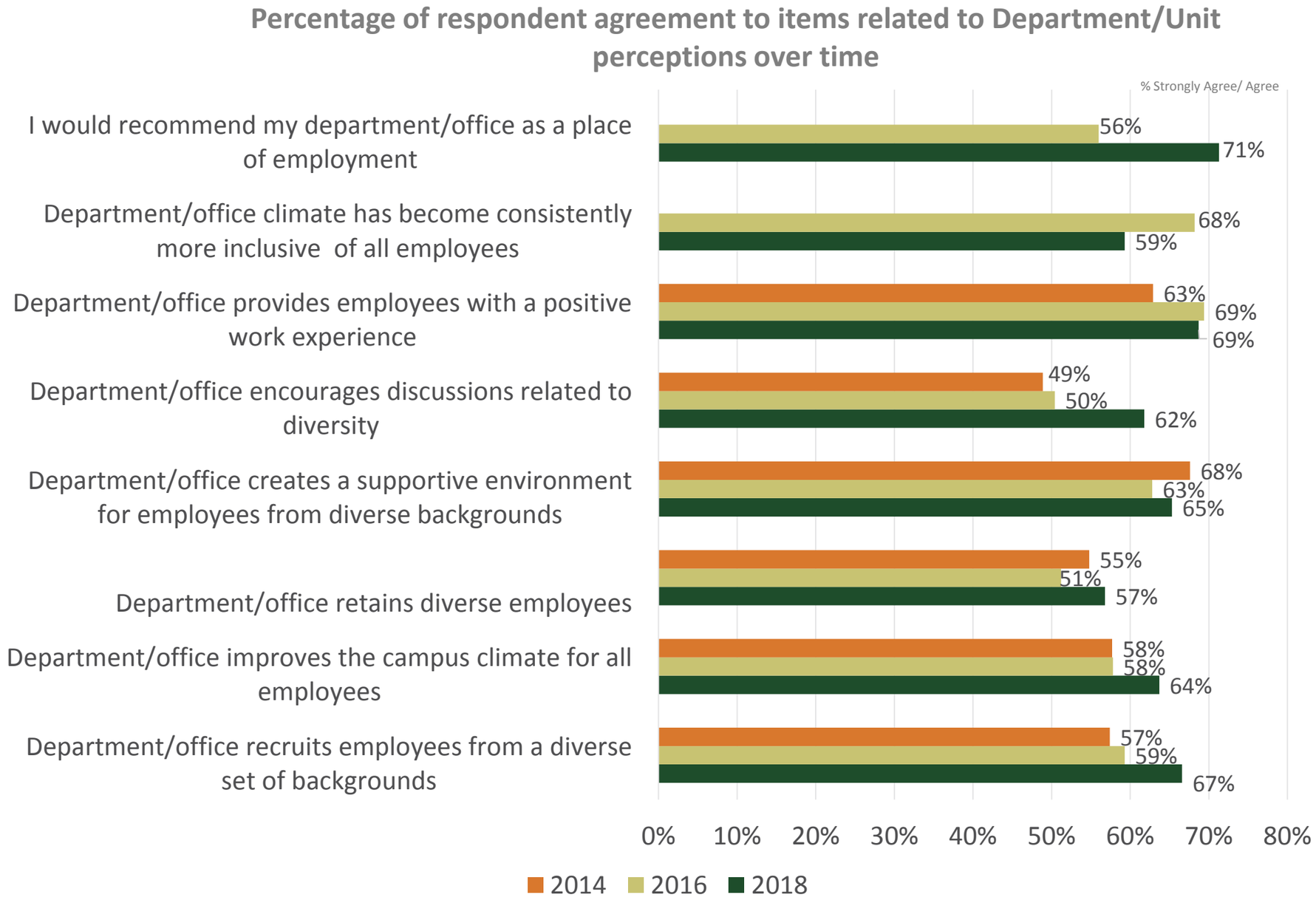


Perceptions

Percentage of respondent agreement to items related to CSU perceptions over time



CSU Perceptions over Time



Department/Unit Perceptions over Time

- ## Discriminatory Attitudes in Department/Unit
  - Job title (31%), employment classification (29%), political affiliation (20%), age (19%), and gender (17%)
  - Top write-in answers: nepotism/favoritism, education background, reverse discrimination, employment duration, and research/grant money

- ## Top 3 Work Stressors
  - Low salary (47%), workload (33%), work/life balance (29%), lack of growth/promotion (29%), office/department climate (21%), email overload (18%), lack of budget/funding/resources (17%)
  - Top write-in answer: parking and transportation, bureaucracy, and leadership

- ## Care Challenges
  - 14% of respondents utilized adult and/or child care services
  - Top challenges: cost of care services (72%), scheduling care services to match work schedules (40%), finding care services (32%)
  - Others: transportation to and from care services (29%), finding care for a sick/child (29%), and finding summer care services (29%)

Three words to describe your division/college culture

Key Findings for APC

- Administrative professional respondents had more favorable perceptions of CSU's climate compared to other employee types
  - Significantly higher perceptions compared to state classified
    - Department culture, diversity culture, respect, sense of belonging, favoritism, department/unit leadership, division/college leadership, CSU Perceptions and department/unit perceptions
  - Significantly higher perceptions compared to faculty except department/unit leadership, respect, favoritism, and department culture
- 88% of respondents were aware of the APC-among those AP respondents:
  - 45% agreement that the council addresses issues and topics that are important and relevant
    - Women (51%) higher agreement compared to men (42%)
    - Non-minoritized (48%) slightly higher agreement compared to minoritized respondents (46%)
  - 71% agreement that the councils' collective participation in shared governance is pertinent to the success of CSU
    - Women (75%) higher agreement compared to men (68%)
    - Non-minoritized (73%) slightly higher agreement compared to minoritized respondents (70%)

Thank you for your participation
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