

2018 Employee Climate Survey

Presentation for College of Agricultural Sciences

Assessment Group for Diversity Issues

10.15.19

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



Colorado State University

CSU Employee Climate Assessment

- Purpose
 - Assess the current CSU climate
- 2018 Focus
 - Provide results at the division/college level
- Biennial assessment
 - Survey
 - Open ends
 - Open forums
 - Focus groups

CSU Employee Climate Assessment

- Results
 - Provide a picture of employment experiences and perceptions in aggregate
 - 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
 - Establish a starting point to help know where to direct efforts

Methodology

- Instrument development
 - Solicited topic areas employees wanted covered
 - Offered division-specific questions
- Administered Fall 2018
 - Online
 - Hard copy
 - Diversity symposium

Methodology

- Results are reported in aggregate and no identifying information reported
- Email invitation and reminders came from Vice President or Dean
- Survey advertised through Source, CSU President, Councils, Diversity symposium
- Offered small incentives and division level results

CSU Response Rate Over Time

	2014 (n = 2,150)	2016 (n = 2,191)	2018 (n = 4,058)
All Employees	26.0%	30.3%	58.5%
Administrative Professional	28.2%	32.0%	50.5%
Faculty	29.3%	18.7%	45.6%
State Classified	30.7%	39.4%	47.3%

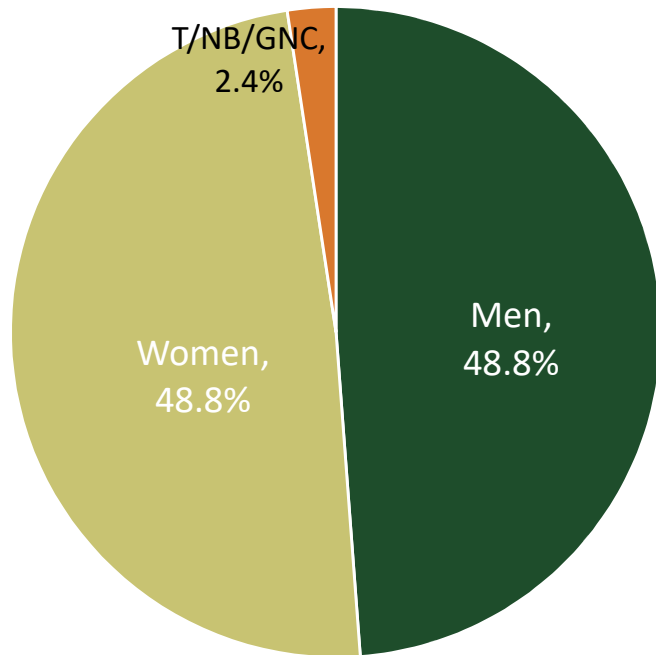
College Response Rates

College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7% (n=242)
Health and Human Sciences	69.5%
Natural Sciences	58.5%
Warner College of Natural Resources	49.8%
Business	48.9%
Liberal Arts	48.5%
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

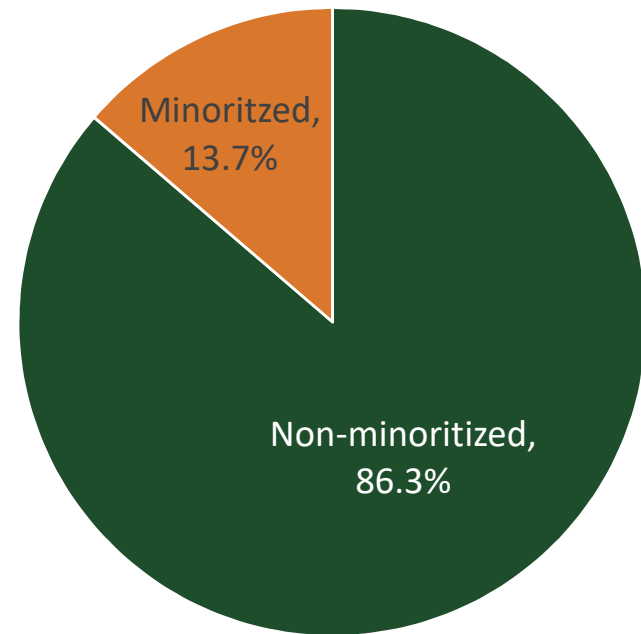
Department Response Rates

CAS Department	Response Rate	% of CAS Respondents
Agricultural and Resource Economics	96%	11.3%
Agricultural Experiment Stations (ARDEC, Arkansas Valley, Eastern Co., Plainsman, San Luis Valley, Southwestern Co., Plant Growth Facility, Western Co.)	28%	8.3%
Animal Sciences	52%	11.3%
Bioagricultural Sciences and Pest Management	57%	11.3%
Dean's Office/College of Agricultural Sciences	74%	9.6%
Horticulture and Landscape Architecture	88%	12.5%
Soil and Crop Sciences	75%	18.8%
Prefer not to disclose		17.1%
Total	74.7%	n=238

Respondent Characteristics for CAS

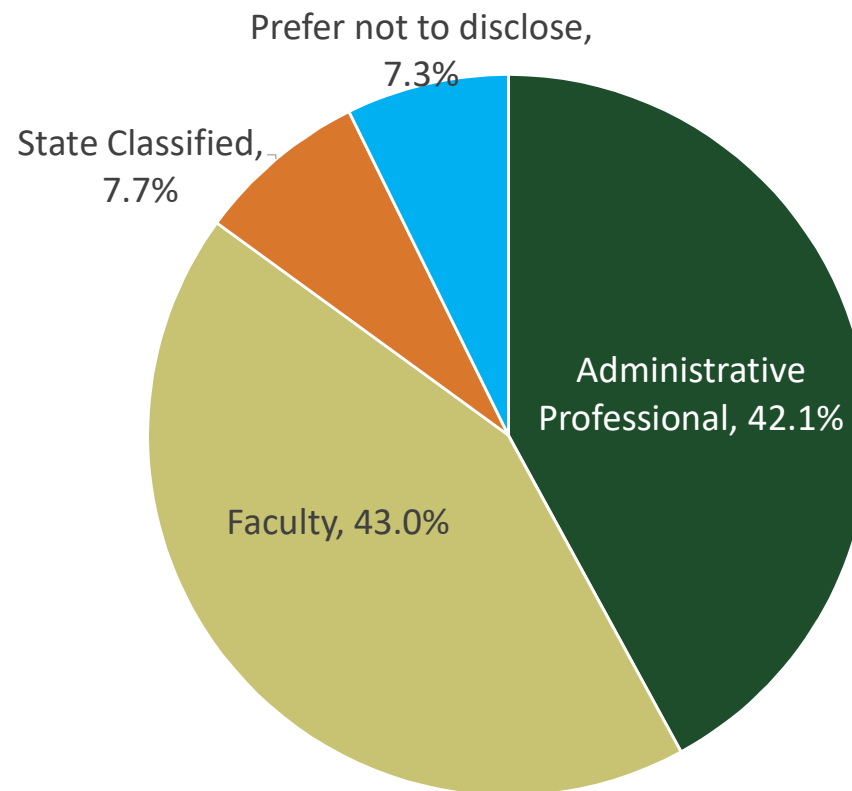


Gender



Racially Minoritized

Employee Category



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

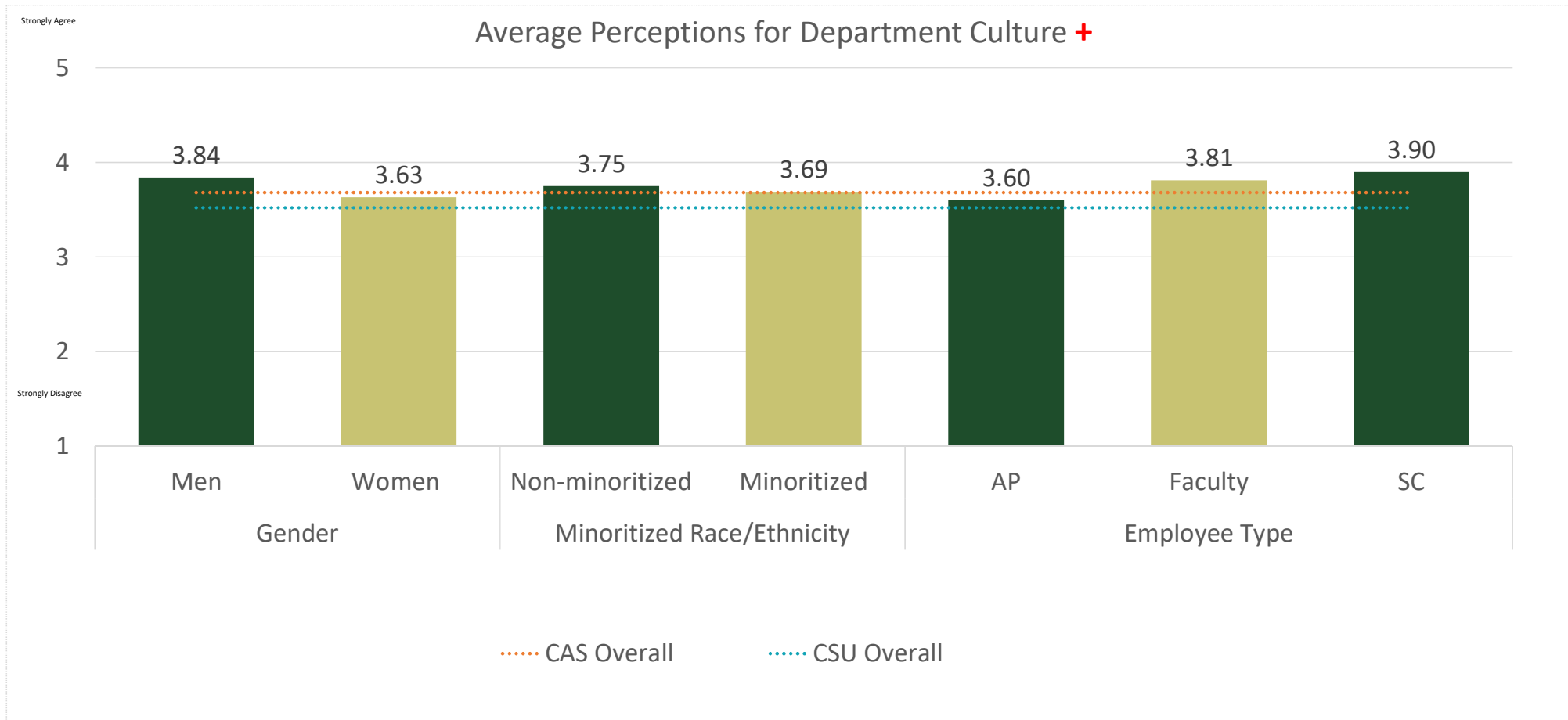
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

Culture Items

Department Culture

- My dept. promotes a work environment where all employees feel included
- My dept. treats all employees equitably
- My dept. is open and transparent in communication +
- My dept. values employee input in major department decisions +
- I feel valued as an employee

CAS Culture

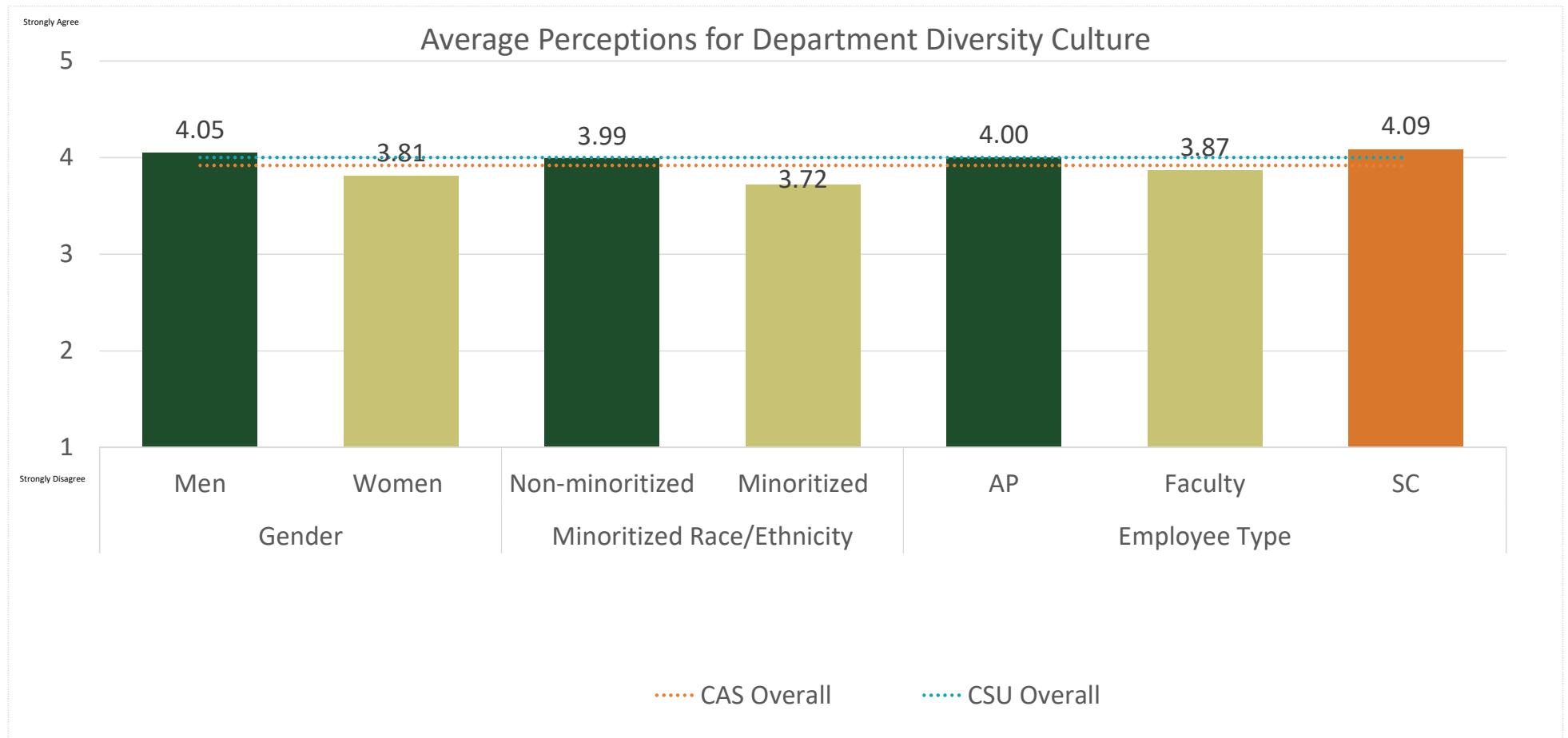


Culture Items

Department Diversity Culture

- My department promotes respect for cultural differences
- My department understands the value of diversity
- My department communicates the importance of valuing diversity

CAS Culture



Culture Items

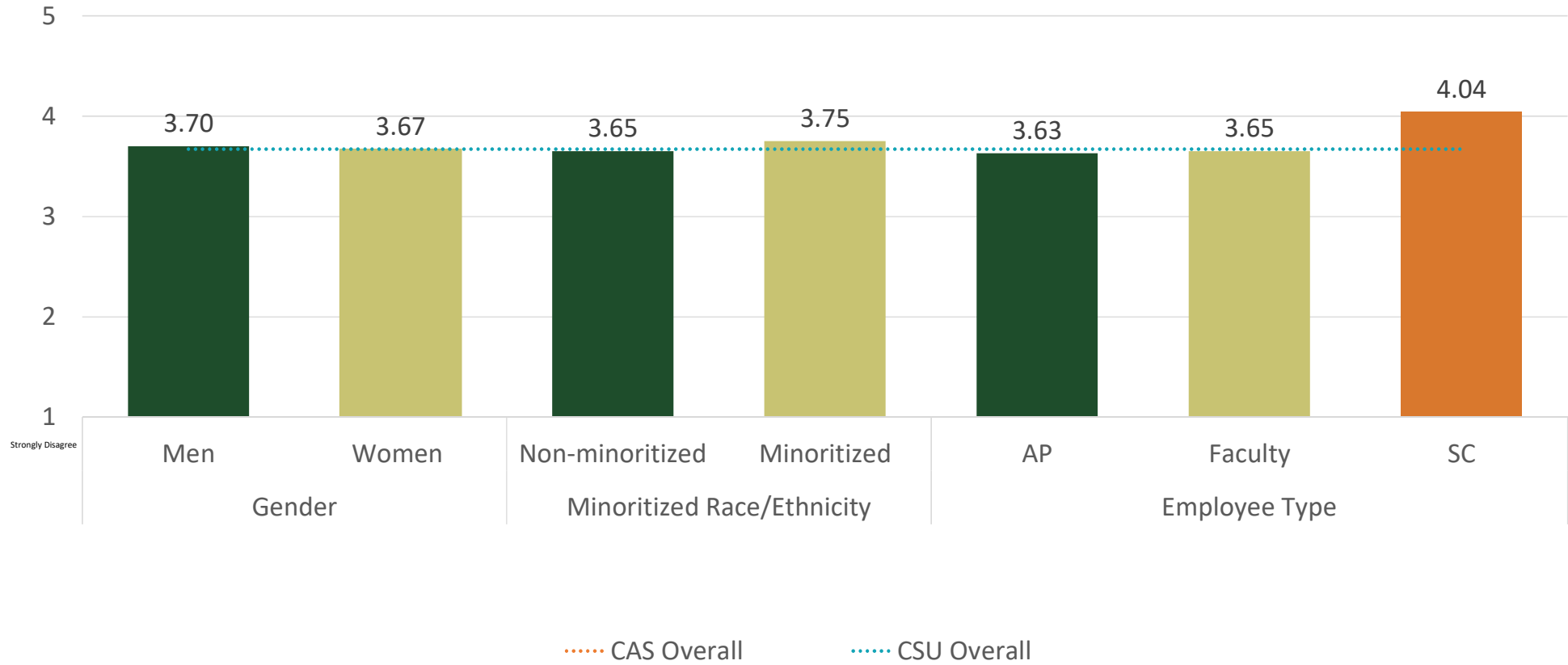
Sense of Belonging

- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my college
- I feel a strong sense of belonging to my department

CAS Culture

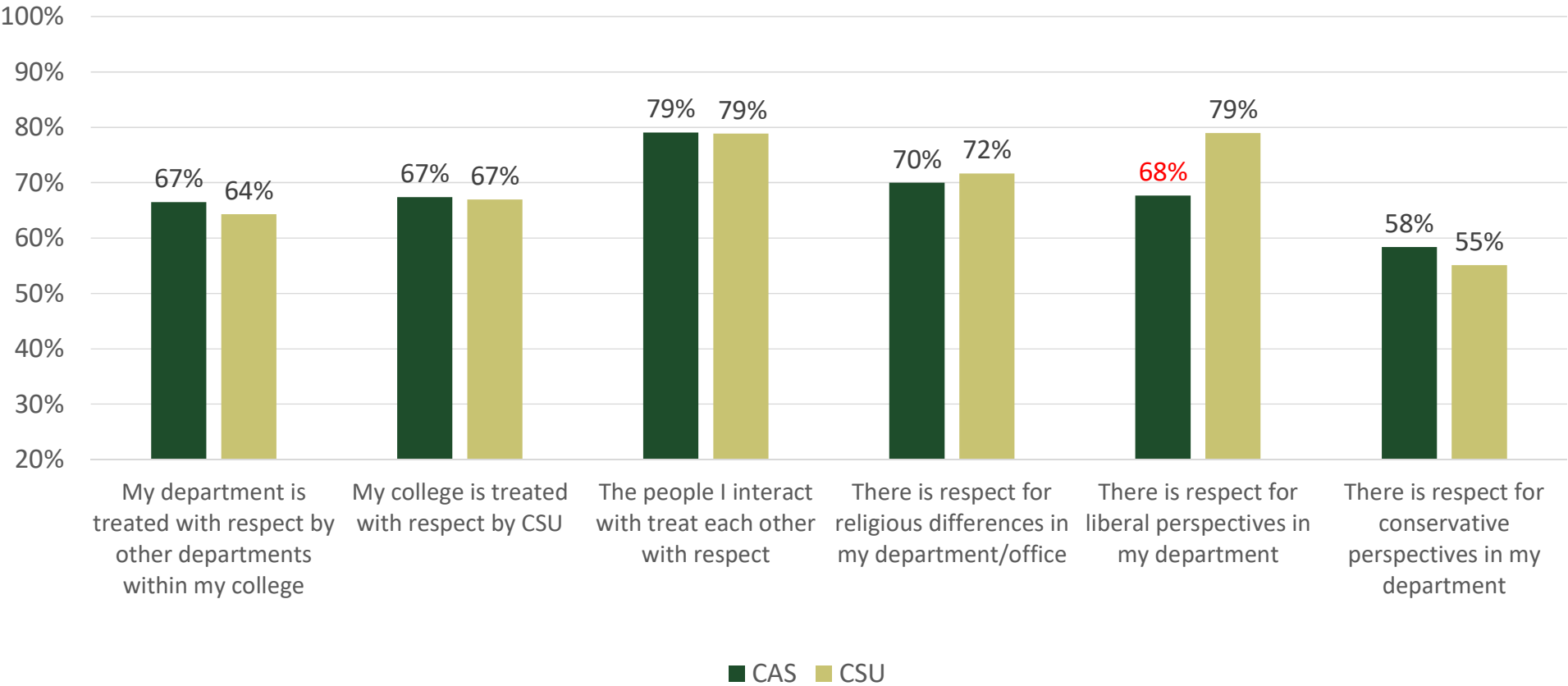
Strongly Agree

Average Perceptions for Sense of Belonging



Respect

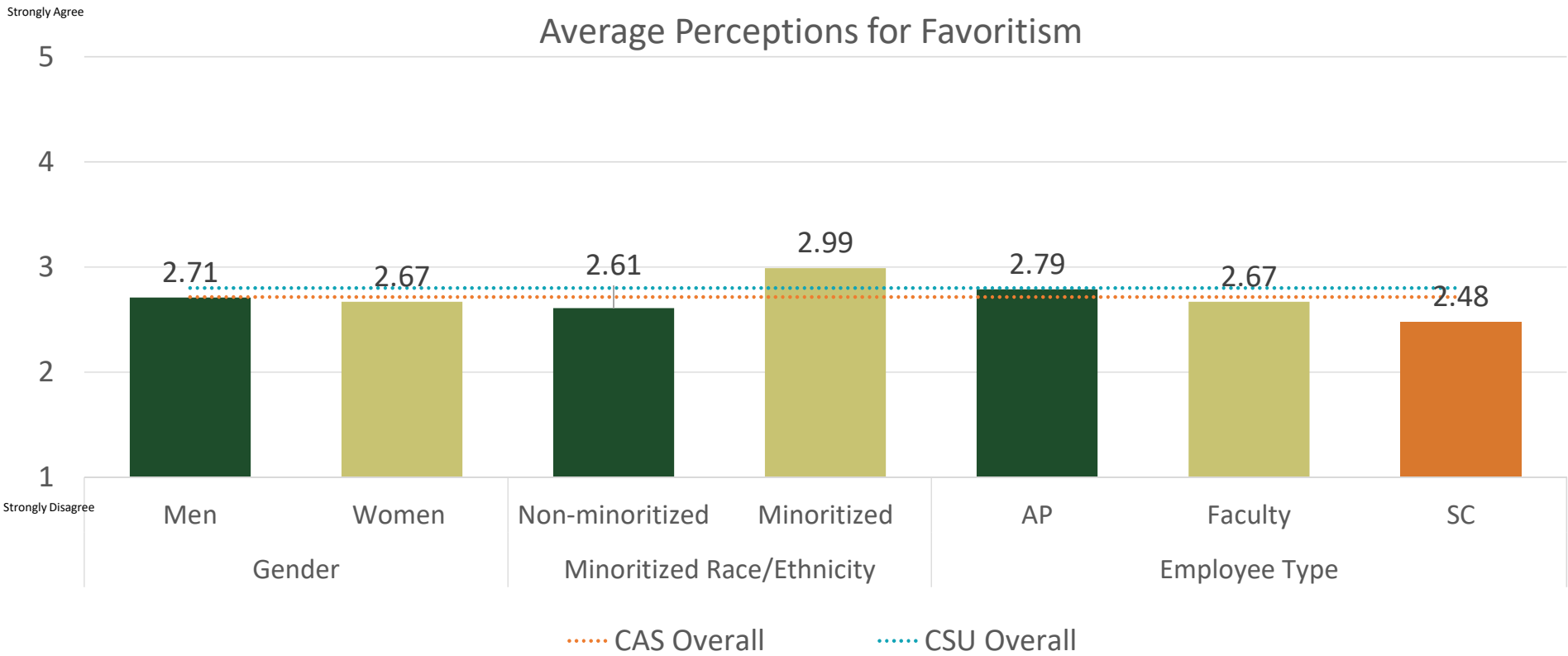
Strongly Agree/Agree



Favoritism Items

- Favoritism plays a role in who gets recognized within my department/office
- Favoritism plays a role in who gets resources in my department/office
- Favoritism plays a role in who gets professional development opportunities
- Favoritism plays a role in who gets promoted in my department/office -
- Favoritism plays a role in who gets hired in my department/office

CAS Favoritism



Leadership and Accountability Items

- Items asked each for College and Department

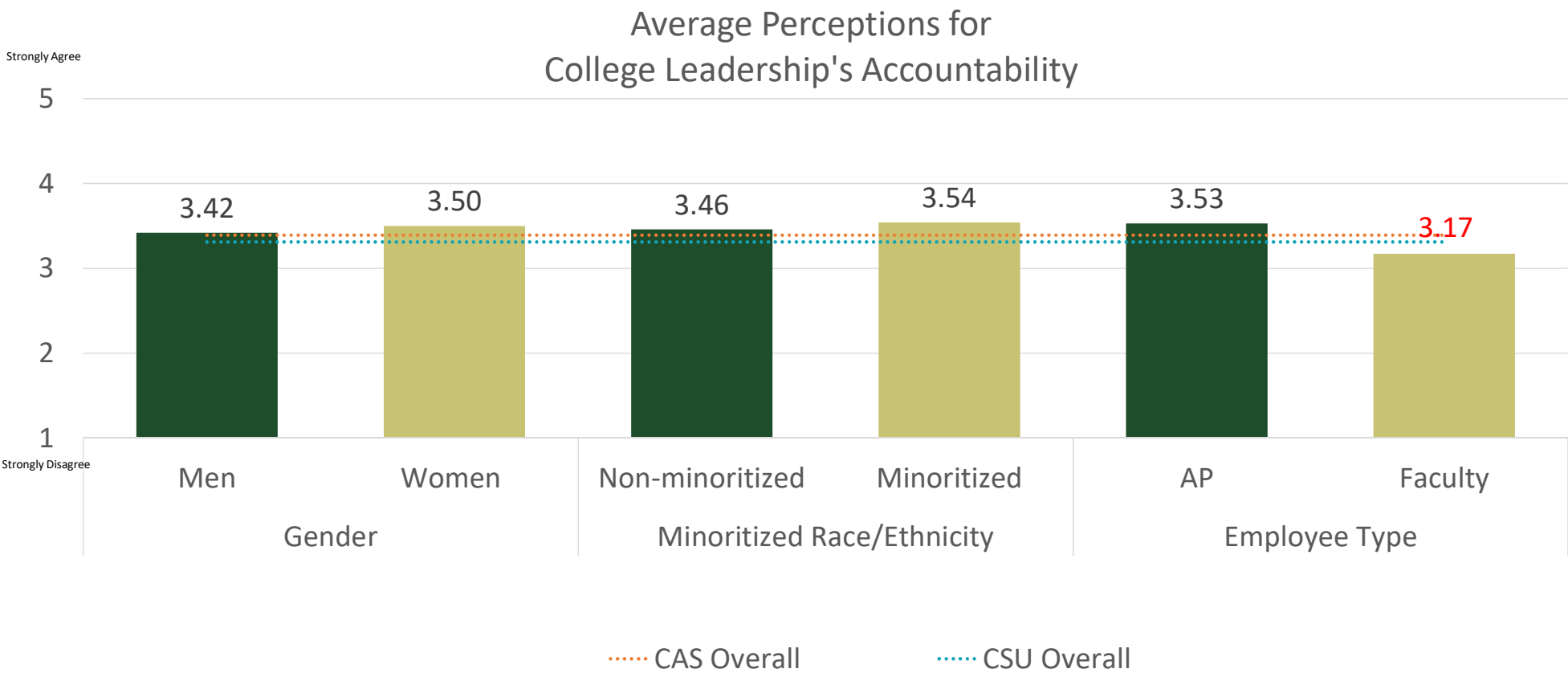
College

Dept.

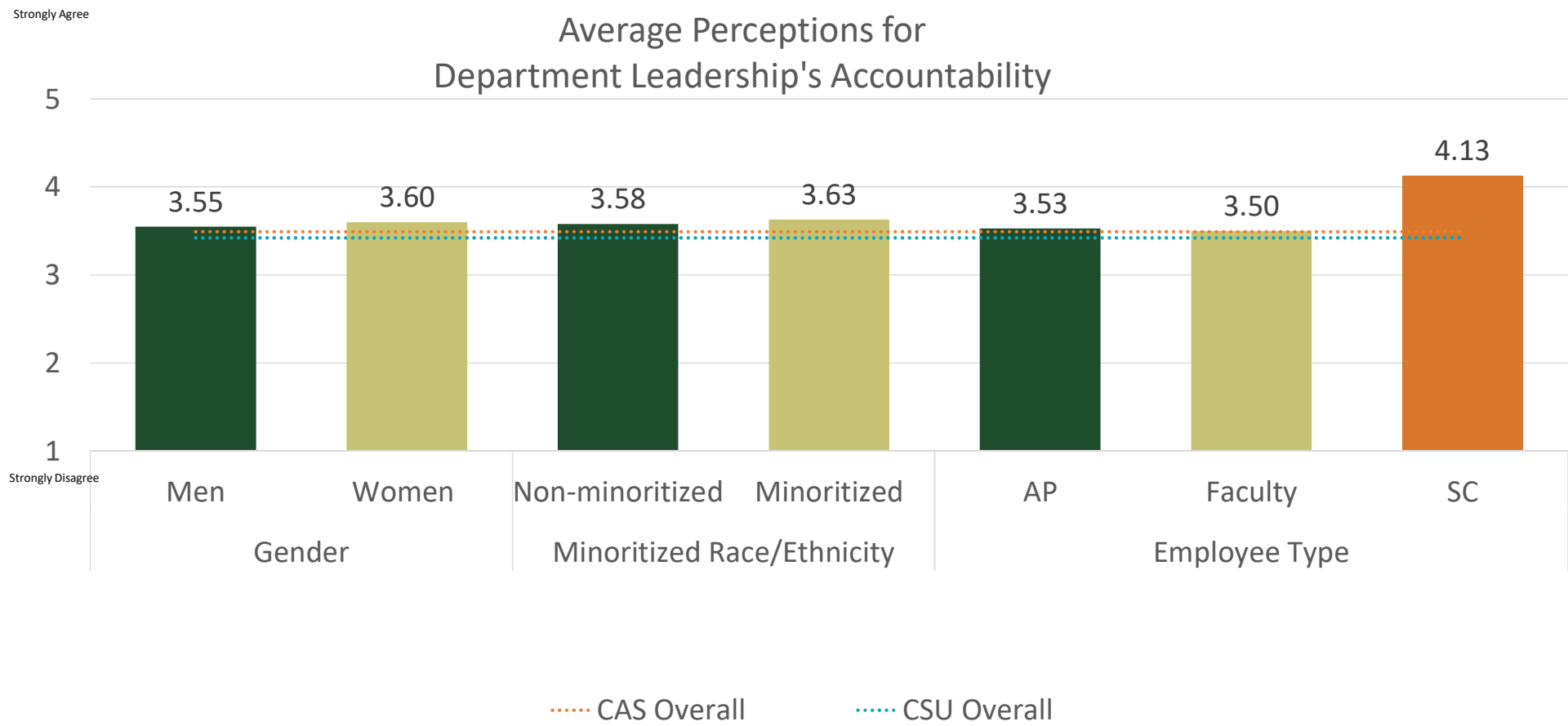
- Leadership adequately addresses inappropriate behavior
- Leadership holds employees accountable for inappropriate behavior
- Leadership holds employees accountable for poor performance
- Leadership acts ethically and honestly in the workplace
- Leadership addresses issues of inequity
- Leaders hold all employees to the same standards

+

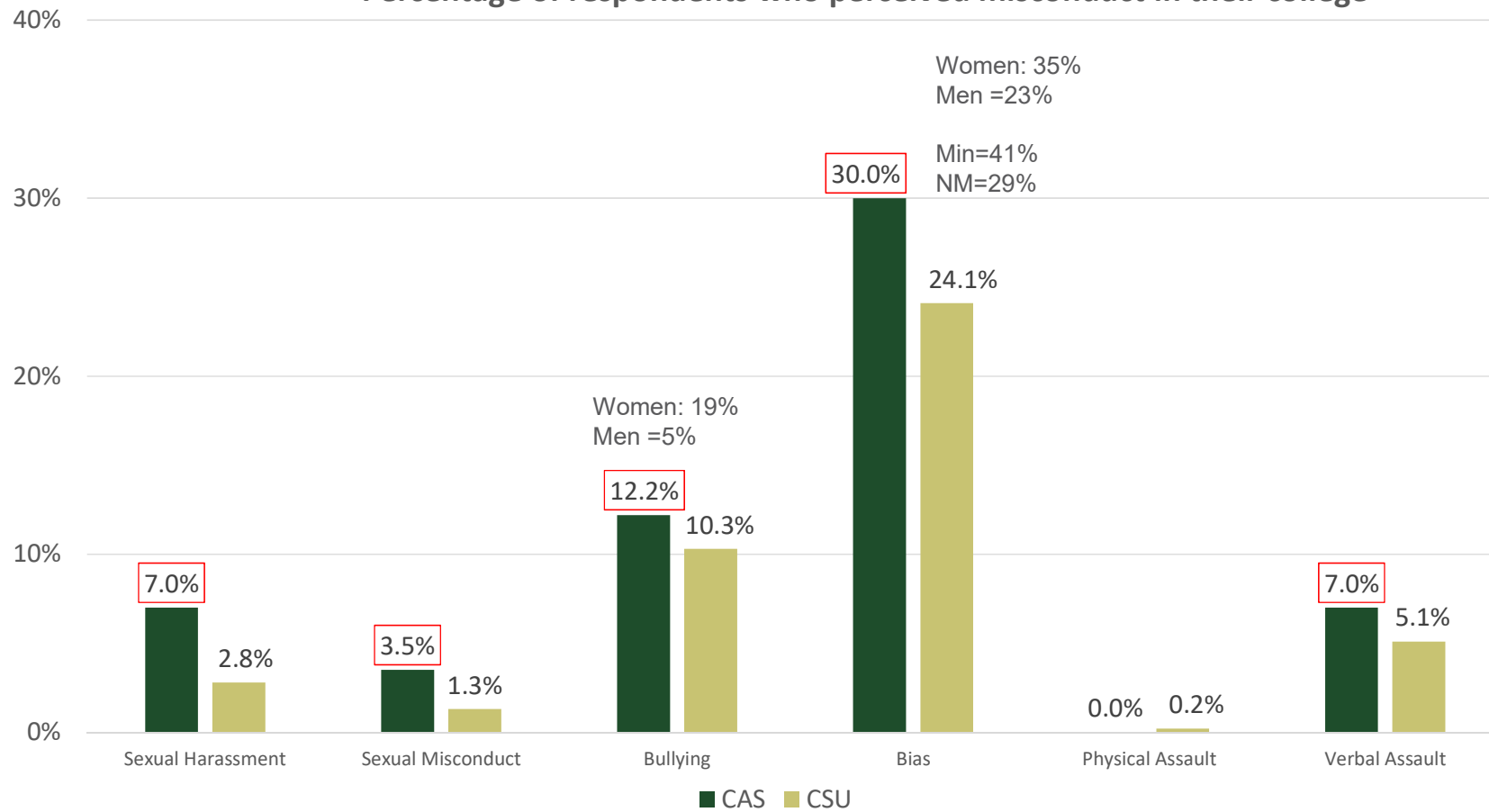
CAS Leadership & Accountability



CAS Leadership & Accountability



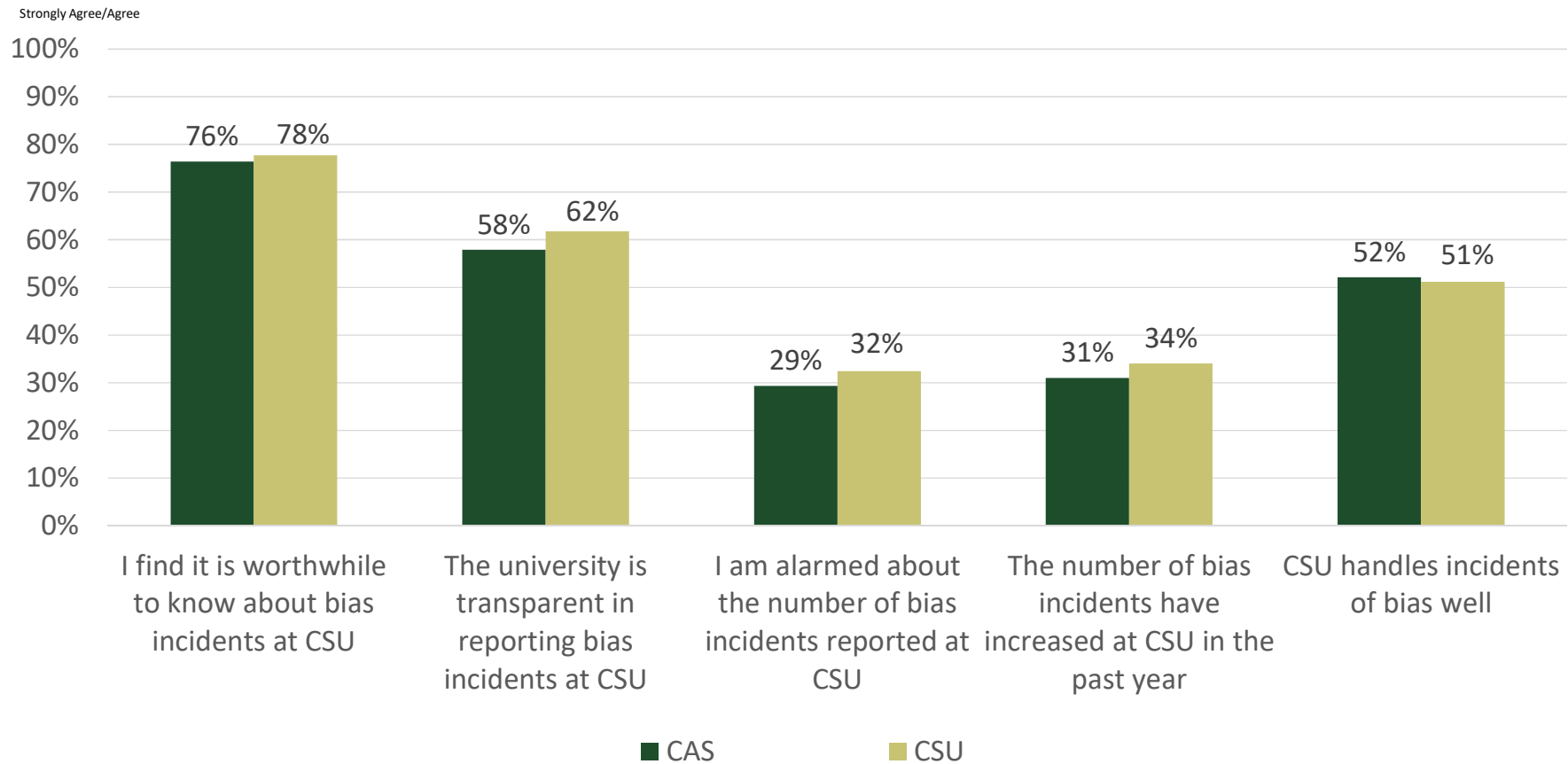
Percentage of respondents who perceived misconduct in their college



Misconduct

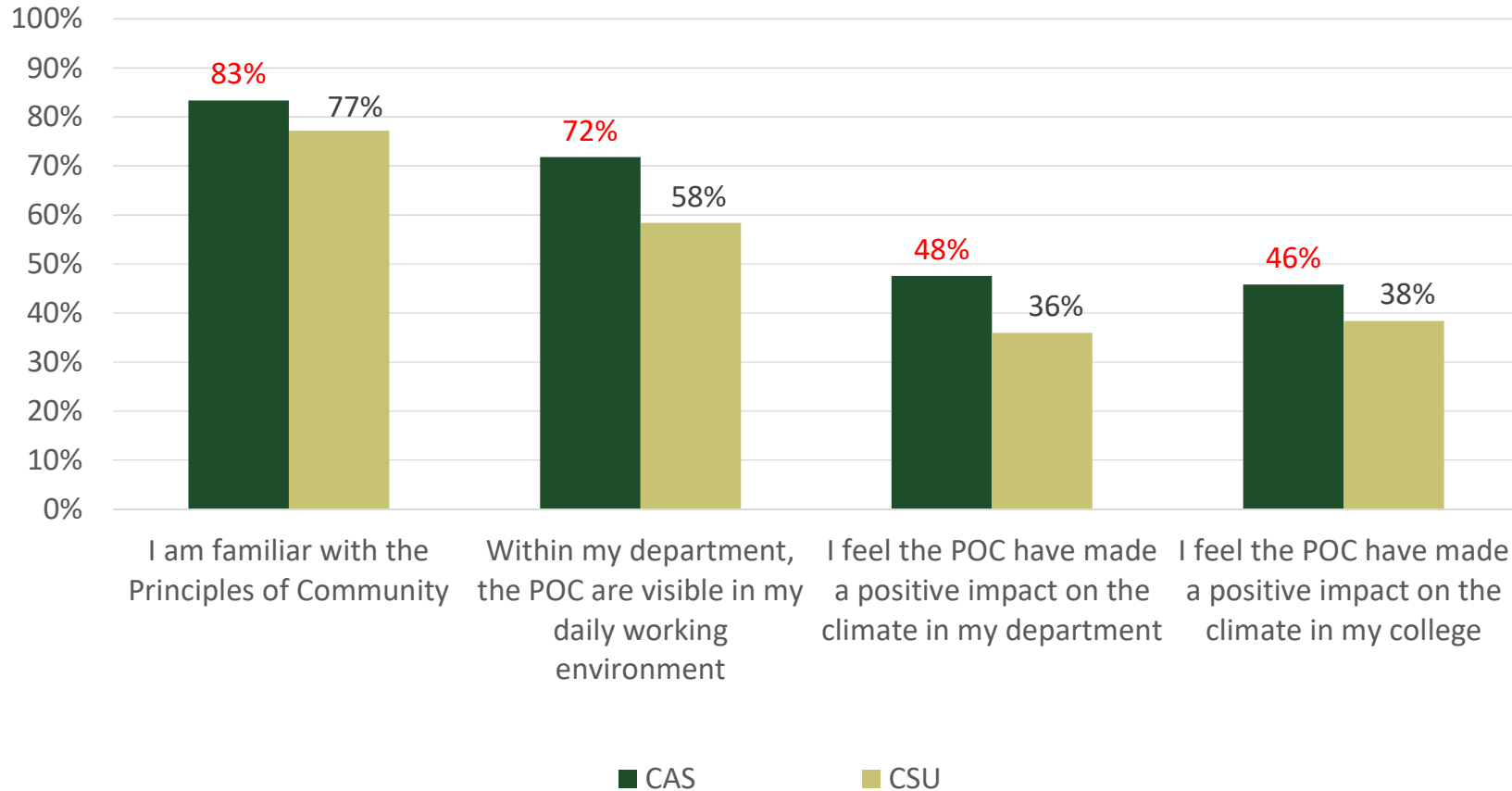
Bias

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



Percentage of respondent agreement to items related to Principles of Community

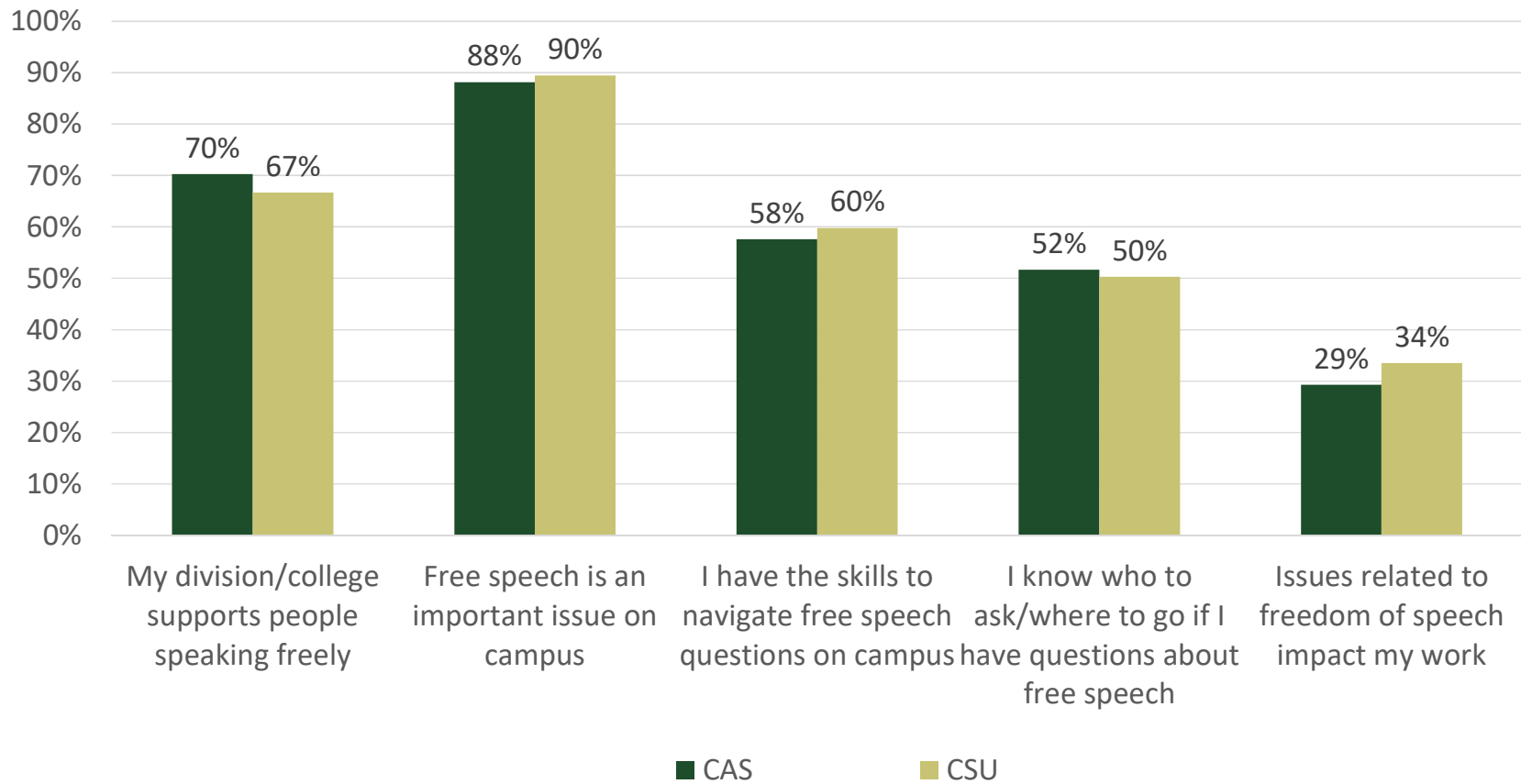
Strongly Agree/Agree



Principles of Community

Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree



Freedom of Speech

Perception Items

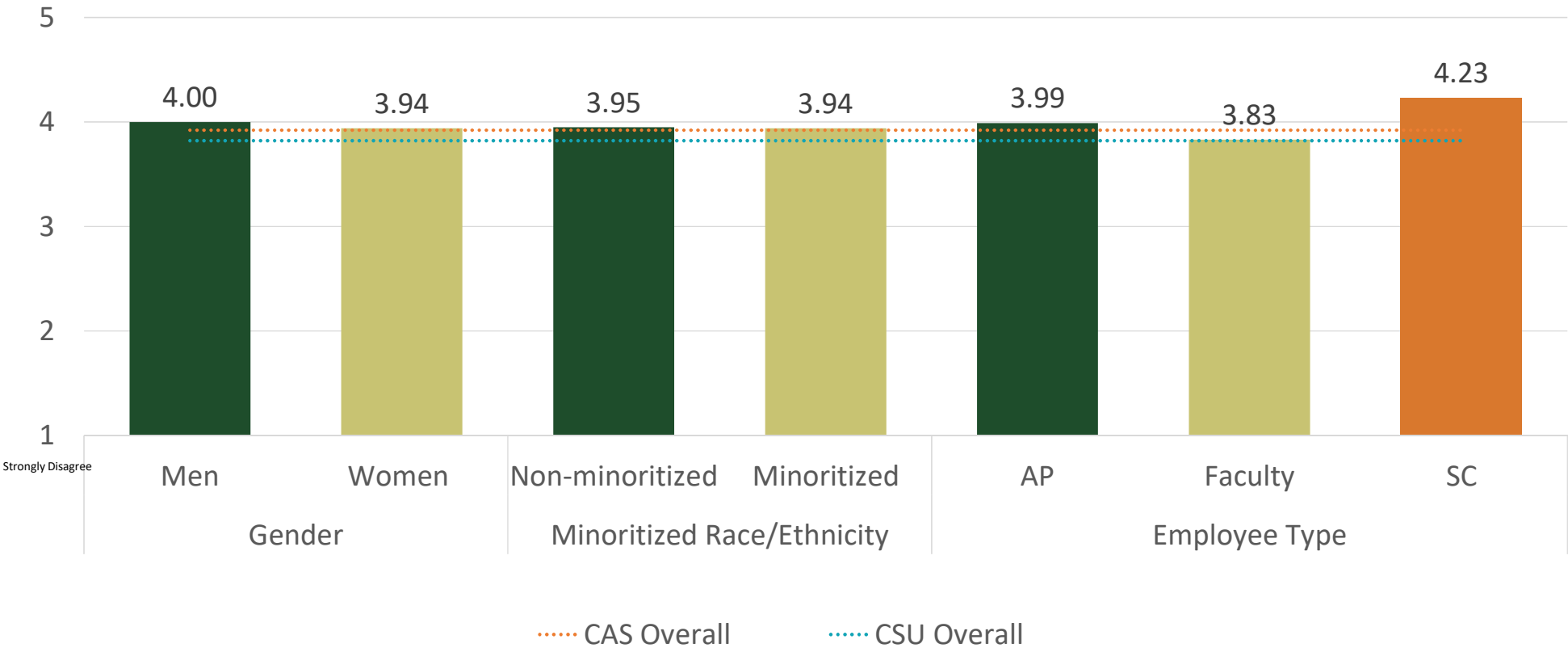
- Items asked each for CSU and Department

	<i>CSU</i>	<i>Dept.</i>
– Recruits employees from a diverse set of backgrounds		+
– Improves the campus climate for all employees		+
– Retains diverse employees	+	+
– Creates a supportive environment for employees from diverse backgrounds		
– Encourages discussions related to diversity		
– Provides employees with a positive work experience		+
– Climate has become consistently more inclusive of all employees		+
– I would recommend as a place of employment		+

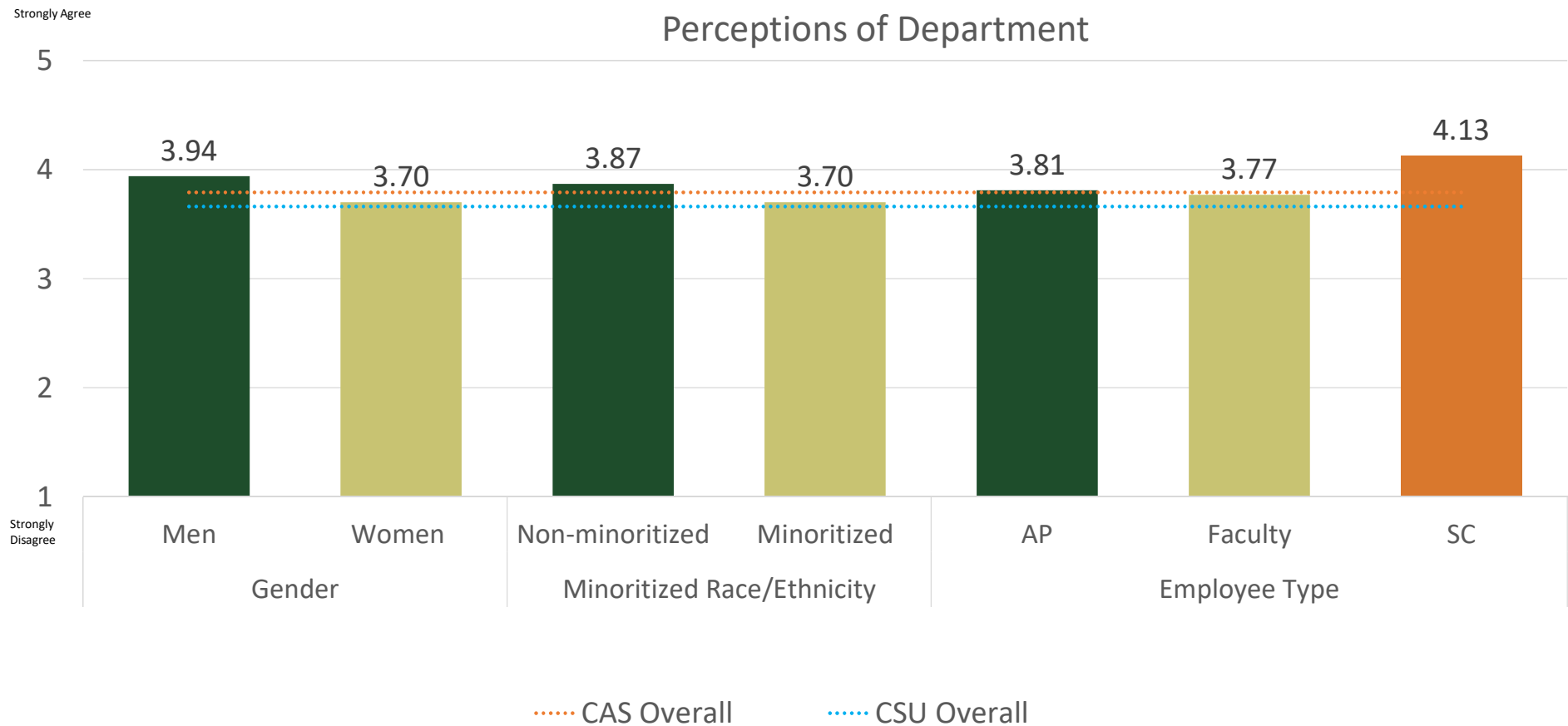
CAS Perceptions

Strongly Agree

Perceptions of CSU

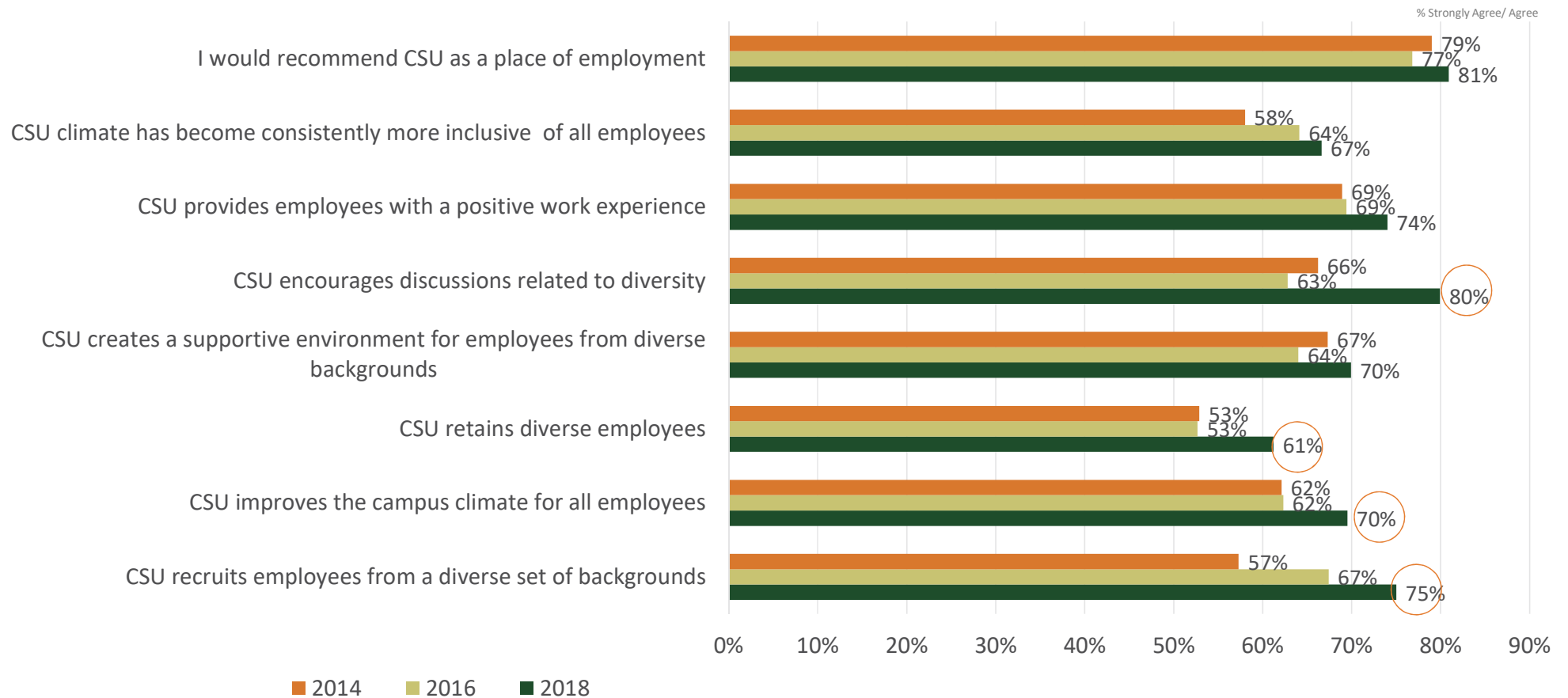


CAS Perceptions



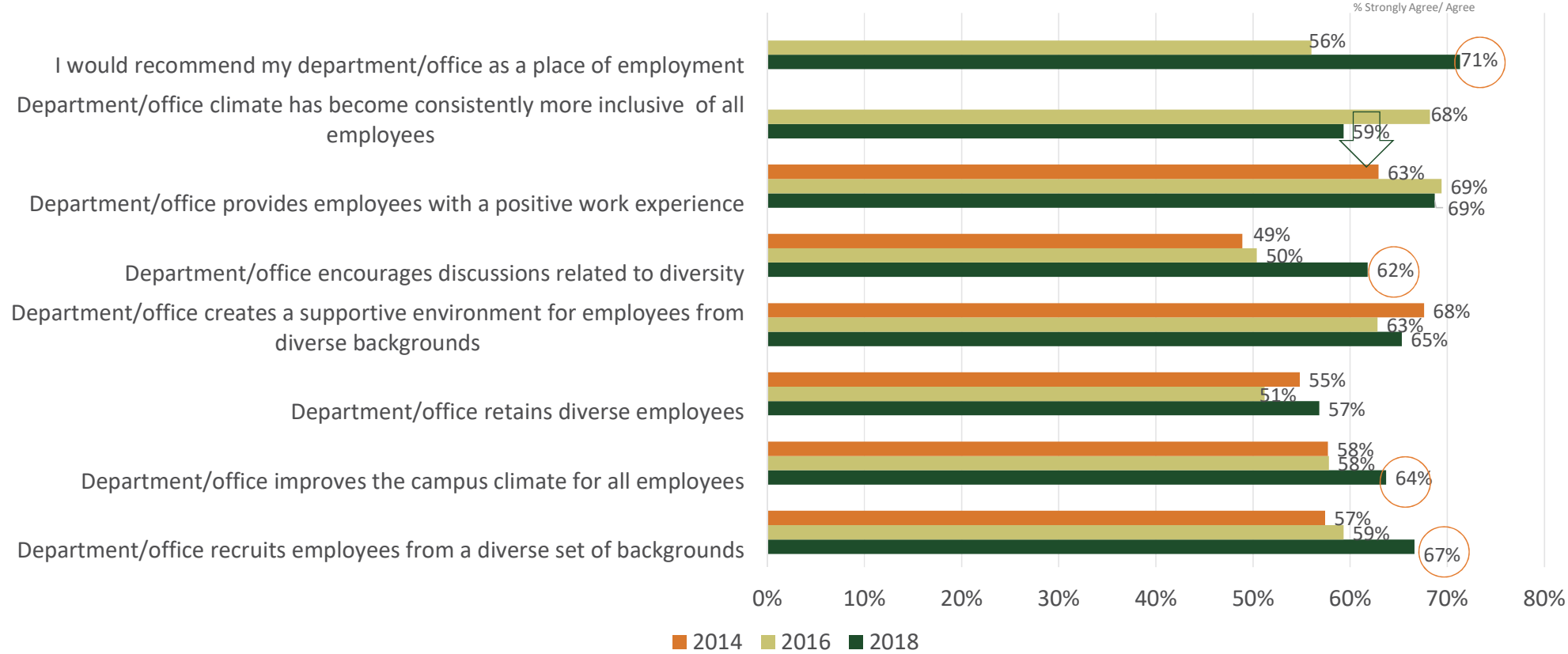
CSU Perceptions over Time

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

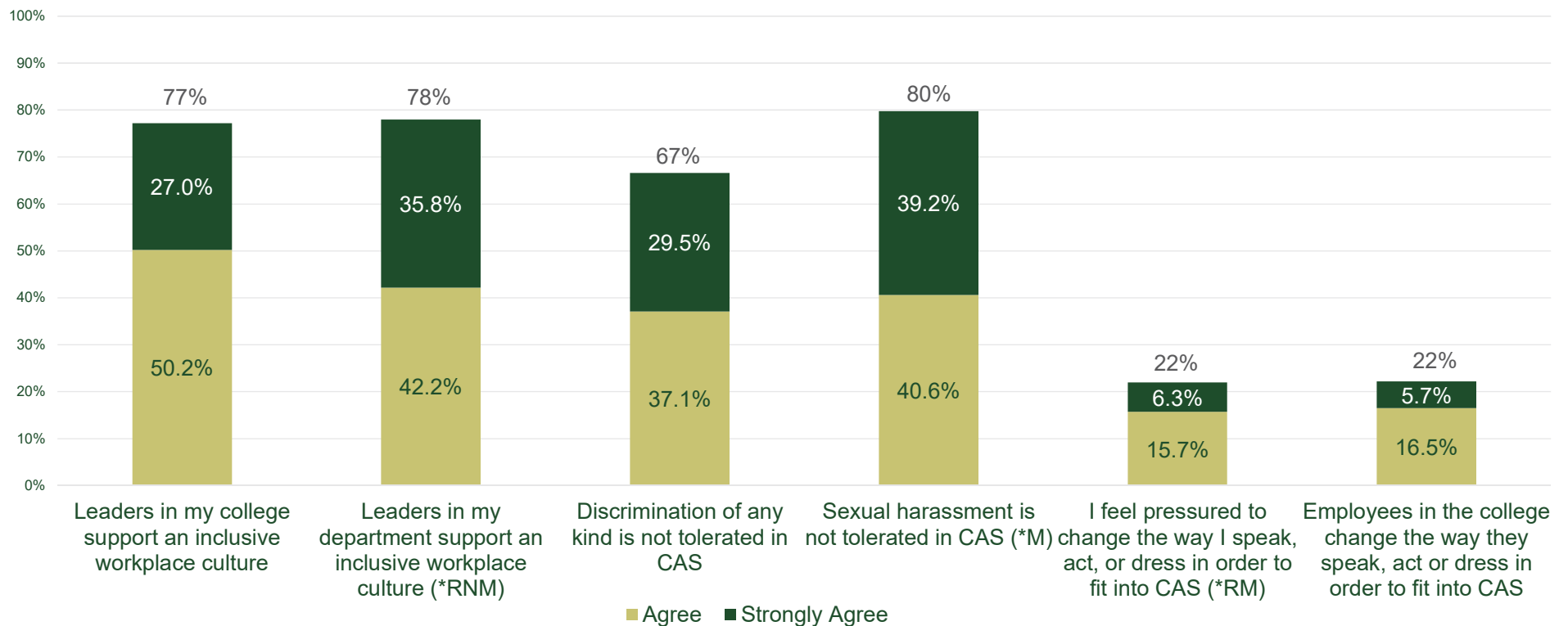


Department/Unit Perceptions over Time

Percentage of respondent agreement to items related to Department/Unit perceptions over time

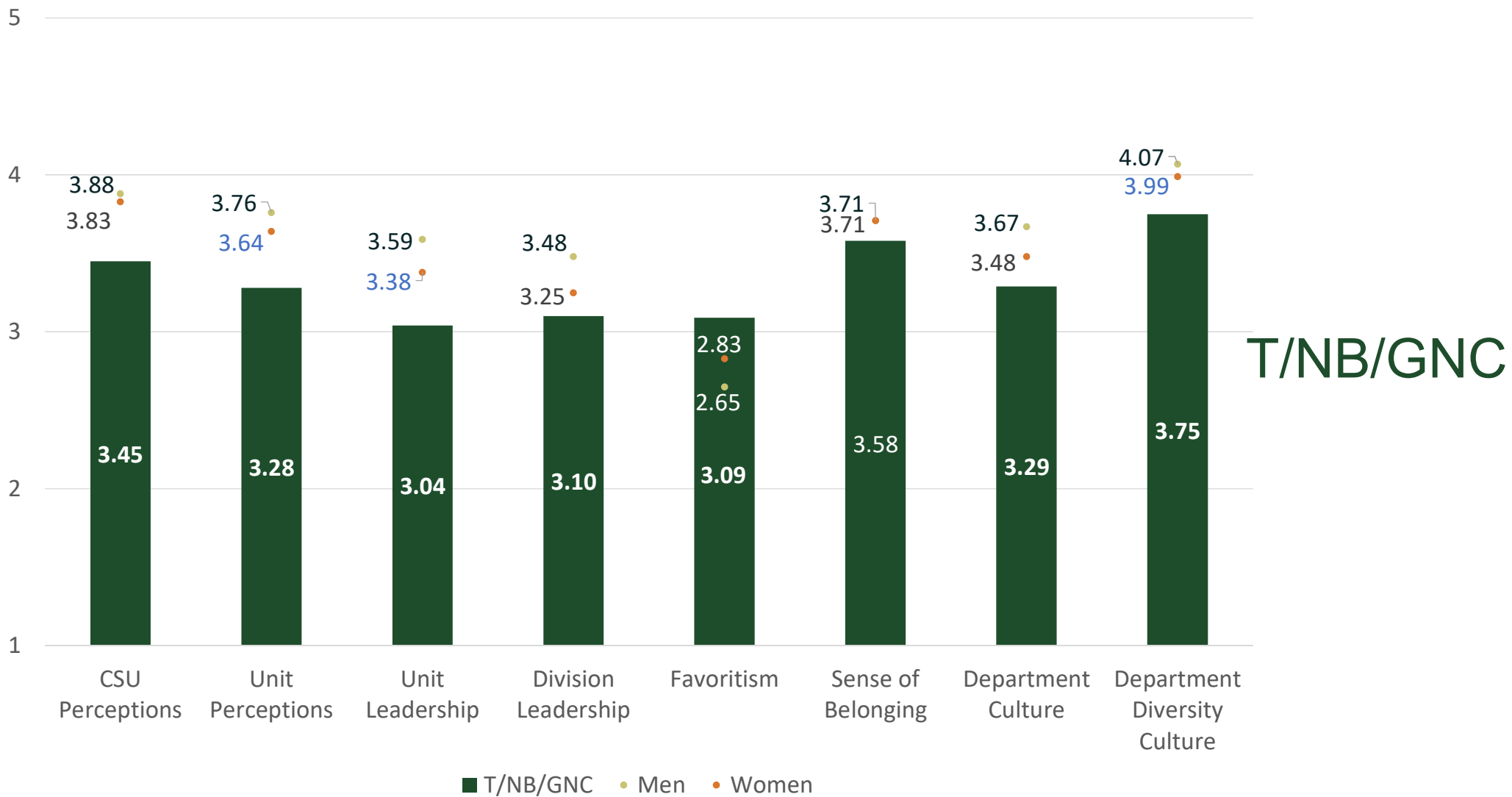


CAG Unique Questions



How might the College of Agricultural Sciences improve training opportunities for its employees? Please check UP TO THREE alternatives from the list below.





Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department:
 - 30% Employment classification (CSU: 29%)
 - 28% Job title (CSU: 31%)
 - 24% Gender (CSU: 17%)
 - 21% Political Affiliation (CSU: 20%)
 - 15% Age (CSU: 19%)
 - 37% indicated no discriminatory attitudes present (CSU: 36%)

Work Stressors

- Top 3 Work Stressors
 - 40% Low salary (CSU: 47%)
 - 37% Work/life balance (CSU: 29%)
 - 32% Workload (CSU: 33%)
 - 27% Lack of resources/Budget/Funding (CSU: 17%)
 - 22% Email overload (CSU: 18%)
 - 19% Lack of growth /promotion (CSU: 29%)
 - 17% Department climate (CSU: 21%)

Three words to describe CAS culture



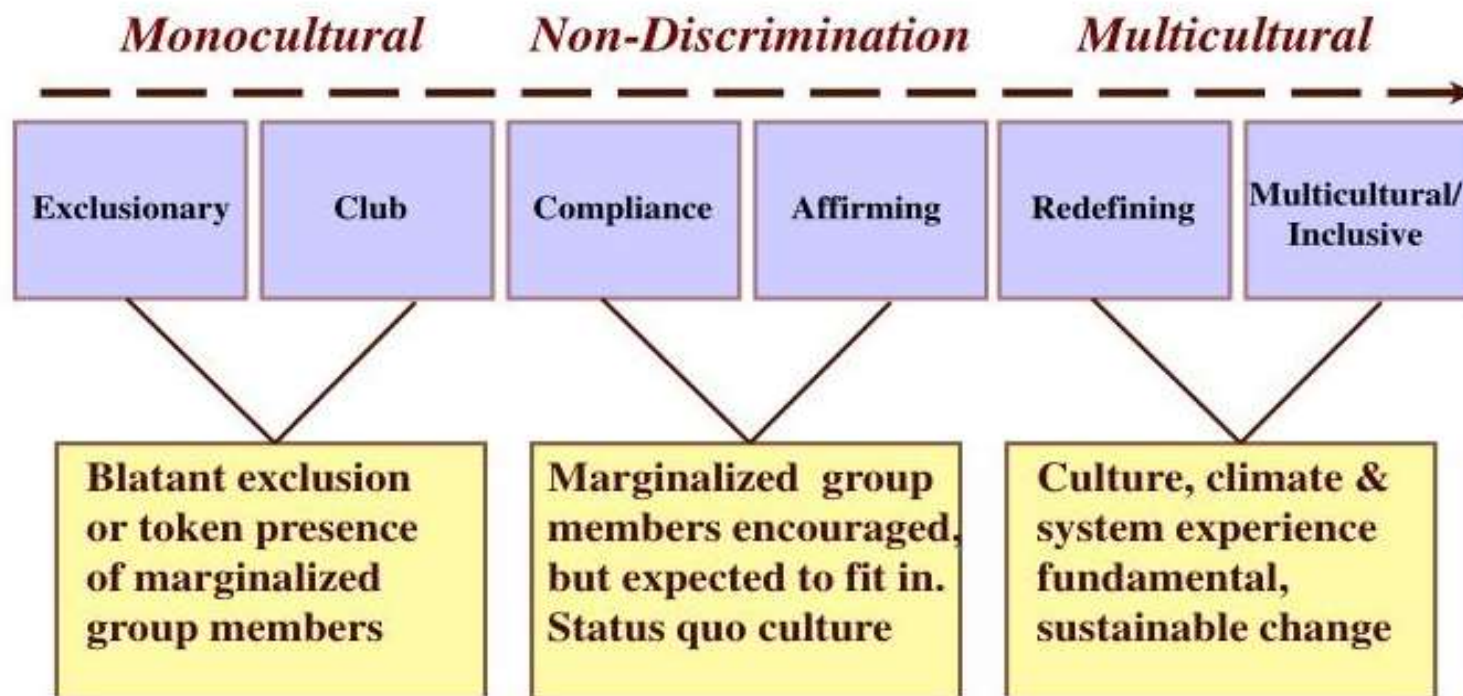
Key Findings for CAS

- CAS respondents perceived their department culture as higher than the average CSU respondent; all other constructs were very similar to CSU overall
- Faculty perceived their college leadership's accountability as lower than state classified respondents, and to a lesser extent, administrative professional respondents
- CAS respondents had higher agreement to all the Principles of Community items compared to the average CAS respondent, particularly that they were visible in their departments and that they have a positive impact on their departments
- Over two-thirds of employees agree their department has become more inclusive of all employees and their department improves the climate for all employees

Key Findings for CAS

- CAS had higher perceptions of sexual harassment, sexual misconduct, bullying, and verbal assault in compared to CSU overall
 - CAS women respondents had particularly high perceptions of bullying compared to men in CAS and women and respondents from a minoritized race/ethnicity perceived bias as more problematic than men and non-minoritized respondents
- Only 68% agreed there was respect for liberal perspectives compared to 79% of CSU
- Respondents of a minoritized race/ethnicity perceived more favoritism on who gets professional opportunities, had less agreement to their department leadership acts ethically and honestly, less agreement to departmental leaders supporting an inclusive workplace culture, and agreed more to feeling pressure to change the way they speak, act, or dress in order to fit in compared to non-minoritized respondents
- Women respondents had less agreement to their department recruiting employees from a diverse set of backgrounds, less agreement to their department promoting respect for cultural differences, and less agreement that sexual harassment is not tolerated compared to men

Jackson/Hardiman MCOD Continuum*



*Jackson 2005

MCOD

- How do the findings relate to the Multicultural Organization Development (MCOD)?

More Information

Please visit VPD's 2018 Employee Climate Survey Website:
<https://diversity.colostate.edu/2018-employee-climate-survey/>

- Download CSU Report
- Download Division Report
- Download Employee Type Report
- Special division reports
- Content:
 - Open end reports
 - Intersectionality reports
 - Open forum reports
 - Focus group reports
- Report Contents:
 - Item percentages
 - Mean comparisons by employee characteristics at the item and factor level
 - College comparisons to CSU at the item and factor level
 - Each item is noted as being higher, similar, or lower than the CSU average



Thank you for your participation

<https://diversity.colostate.edu/2018-employee-climate-survey/>