

2018 Employee Climate Survey

Presentation for Center for Environmental Management Military Lands (CEMML)

Assessment Group for Diversity Issues

1.28.20

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

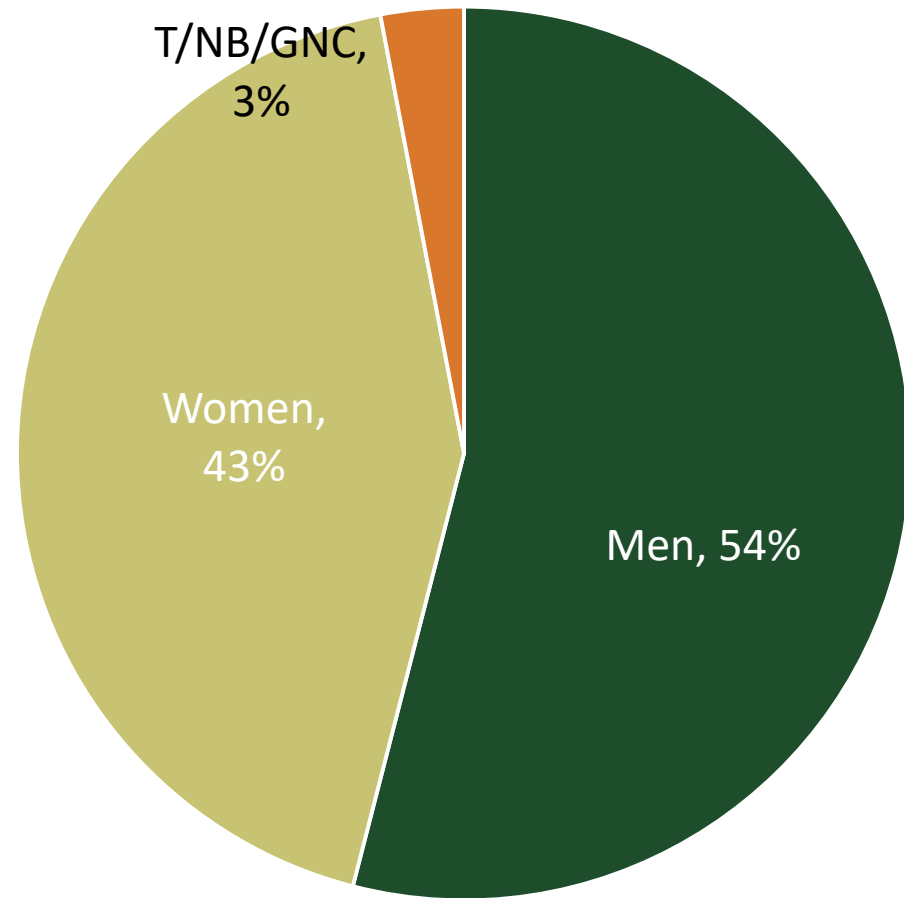
CSU Response Rate Over Time

	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%

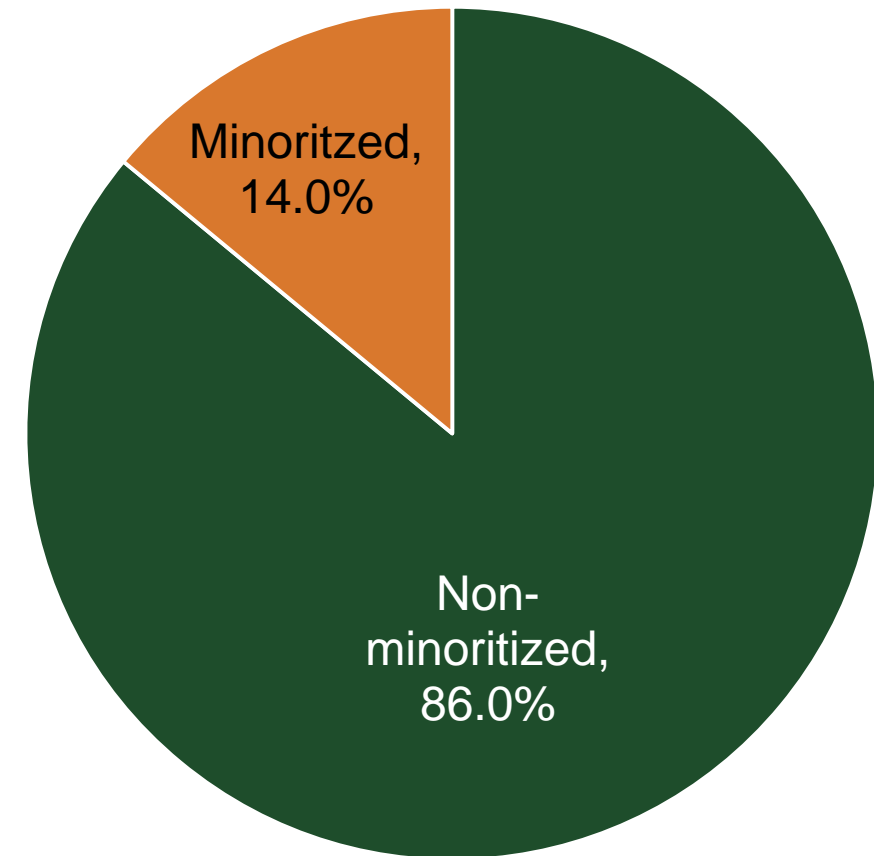
College Response Rates

College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7%
Health and Human Sciences	69.5%
Natural Sciences	58.5%
Warner College of Natural Resources	49.8%
CEMML	48.3% (n=210)
Business	48.9%
Liberal Arts	48.5%
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

Respondent Characteristics for CEMML

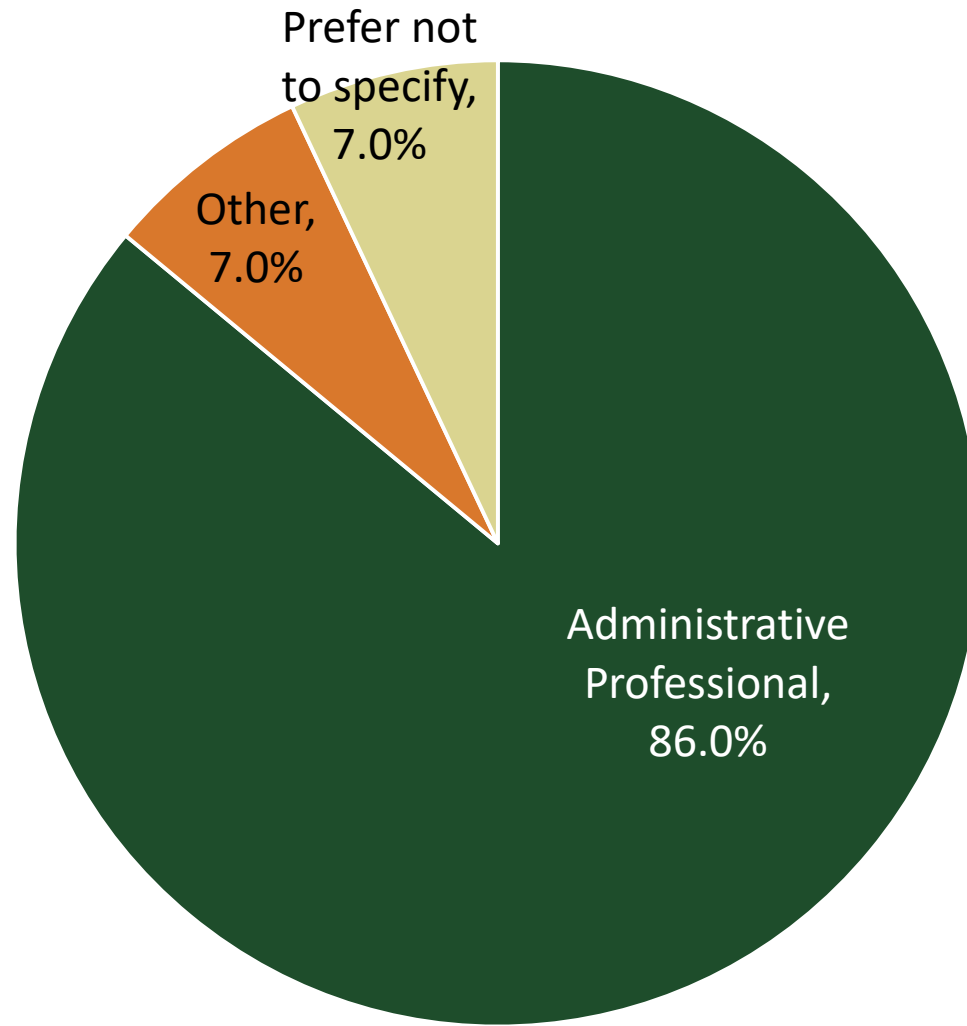


Gender

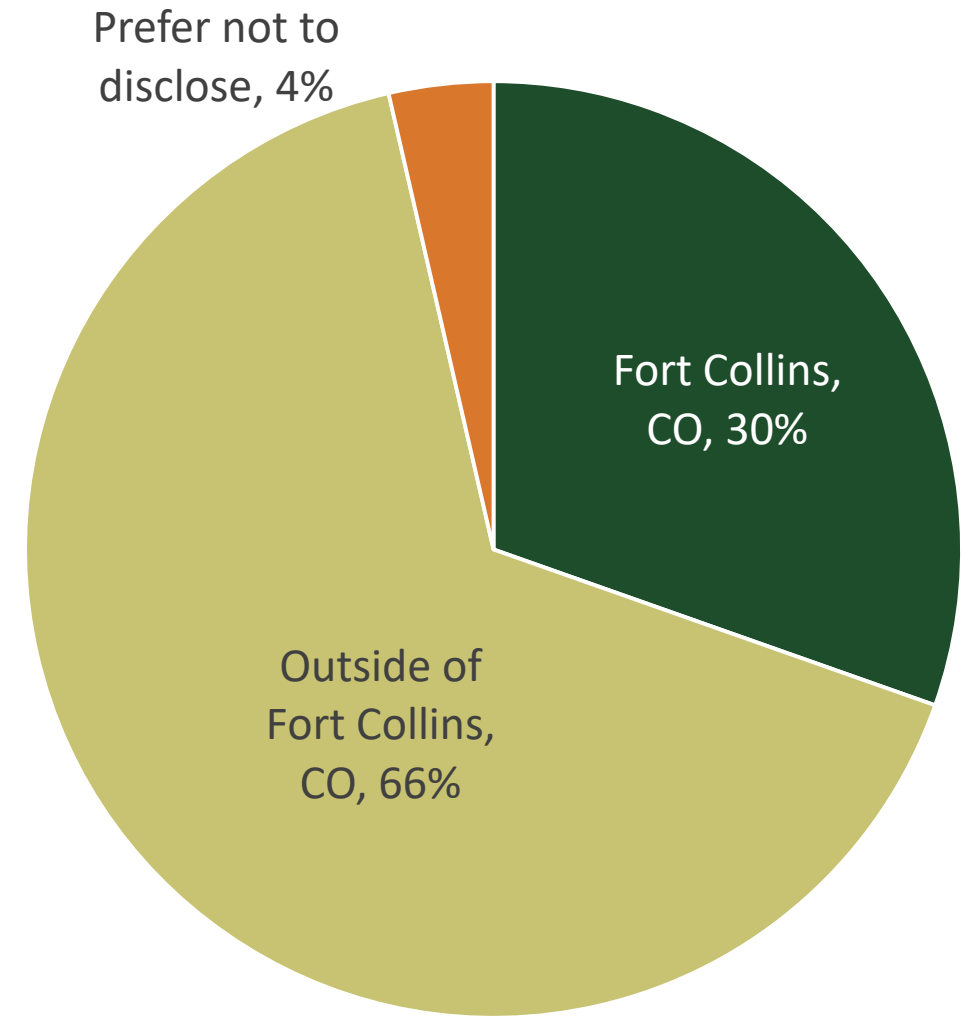


Racially Minoritized

Employee Characteristic



Employee Category



Work Location


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 CEMML culture
- ❖ Open ends

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

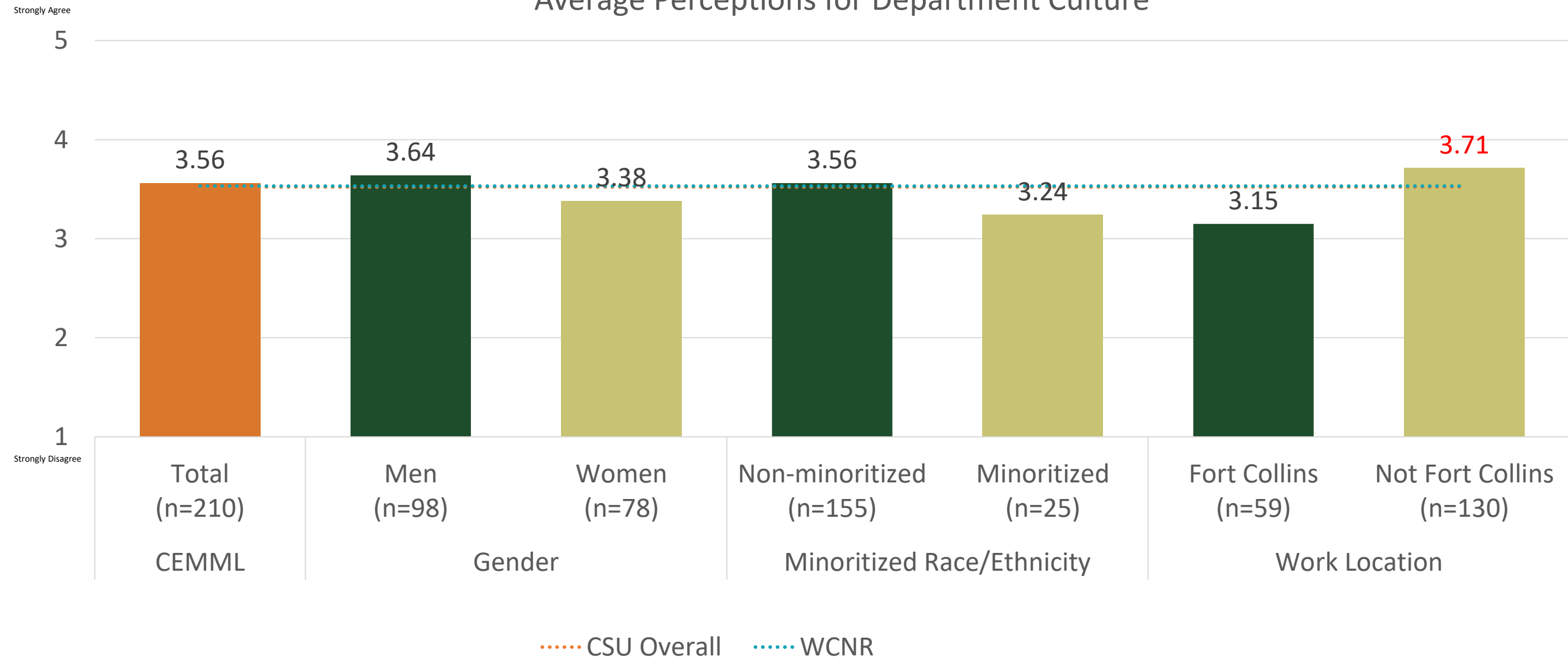
Culture Items

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 


CEMML Culture

Average Perceptions for Department Culture

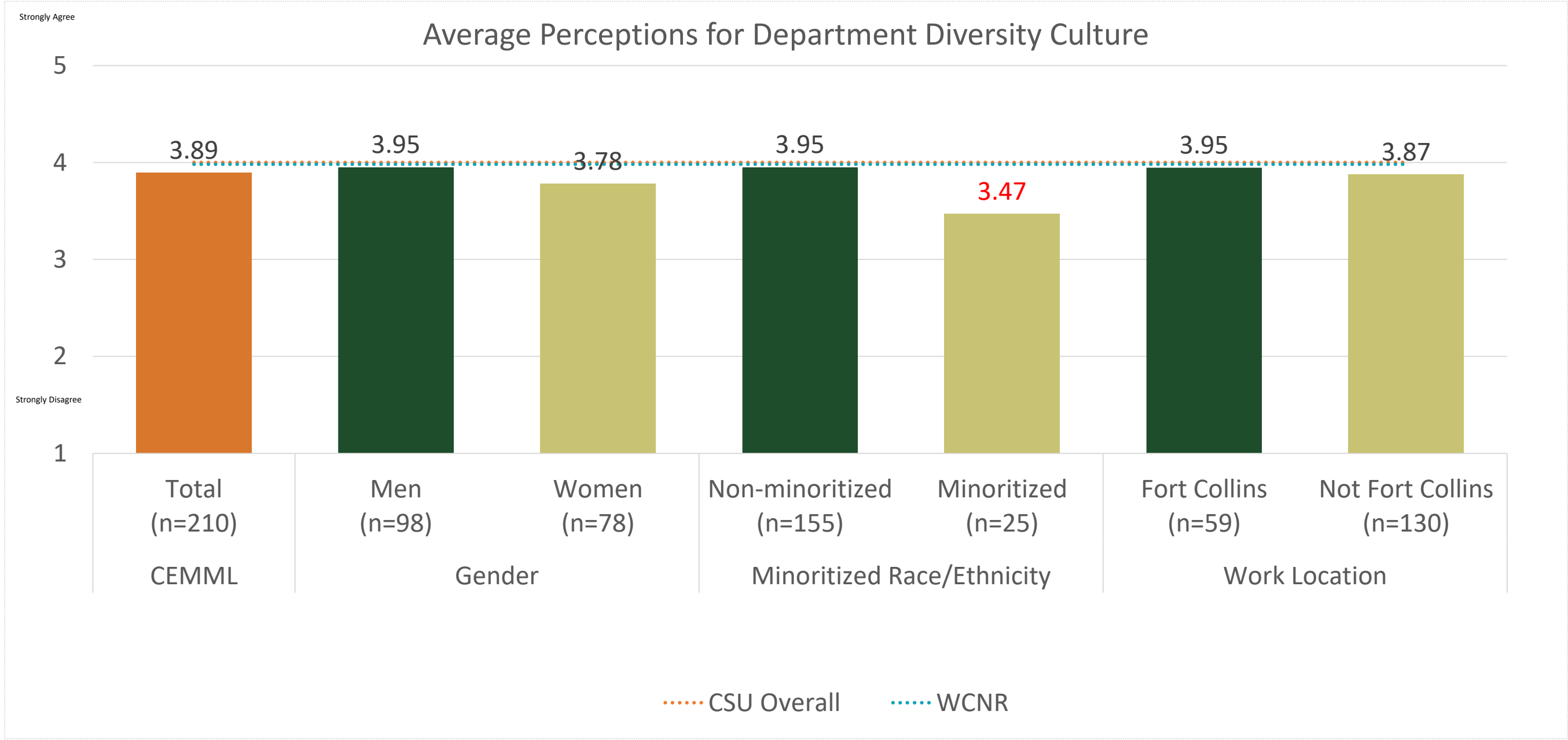


Culture Items

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 

CEMML Culture

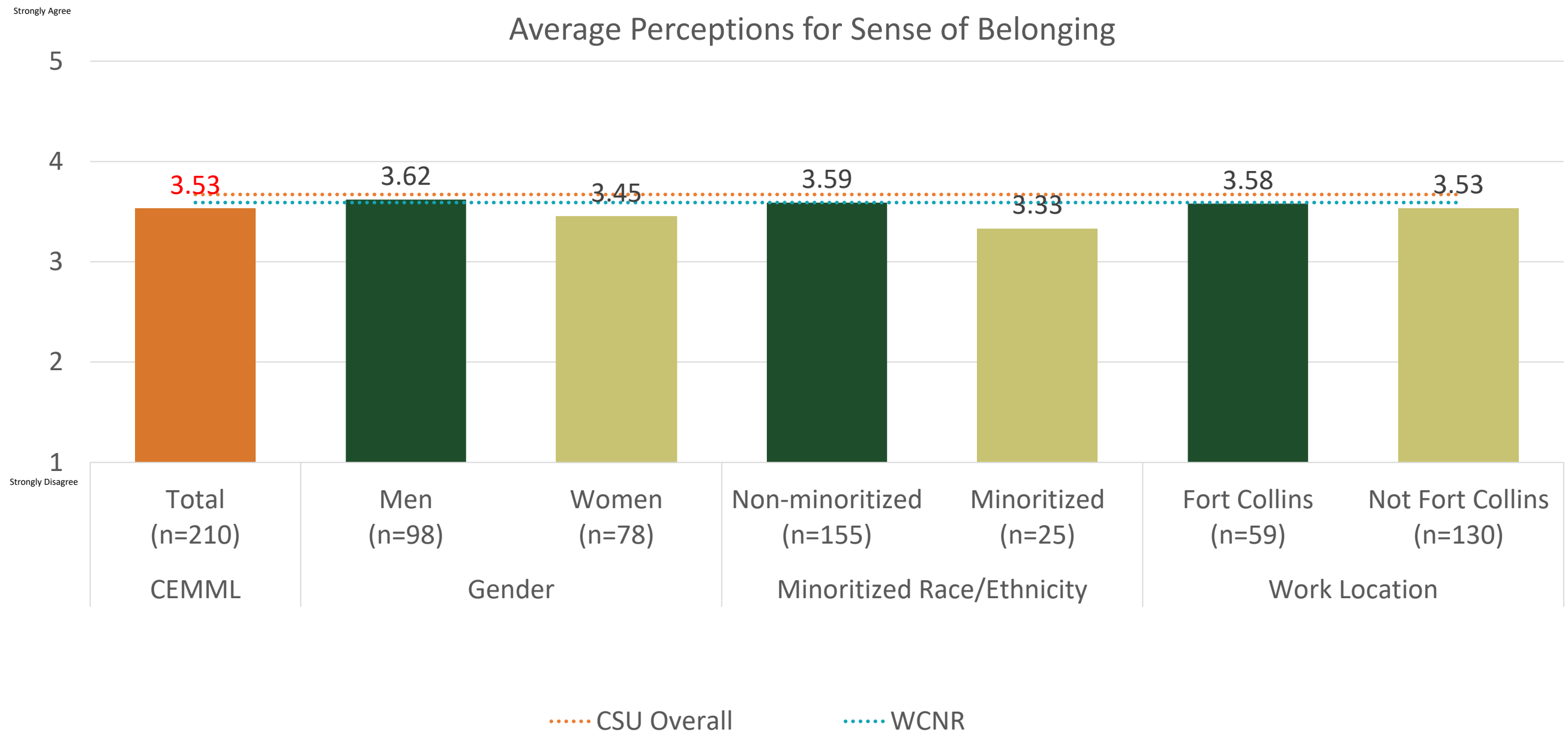


Culture Items

Sense of Belonging

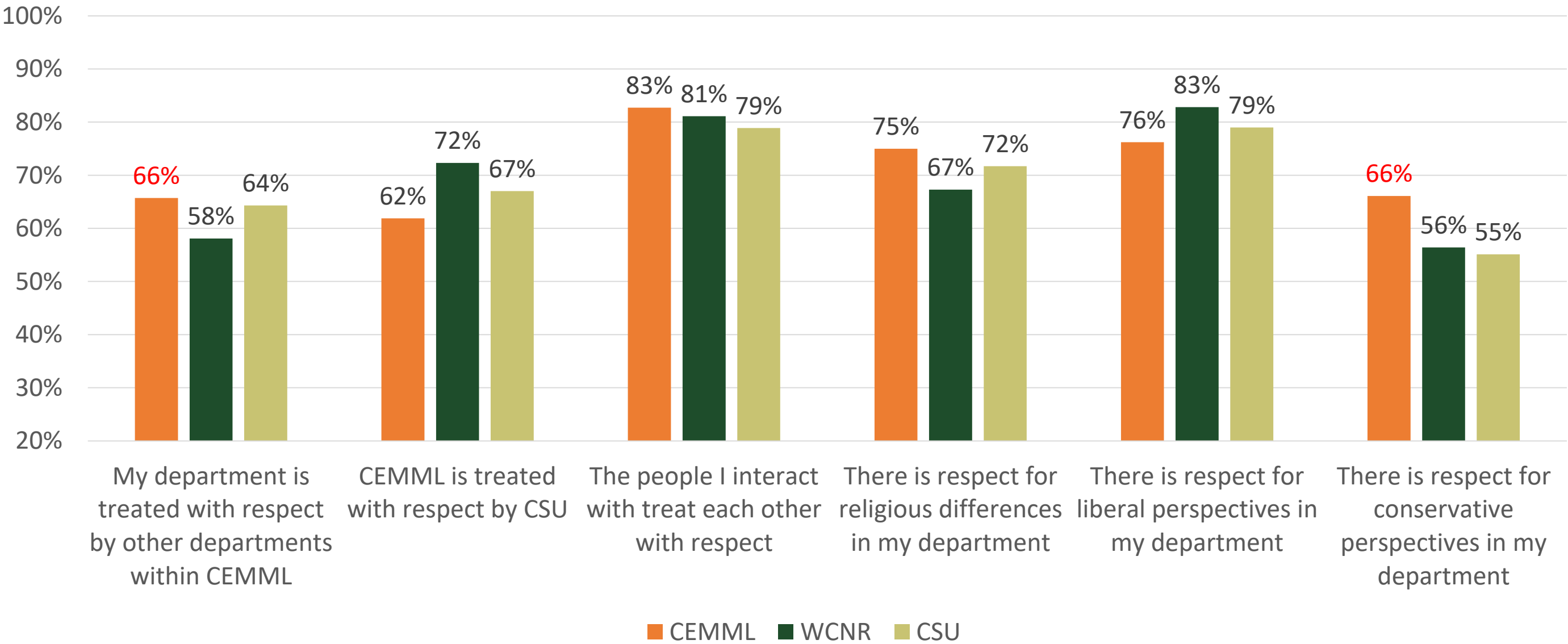
- I feel a strong sense of belonging to CSU 
- I feel a strong sense of belonging to CEMML
- I feel a strong sense of belonging to my department

CEMML Culture





Respect

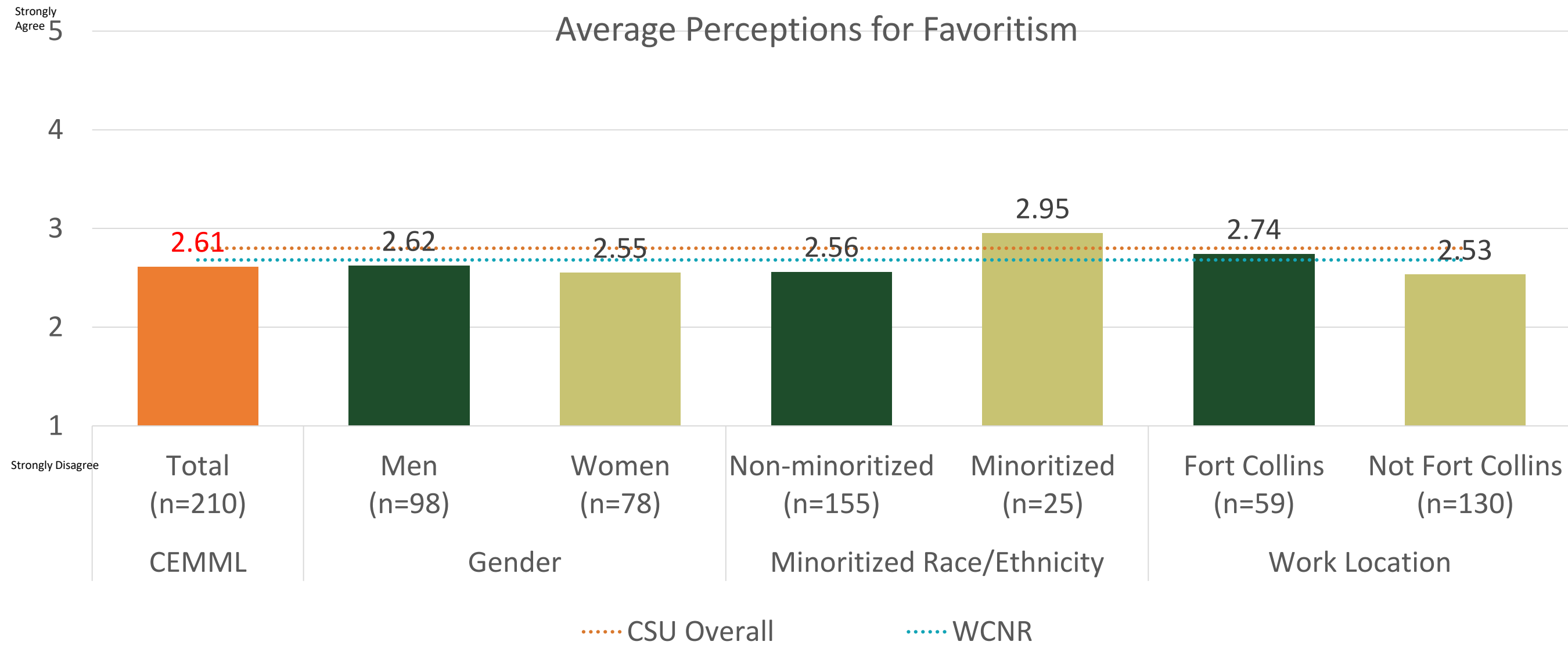
Strongly Agree/Agree



Favoritism Items

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

CEMML Favoritism

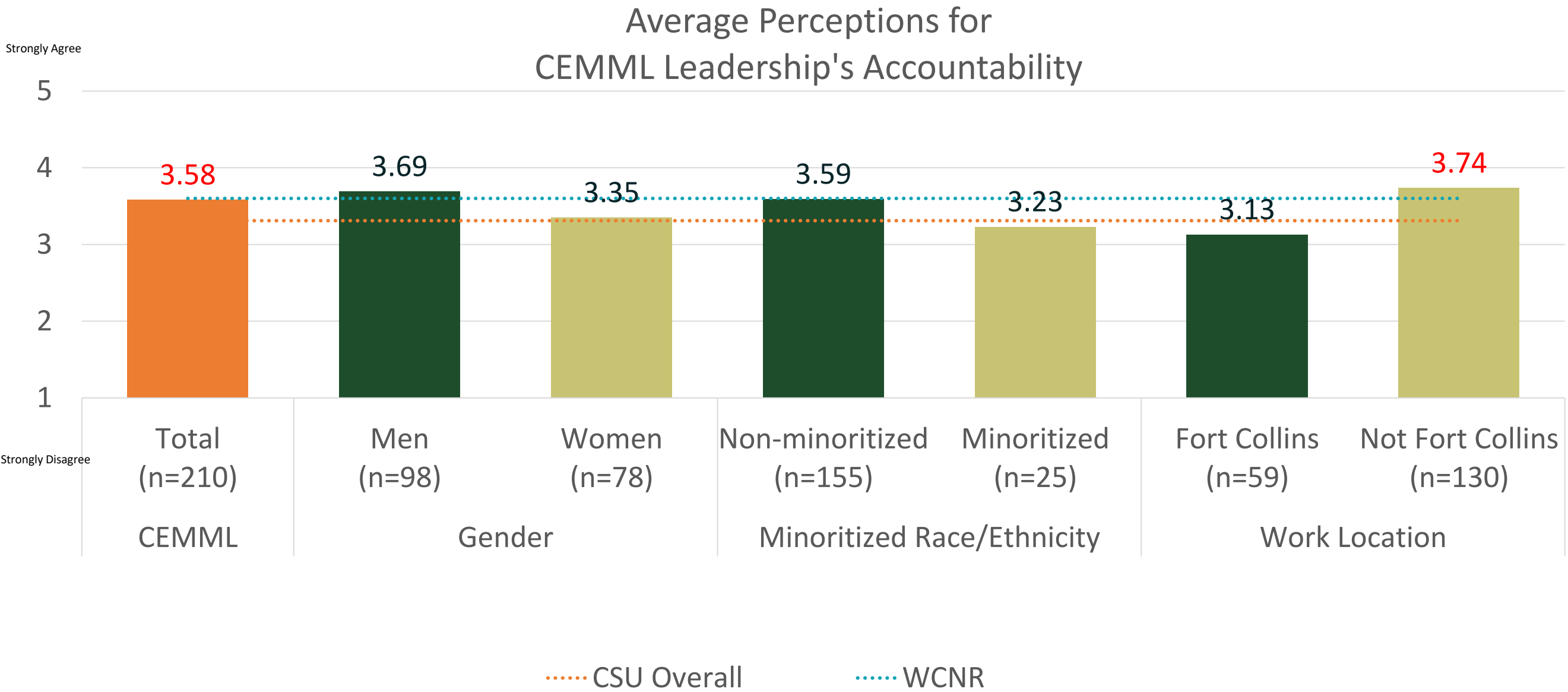


Leadership and Accountability Items

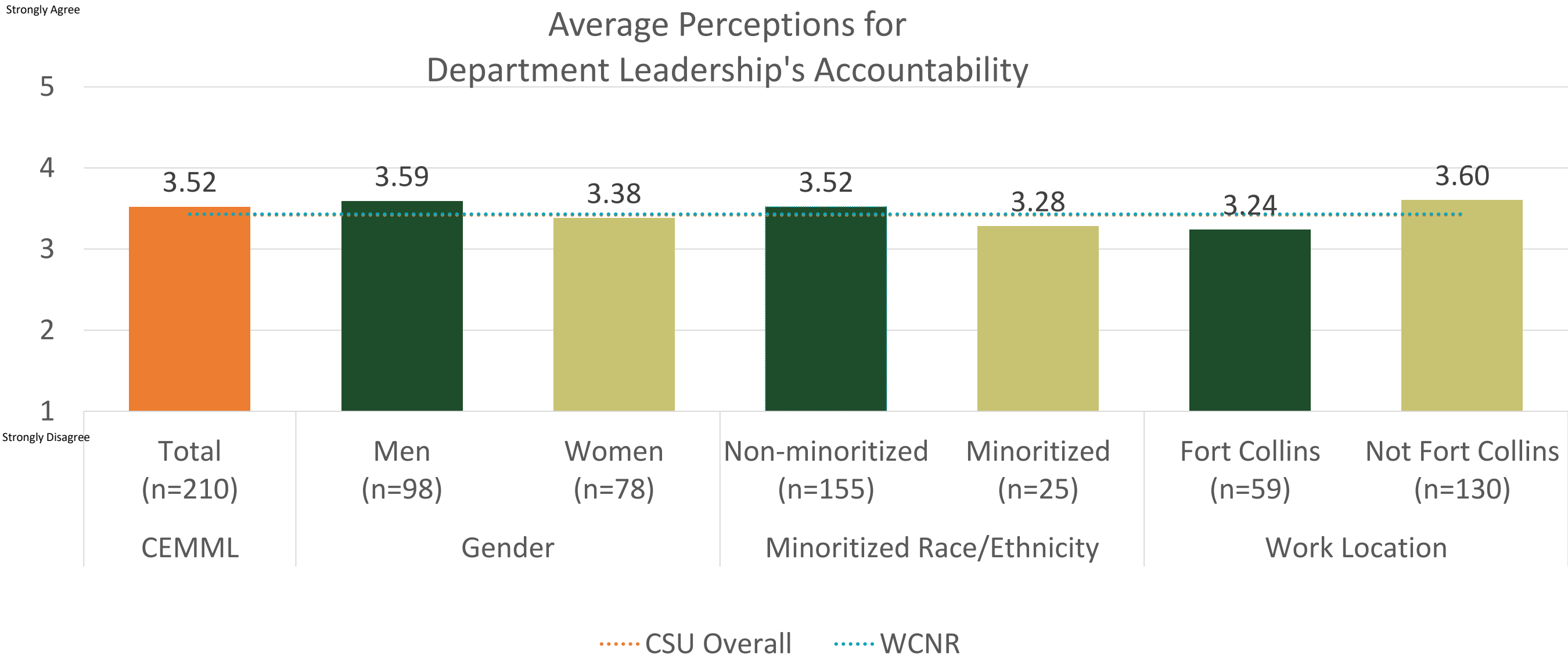
Items asked each for CEMML and Department

	<i>CEMML</i>	<i>Dept.</i>
• 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	↑	

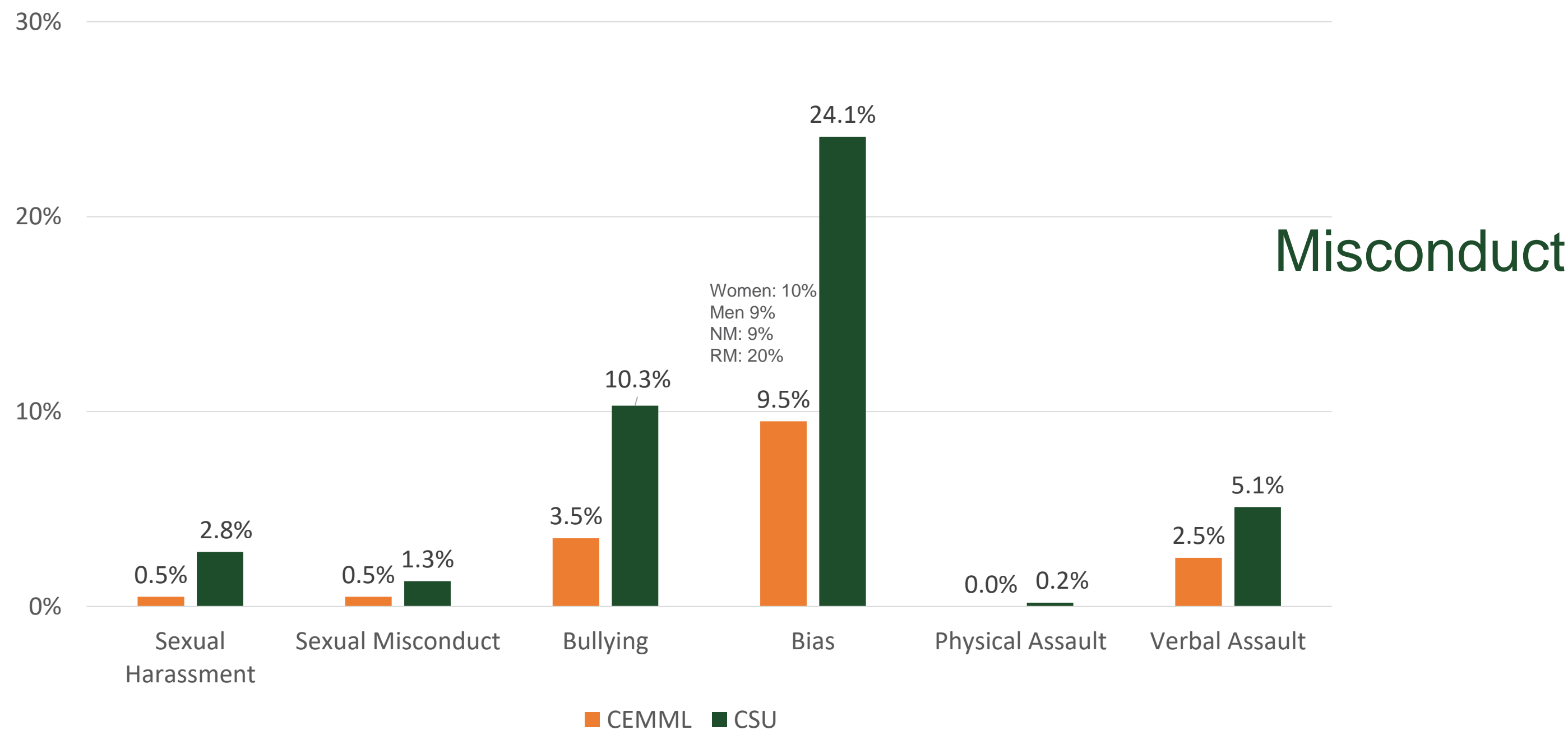
CEMML Leadership & Accountability



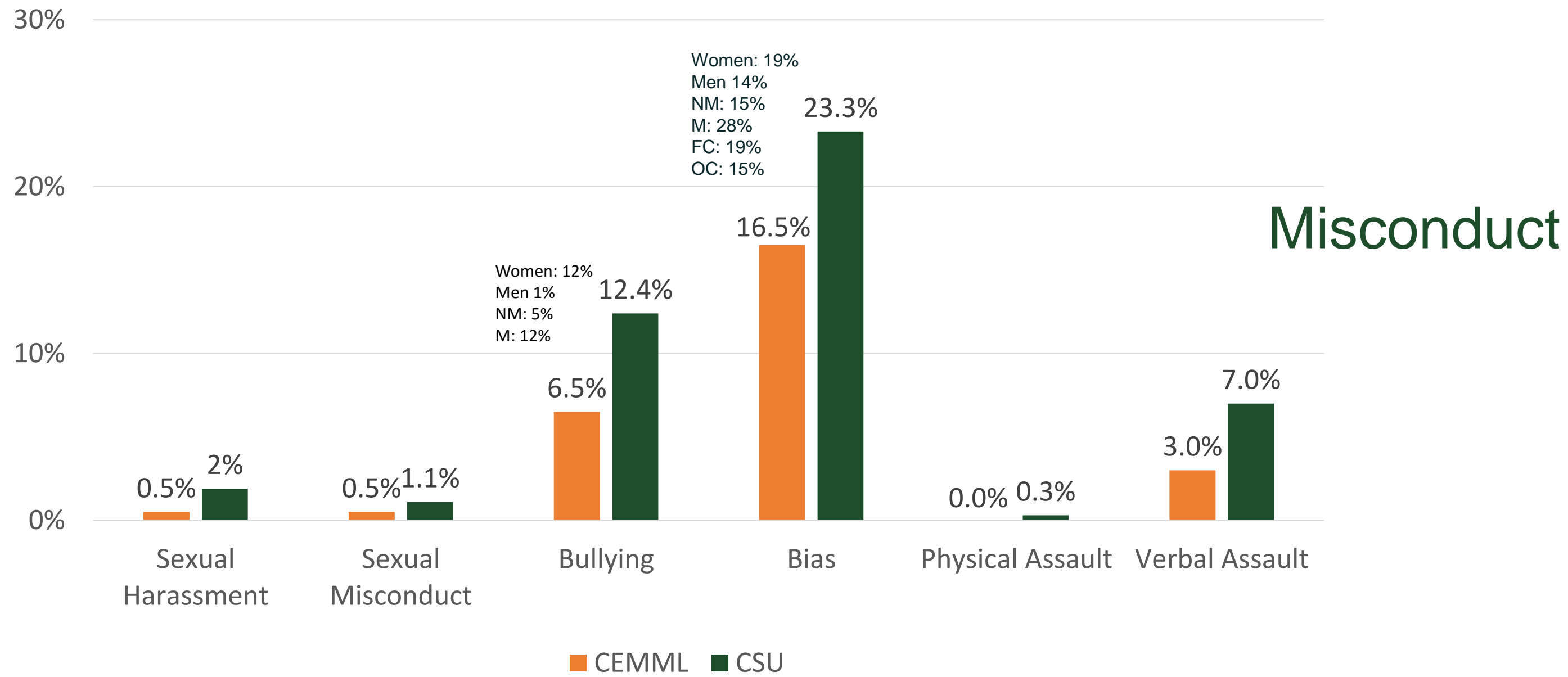
CEMML Department Leadership & Accountability



Percentage of respondents who indicated misconduct in CEMML

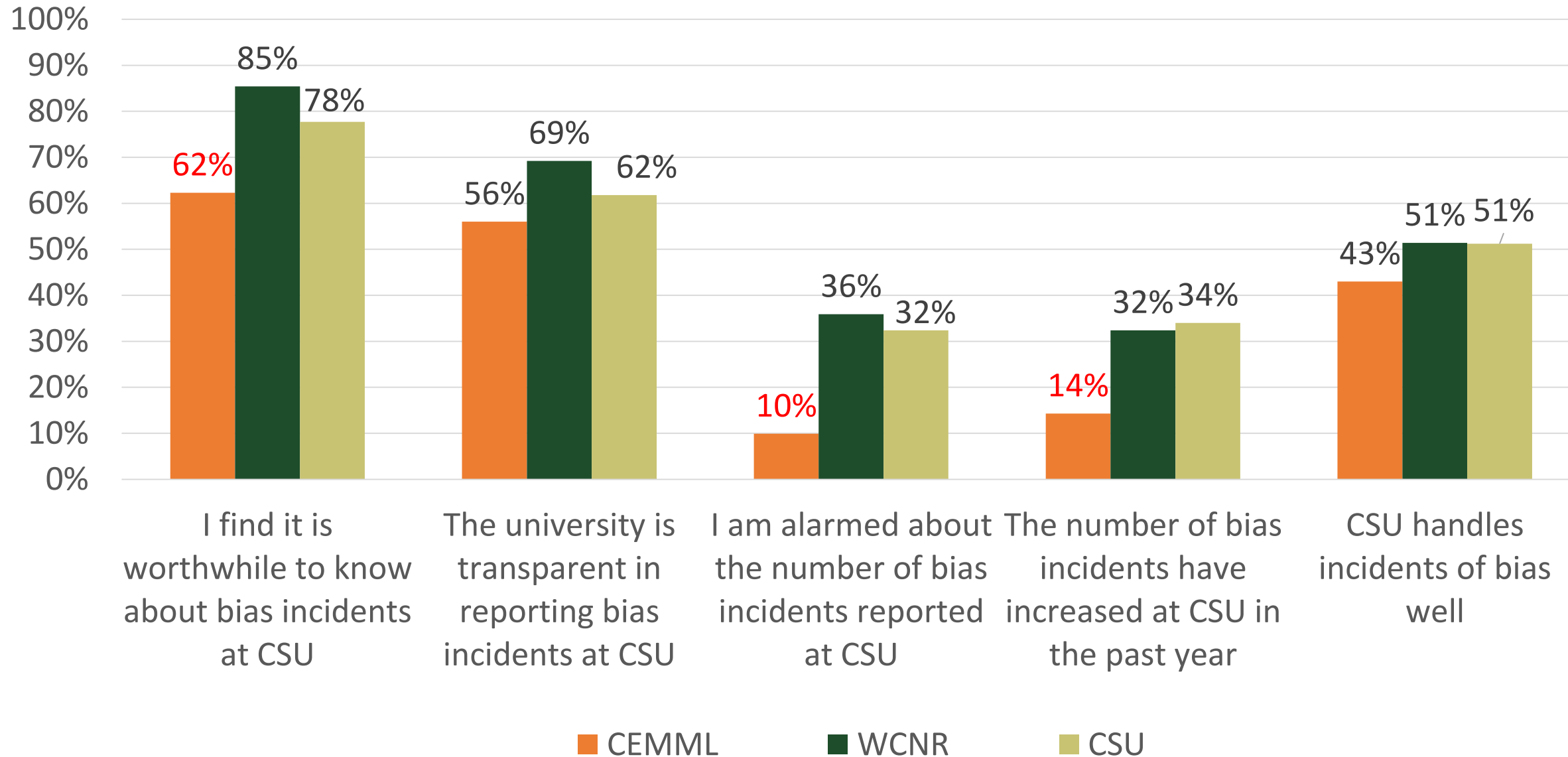


Percentage of respondents who indicated misconduct in their department



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

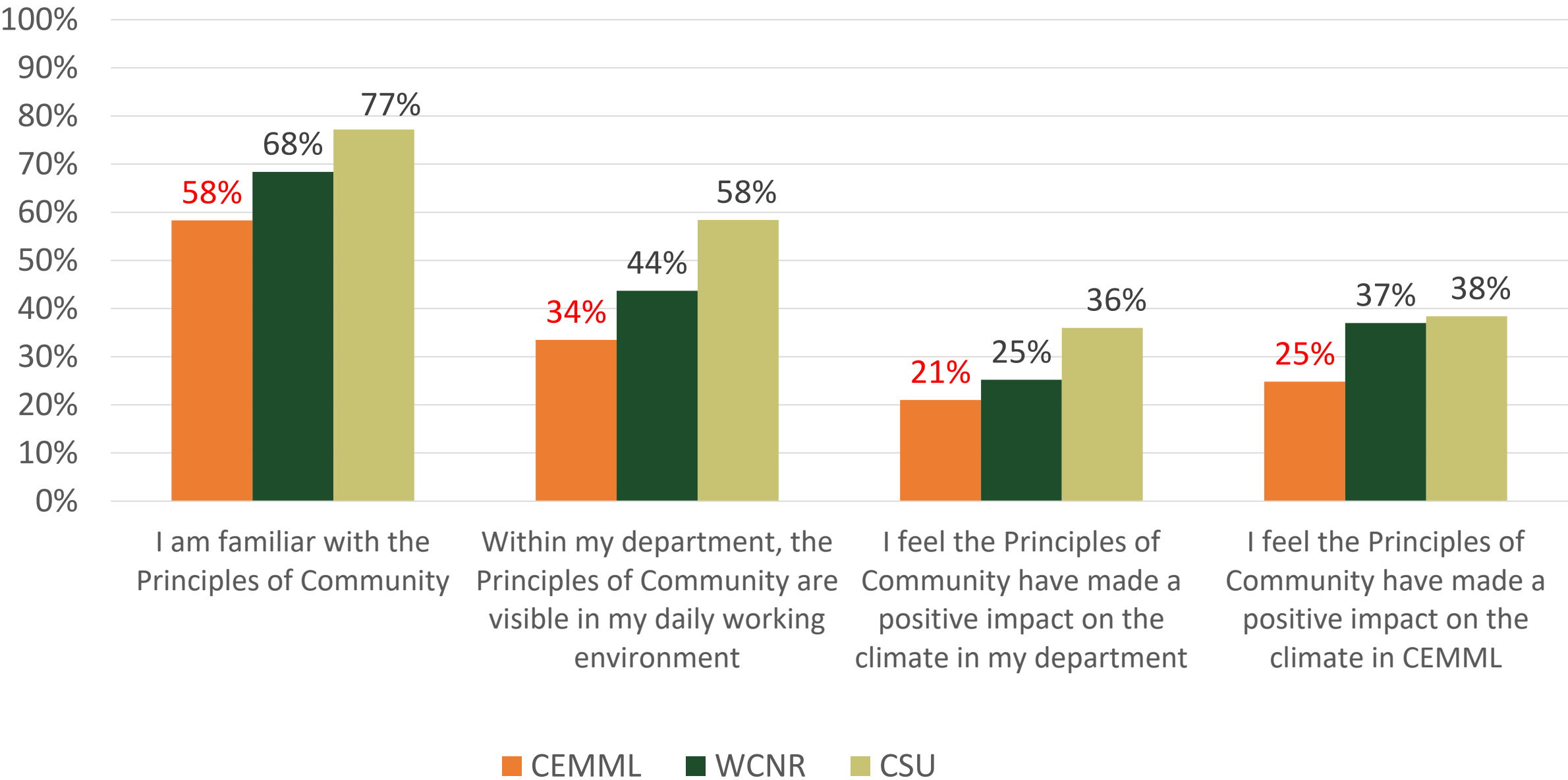
Strongly Agree/Agree



Bias

Percentage of respondent agreement to items related to Principles of Community

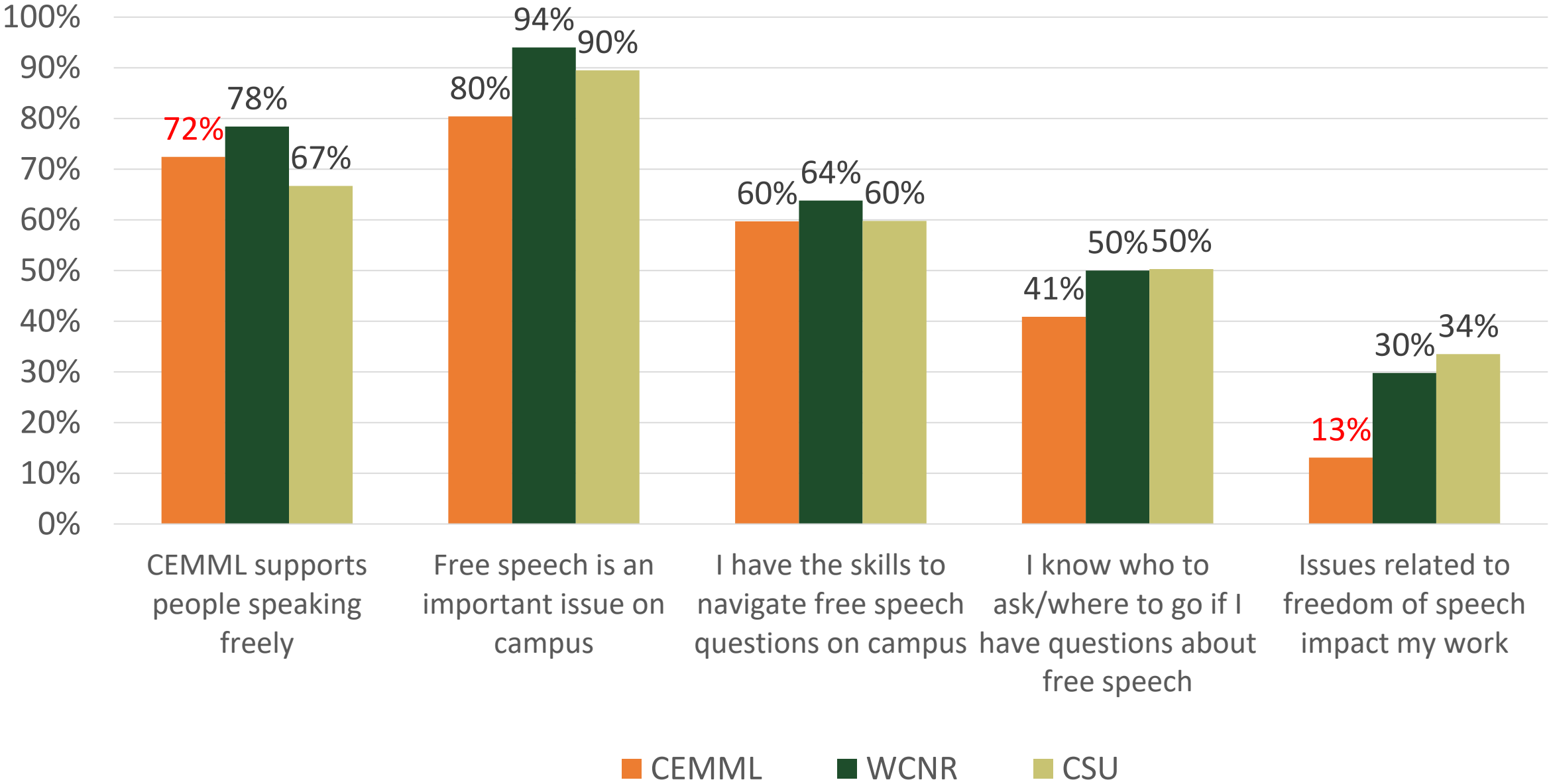
Strongly Agree/Agree



Principles of Community

Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree



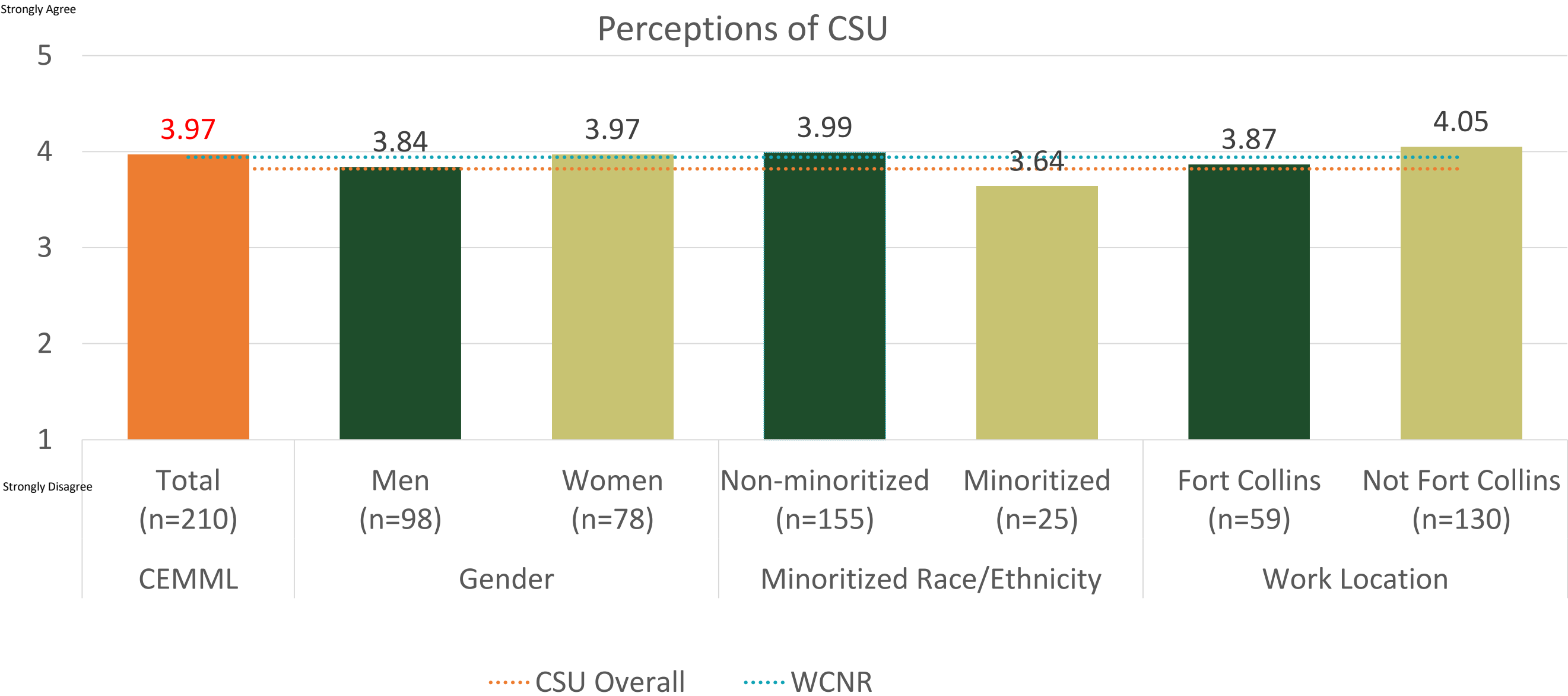
Freedom of Speech

Perception Items

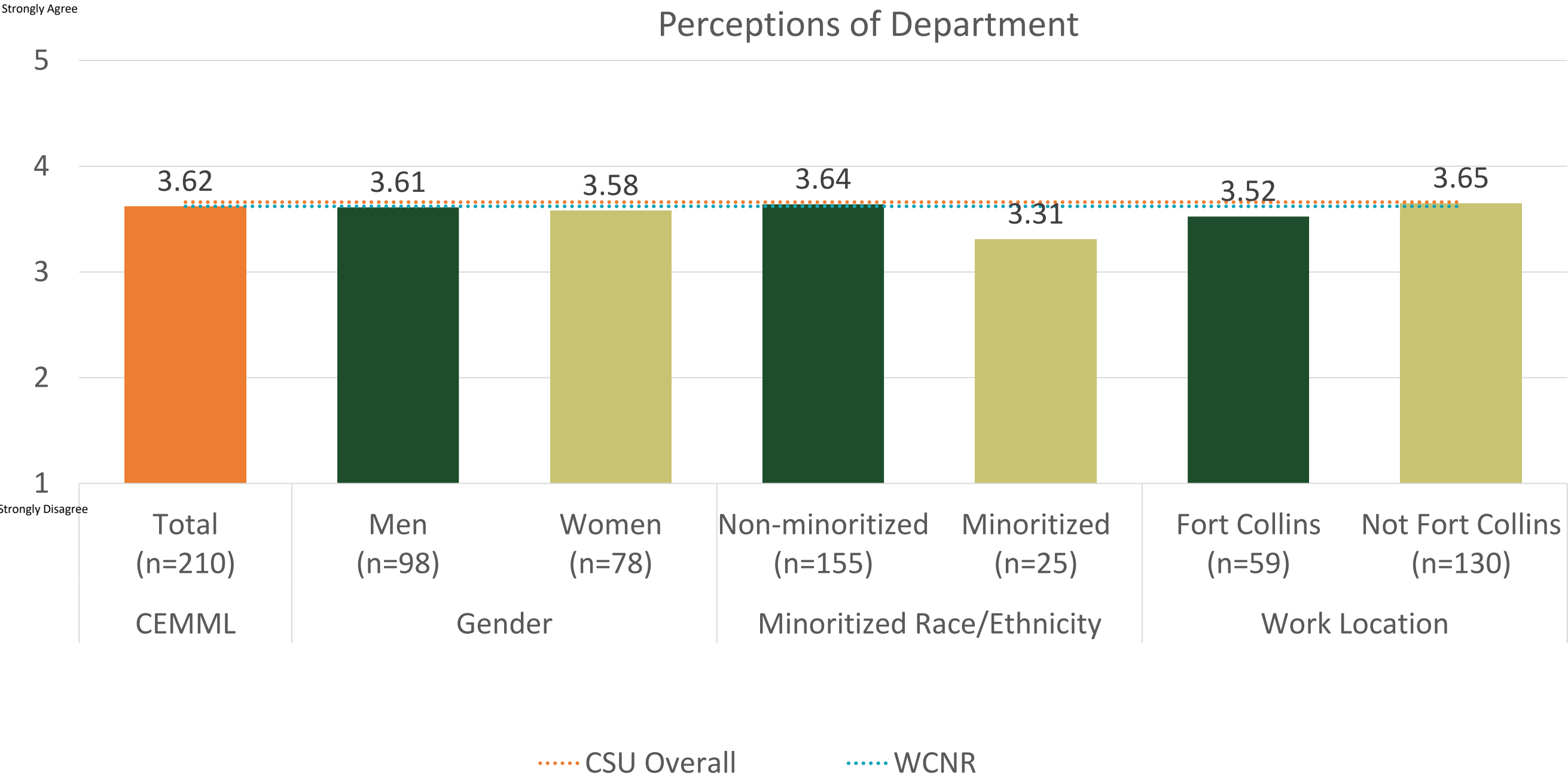
- Items asked each for CSU and Department

	<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 supportive environment for employees from diverse backgrds.	↑	
– 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	↑	

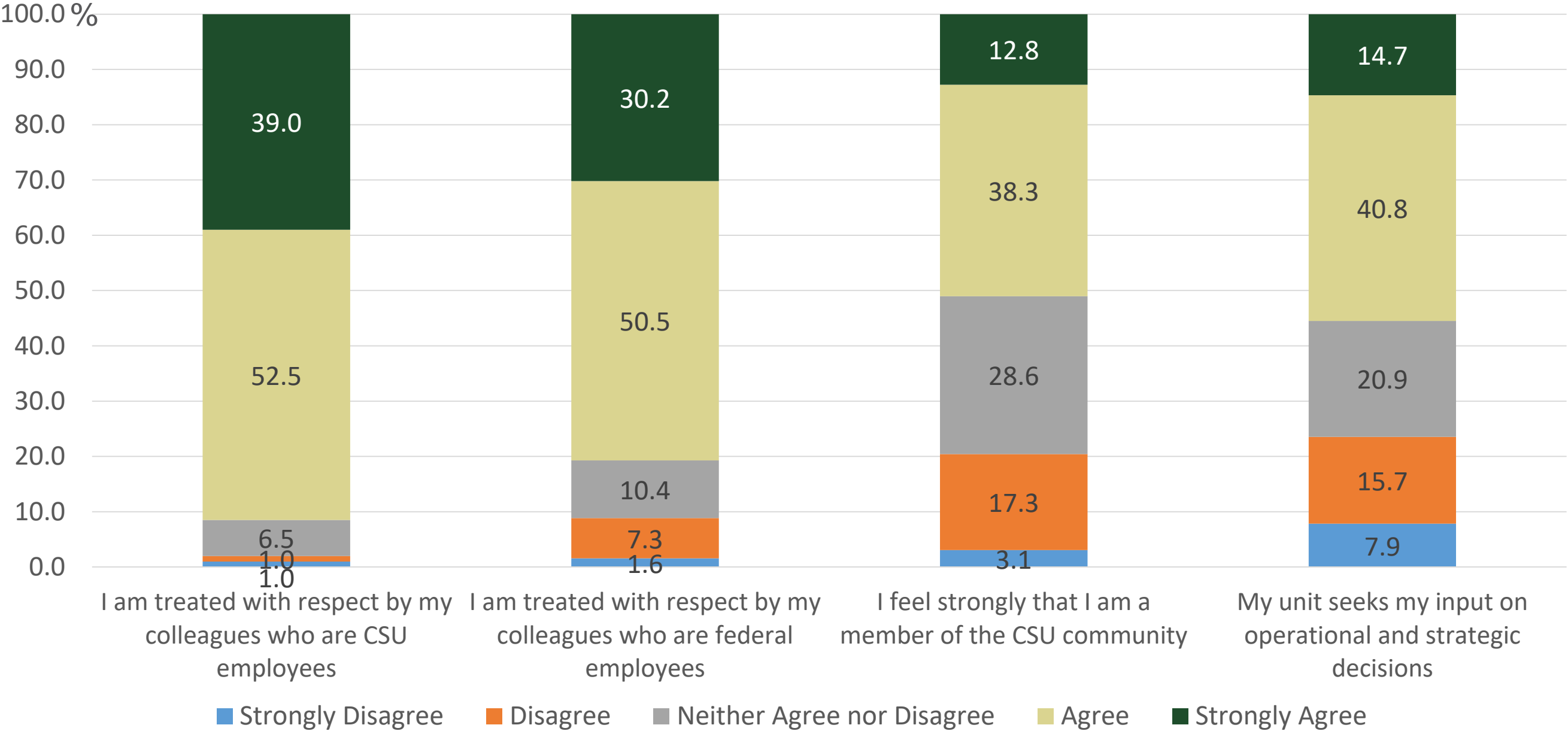
CEMML Perceptions



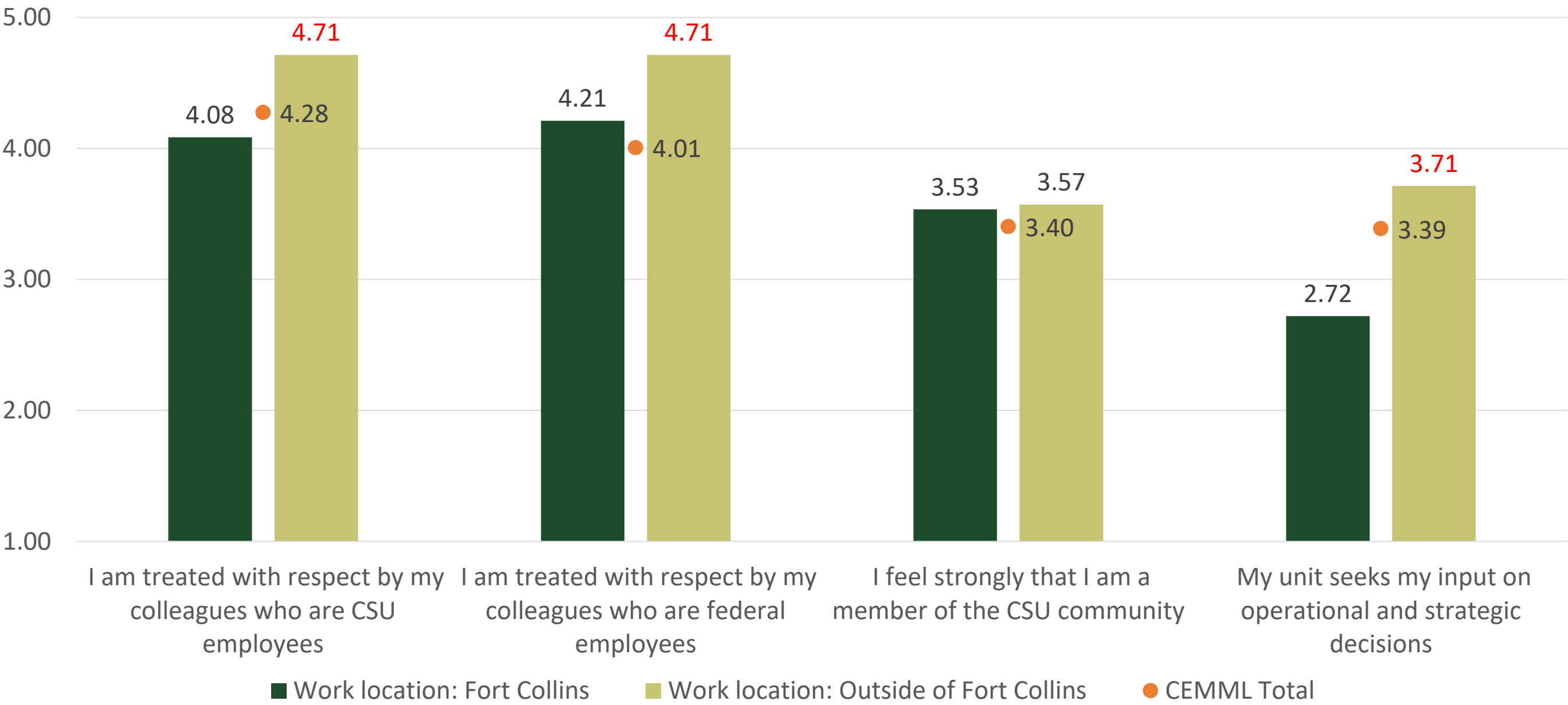
CEMML Perceptions



CEMML Unique Questions

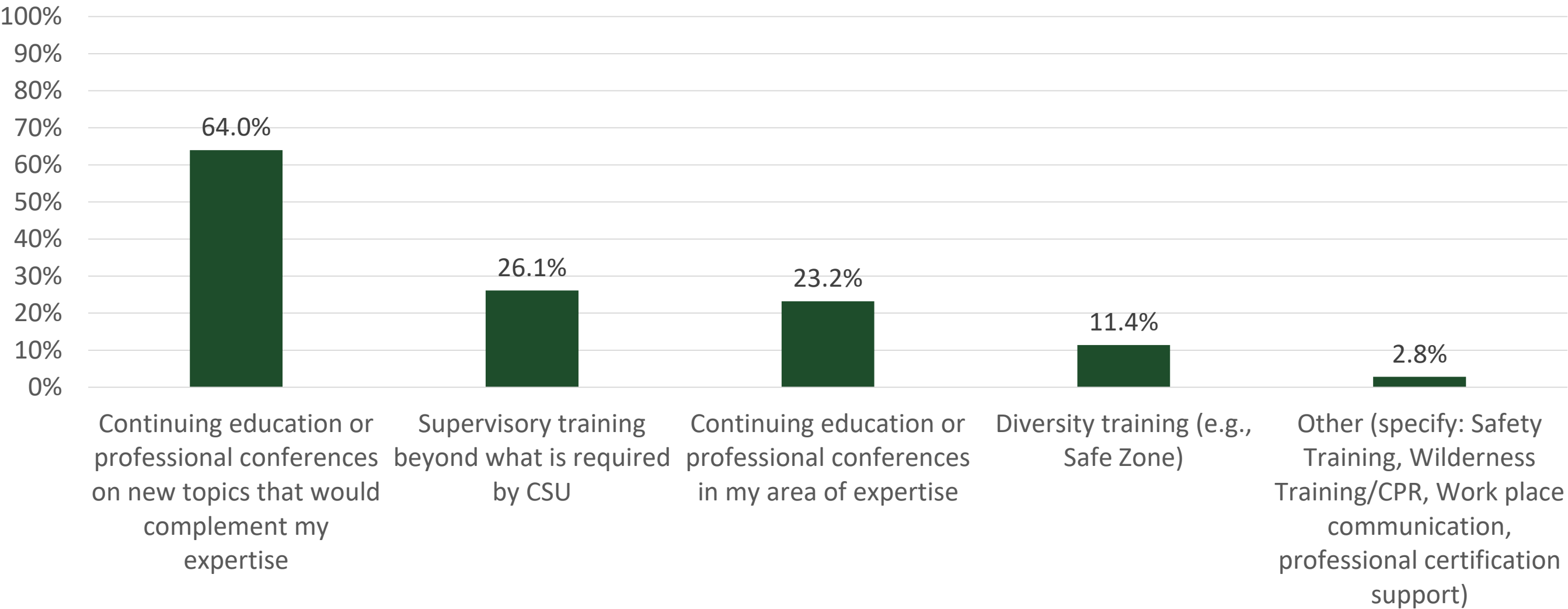


CEMML Unique Questions



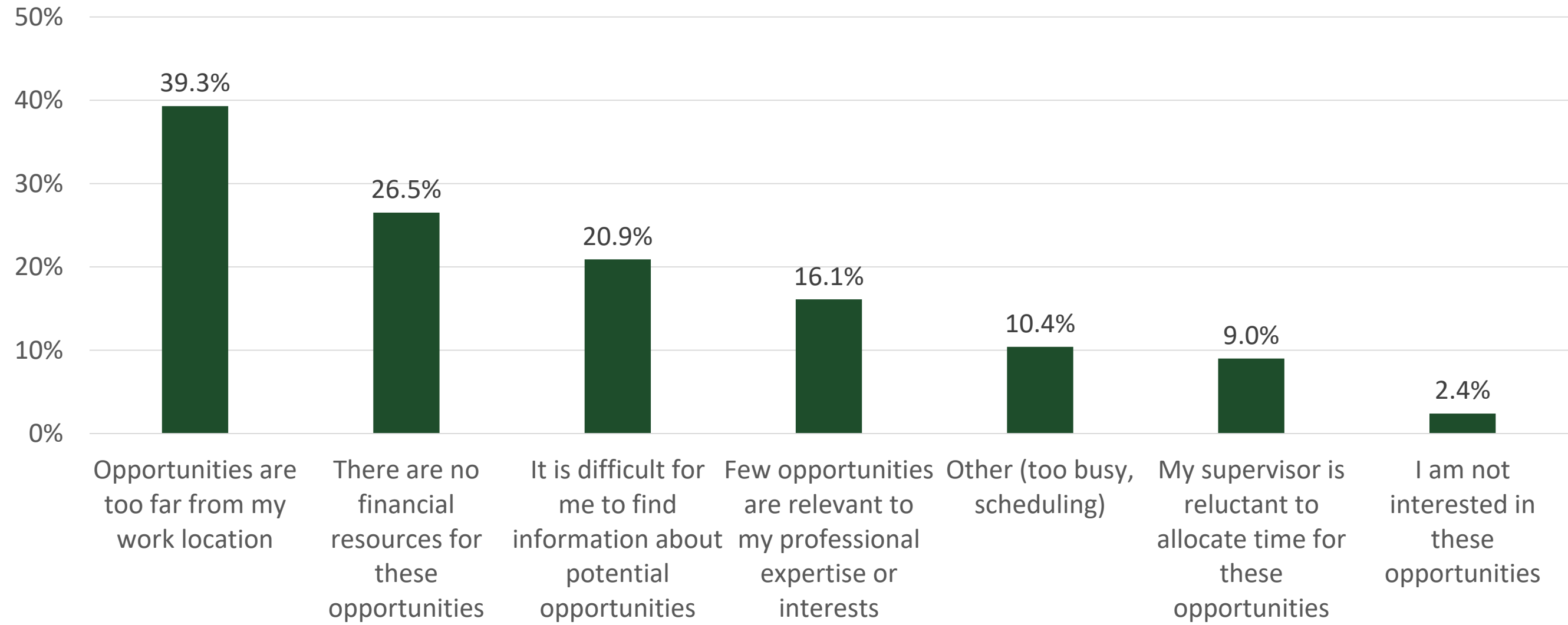
CEMML Unique Questions

What types of non-mandatory professional development or training would you like to attend? (Select all that apply)



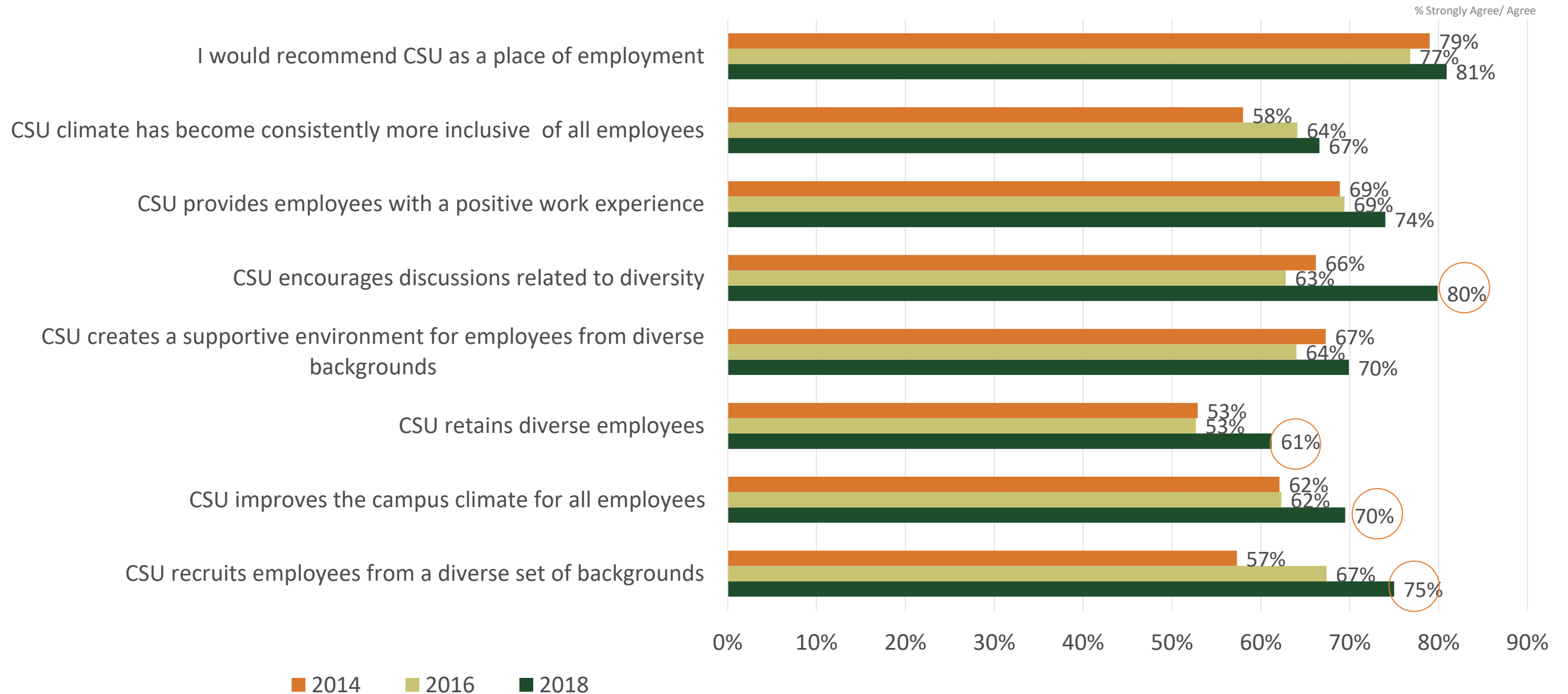
CEMML Unique Questions

What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)



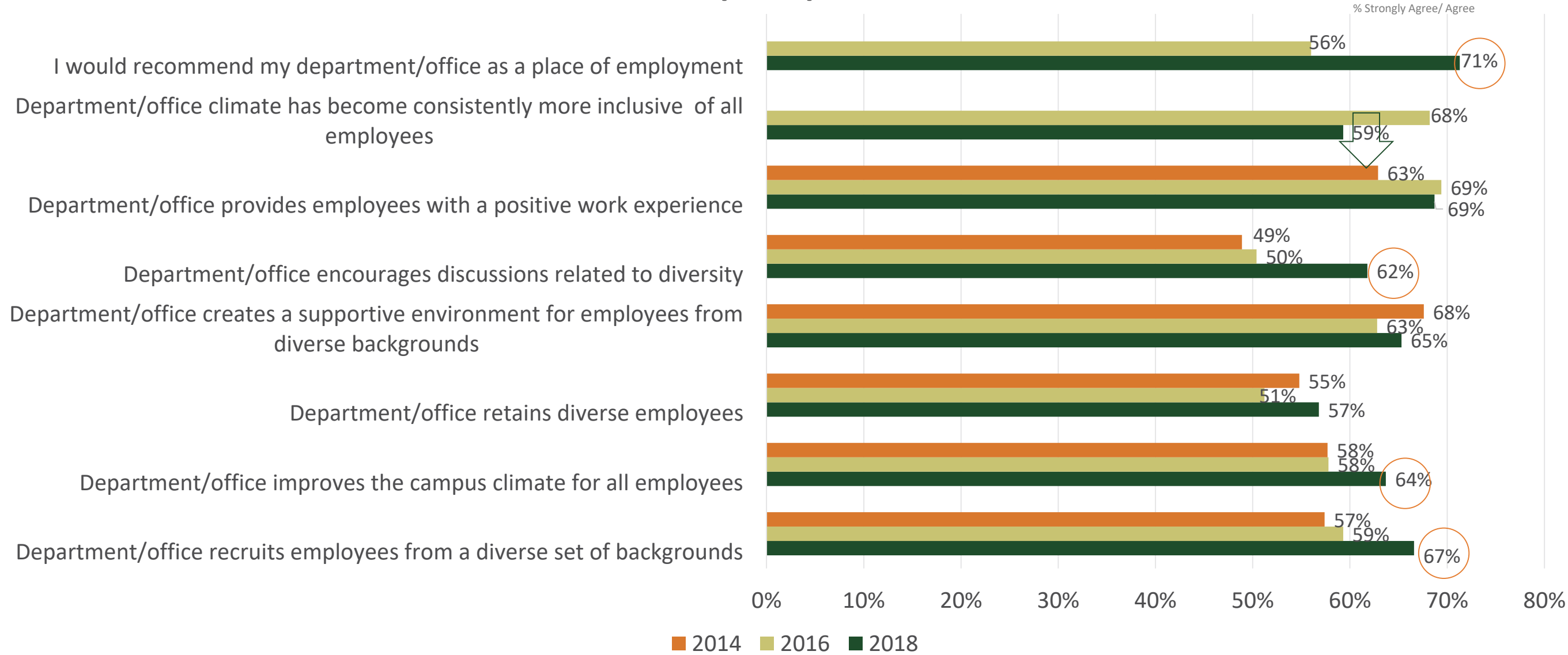
CSU Perceptions over Time

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



5

4

3

2

1

CSU Perceptions Unit Perceptions Unit Leadership Division Leadership Favoritism Sense of Belonging Department Culture Department Diversity Culture

T/NB/GNC Men Women

T/NB/GNC

3.88
3.83

3.76
3.64

3.59
3.38

3.48
3.25

2.83
2.65

3.71
3.71

3.67
3.48

4.07
3.99

3.45

3.28

3.04

3.10

3.09

3.58

3.29

3.75

Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department:
 - 46% indicated no discriminatory attitudes present (CSU: 36%)
 - 25% Job title (CSU: 31%)
 - 19% Employment classification (CSU: 29%)
 - 15% Age (CSU: 19%)
 - 13% Gender (CSU: 17%)

Work Stressors

- Top 3 Work Stressors
 - 43% Job security (CSU: 11%)
 - 31% Low salary (CSU: 47%)
 - 31% Lack of growth /promotion (CSU: 29%)
 - 26% Department climate (CSU: 21%)
 - 23% Workload (CSU: 33%)
 - 16% Work/life balance (CSU: 29%)
 - 13% Duties outside my job responsibilities (12%)
 - 13% Interpersonal Conflict (CSU: 12%)

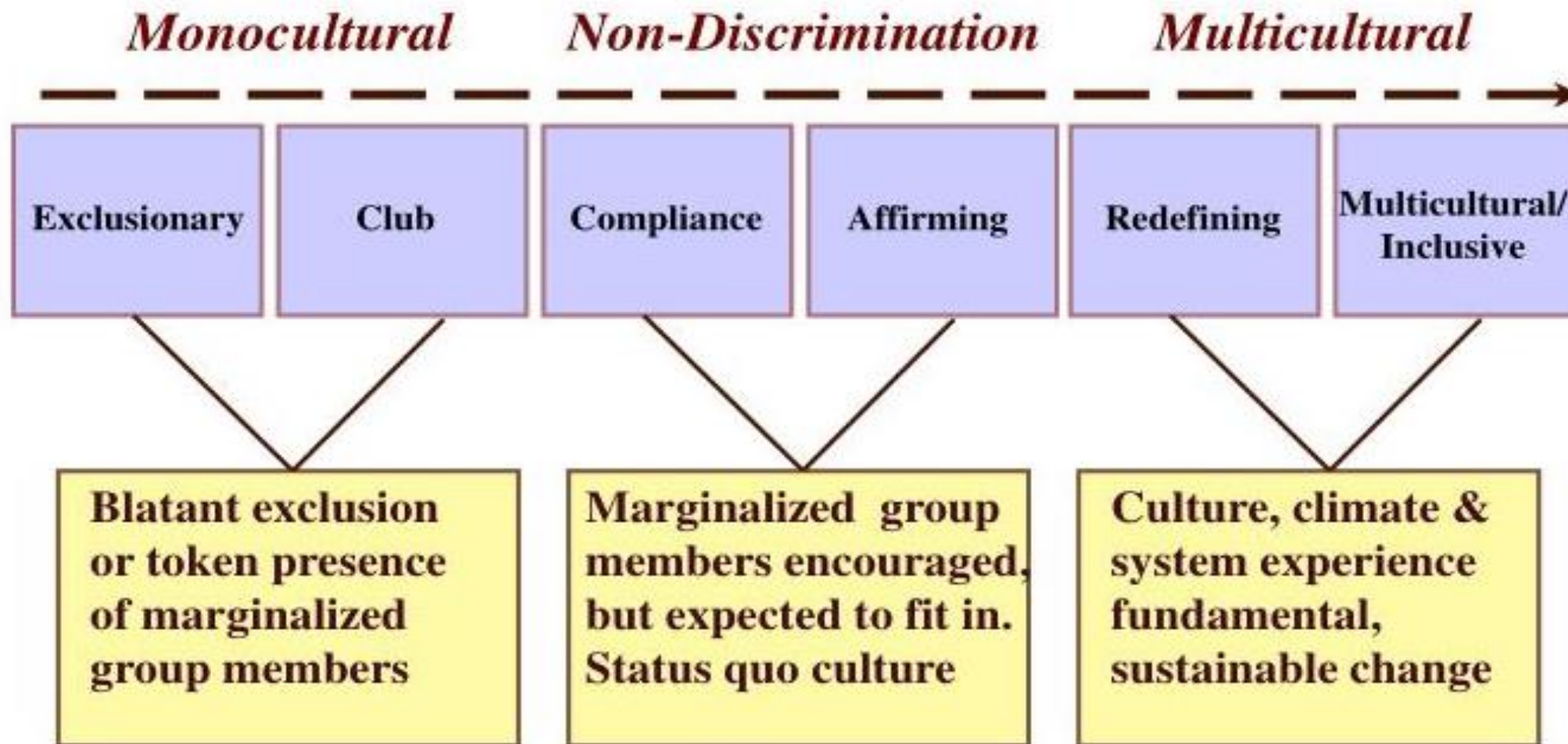
Key Findings for CEMML

- Respondents from CEMML had more positive perceptions of CSU, more positive perceptions of CEMML's leadership's accountability, and less perceptions of favoritism compared to the average CSU respondent
- CEMML respondents had lower perceptions of their sense of belonging on average, particularly related to CSU
 - Less than half of CEMML respondents agreed they felt a strong sense of belonging to CSU
- There were no differences when comparing men and women; however, women on the whole, had lower mean scores than men for perceptions of both CEMML and their department leadership's accountability and department culture

Key Findings for CEMML

- Respondents who identified as racially minoritized had lower perceptions of their department's diversity culture compared to those respondents who did not identify as racially minoritized
 - All other constructs were trending less favorable compared to non racially minoritized respondents and racially minoritized respondents had disproportionately more perceptions of bias
- When comparing respondent locations, those who work in Fort Collins generally had less favorable responses than those who do not
 - Particularly, Fort Collins respondents perceived their department culture and CEMML leadership's accountability less favorable compared to those who work elsewhere
- CEMML respondents were not as familiar with the Principles of Community and perceived POC having less of a positive impact compared to the average CSU respondent

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
- Coming Soon:
 - 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/>