

# 2018 Employee Climate Survey

## Presentation for College of Natural Sciences

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Assessment Group for Diversity Issues

12.05.19

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

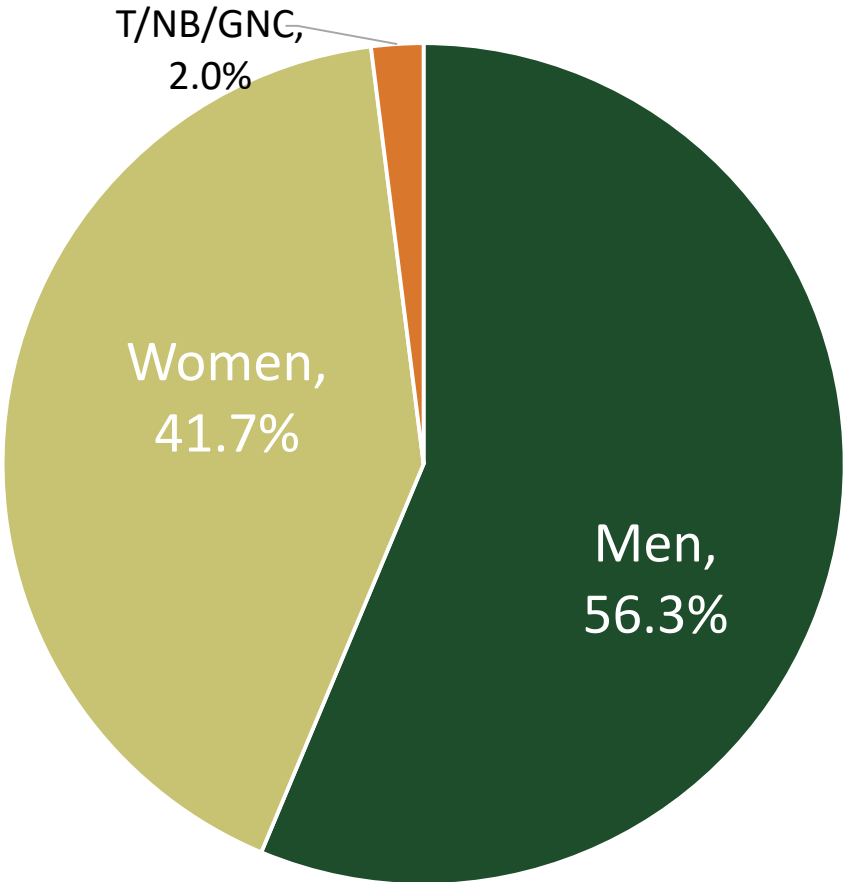
College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7%
Health and Human Sciences	69.5%
Natural Sciences	58.5% (n=228)
Warner College of Natural Resources	49.8%
Business	48.9%
Liberal Arts	48.5%
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

# Department Response Rates

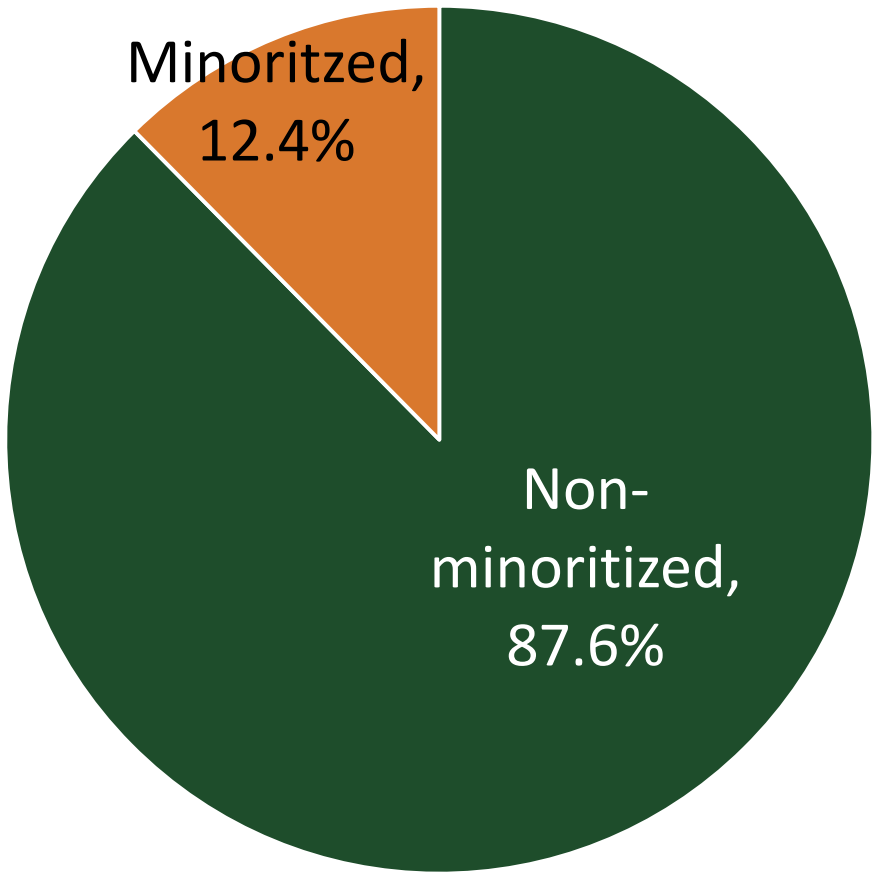
CNS Department	Response Rate	% of CNS Respondents
Biology	39.0%	14.3%
Psychology	46.4%	12.4%
Chemistry	32.8%	10.5%
Computer Science	55.3%	10.0%
Mathematics	56.8%	10.0%
Biochemistry and Molecular Biology	48.6%	8.6%
Physics	56.3%	8.6%
Dean's Office/Education & Outreach Center	68.2%	7.1%
Statistics	54.2%	6.2%
Prefer not to disclose		12.4%



# Respondent Characteristics for CNS

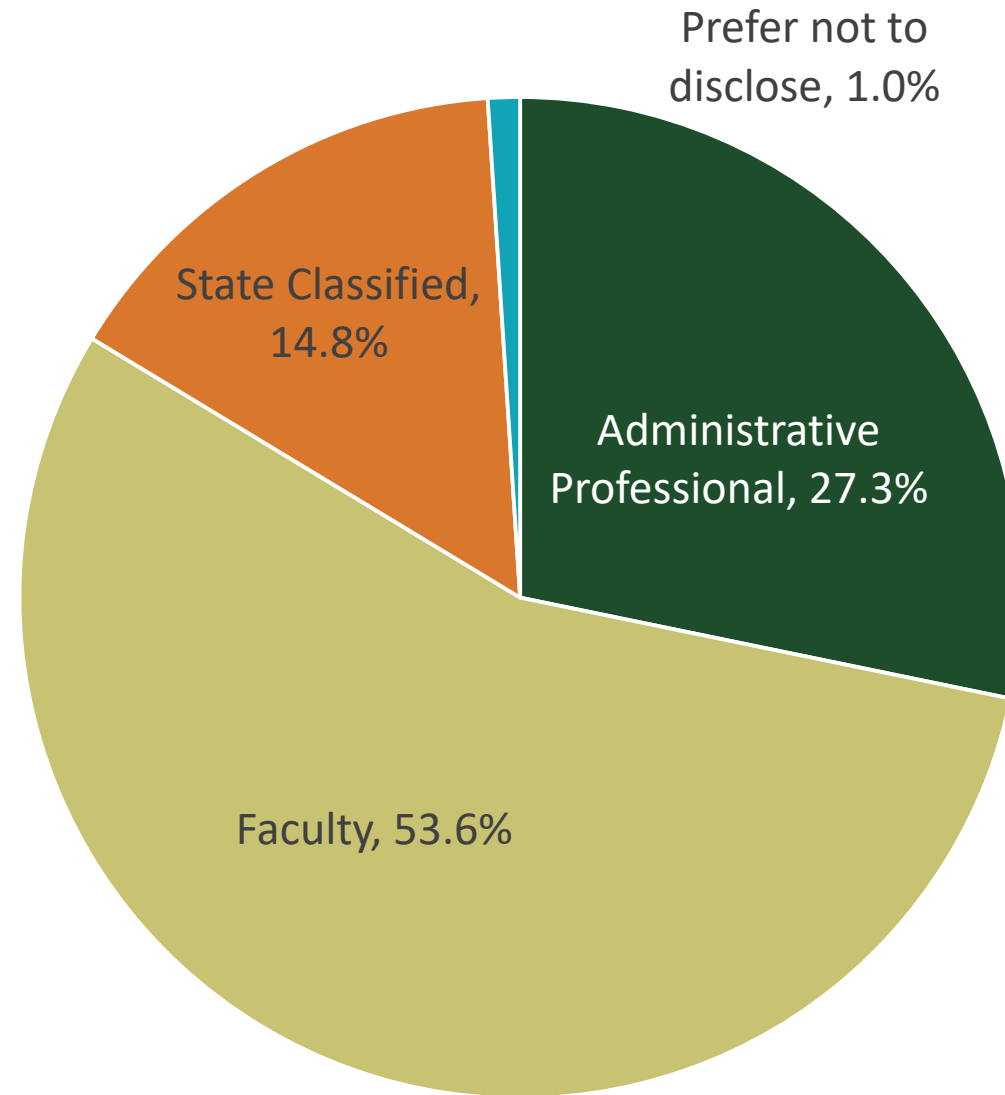


Gender



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

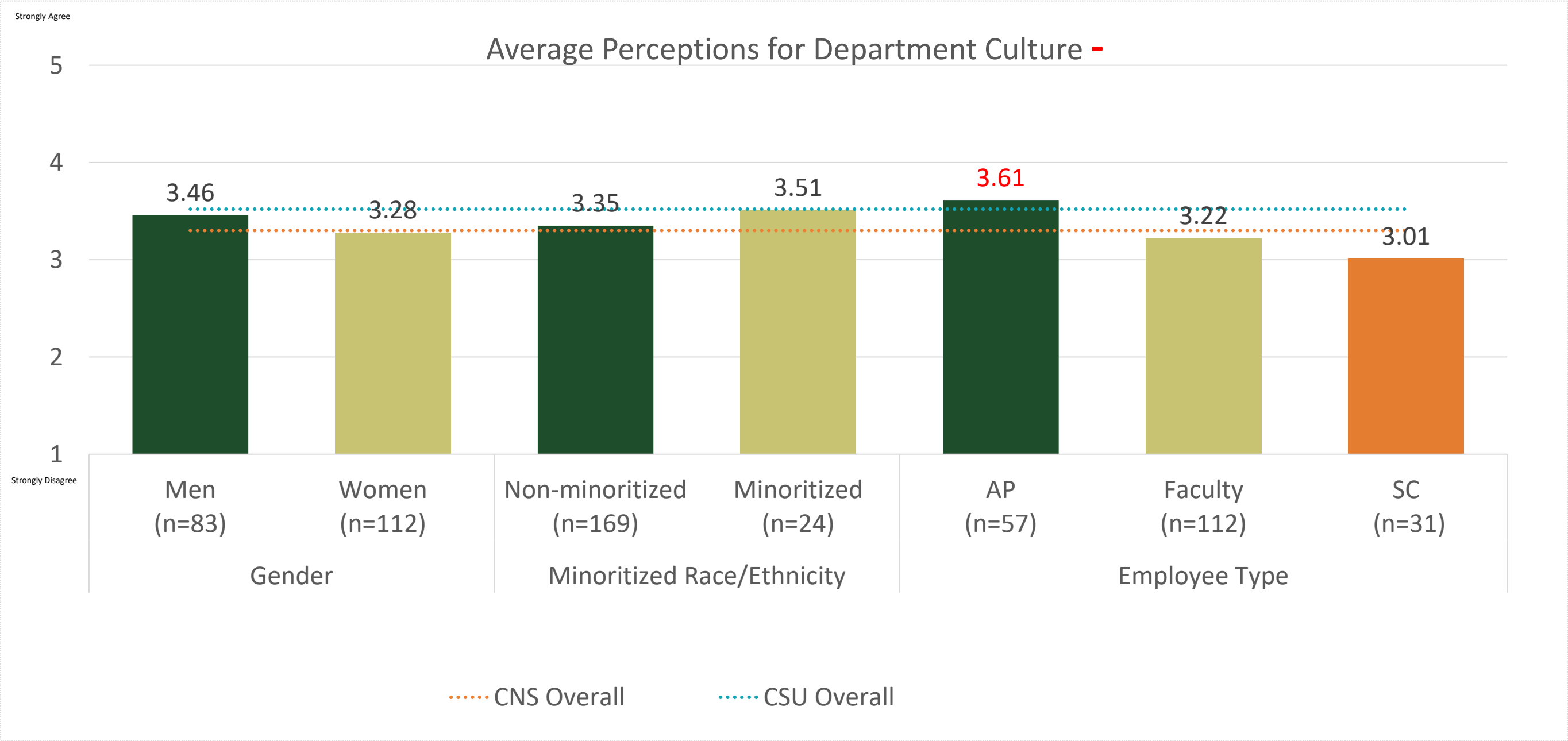
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

# 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 -

# CNS Culture

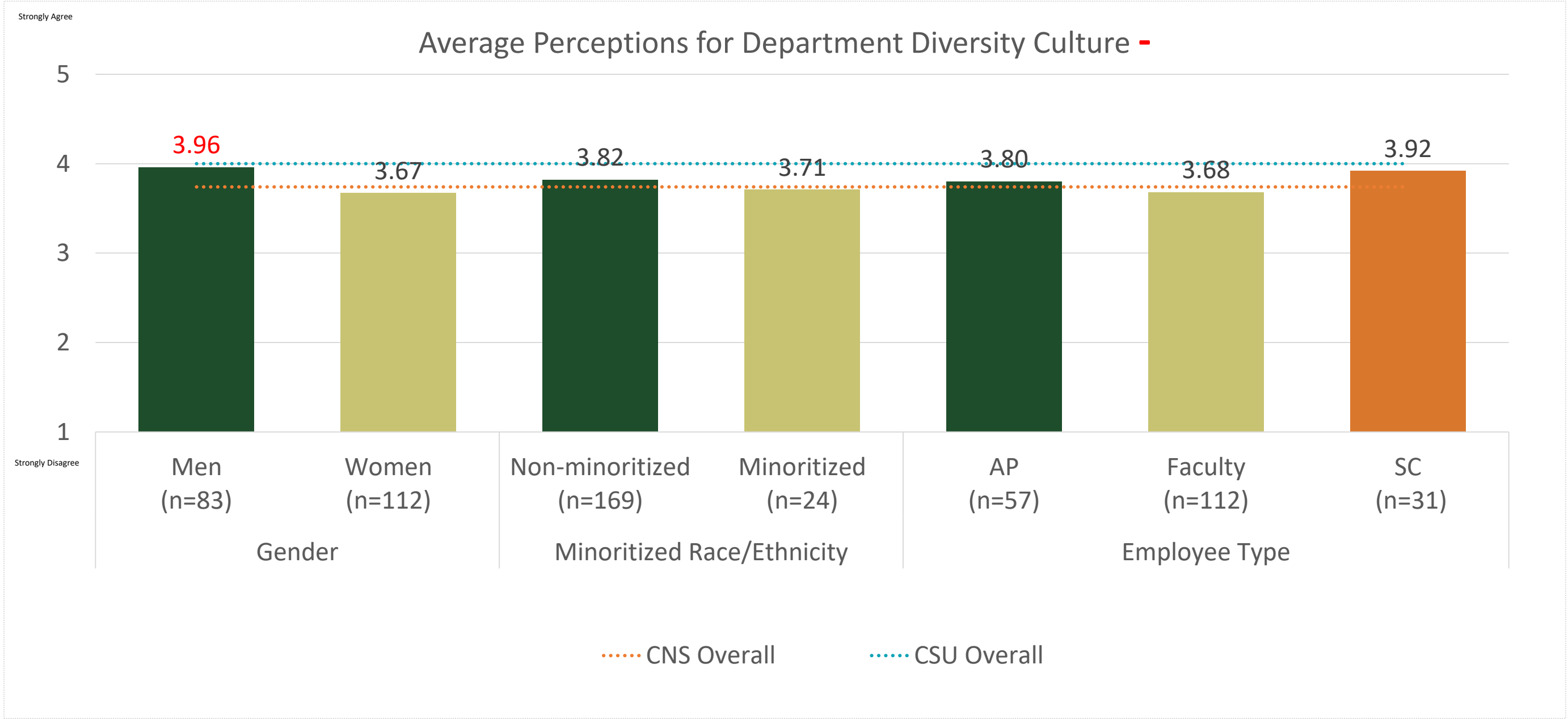


# Culture Items

## 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 -

# CNS Culture



# Culture Items

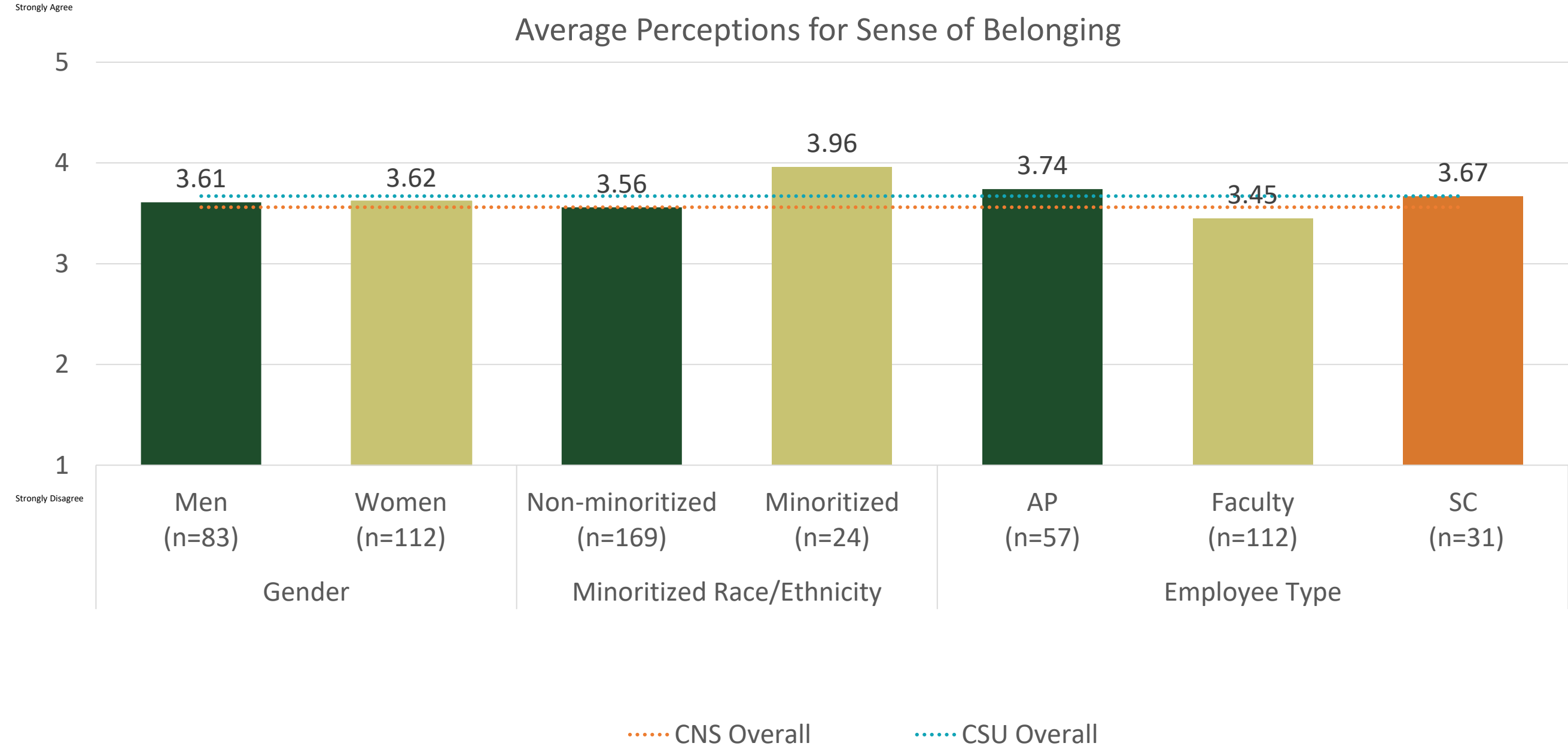
## Sense of Belonging

- 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 -



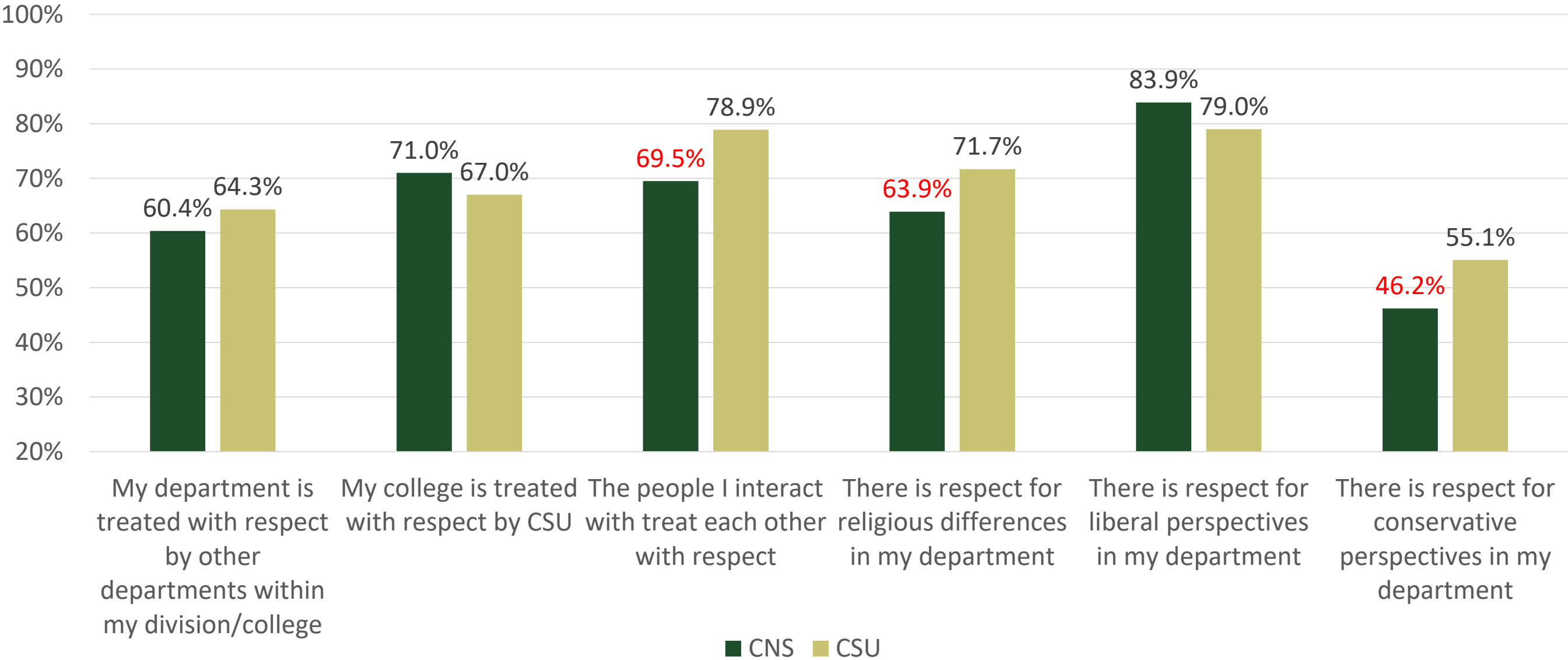
# CNS Culture

Average Perceptions for Sense of Belonging



# Respect

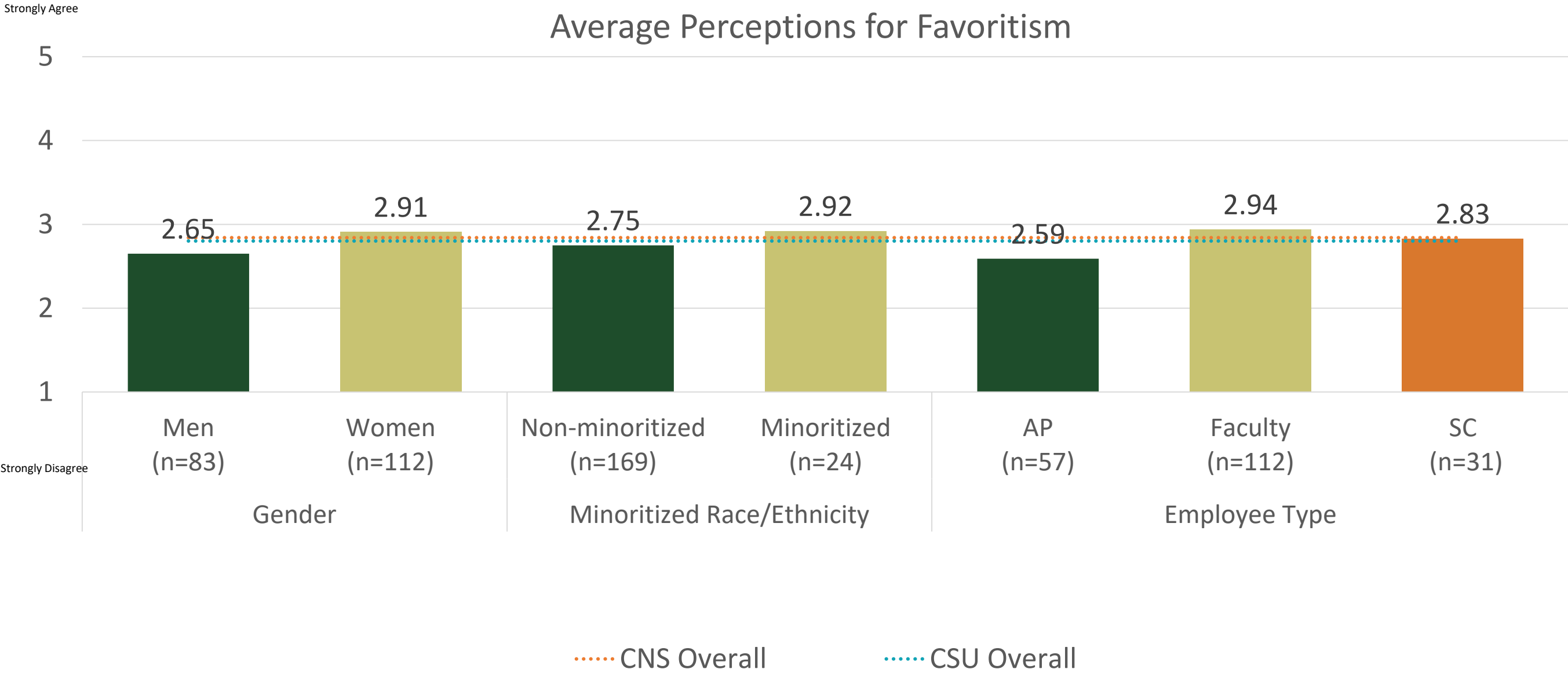
Strongly Agree/Agree



# 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

# CNS Favoritism

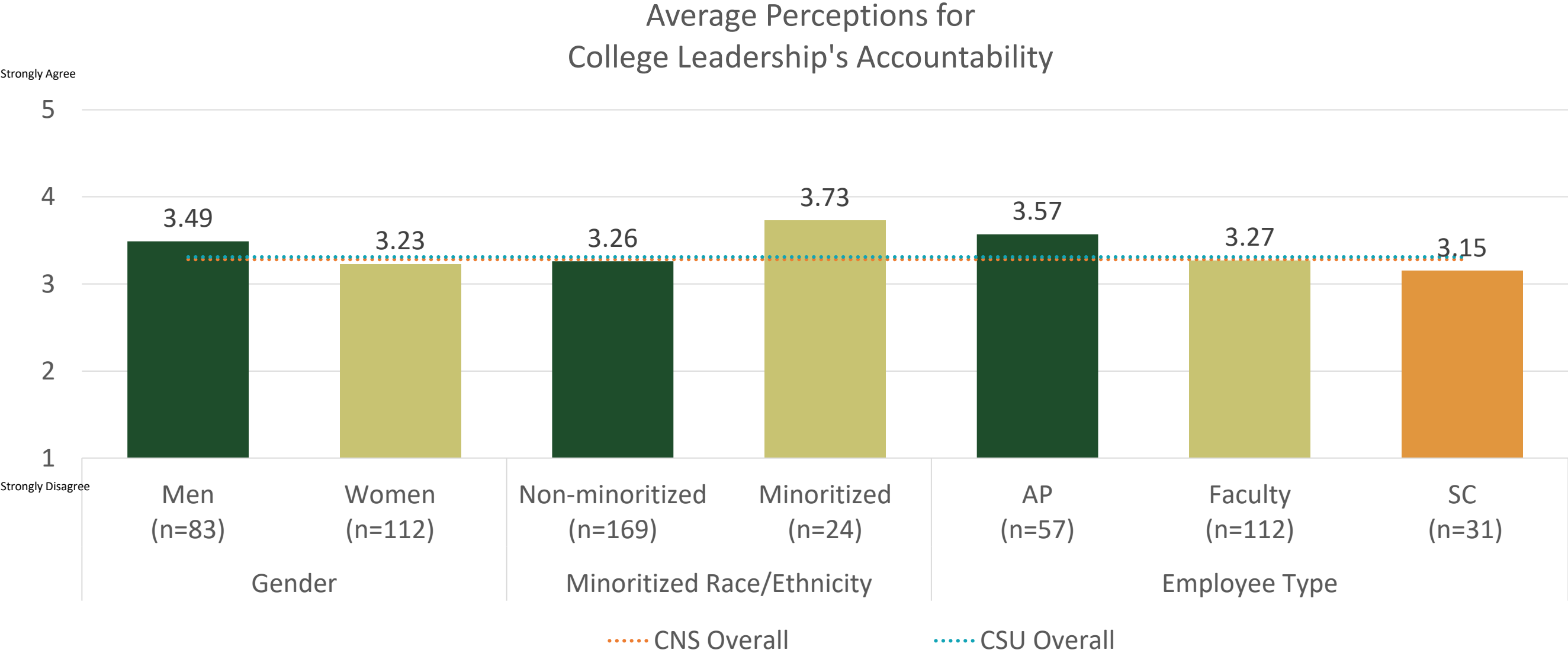


# Leadership and Accountability Items

- Items asked each for College and Department

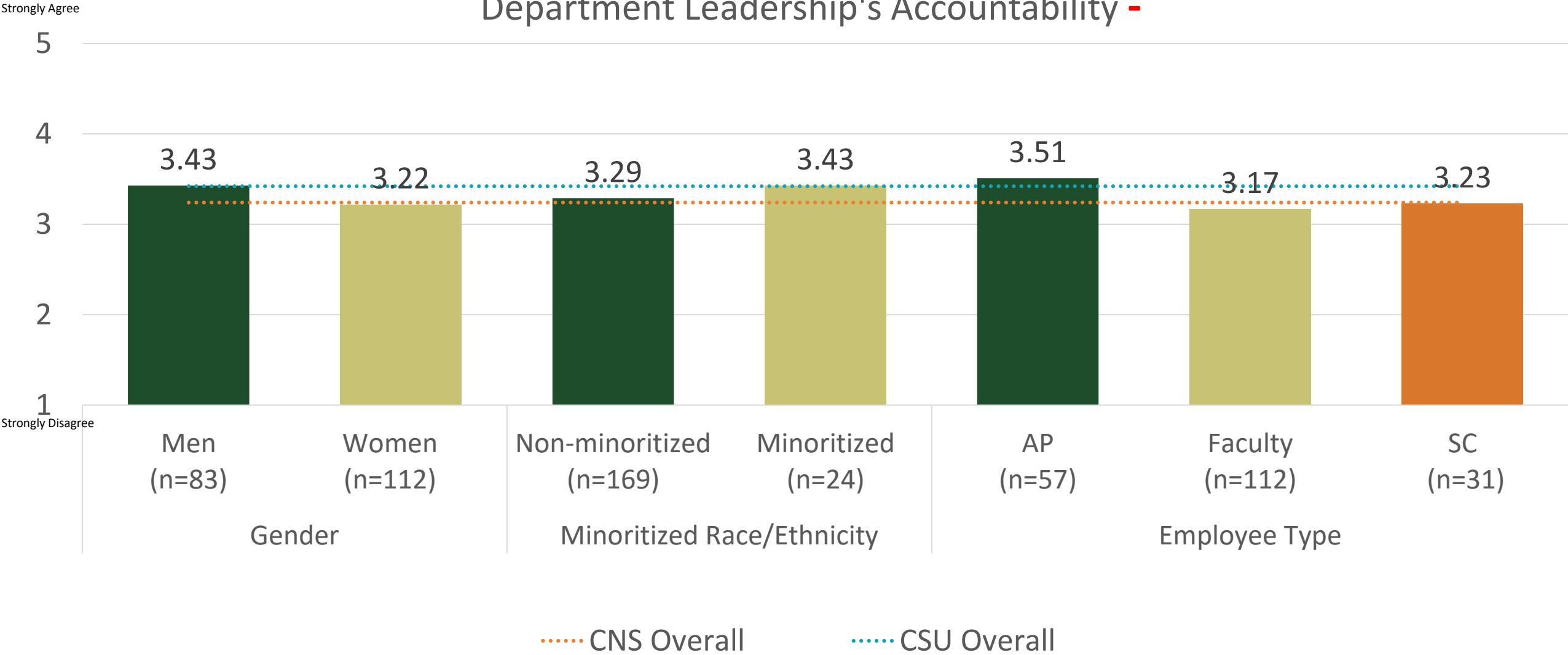
	<i>College</i>	<i>Dept.</i>
– Leadership adequately addresses inappropriate behavior		-
– Leadership holds employees accountable for inappropriate behavior		-
– Leadership holds employees accountable for poor performance		-
– Leadership acts ethically and honestly in the workplace		
– Leadership addresses issues of inequity		
– Leaders hold all employees to the same standards		-

# CNS Leadership & Accountability

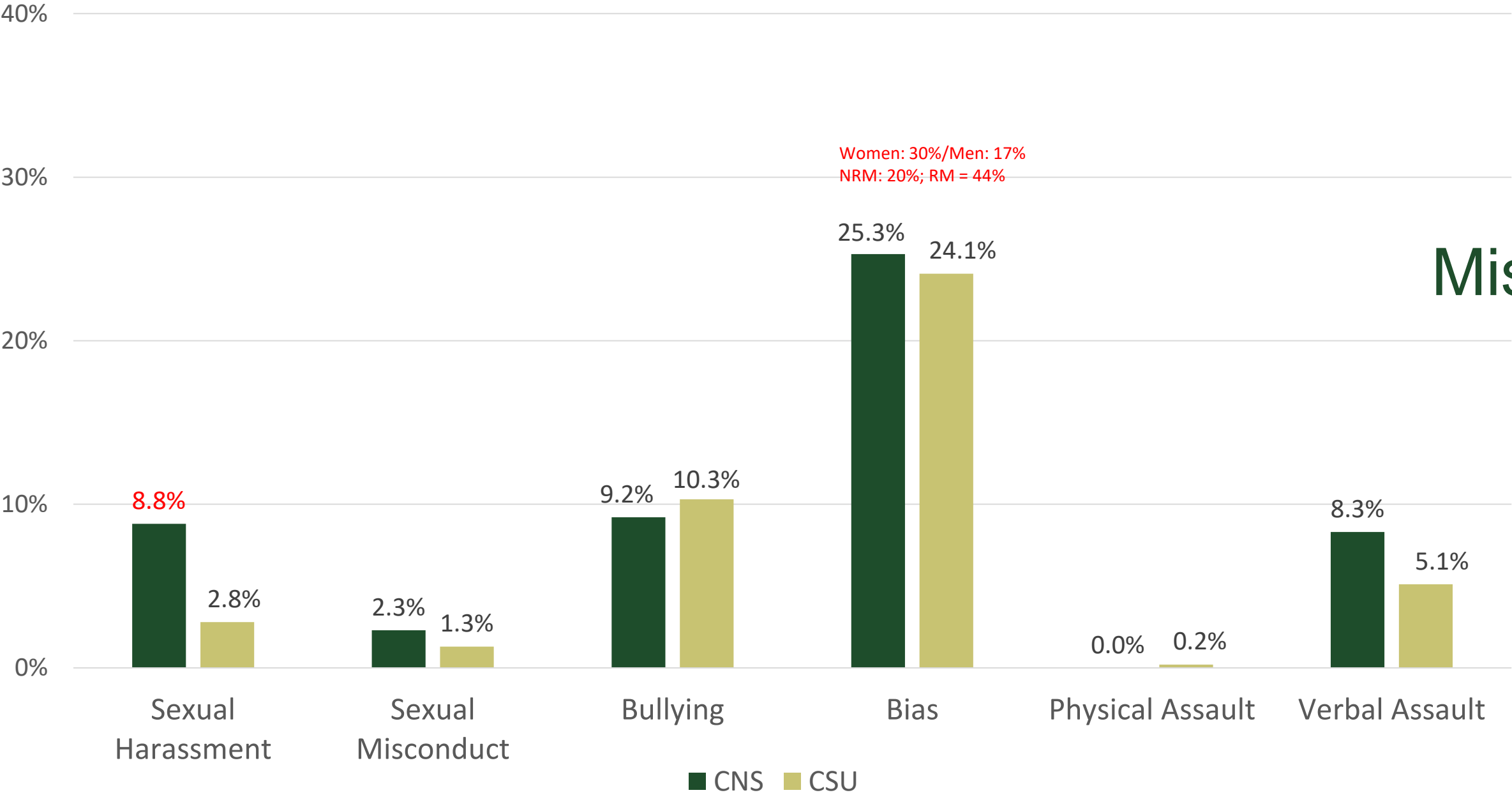


# CNS Leadership & Accountability

Average Perceptions for  
Department Leadership's Accountability -

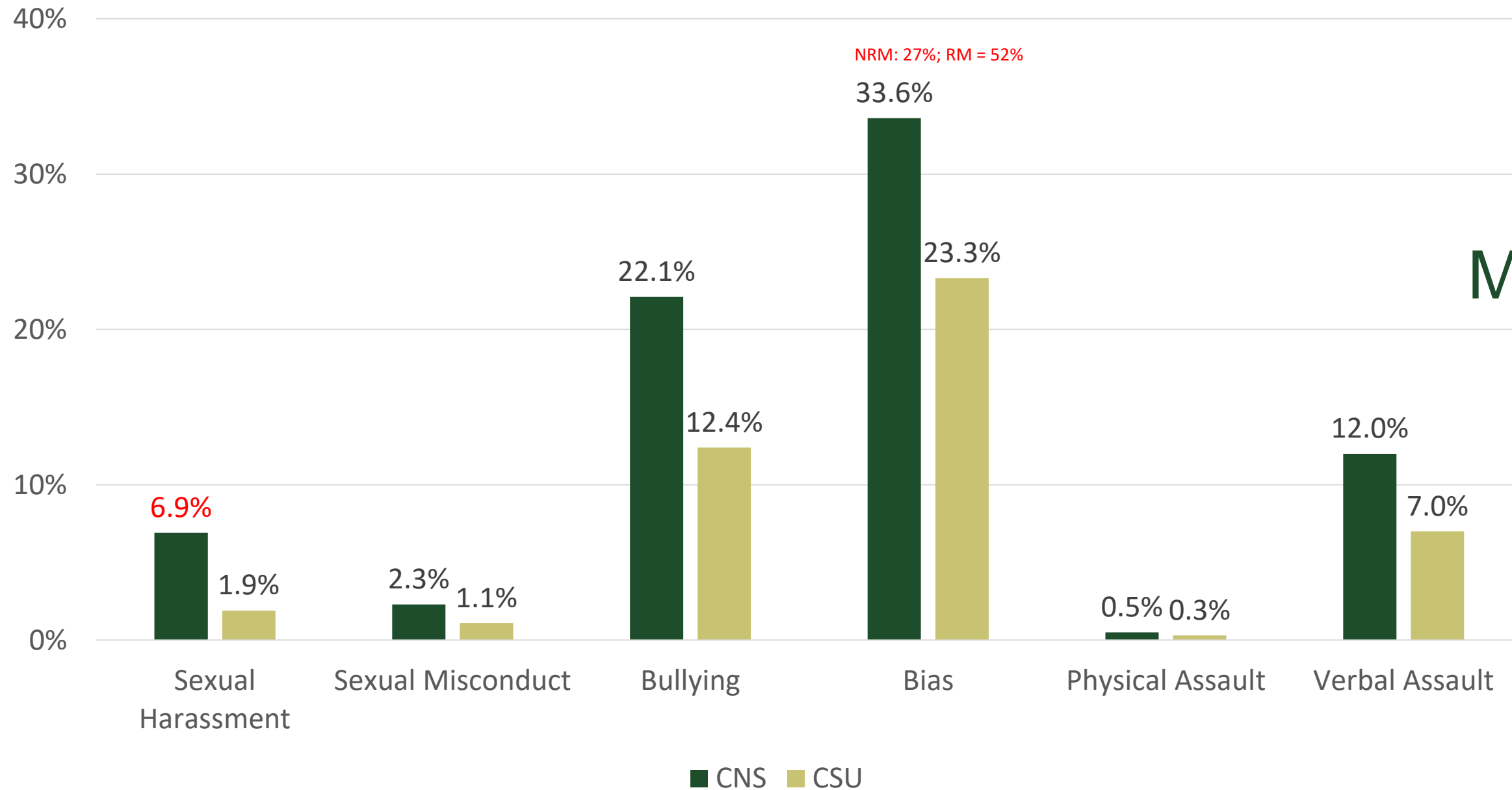


Percentage of respondents who perceived misconduct in their college





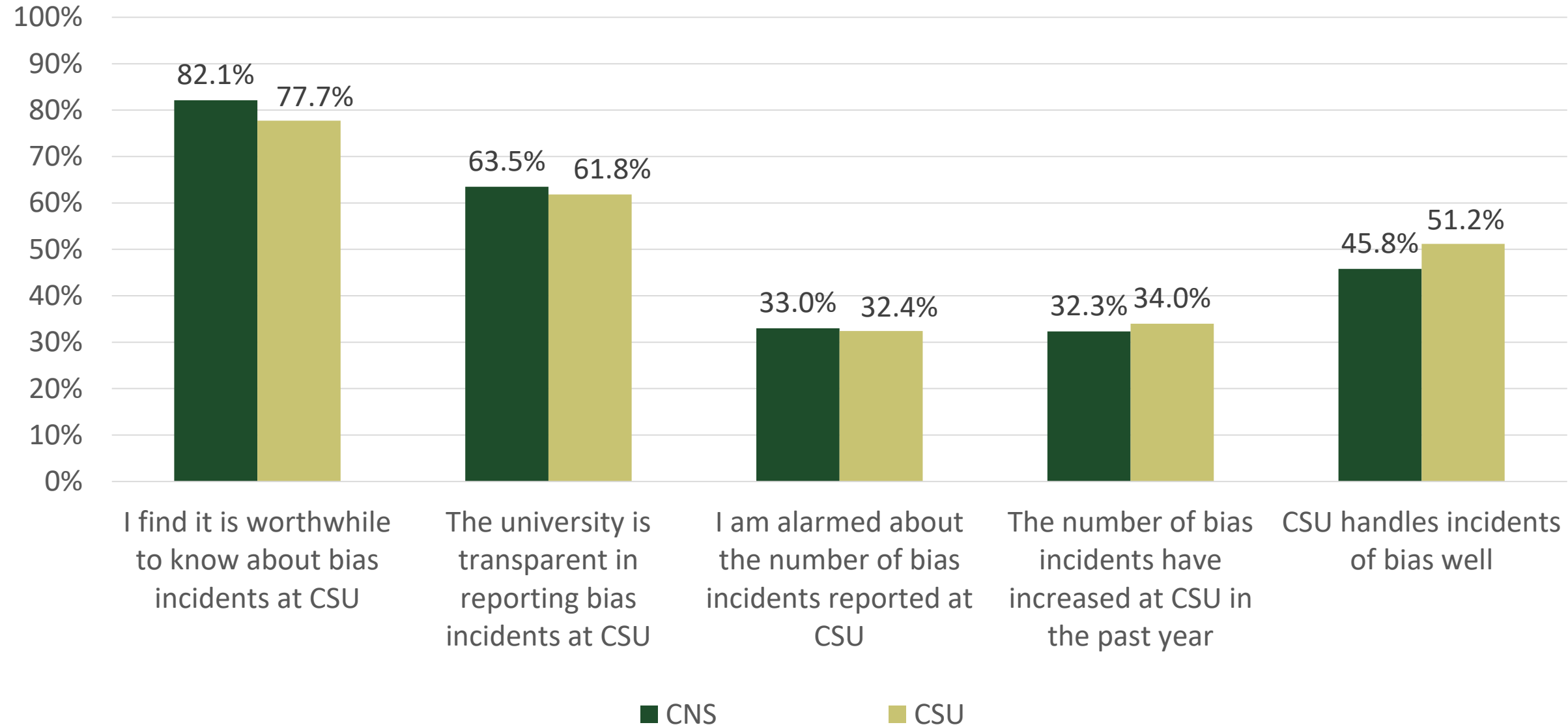
## Percentage of respondents who perceived misconduct in their department



Misconduct

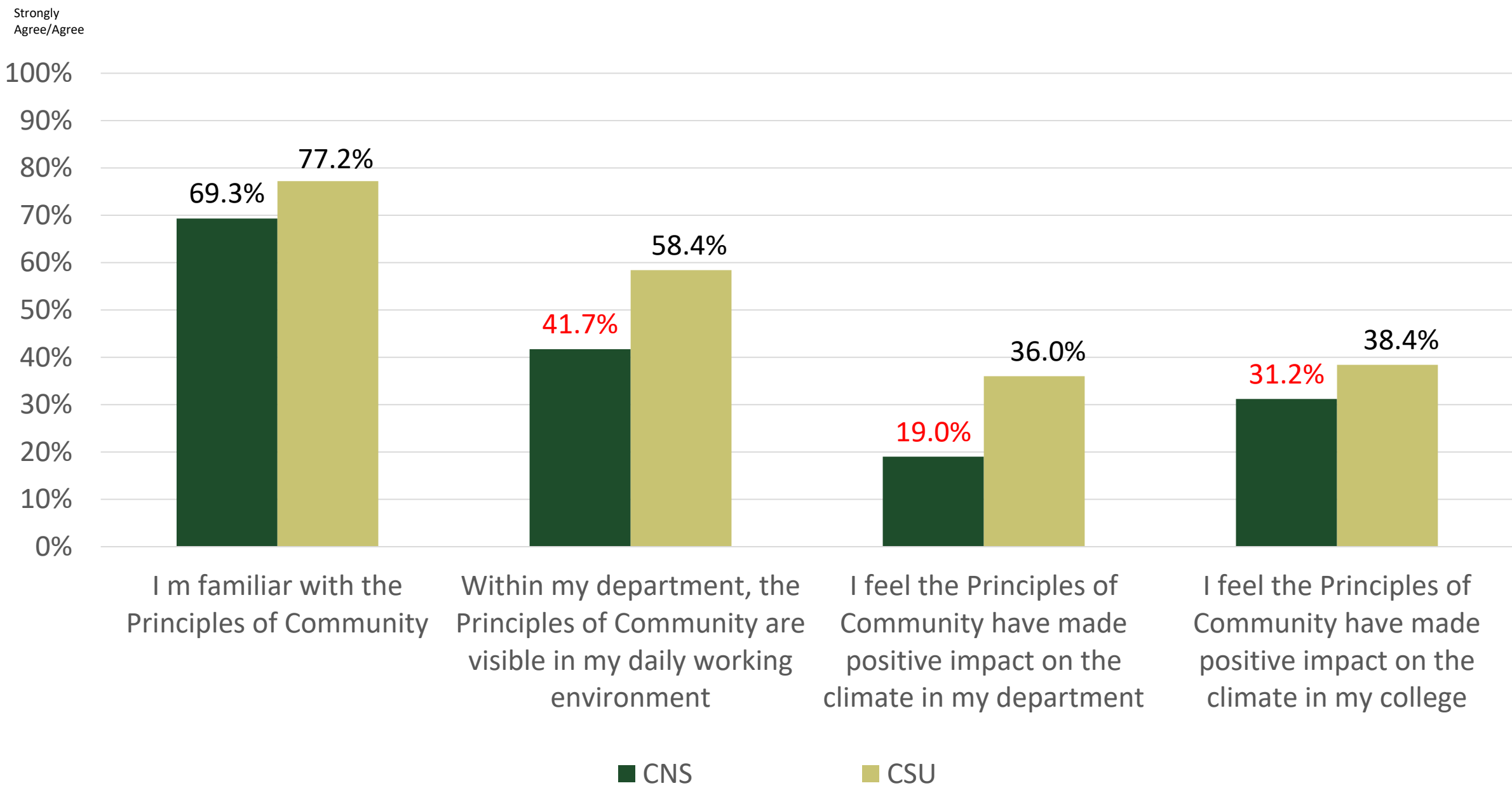
## Percentage of respondent agreement to items related to perceptions of bias incidents

Strongly Agree/Agree



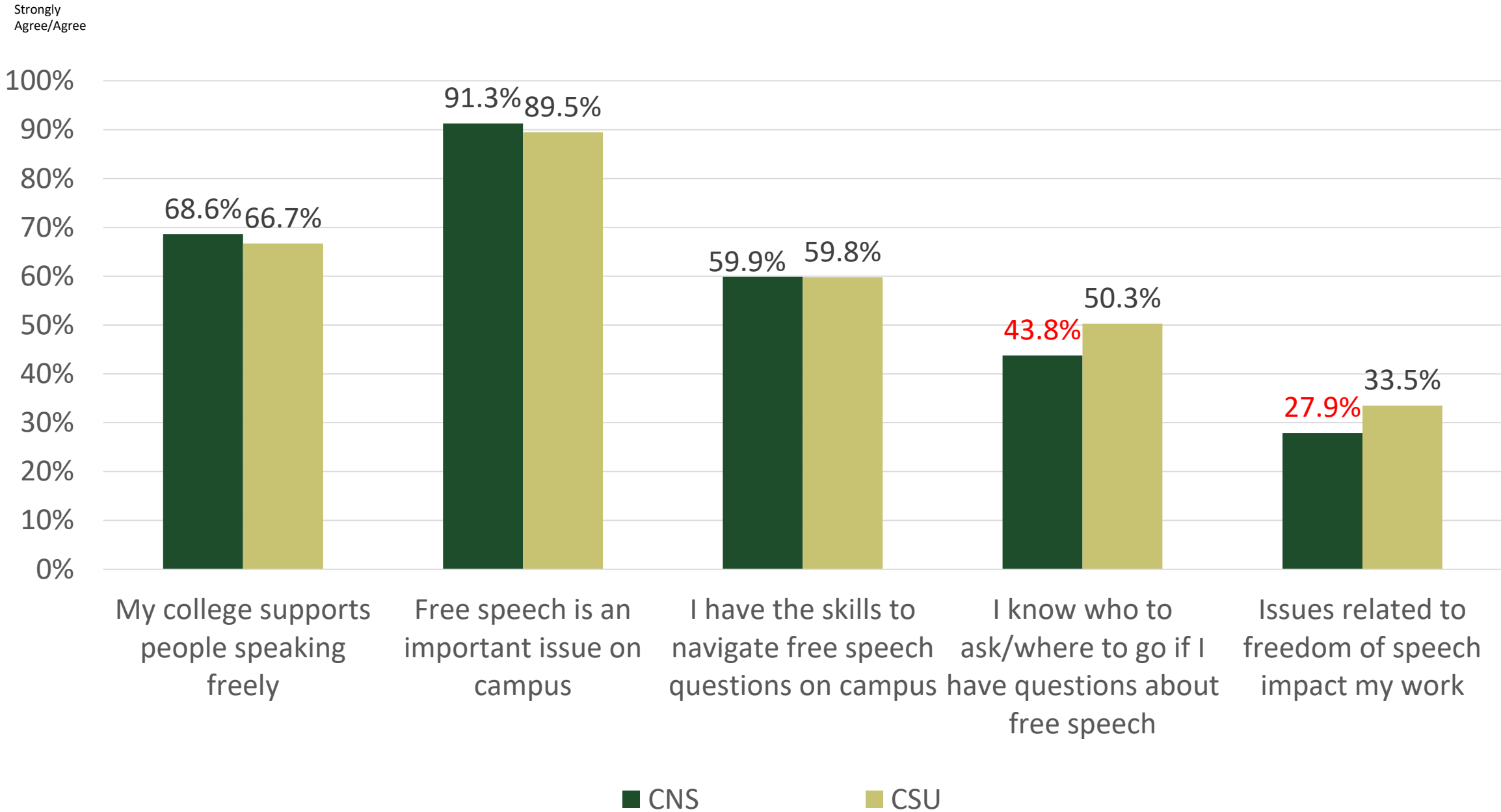
# Bias

# Percentage of respondent agreement to items related to Principles of Community



Principles of Community

Percentage of respondent agreement to items related to freedom of speech



Freedom of Speech

# Perception Items

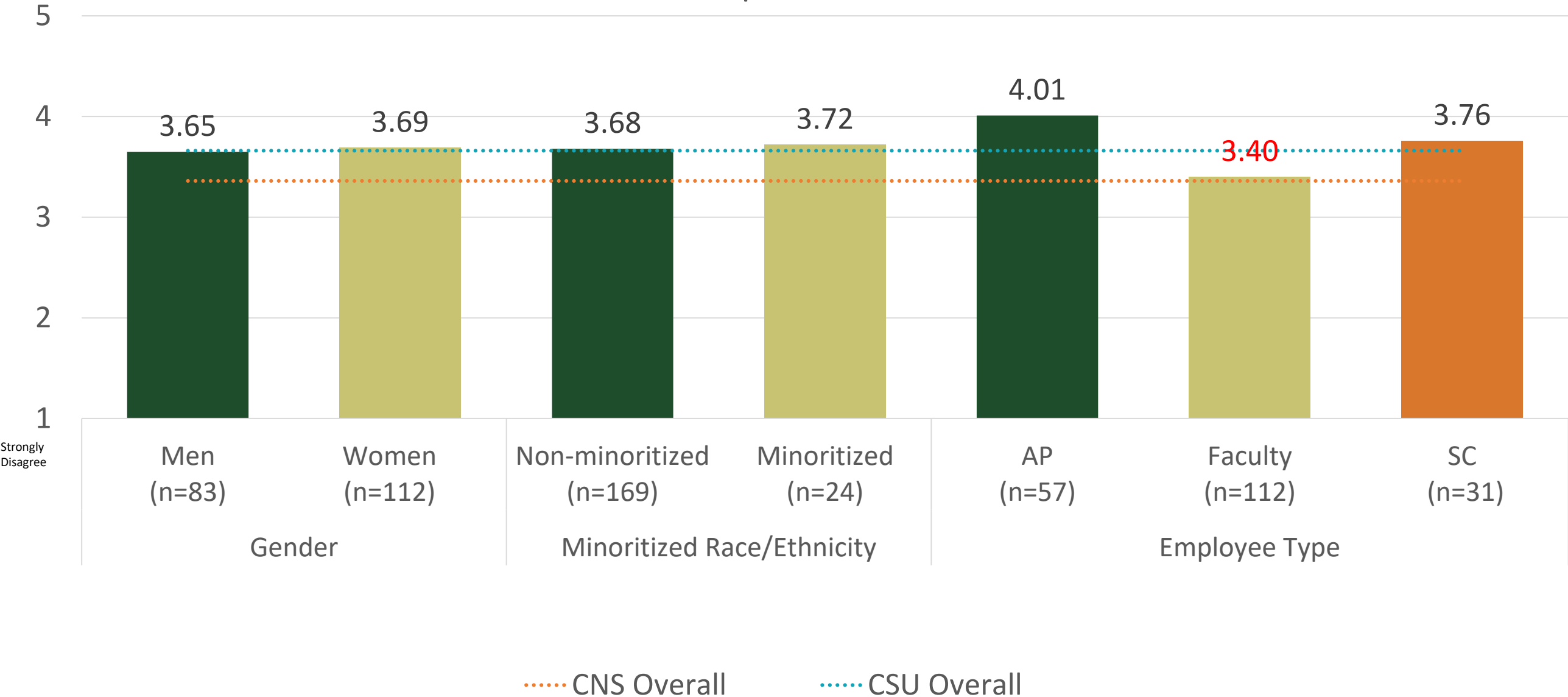
- Items asked each for CSU and Department

	<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		

# CNS Perceptions

Strongly Agree

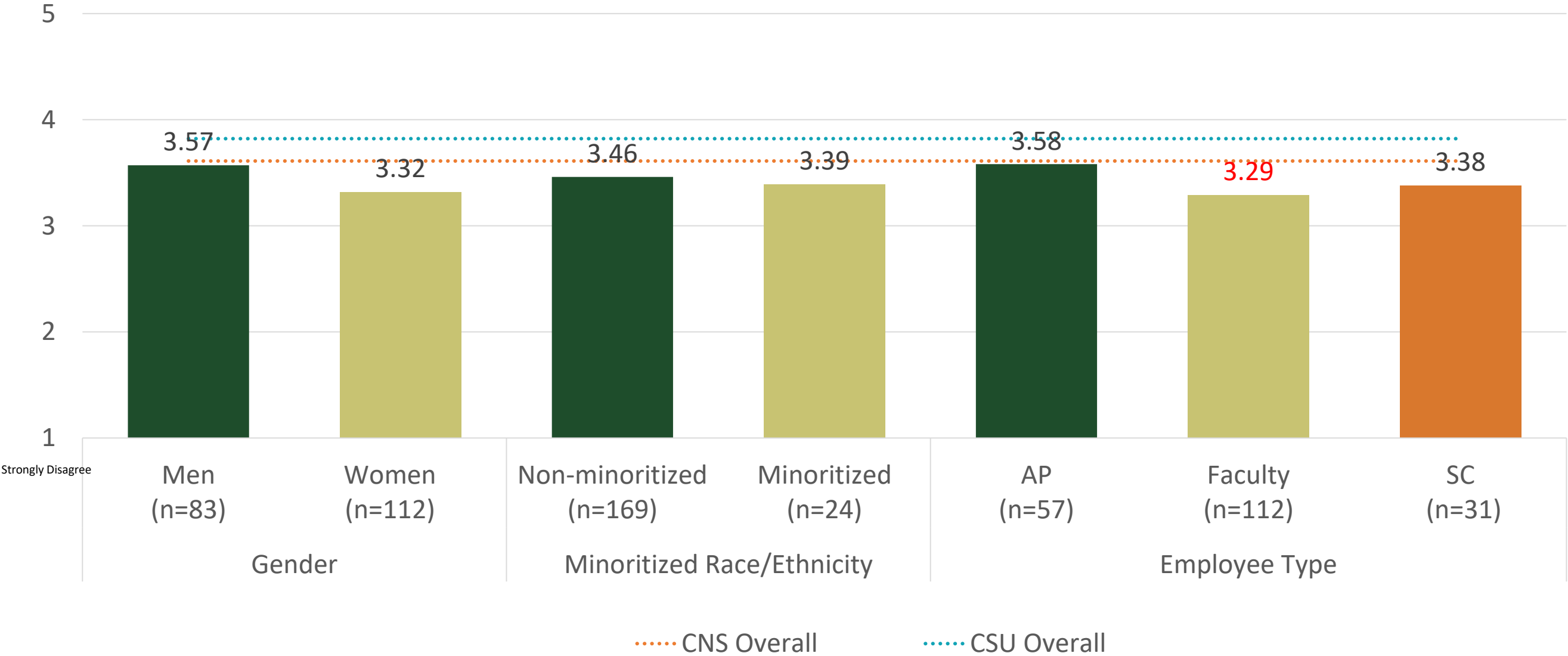
Perceptions of CSU -



# CNS Perceptions

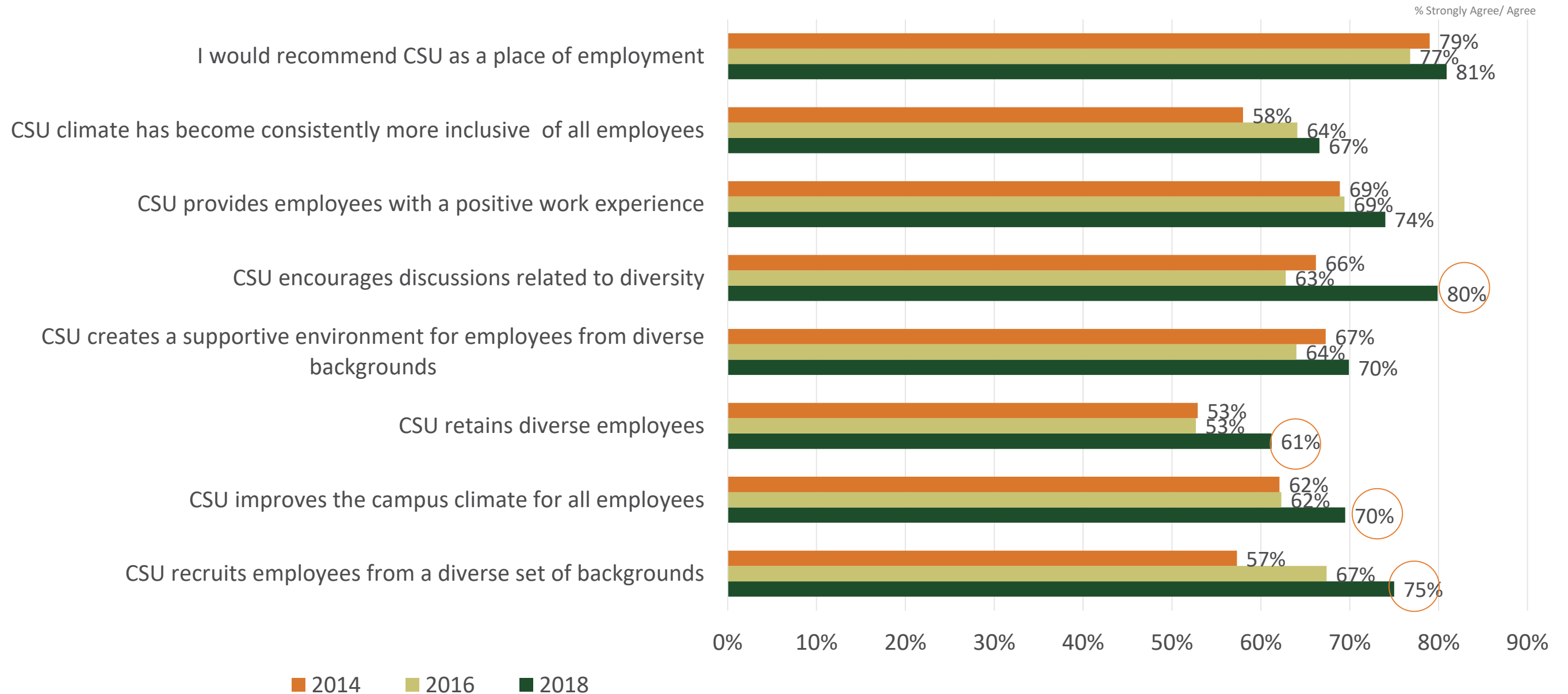
Strongly Agree

Perceptions of Department -



# CSU Perceptions over Time

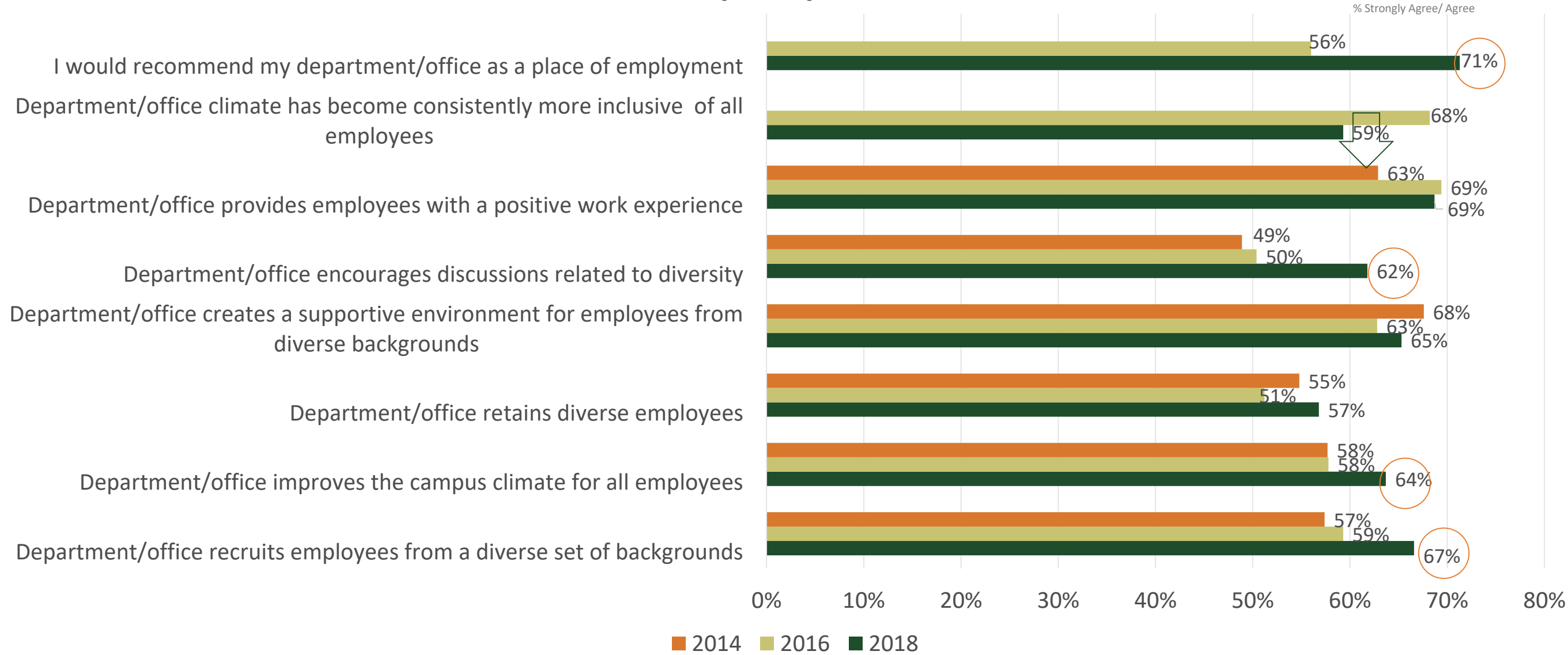
## Percentage of respondent agreement to items related to CSU perceptions over time





# 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  
3.09

3.71  
3.71

3.67  
3.48

4.07  
3.99

3.45

3.28

3.04

3.10

3.58

3.29

3.75

# Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department:
  - 39% Employment classification (CSU: 29%)
  - 39% Job title (CSU: 31%)
  - 23% Gender (CSU: 17%)
  - 20% Age (CSU: 19%)
  - 13% Political Affiliation (CSU: 20%)
  - 28% indicated no discriminatory attitudes present (CSU: 36%)

# Work Stressors

- Top 3 Work Stressors
  - 48% Low salary (CSU: 47%)
  - 40% Workload (CSU: 33%)
  - 27% Work/life balance (CSU: 29%)
  - 24% Department climate (CSU: 21%)
  - 22% Lack of growth /promotion (CSU: 29%)
  - 20% Lack of resources/Budget/Funding (CSU: 17%)
  - 18% Interpersonal conflict (CS: 12%)

# Three words to describe CNS culture

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# Key Findings for CNS

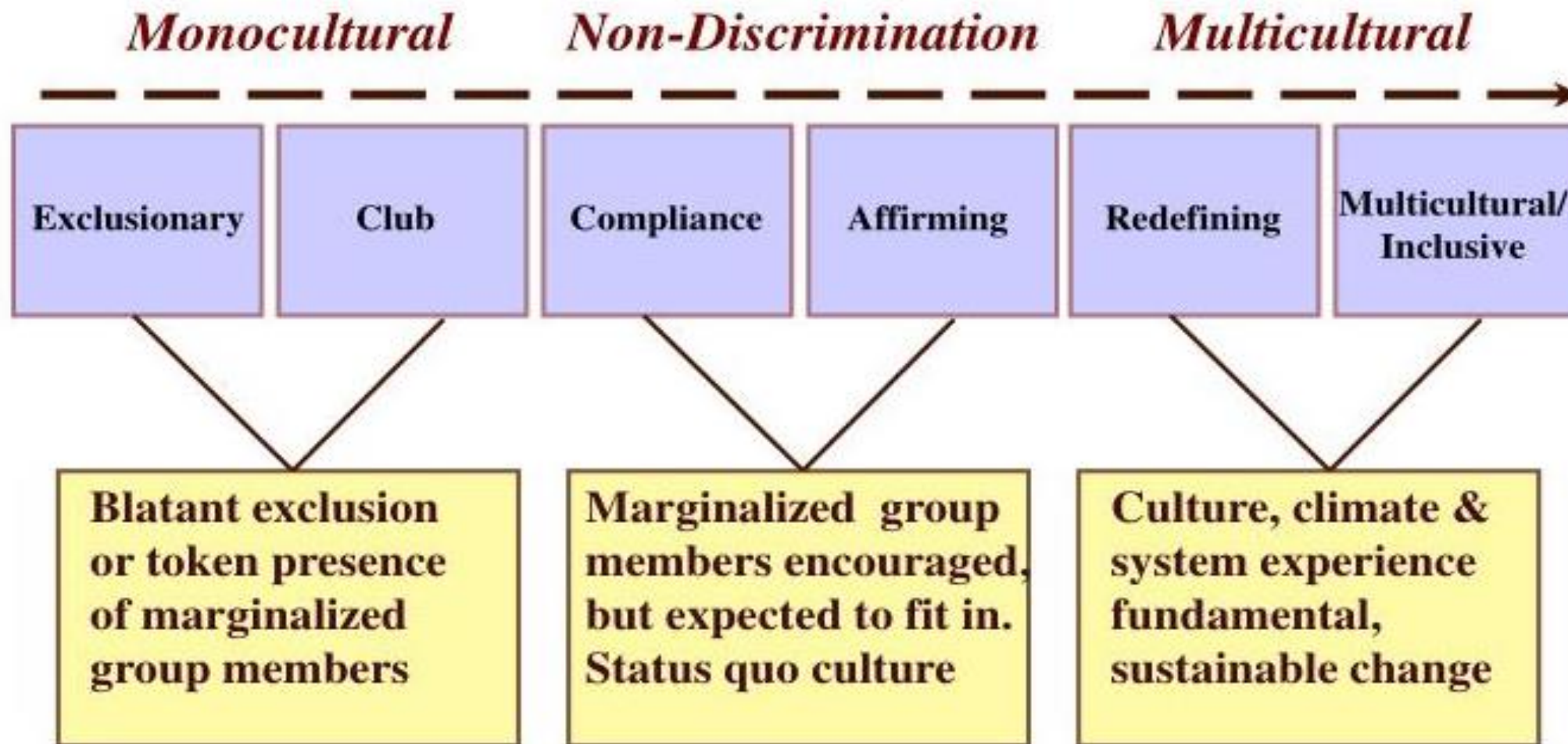
- CNS respondents perceived their department culture, department diversity culture and perceptions of their department and CSU as less favorable than the average CSU respondent
- Faculty respondents perceived CSU perceptions as less favorable than administrative professional respondents in CNS and both faculty and state classified CNS respondents perceived their department culture as less favorable compared to admin. professional respondents
- Women respondents in CNS had less favorable perceptions of their department's diversity culture compared to men respondents

# Key Findings for CNS

- CNS had higher perceptions of misconduct in their department (sexual harassment, bullying, bias, and verbal assault) compared to CSU overall
  - CNS respondents of a minoritized race/ethnicity had particularly high perceptions of bias compared to non minoritized respondents
- Only 70% of CNS respondents agree the people they interact with treat each other with respect, 9 percentage points lower than the average CSU respondent
- 40% agree department leadership holds employees accountable for poor performance in the workplace (CSU: 50%)
- CNS had lower than average perceptions of whether the Principles of Community is making an impact in their department and college



# 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/>