

# 2018 Employee Climate Survey

## Presentation for Classified Personnel Council

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Assessment Group for Diversity Issues

4.11.19

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

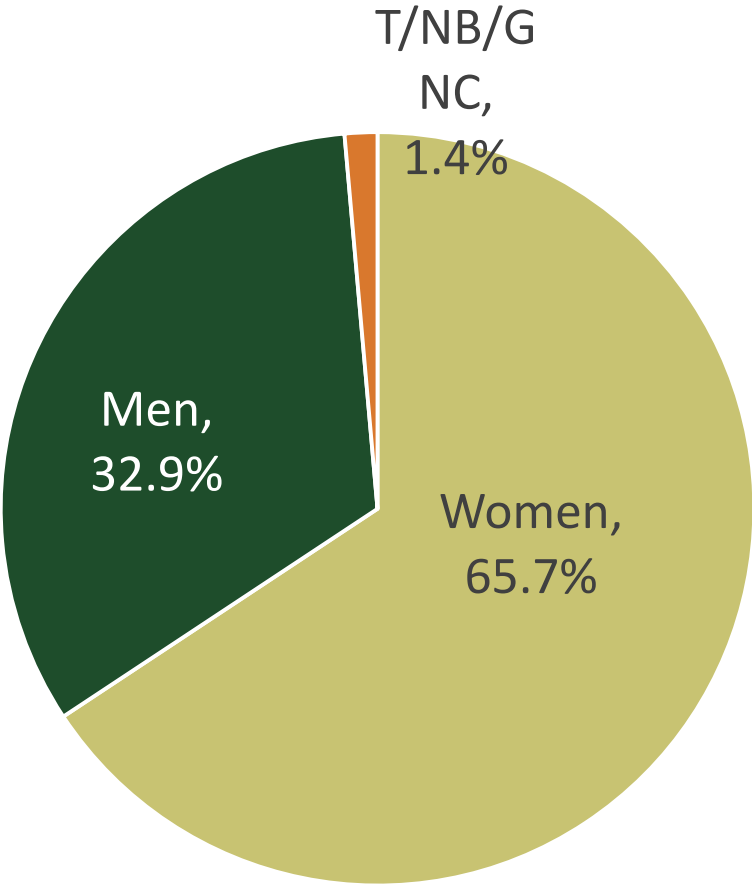
# CSU Response Rate Over Time

	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% (n=830)

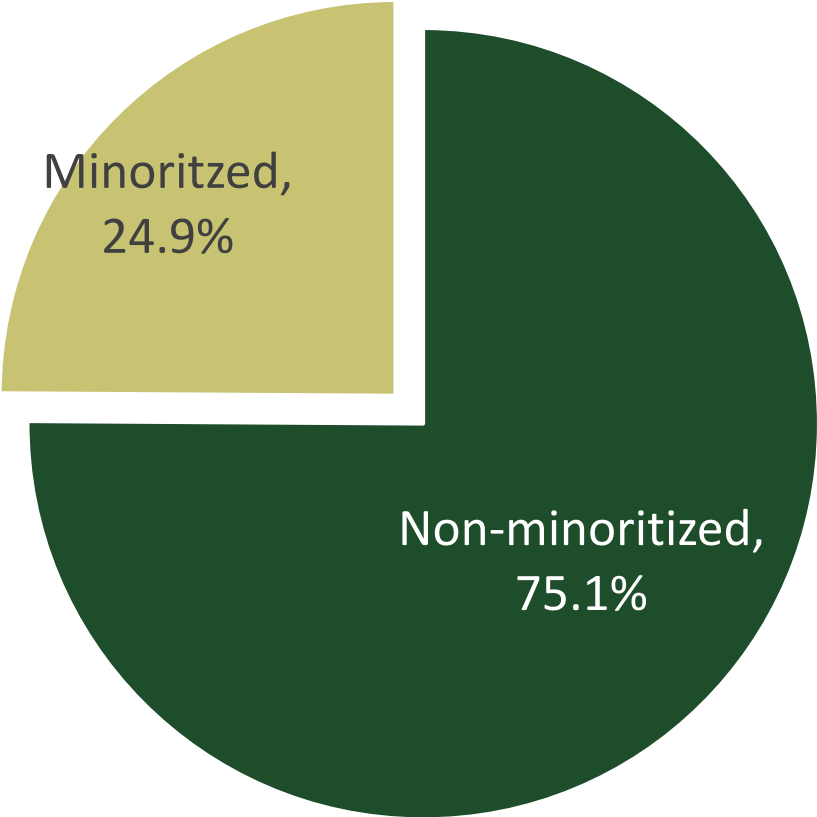
# Response Rates

Division	Response Rate	College	Response Rate
Enrollment and Access	83.9%	Veterinary Medicine and Biomedical Sciences	75.5%
Graduate School or International Programs	80.6%	Agricultural Sciences	74.7%
University Advancement	79.0%	Health and Human Sciences	69.5%
Student Affairs-Health Network & Wellness Programs	70.8%	Natural Sciences	58.5%
Student Affairs-All other units	68.5%	Warner College of Natural Resources	49.8%
External Relations	64.9%	Business	48.9%
University Operations	63.0%	Liberal Arts	48.5%
Research	61.4%	Walter Scott, Jr. College of Engineering	35.2%
Information Technology & Libraries	60.5%		
Engagement	56.9%		
Office of the Provost & Executive Vice President	56.7%		
Office of the President	51.8%		
Student Affairs-Housing and Dining	32.0%	Total (n = 4,058)	58.5%

# 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

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



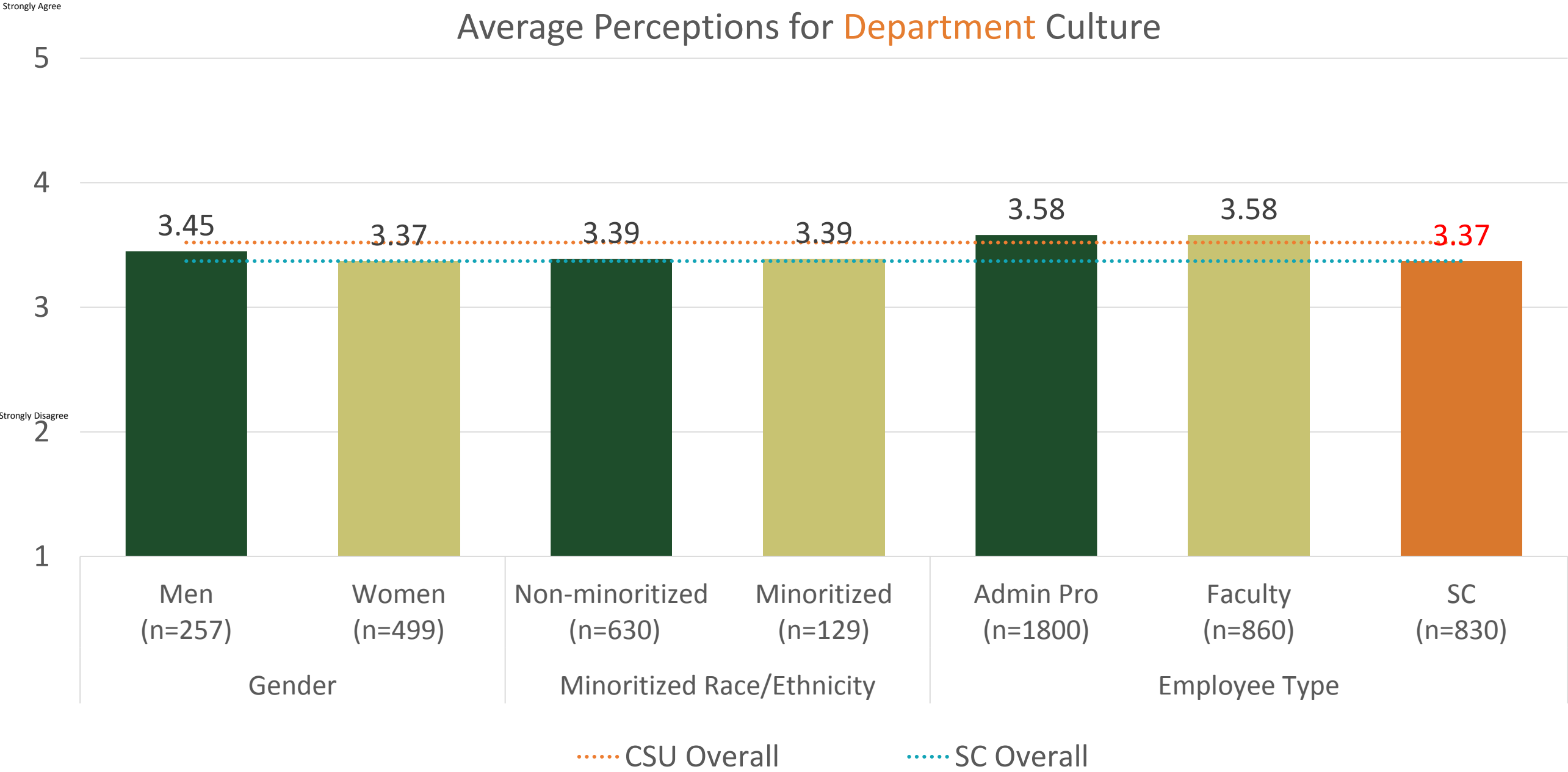
# Culture Items

## Department/Unit Culture

- I feel valued as an employee
- 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

\*SC respondents had lower agreement to all department culture items compared to the average CSU respondent

# Culture



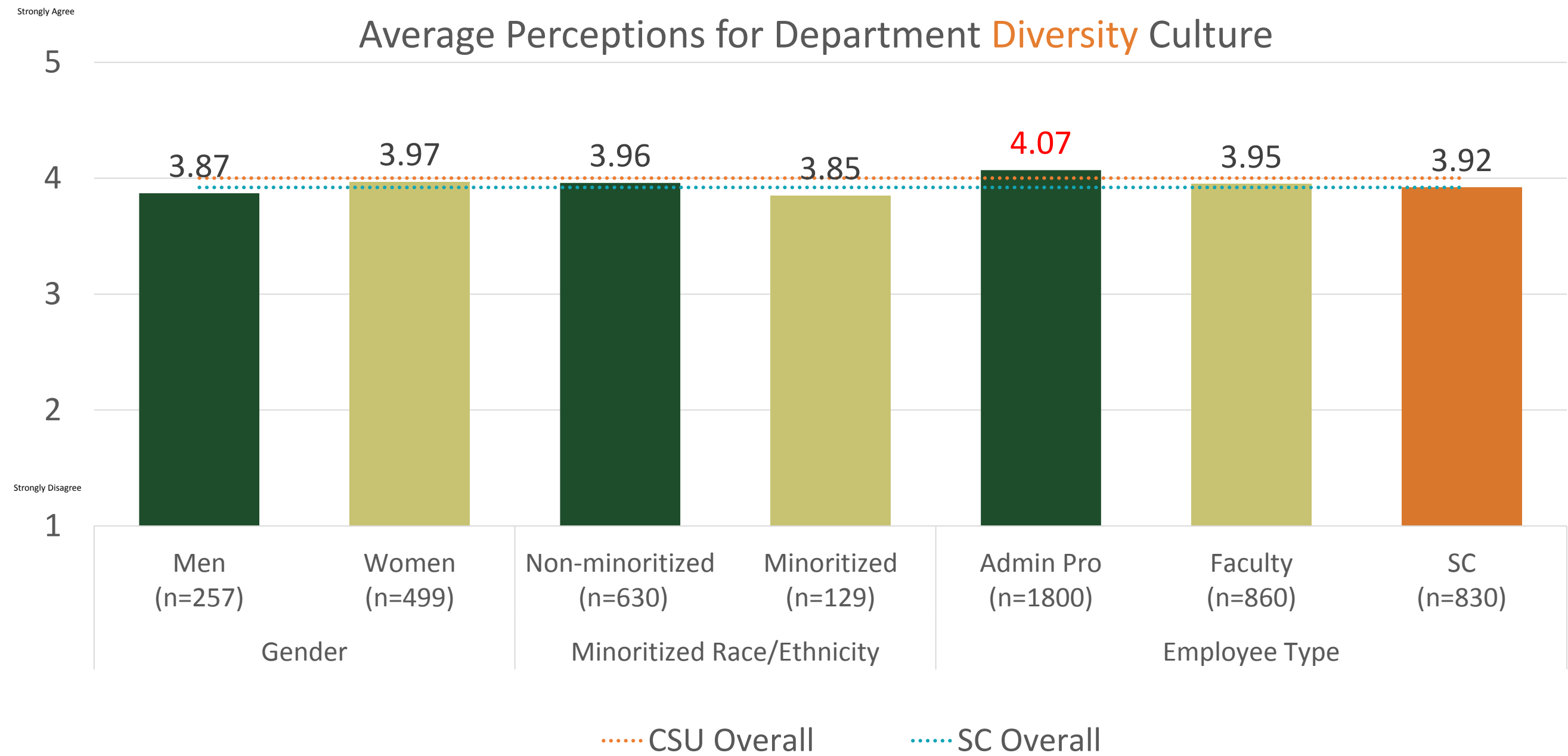
# Culture Items

## Department/Unit Diversity Culture

Strongly Agree/Agree

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

# Culture



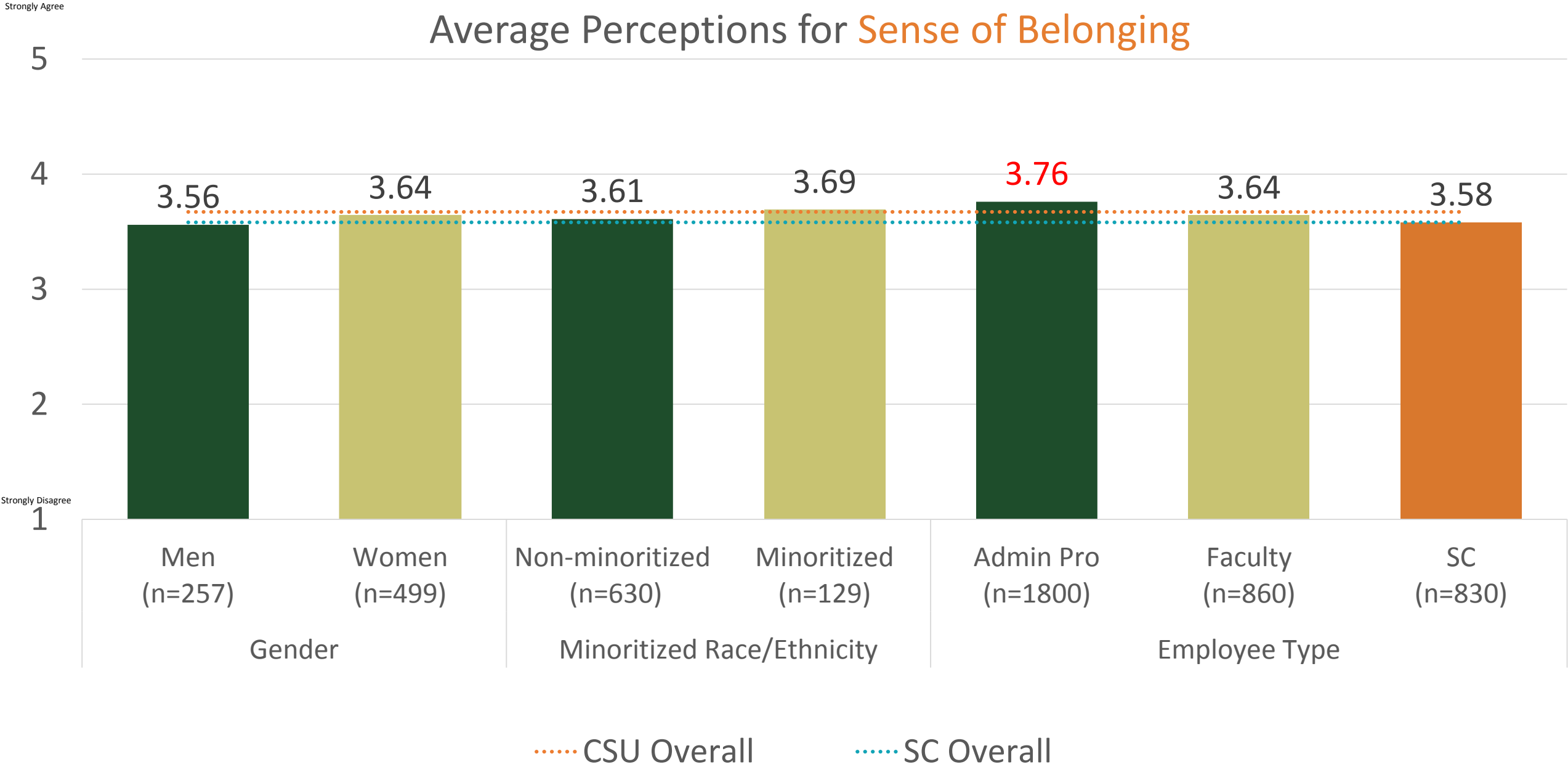
# Culture Items

## Sense of Belonging

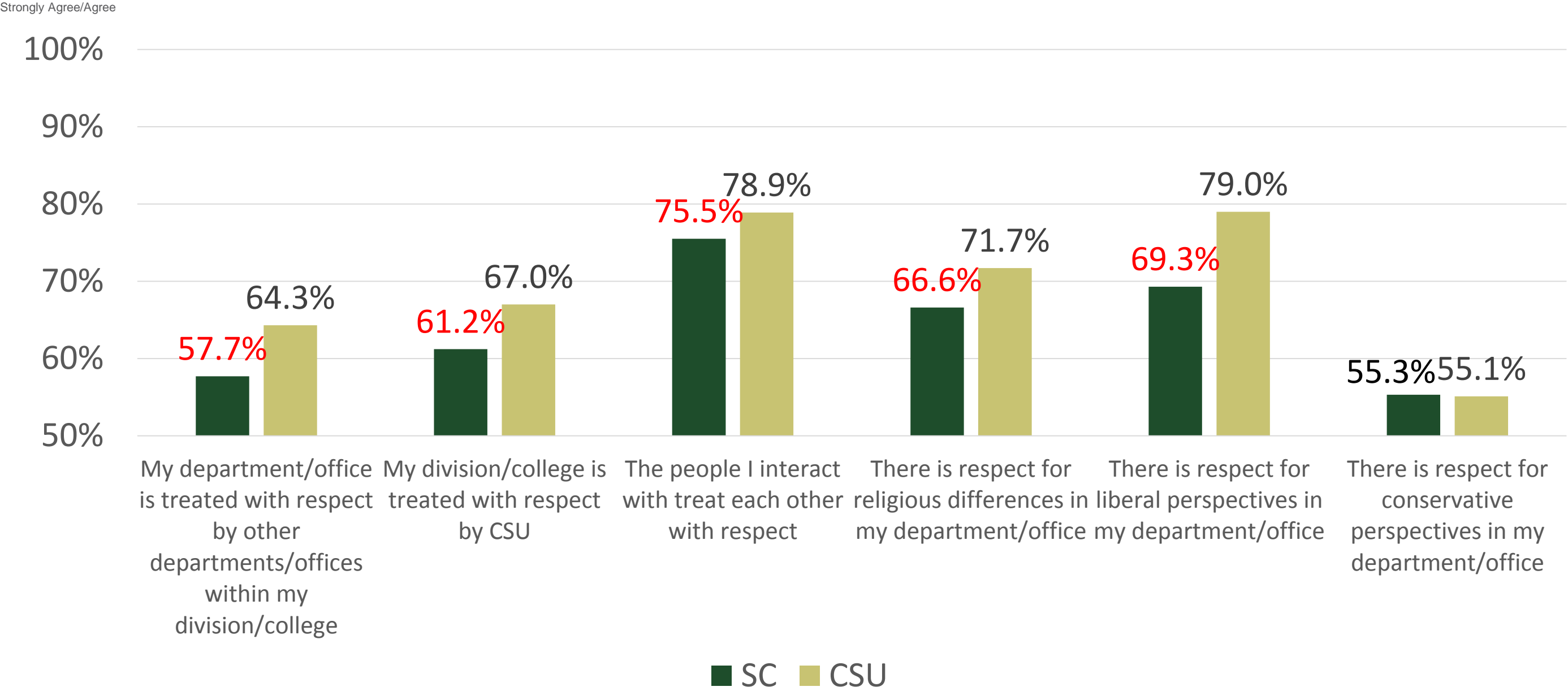
- I feel a strong sense of belonging to my department/unit
- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division/college

\*SC respondents had lower agreement to all SOB items compared to the average CSU respondent

# Culture



# Respect



# Favoritism Items

Strongly Agree/Agree

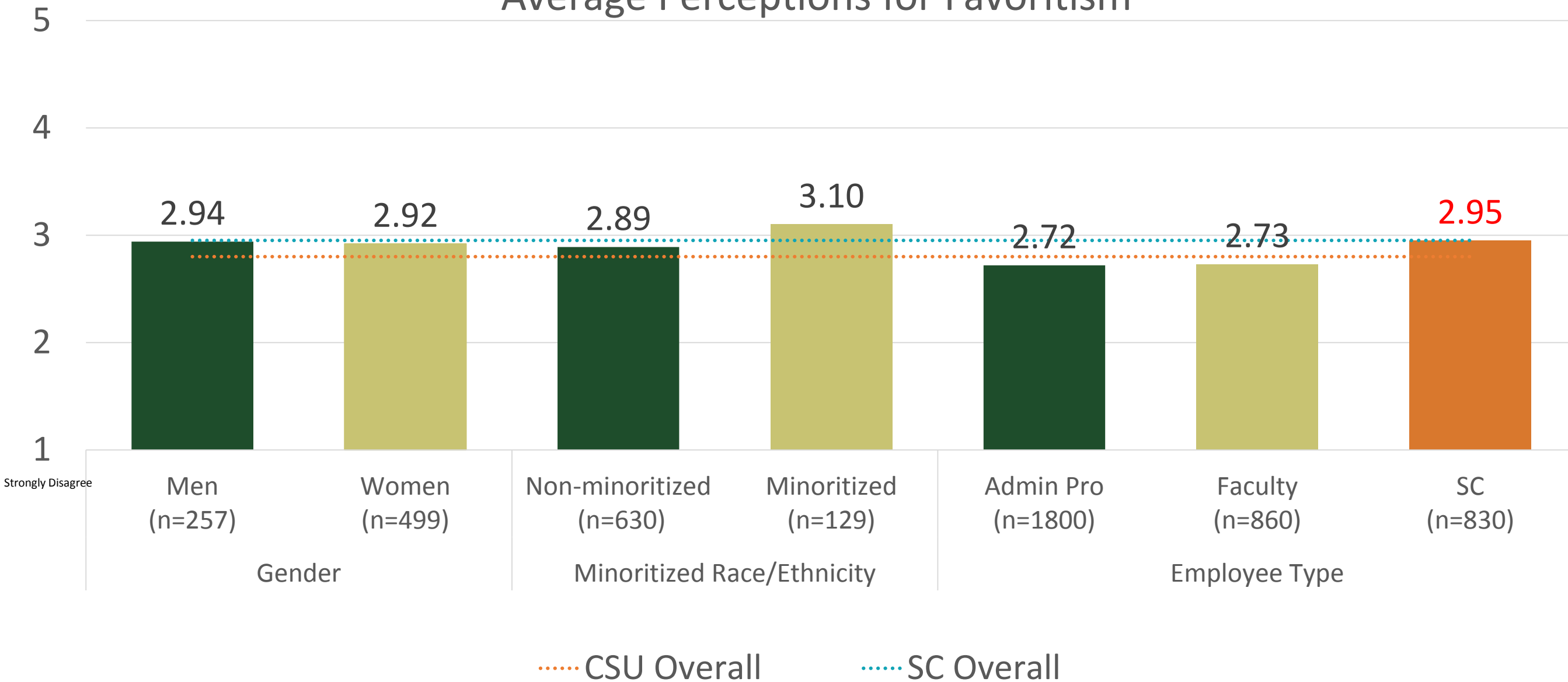
- Favoritism plays a role in who gets recognized within my department/office +
- Favoritism plays a role in who gets resources in my department/office
- Favoritism plays a role in who gets professional development opportunities +
- Favoritism plays a role in who gets promoted in my department/office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



# Favoritism

Strongly Agree

## Average Perceptions for Favoritism

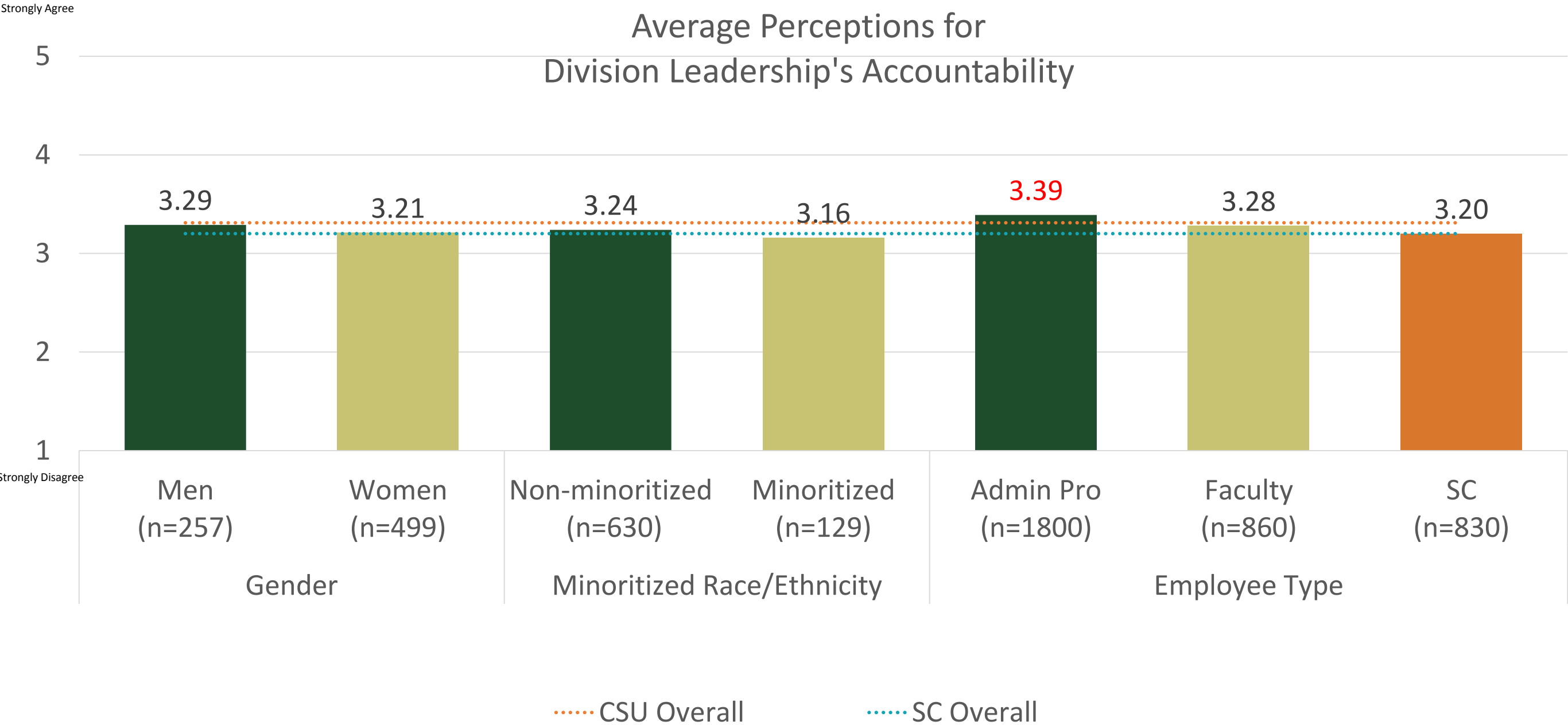


# Leadership and Accountability Items

Items asked each for Division and Department/Unit

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

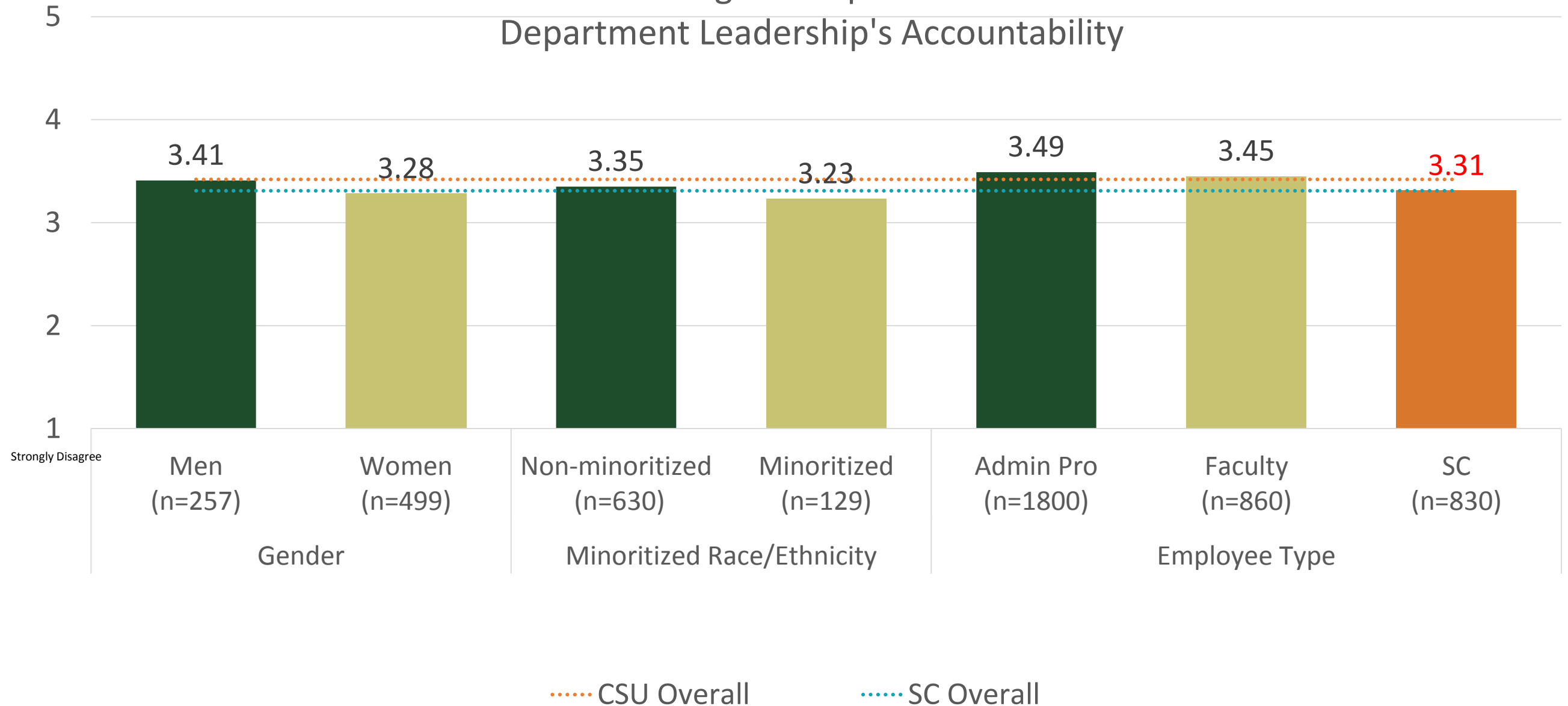
# Leadership & Accountability



# Leadership & Accountability

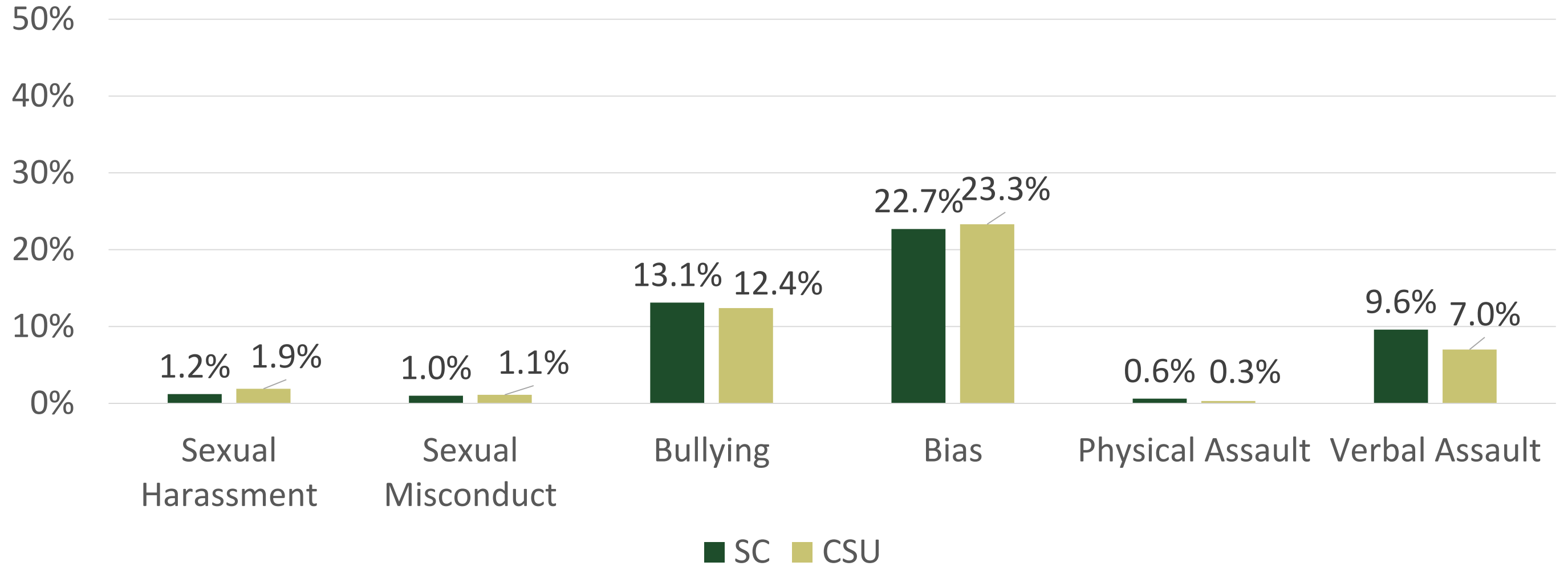
Strongly Agree

## Average Perceptions for Department Leadership's Accountability



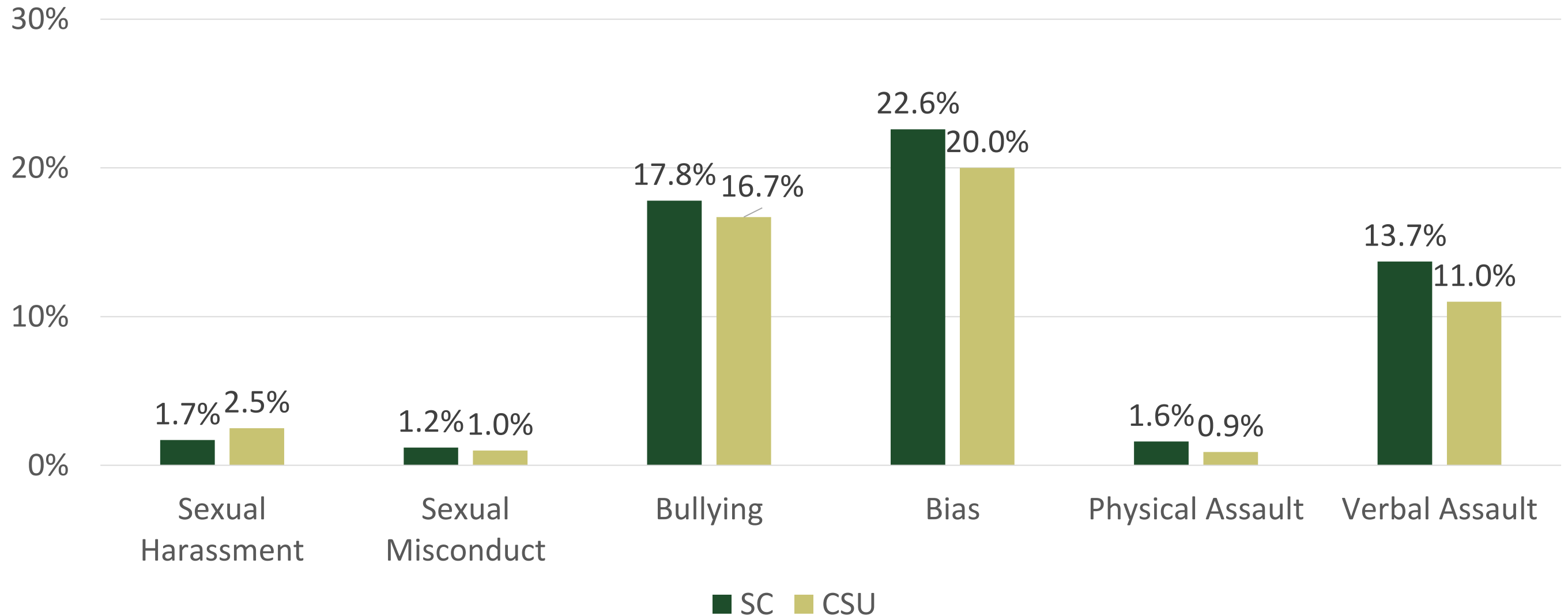
# Misconduct

Percentage of respondents who indicated misconduct in their department/office



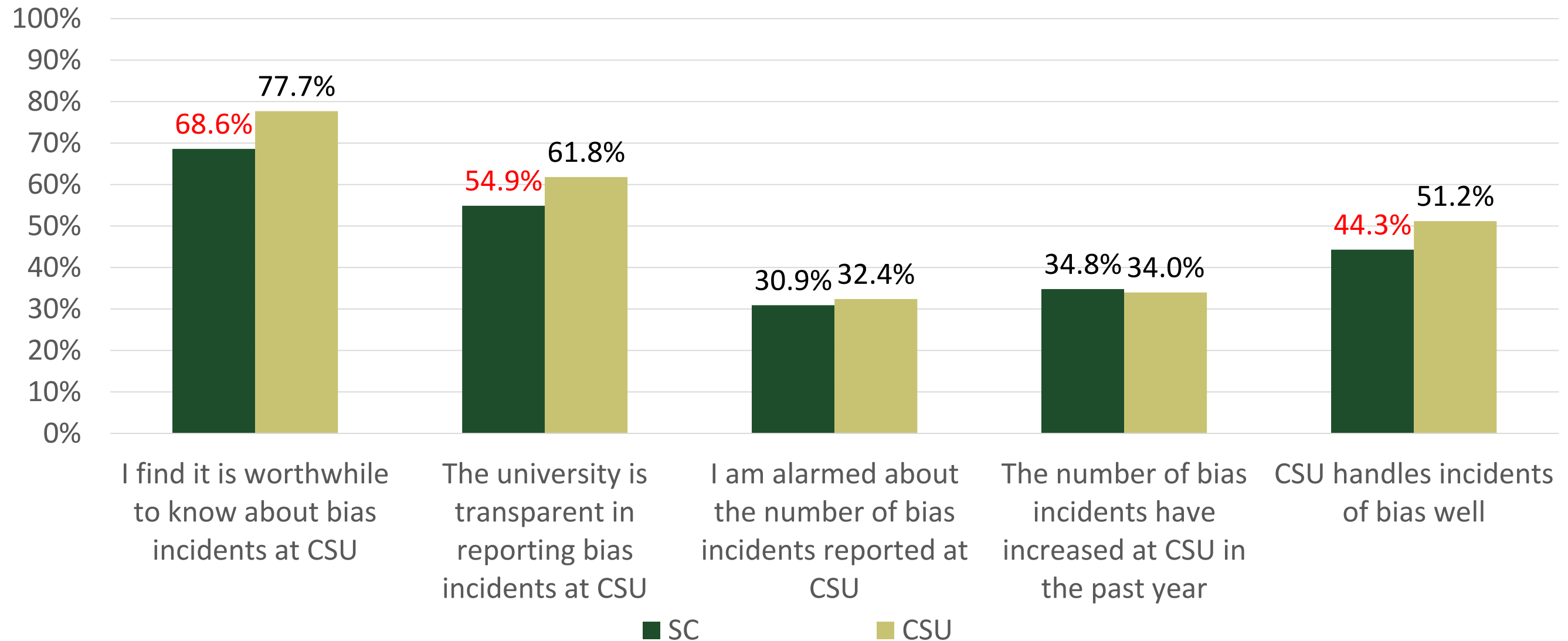
# Misconduct

Percentage of respondents who indicated they would avoid people because of misconduct

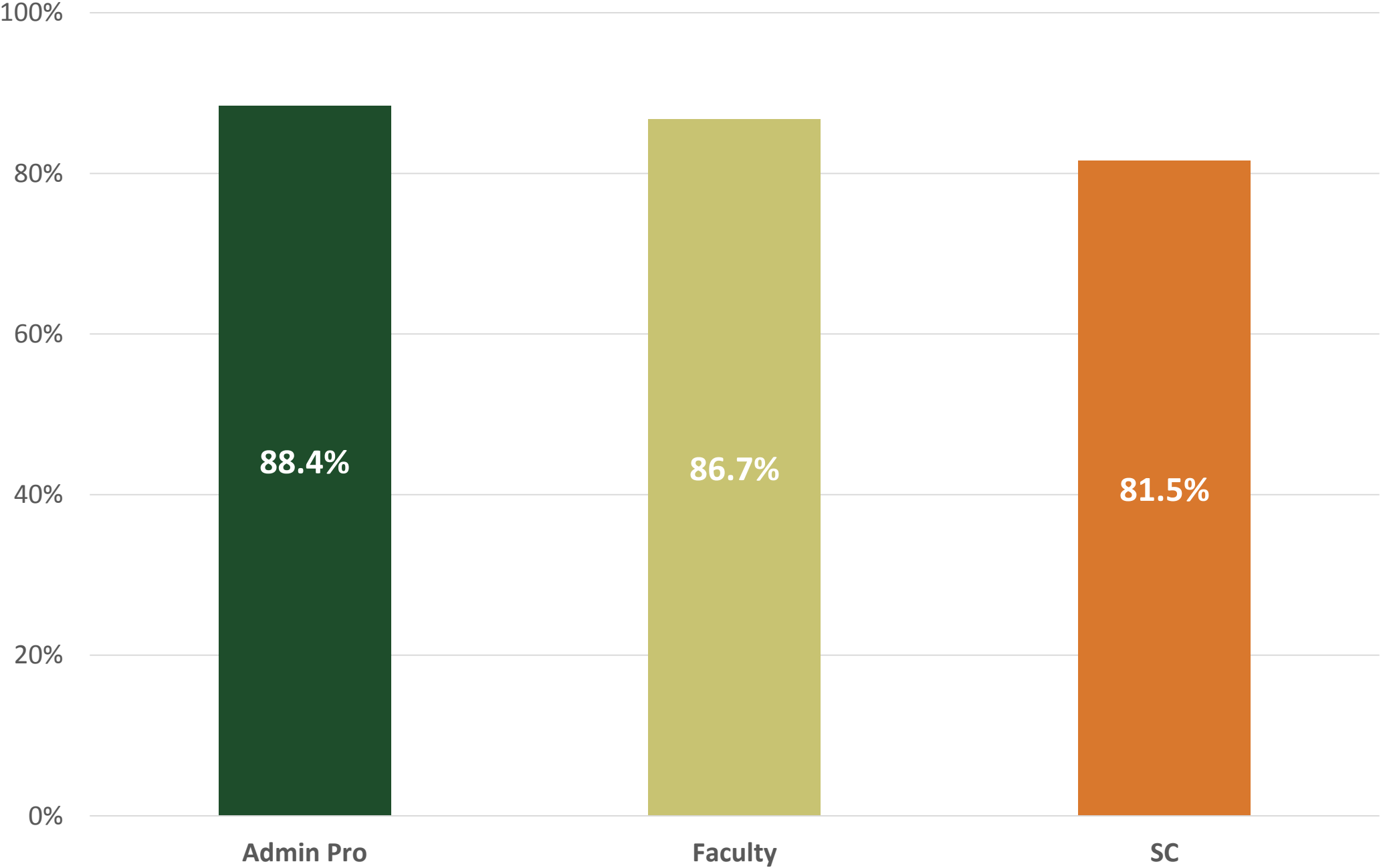


# Bias

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



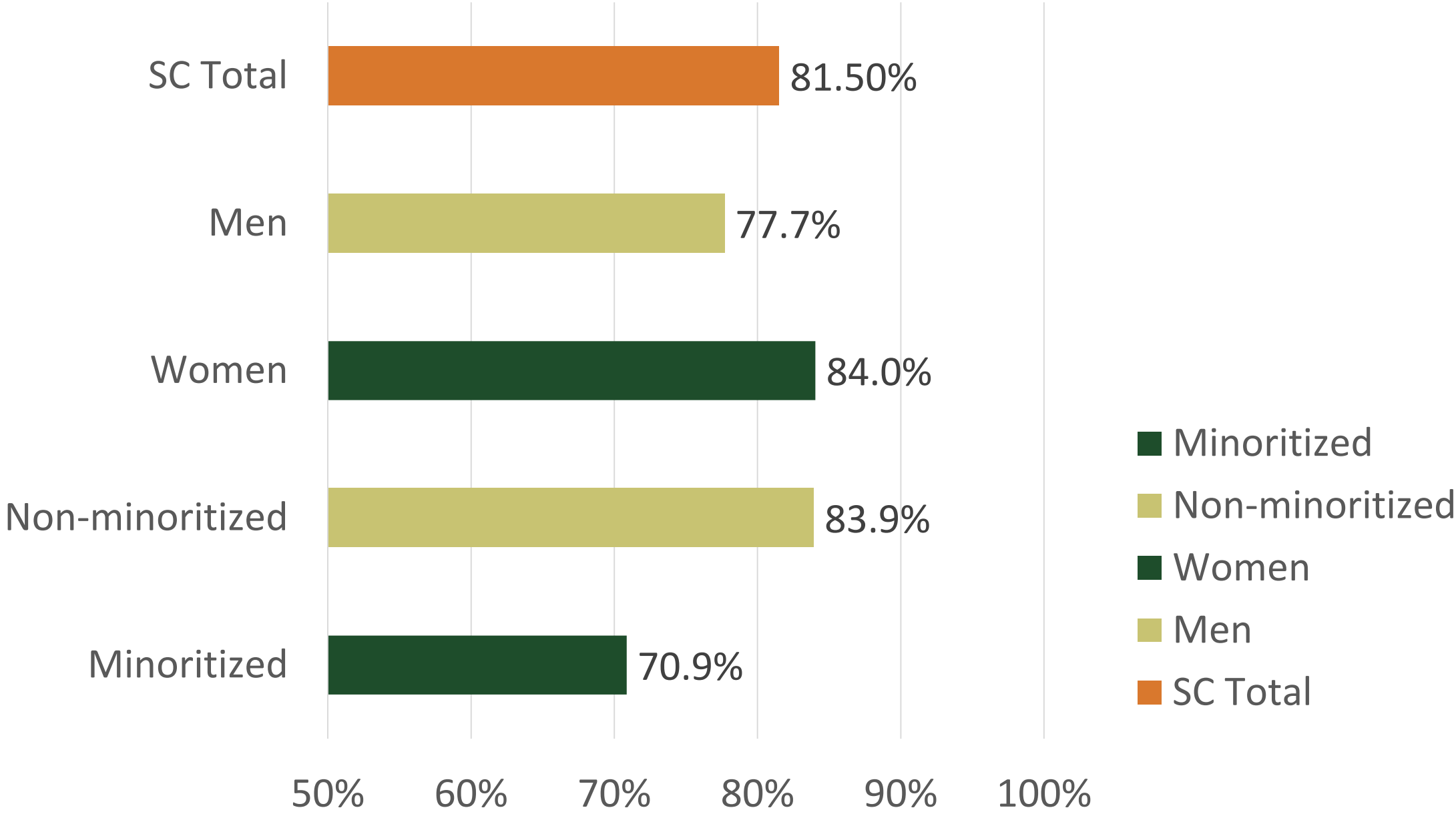
Aware there is an employee council



Employee  
Councils

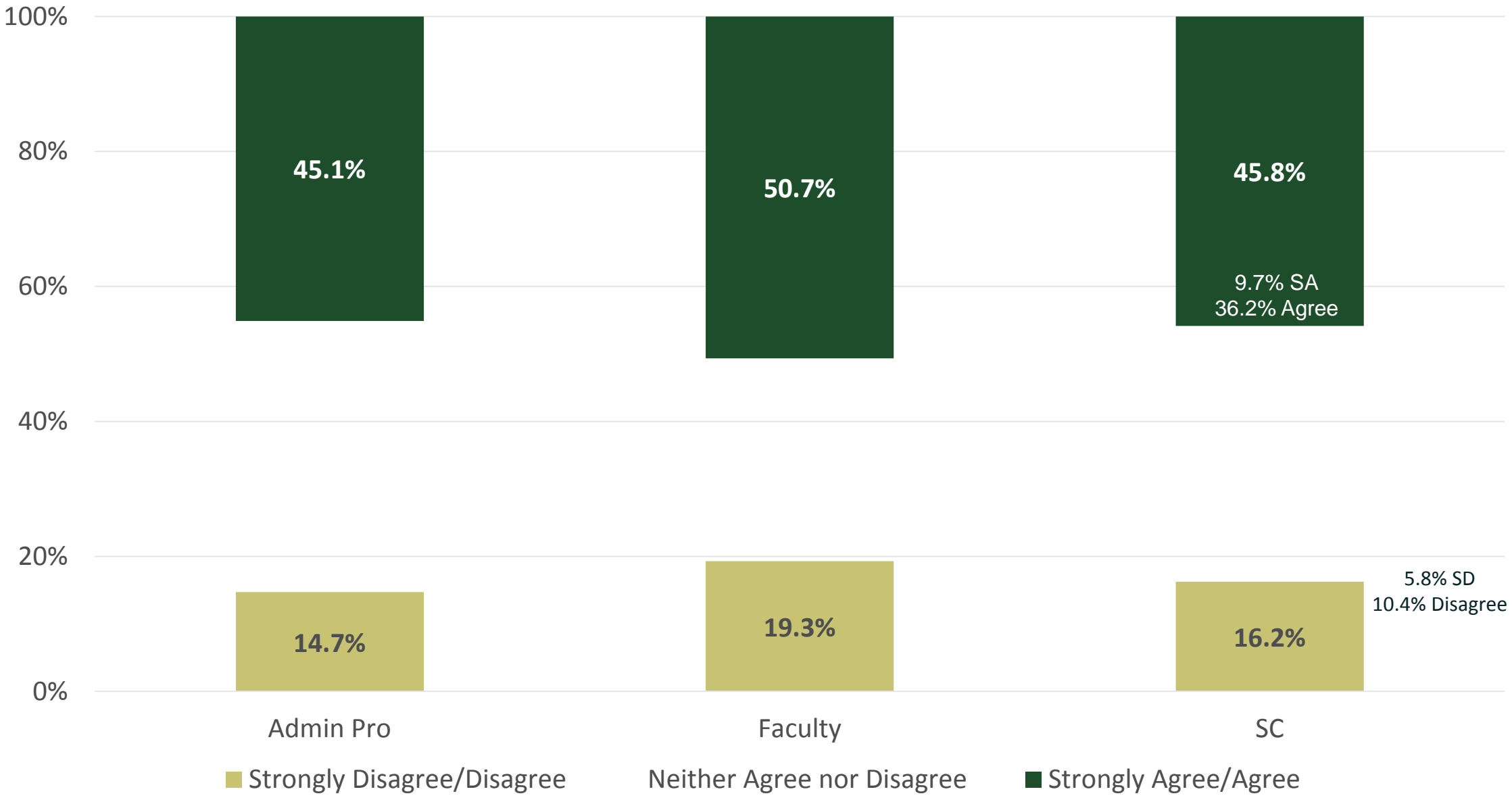


Aware there is an employee council



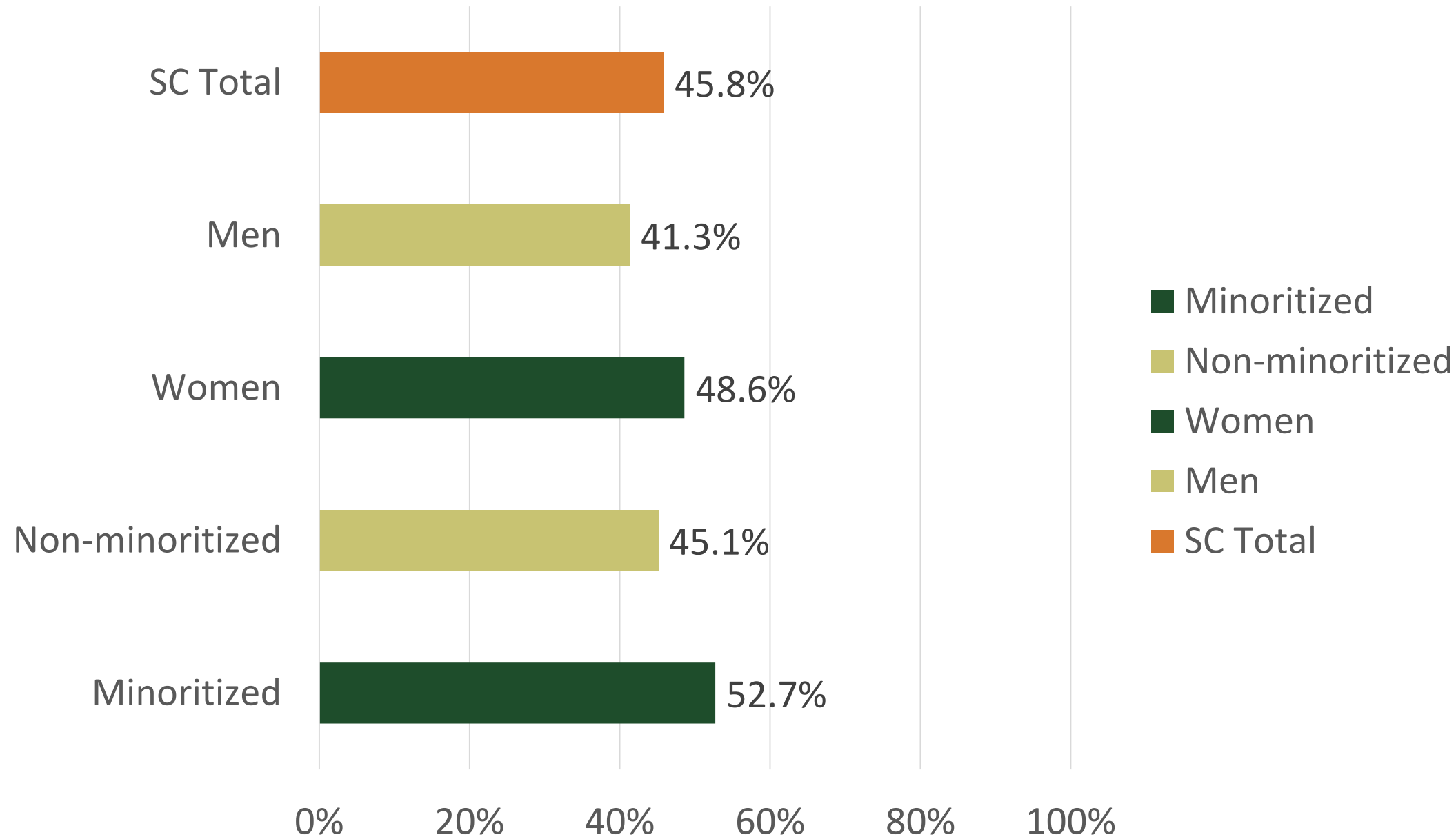
Employee  
Councils:  
SC Only

Percentage of respondent agreement to:  
I feel my employee council addresses issues and topics that are important and relevant to me



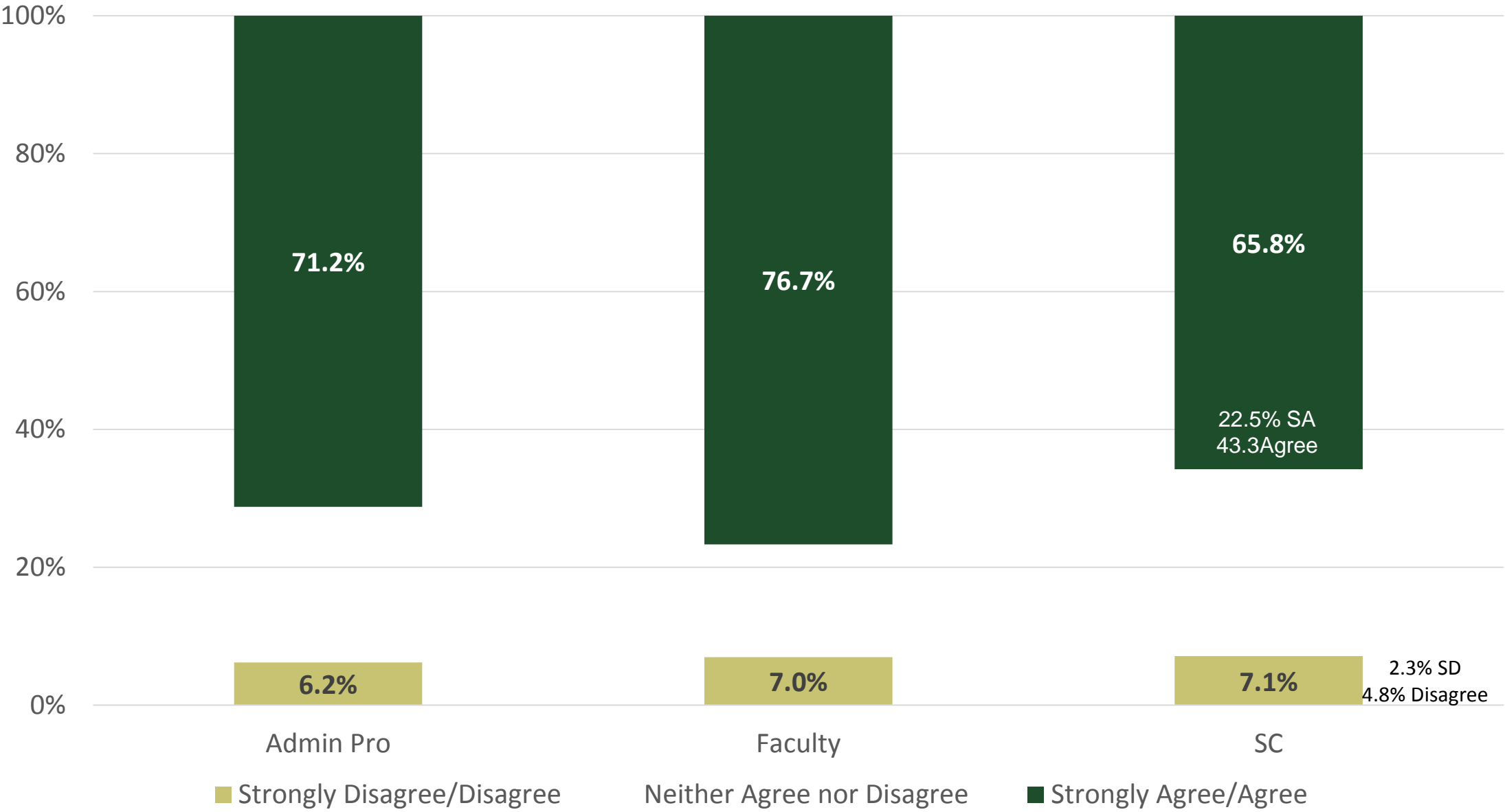
Employee  
Councils

I feel my employee council addresses issues and topics that are relevant to me



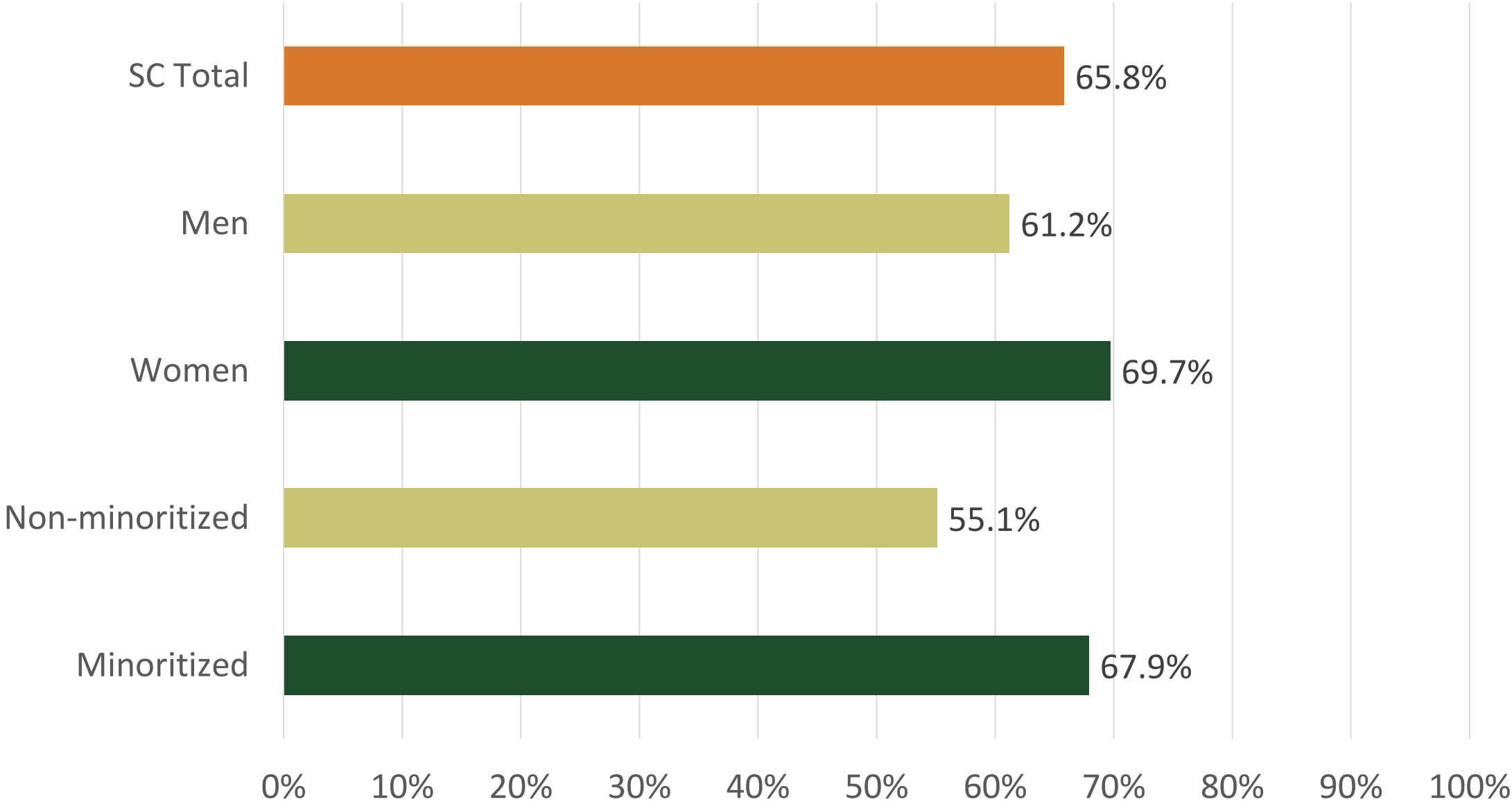
Employee  
Councils:  
SC only

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

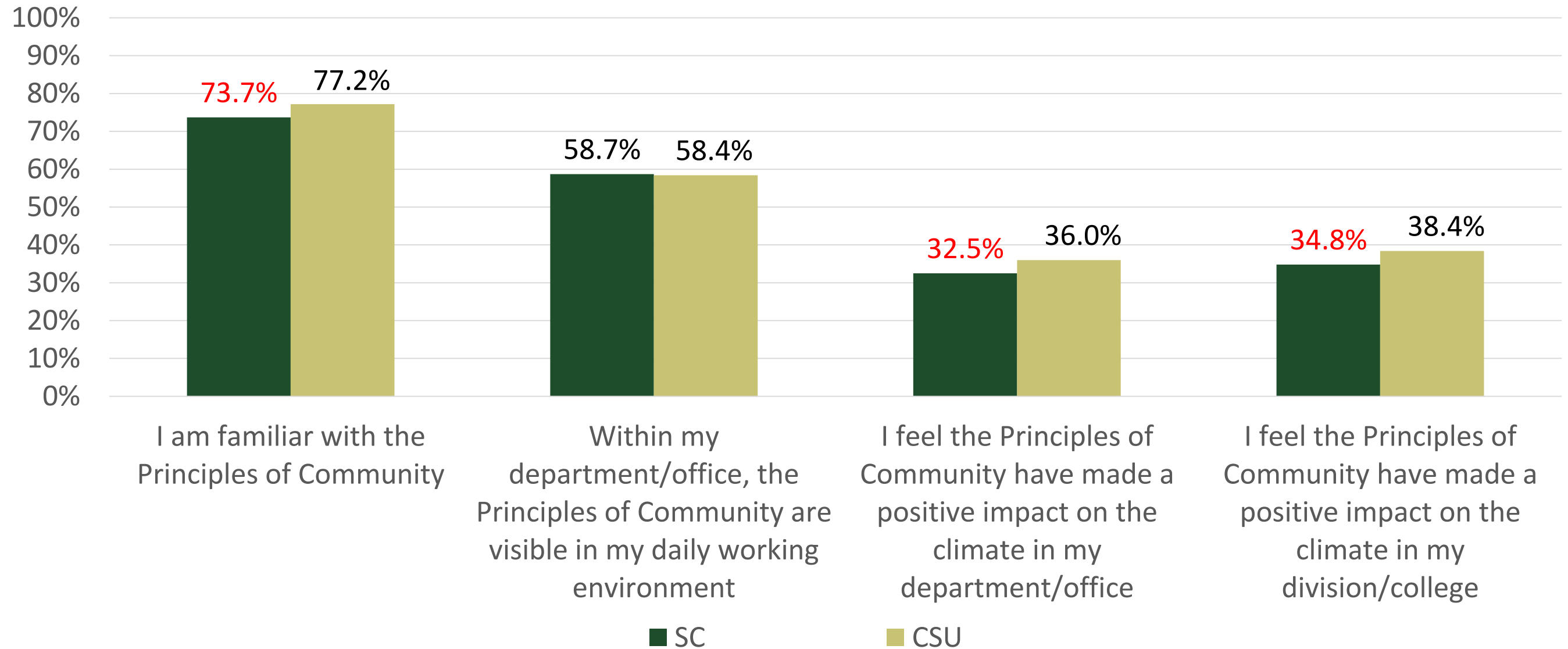
Percentage of respondent agreement to:  
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution



Employee  
Councils:  
SC Only

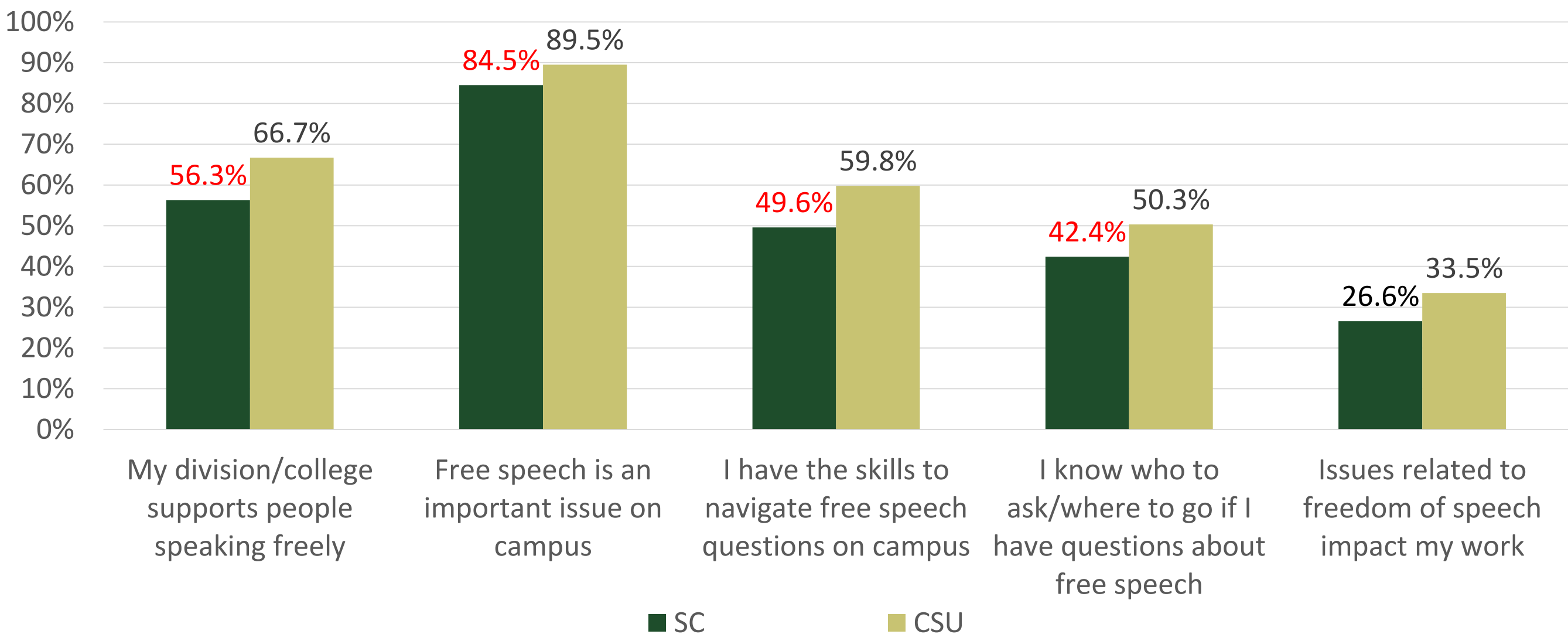
# Principles of Community

Percentage of respondent agreement to items related to Principles of Community



# Freedom of Speech

Percentage of respondent agreement to items related to freedom of speech



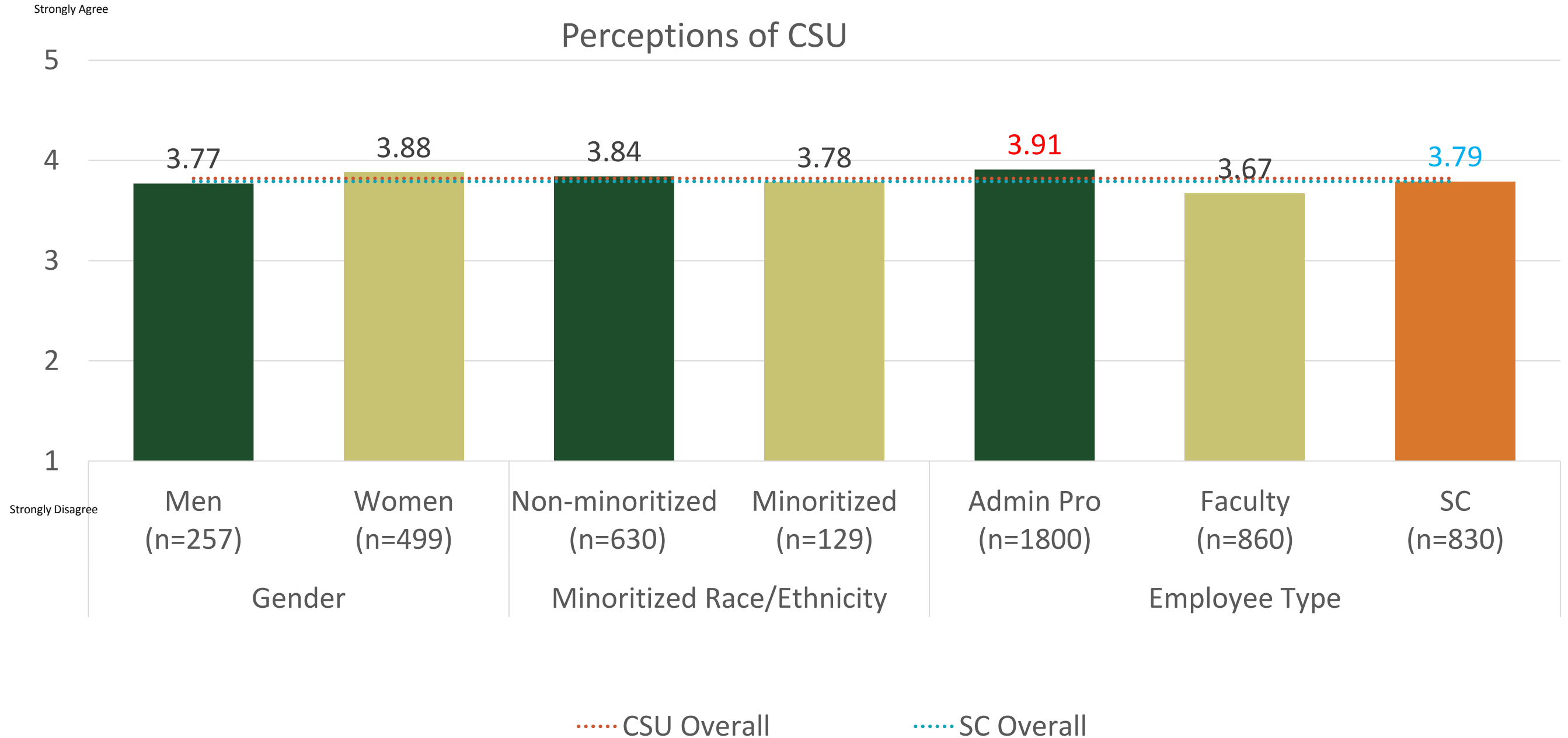
# Perception Items

- Items asked each for CSU and Department/Unit

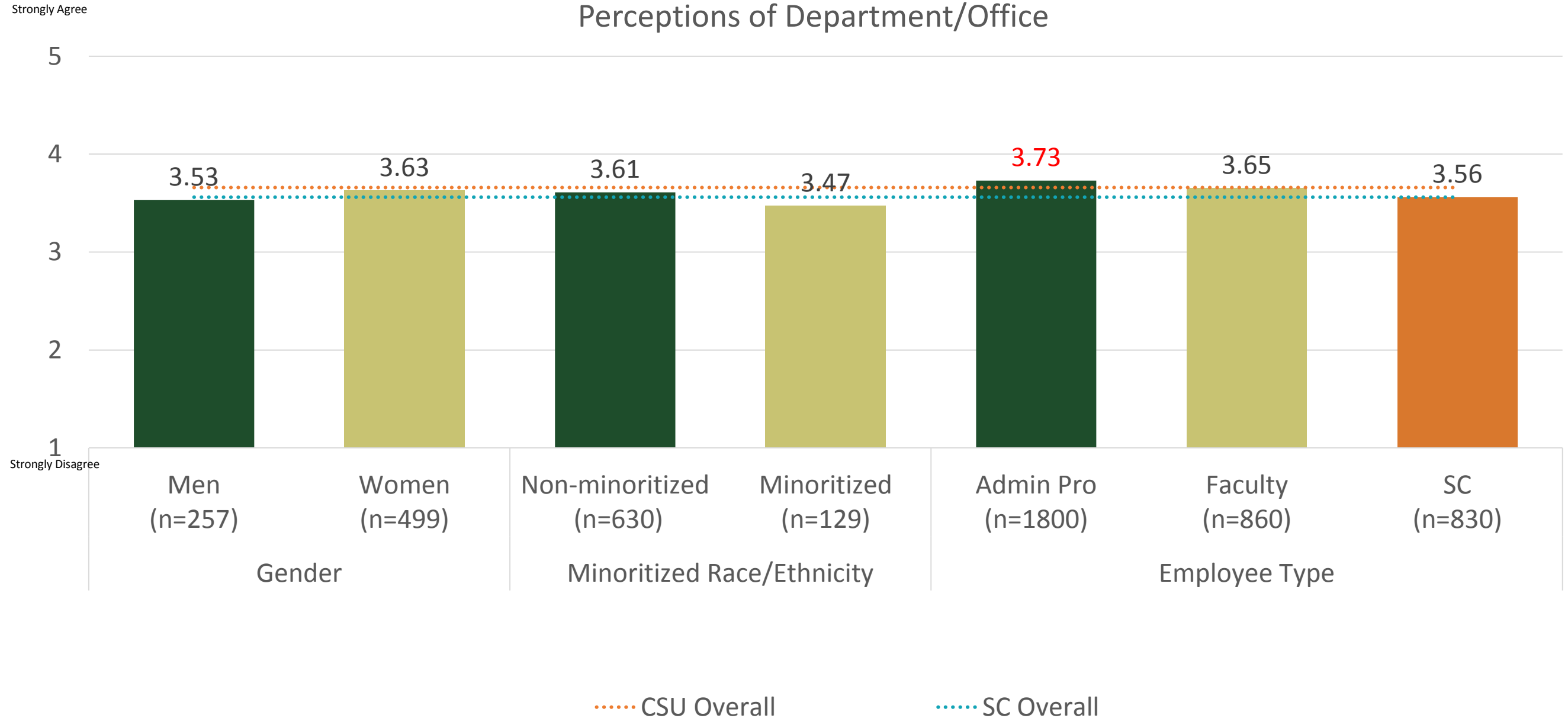
	CSU	Dept.
– Recruits employees from a diverse set of backgrounds	+	
– Improves the campus climate for all employees	-	-
– Retains diverse employees	+	+
– Creates a supportive environment for employees from diverse backgrounds		
– Encourages discussions related to diversity	-	-
– Provides employees with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



# Perceptions of CSU

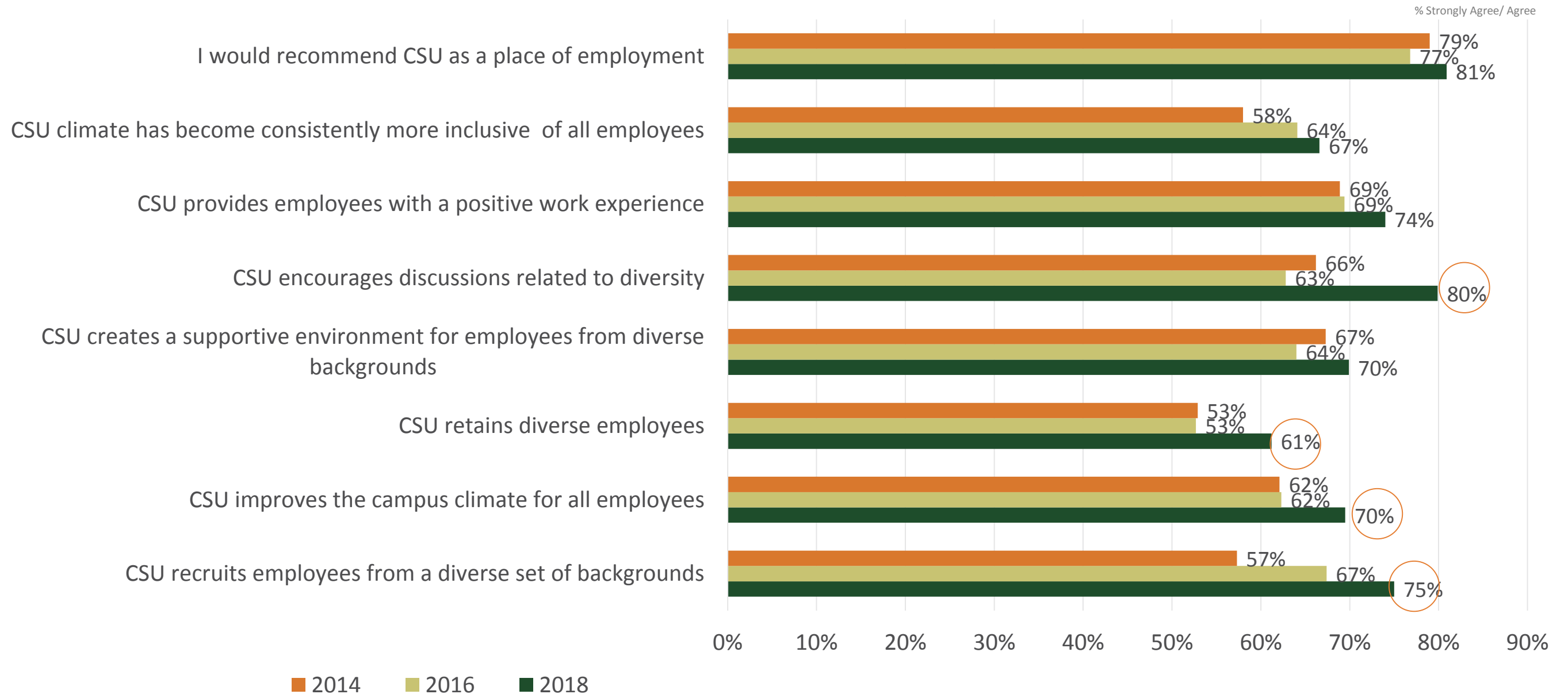


# Perceptions of Department



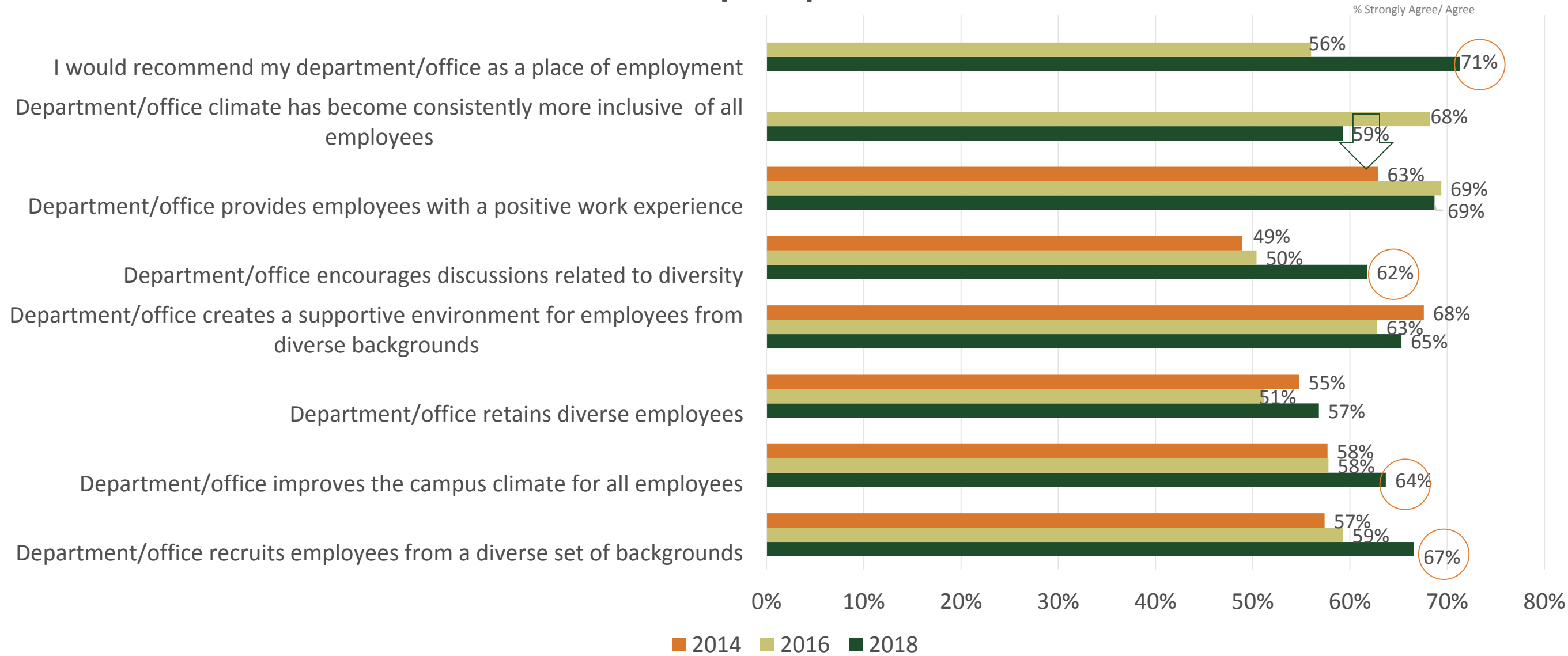
# CSU Perceptions over Time

## 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



# By Division

Strongly Agree

## State Classified Respondents: Division Factor Comparison

5

4

3

2

1

Strongly Disagree

3.84

3.71

3.63

3.42

3.33

3.27

3.26

3.11

2.92

3.01

3.64

3.46

3.41

3.28

4.00

3.76

CSU Perceptions

Department/Unit  
Perceptions

Department/Unit  
Leadership

College/Division  
Leadership

Favoritism

Sense of Belonging

Department/Unit  
Culture

Department/Unit  
Diversity Culture

Other SC

Operations SC

# Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department/Office:
  - 40% indicated no discriminatory attitudes present (CSU: 36%)
  - 33% Employment classification (CSU: 29%)
  - 31% Job title (CSU: 31%)
  - 19% Political Affiliation (CSU: 20%)
  - 19% Age (CSU: 19%)
  - 10% Gender (CSU: 17%)
  - 11% Appearance (CSU: 9%)

# Work Stressors

- Top 3 Work Stressors
  - 60% Low salary (CSU: 47%)
  - 24% Workload (CSU: 33%)
  - 39% Lack of growth /promotion (CSU: 29%)
  - 17% Affordable Housing near work (CSU: 12%)
  - 15% Interpersonal Conflict (CSU: 12%)

# Care Challenges

- 10% of respondents utilized adult and/or child care services (CSU: 14%)
- Top challenges:
  - 63% cost of care services (CSU: 72%)
  - 36% scheduling care services to match work schedules (CSU: 40%)
  - 27% finding care services (CSU: 32%)
  - 29% transportation to and from care services



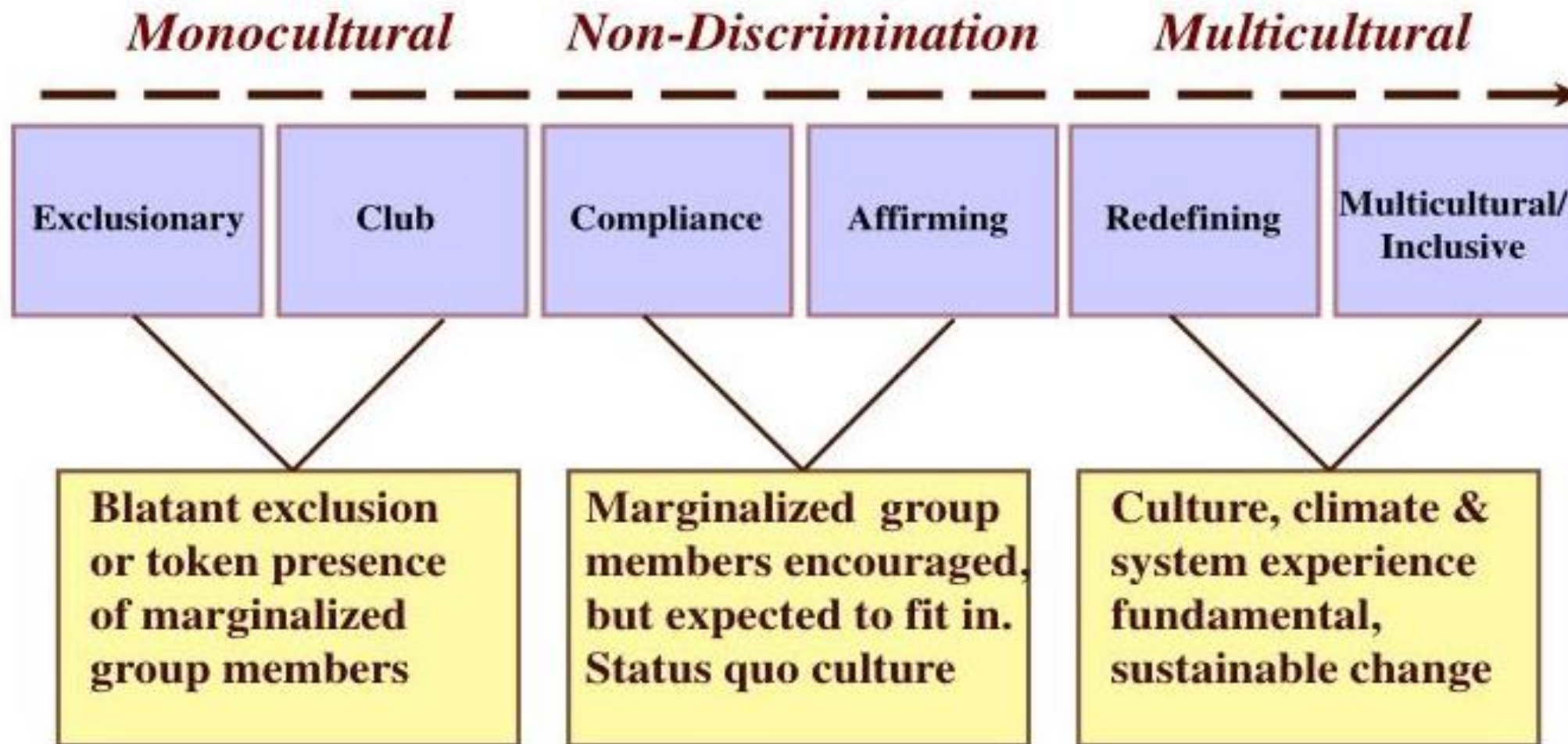
# Key Findings

- State Classified respondents had less favorable perceptions for all factors except CSU perceptions compared to the average CSU respondent
- State Classified respondents responded less favorably to the majority of items related to respect, Principles of Community, and Freedom of Speech
- State Classified respondents had higher perceptions of verbal assault being problematic in their departments and at CSU
- There were not substantial gender or race/ethnicity differences within comparisons of State Classified respondents

# Key Findings

- Respondents of a minoritized race/ethnicity were least likely to be aware there is an employee council, while women were most likely to be aware
- Respondents of a minoritized race/ethnicity aware there is a council were most likely to agree their council is addressing issues that are important and relevant to them, while men were the least likely
- State classified respondents were aware there is a council were less likely to agree compared to faculty and AP respondents that the council's collective participation in shared governance is pertinent to the success of CSU
  - Respondents of a non-minoritized race/ethnicity were least likely to agree to this item
  - Women and respondents of a minoritized race/ethnicity were most likely to agree to this item

# 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/>