

# 2018 Employee Climate Survey

## Presentation for the College of Veterinary Medicine and Biomedical Sciences

Assessment Group for Diversity Issues

3.14.19

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

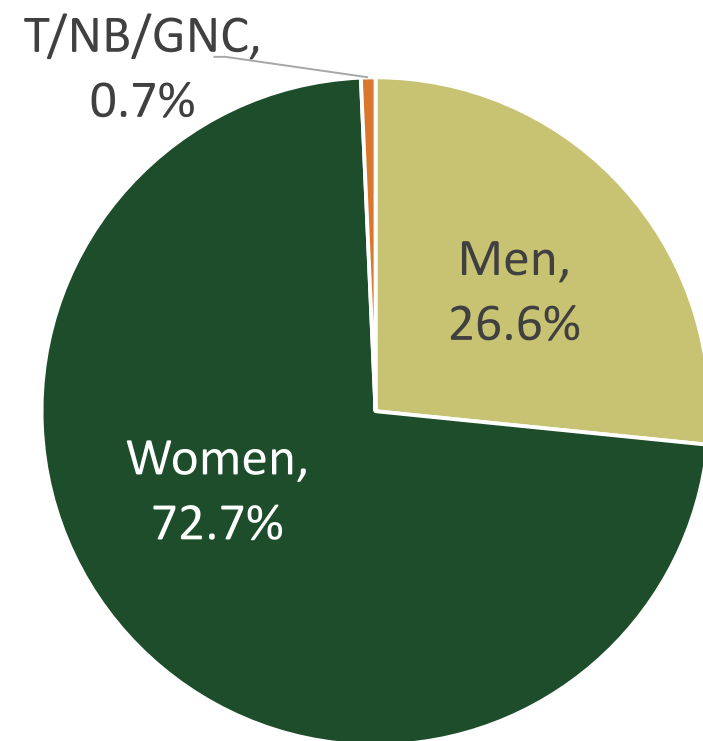
# CSU Response Rate Over Time

|                             | 2014<br>(n = 2,150) | 2016<br>(n = 2,191) | 2018<br>(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%               |

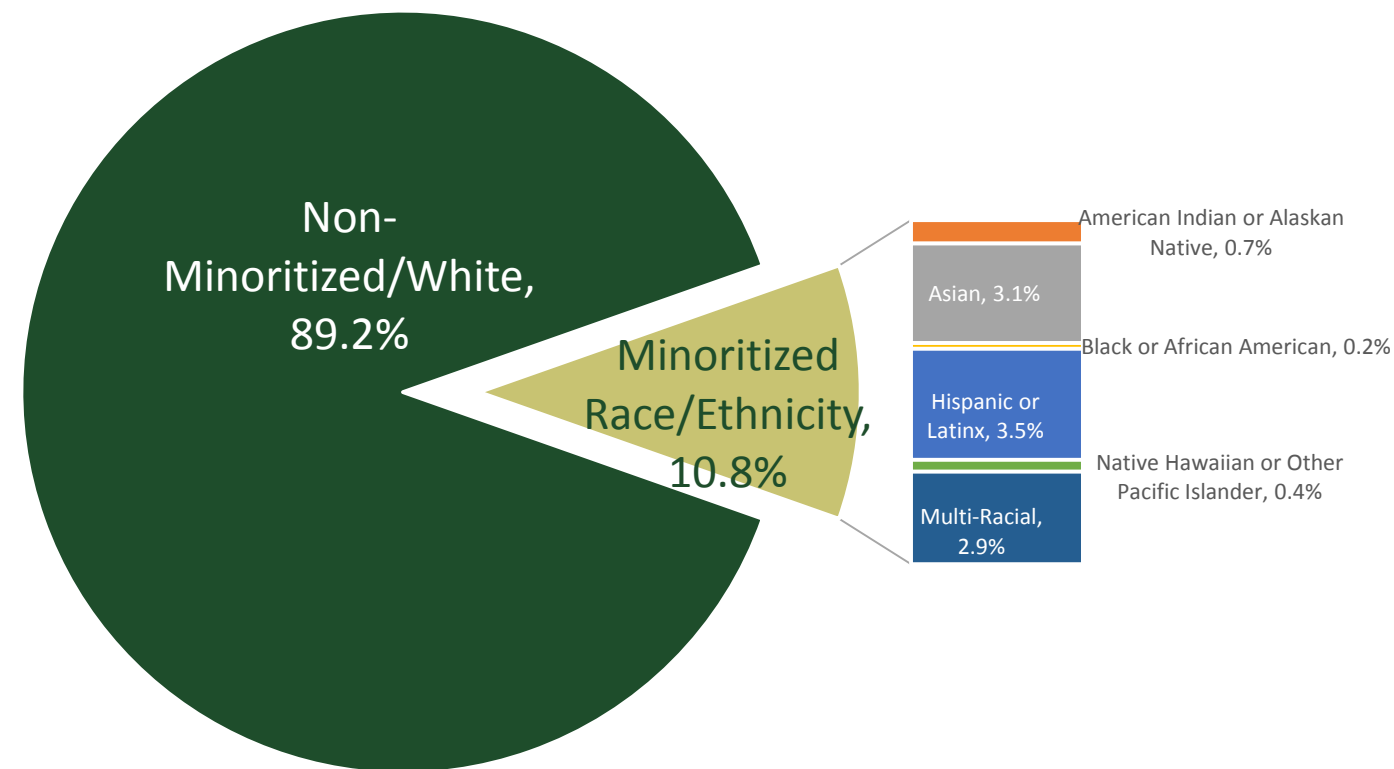
# College Response Rates

| College                                     | Response Rate   |
|---|-----------------|
| Veterinary Medicine and Biomedical Sciences | 75.5% (n = 650) |
| Agricultural Sciences                       | 74.7%           |
| 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%           |

# Respondent Characteristics for CVMBS

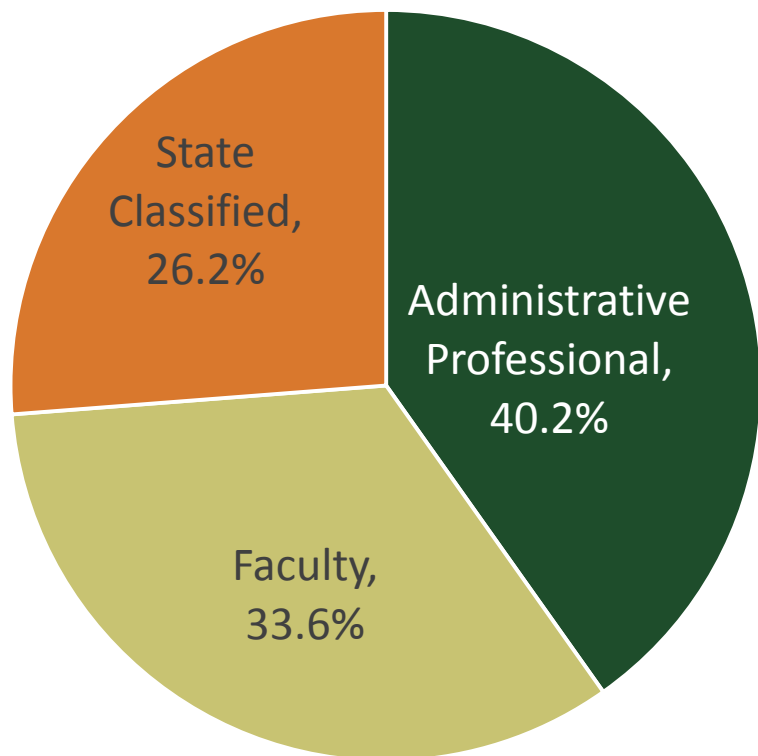


Gender



Minoritized Race/Ethnicity

# Employee Characteristics



Employee Type

Department

|   |       |
|---|-------|
| Biomedical Sciences   | 13.7% |
| Clinical Sciences   | 15.1% |
| CVMBS College Office;<br>Center for Environmental Medicine;<br>MCIN | 10.8% |
| Diagnostic Labs: Fort Collins, Grand Junction, Rocky<br>Ford        | 7.8%  |
| Environmental & Radiological Health Sciences                        | 7.6%  |
| Microbiology, Immunology and Pathology                              | 17.9% |
| Prefer not to disclose  | 6.4%  |
| Veterinary Teaching Hospital  | 20.6% |



# 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

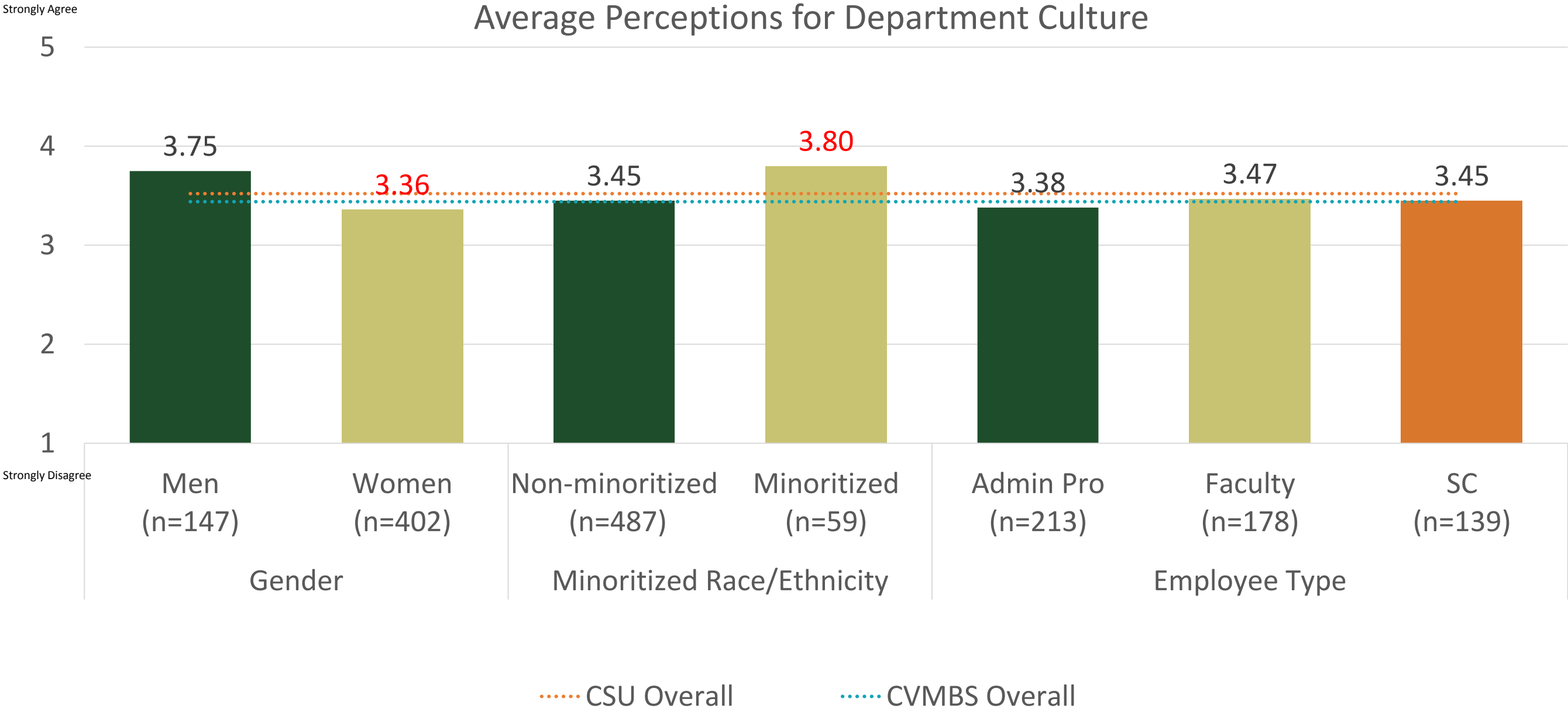
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

# 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

# CVMBS Culture



# Culture Items

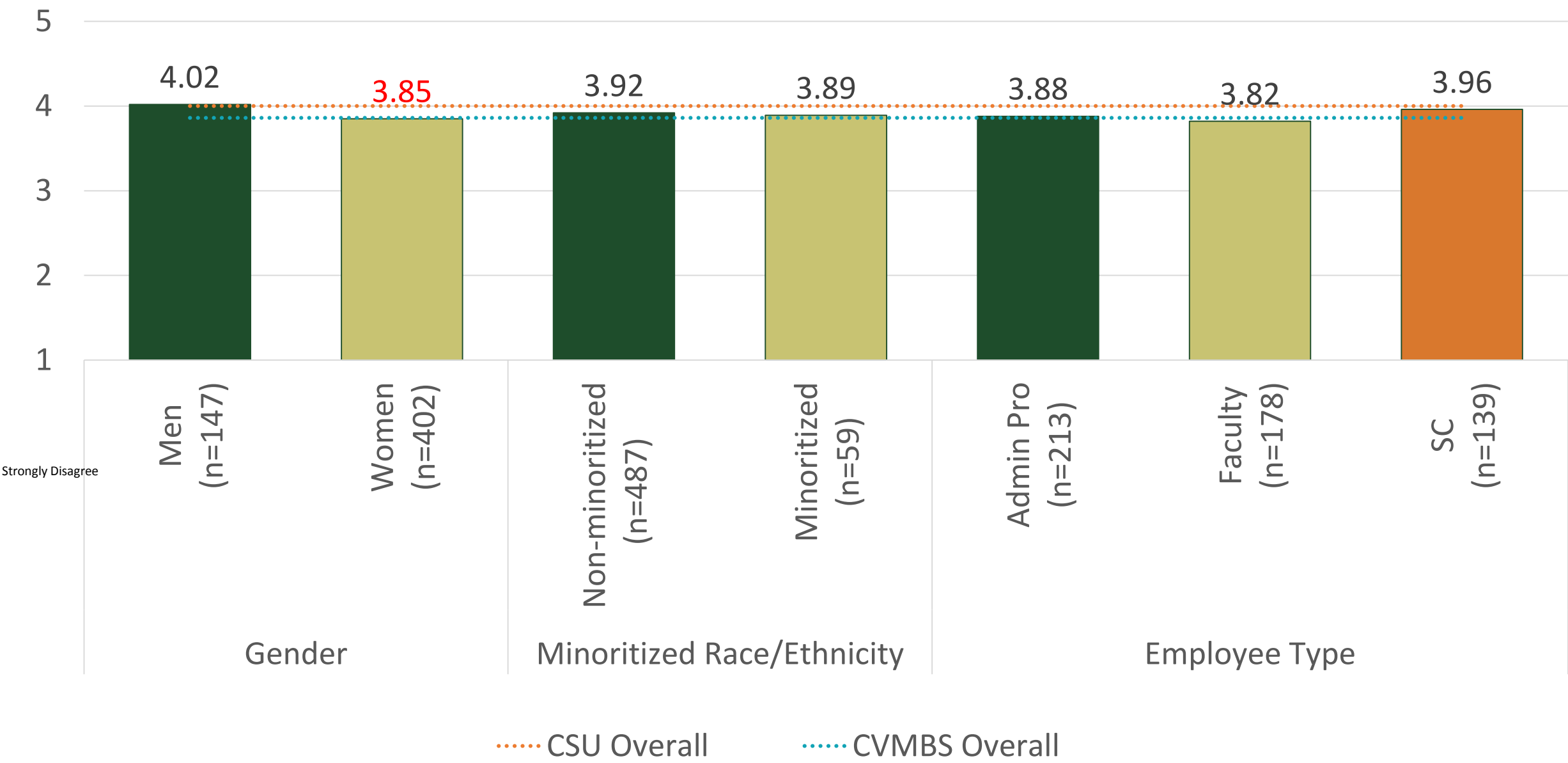
## Department Diversity Culture

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

# CVMBS Culture

Strongly Agree

Average Perceptions for Department Diversity Culture -



# Culture Items

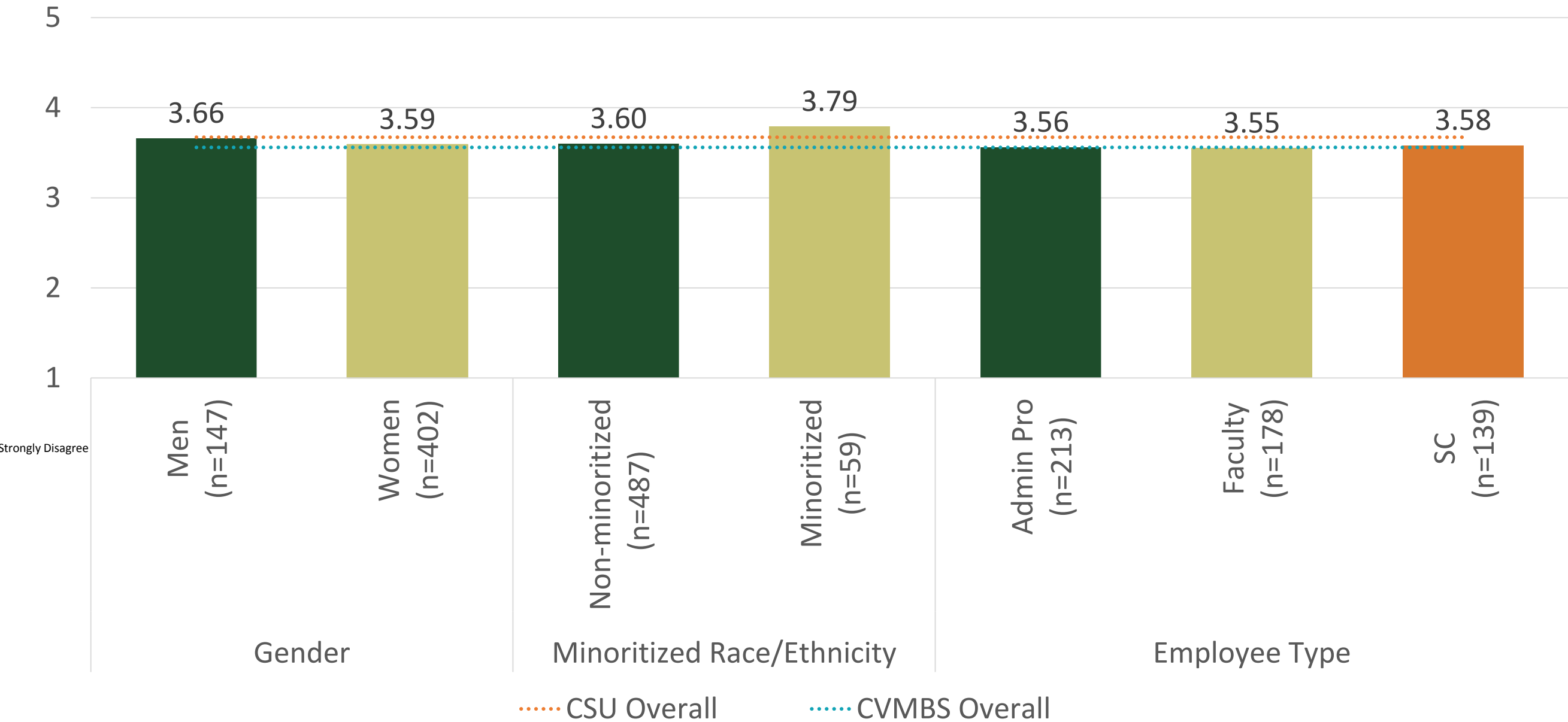
## Sense of Belonging

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

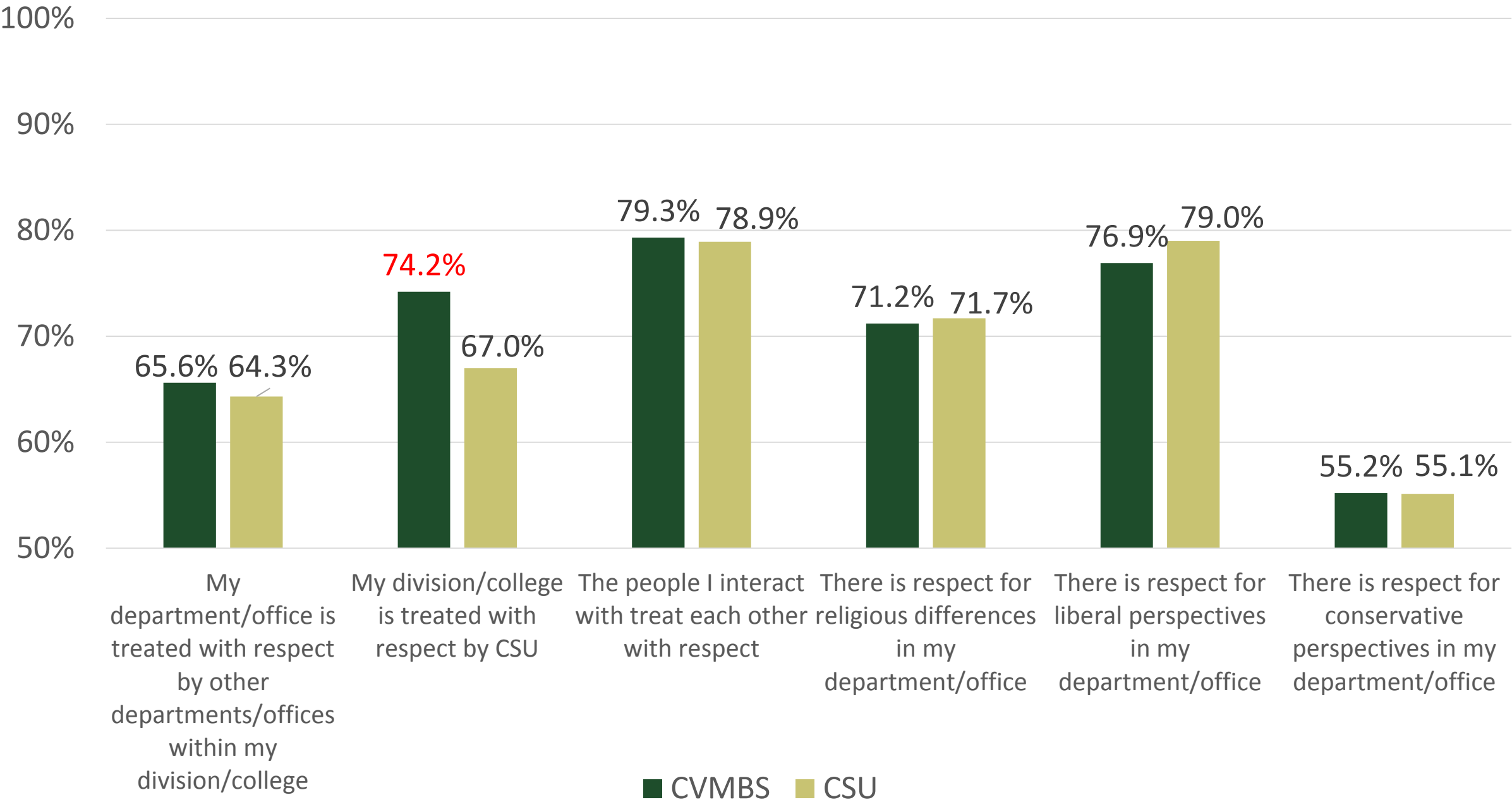
# CVMBS Culture

Strongly Agree

Average Perceptions for Sense of Belonging -



Strongly Agree/Agree



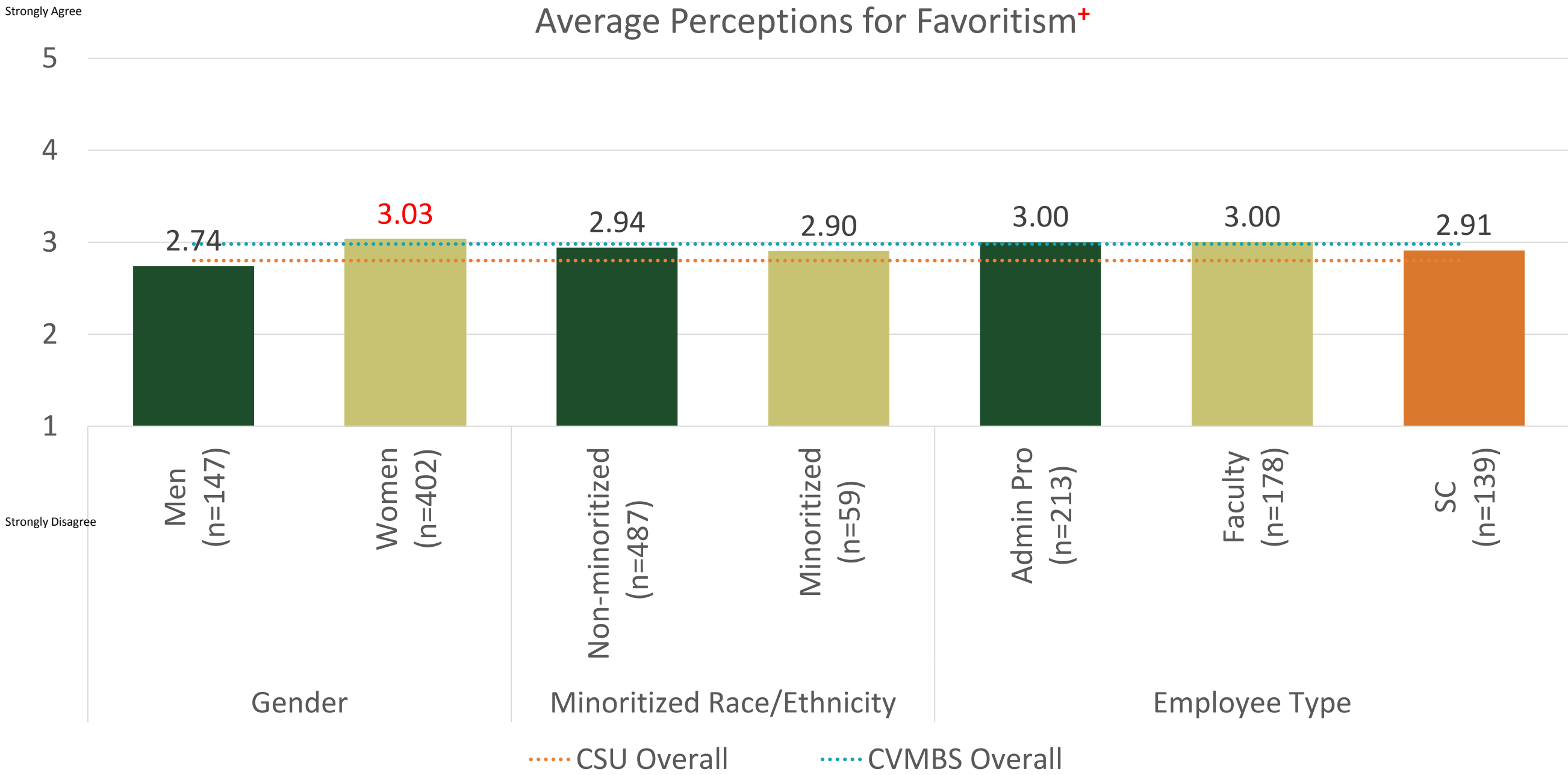
Respect:  
CVMBS



# 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 +

# CVMBS Favoritism



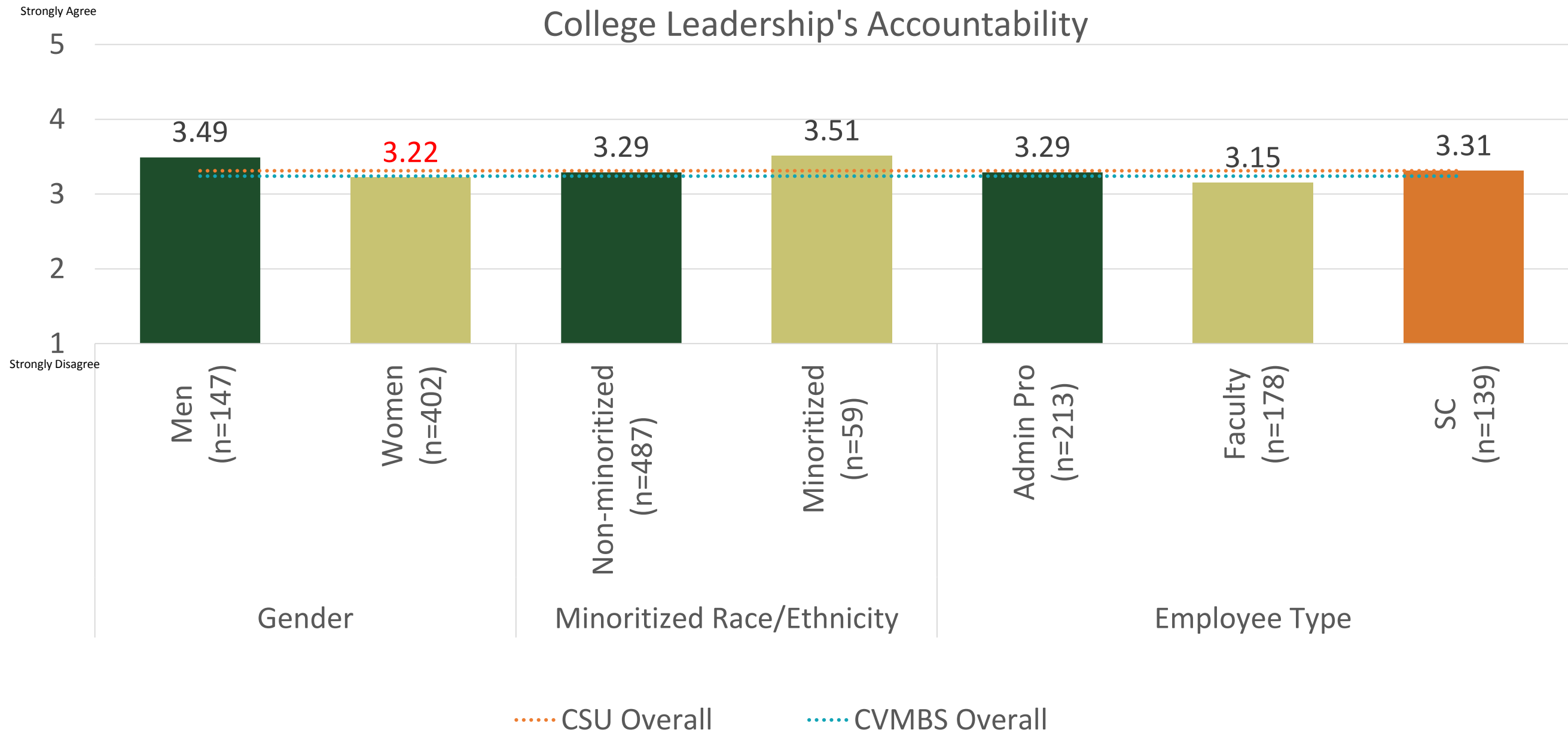
# Leadership and Accountability Items

- Items asked each for College/Division and Department/Unit

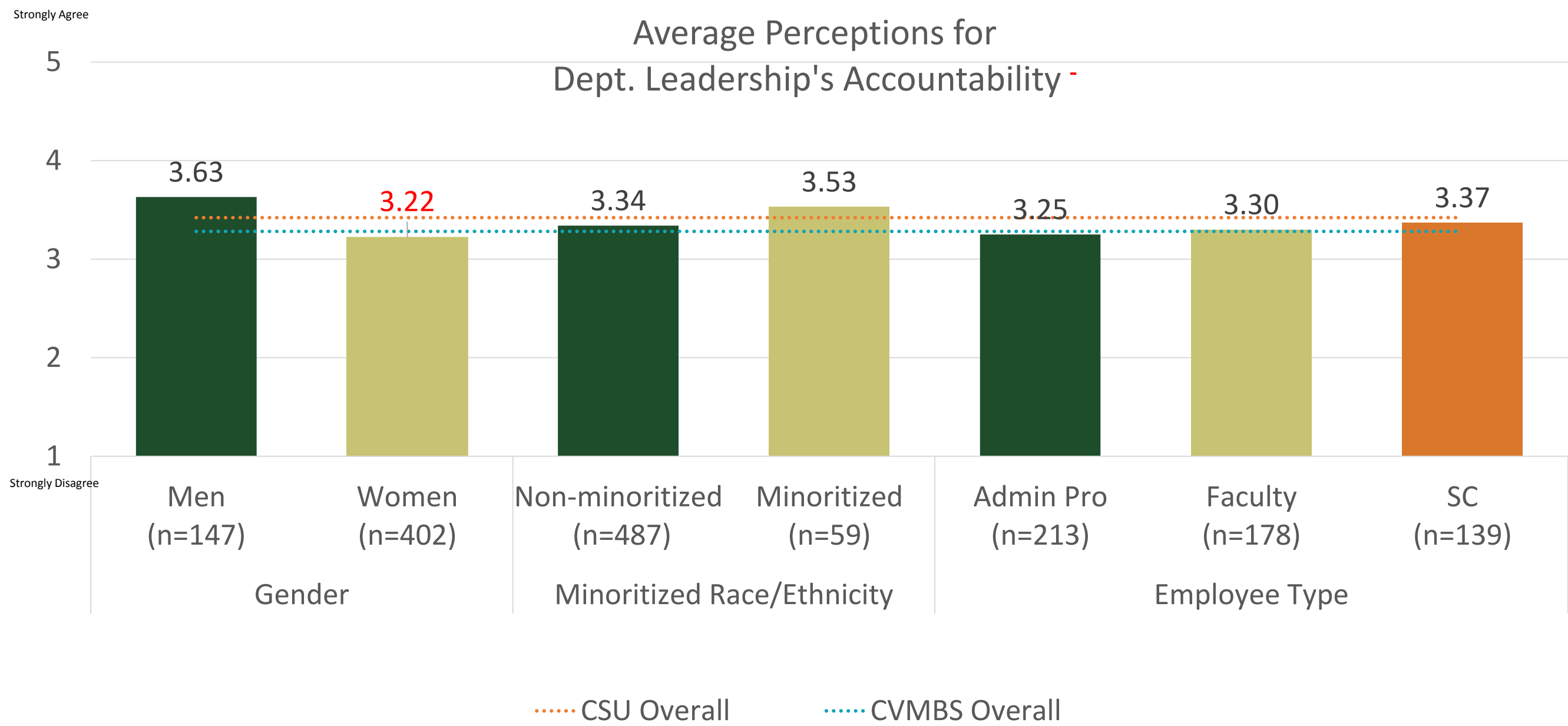
|   | College | Dept. |
|---|---------|-------|
| – Leadership adequately addresses inappropriate behavior            |         | -     |
| – Leadership holds employees accountable for inappropriate behavior |         | -     |
| – Leadership holds employees accountable for poor performance       | 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

# CVMBS Leadership & Accountability

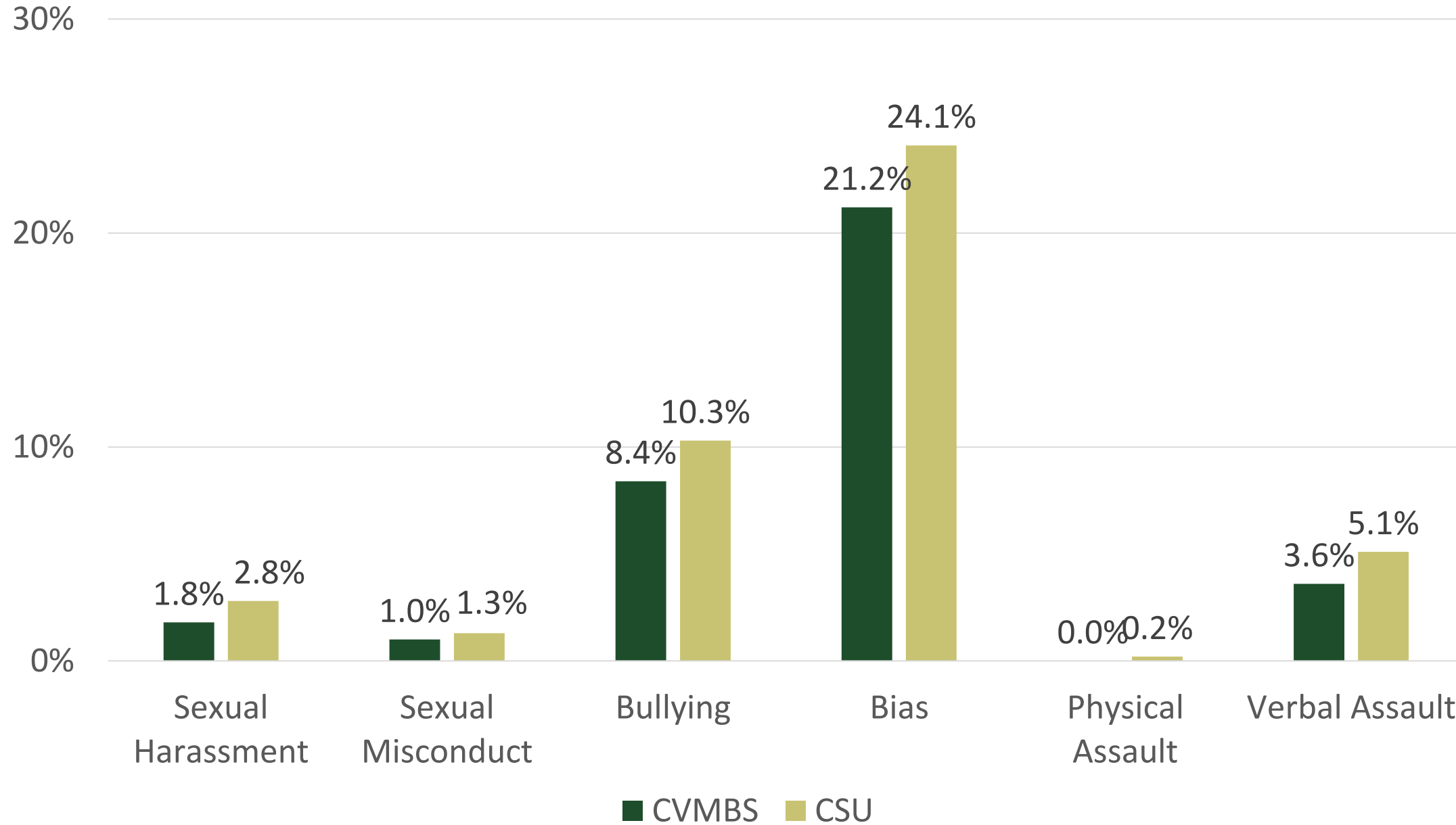
Average Perceptions for  
College Leadership's Accountability



# CVMBS Leadership & Accountability

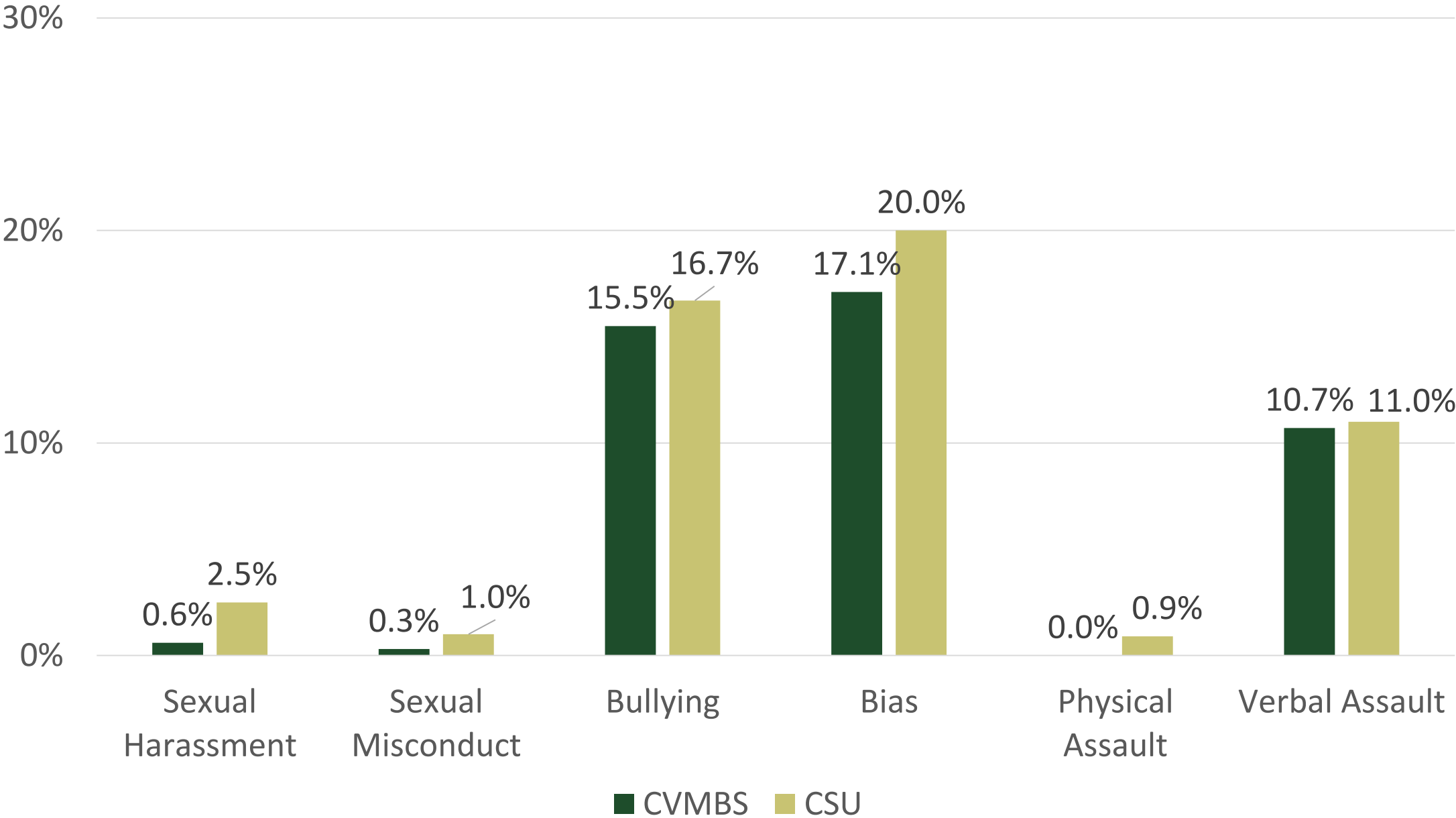


## Percentage of respondents who indicated misconduct at CSU or in their college



Misconduct:  
CVMBS

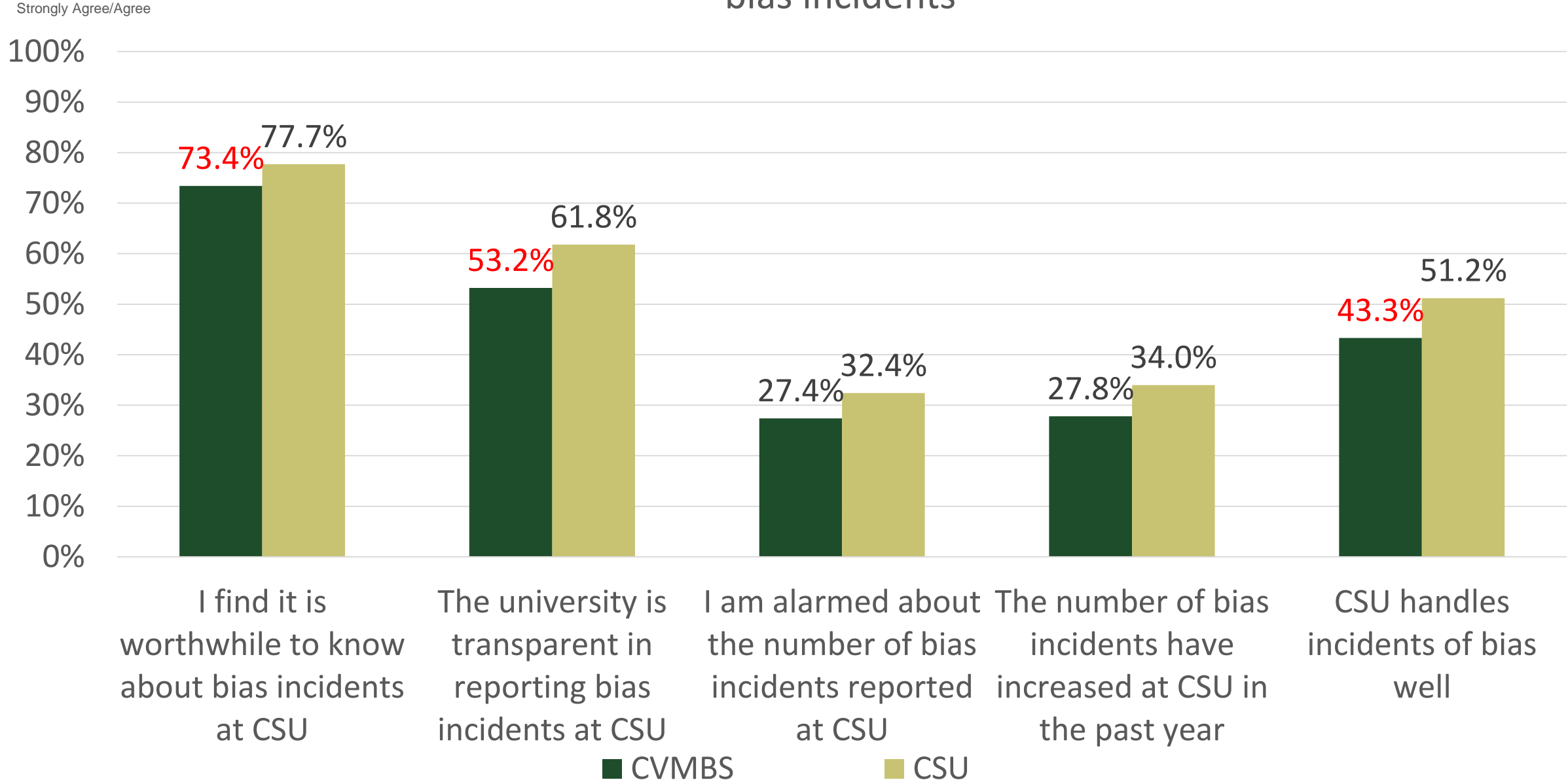
Percentage of respondents who indicated they would avoid people because of misconduct



Misconduct:  
CVMBS

There are people I avoid because of \_\_\_\_\_

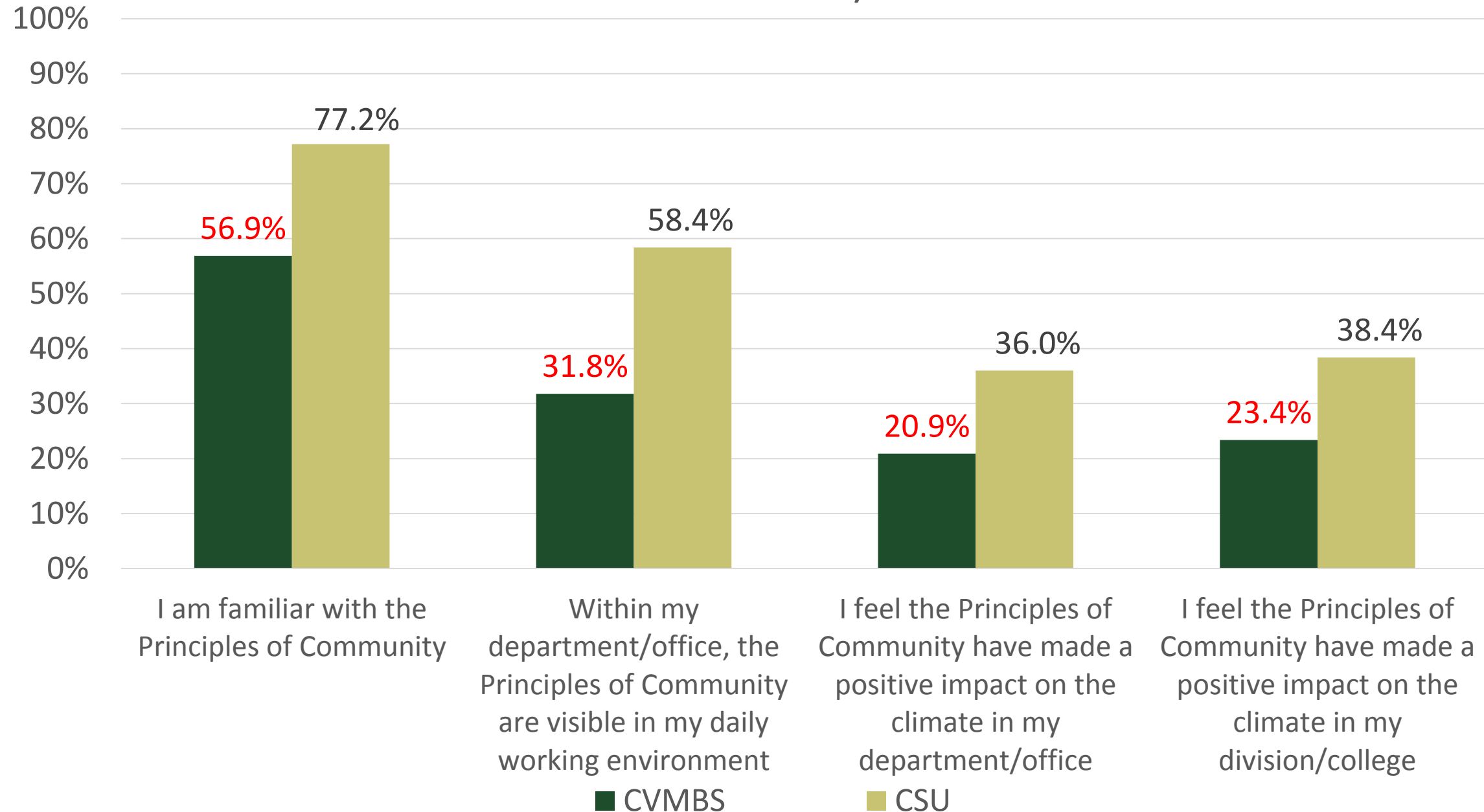
Percentage of respondent agreement to items related to perceptions of bias incidents



Bias:  
CVMBS

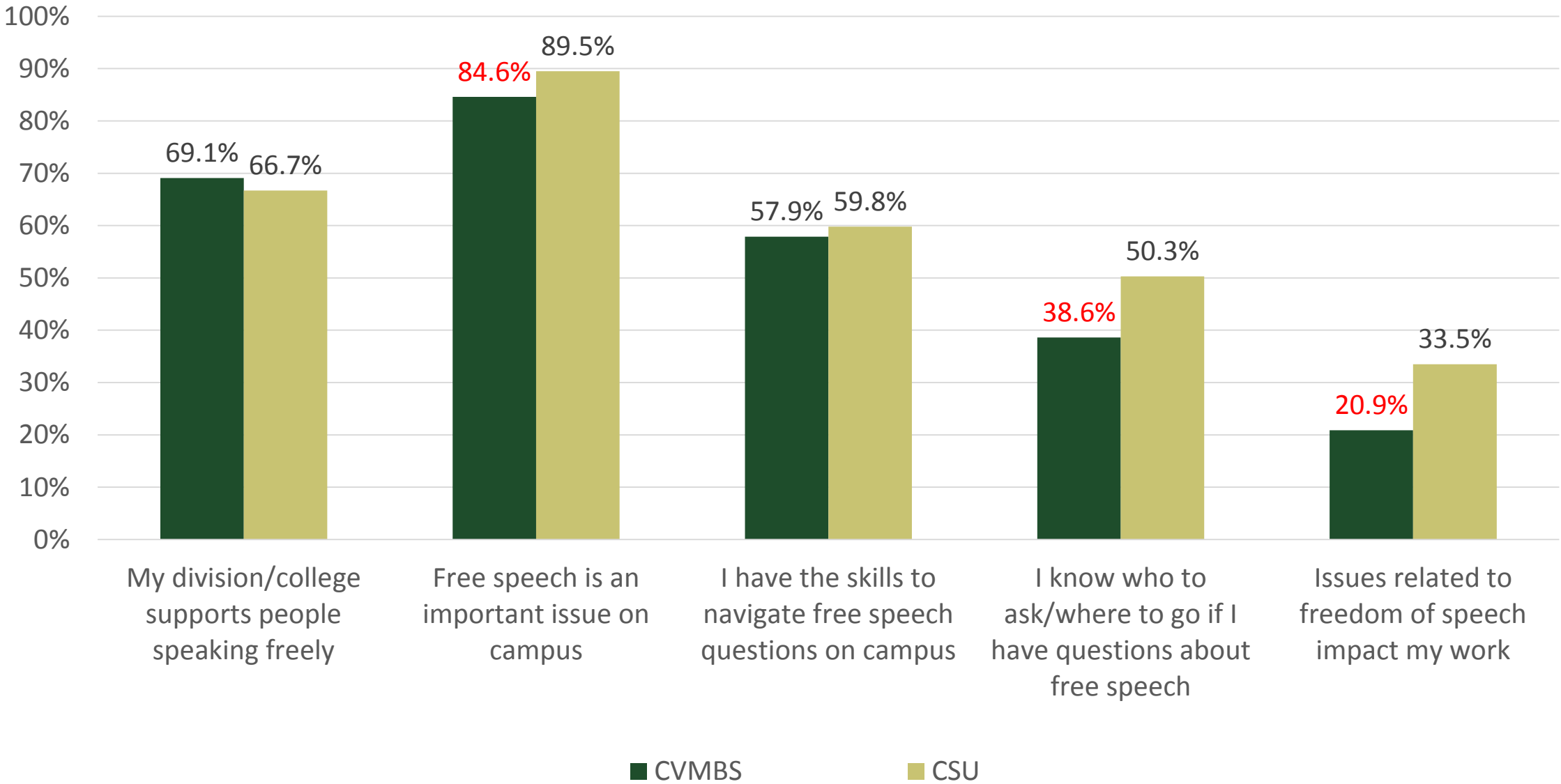


## Percentage of respondent agreement to items related to Principles of Community



Principles of  
Community:  
CVMBS

Percentage of respondent agreement to items related to freedom of speech



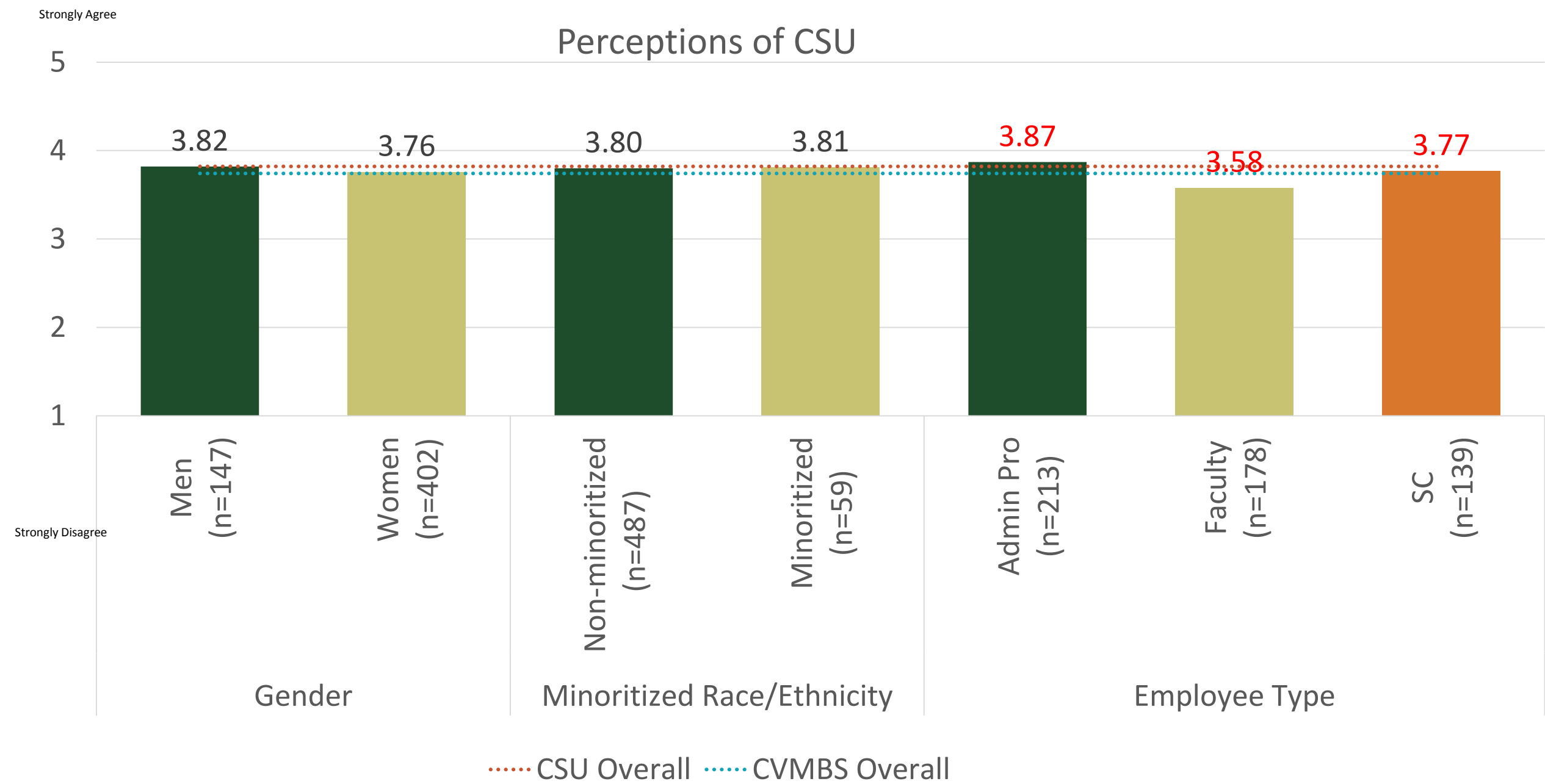
Freedom  
of Speech:  
CVMBS

# Perception Items

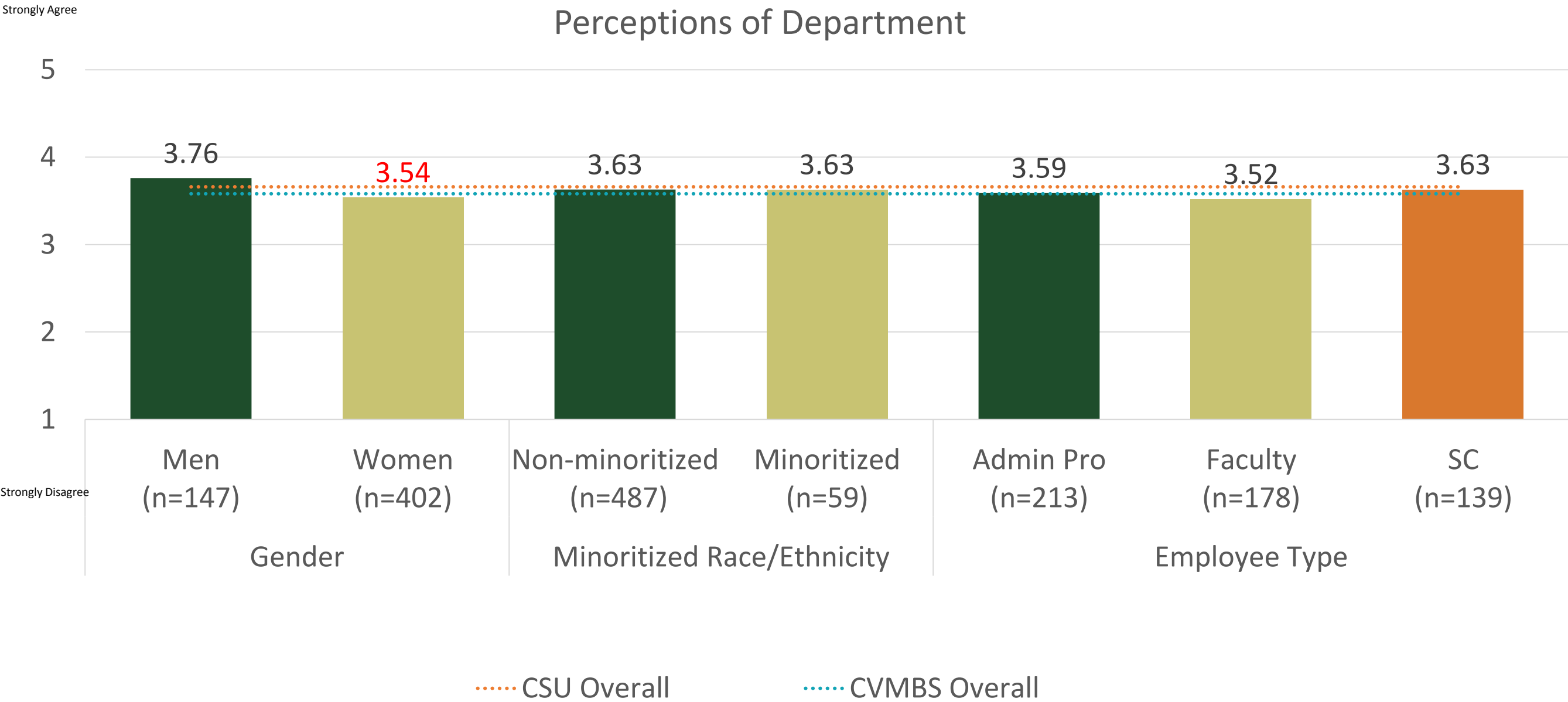
- Items asked each for CSU and Department/Unit

|   | 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                              | -   |       |

# CVMBS Perceptions of CSU

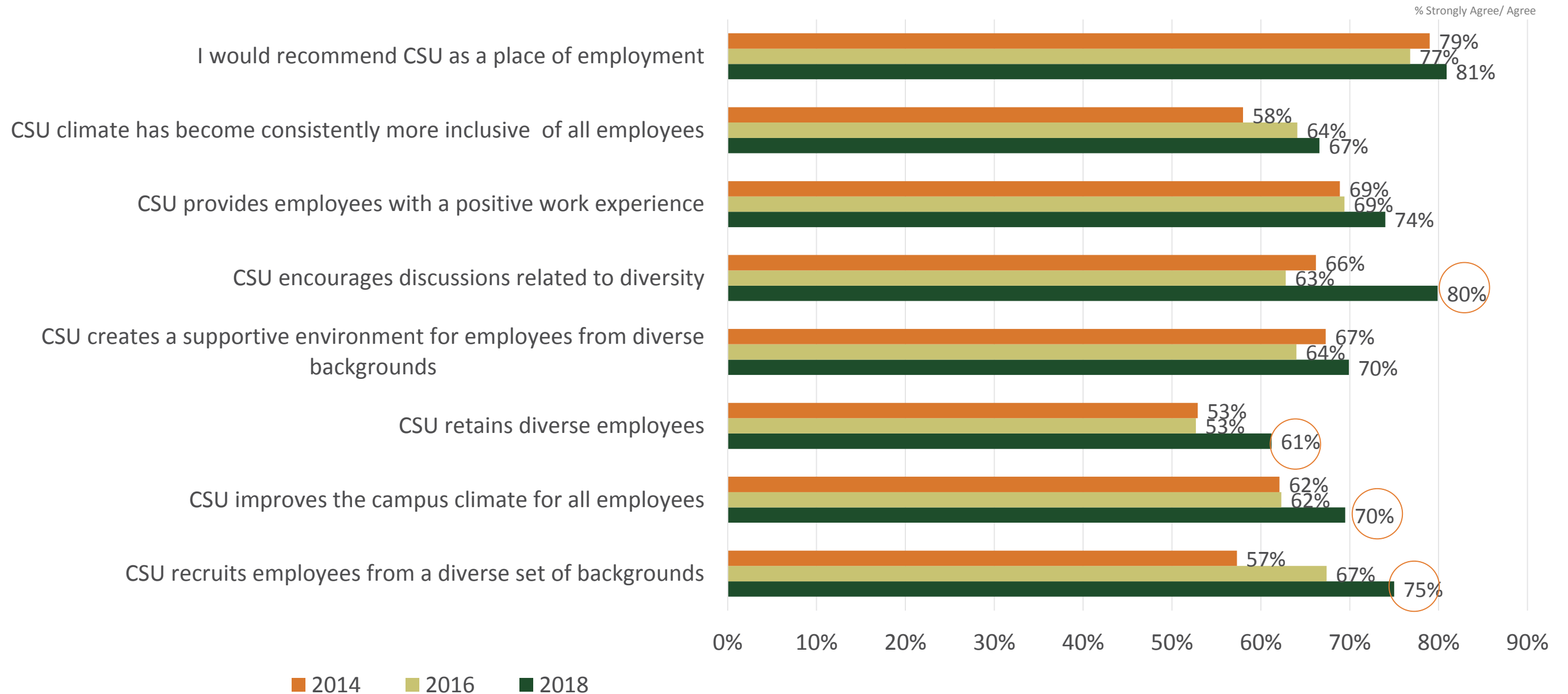


# CVMBS Perceptions of Department



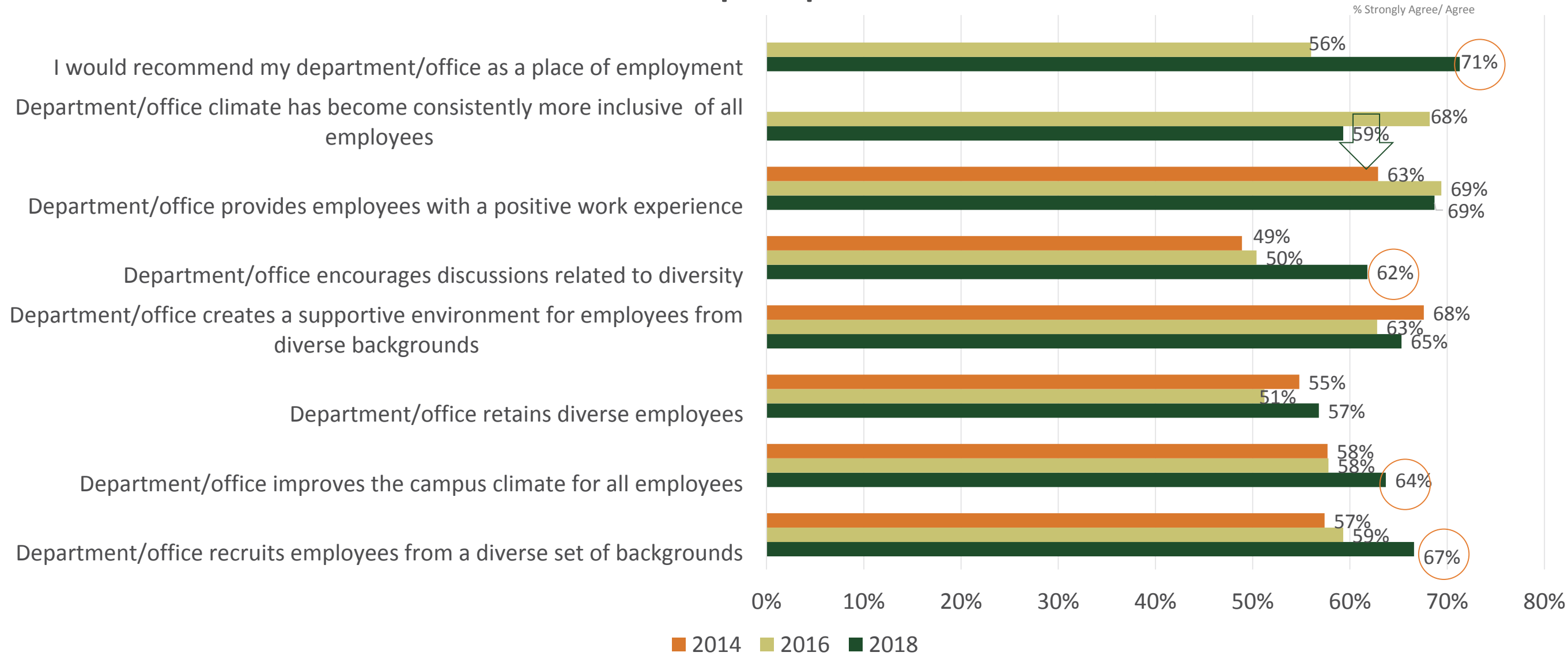
# CSU Perceptions over Time

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

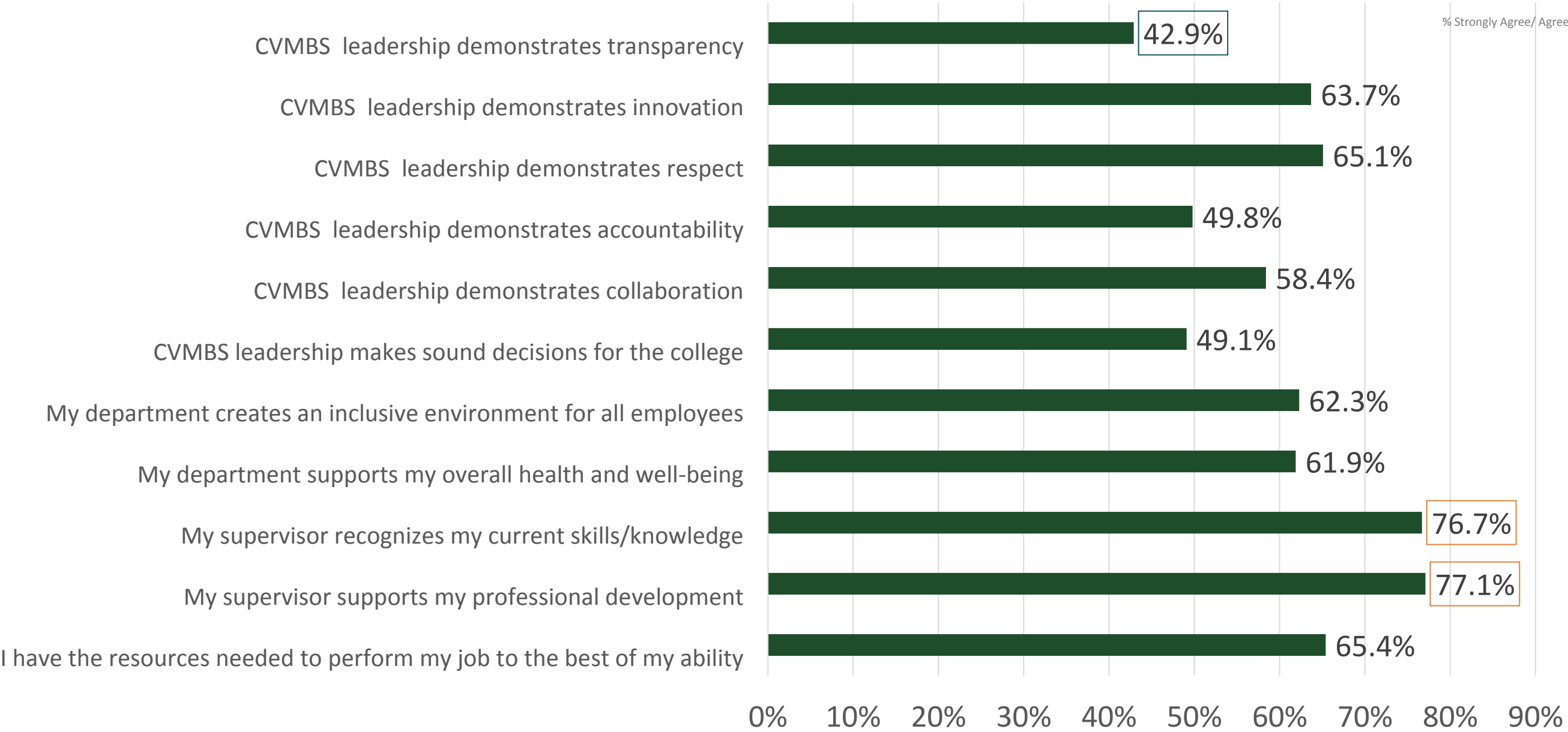


# Department/Unit Perceptions over Time

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



# CVMBS: Unique Questions





- Perceived Discriminatory Attitudes in CVMBS
  - 38% indicated no discriminatory attitudes present
  - 30% Job title (CSU: 31%) and Employment classification (CSU: 29%)
  - Also: Political affiliation (18%), Gender (16%), Age (15%), Parental status (11%), Appearance (6%)
- Top 3 Work Stressors in CVMBS
  - Low salary (43%), work/life balance (35%), workload (34%)
  - Lack of growth/promotion (27%), office/department climate (20%), lack of budget/funding/resources (19%)

[illegible]

# Key Findings for CVMBS

- CVMBS had similar perceptions compared to CSU overall for CSU Perceptions, Department Perceptions, College Leadership, and Department Culture
  - However, had slightly less favorable perceptions compared to the average CSU respondent for Department/Unit Leadership, Favoritism, Sense of Belonging, Department/Unit Diversity Culture
- CVMBS had lower perceptions of misconduct compared to CSU
- Within CVMBS, women had less favorable responses than men for Department Perceptions, Department Leadership, College Leadership, Favoritism, Department Culture, and Department Diversity Culture, and items related to respect, but similar responses for their Sense of Belonging and CSU Perceptions

# Key Findings for CVMBS

- Minimal differences in responses by minoritized race/ethnicity or employee type
  - Respondents from a minoritized race/ethnicity had significantly more favorable perceptions compared to non-minoritized respondents
  - Faculty had less favorable CSU perceptions compared to AP and SC respondents, while SC respondents had less favorable CSU perceptions compared to AP respondents
- Over three-quarters of CVMBS respondents agreed their supervisor recognizes their current skills and supports their professional development
- 28% of CVMBS respondents disagreed CVMBS leadership demonstrates transparency

# 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
- Coming Soon:
  - Special division reports
  - 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/>