

2018 Employee Climate Survey

Presentation for the Division of Enrollment and Access

Assessment Group for Diversity Issues

3.25.19

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

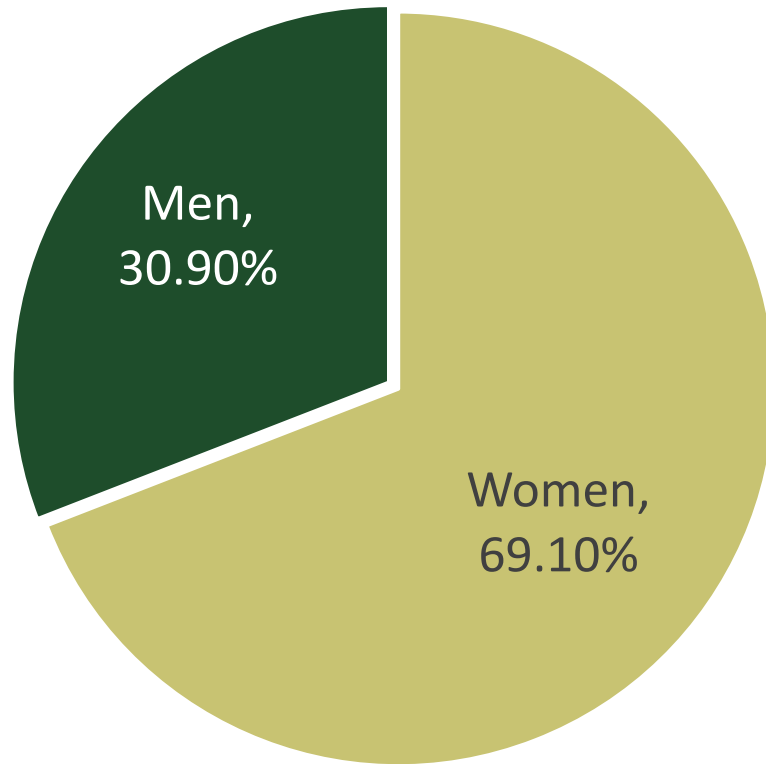
CSU Response Rate Over Time

	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%

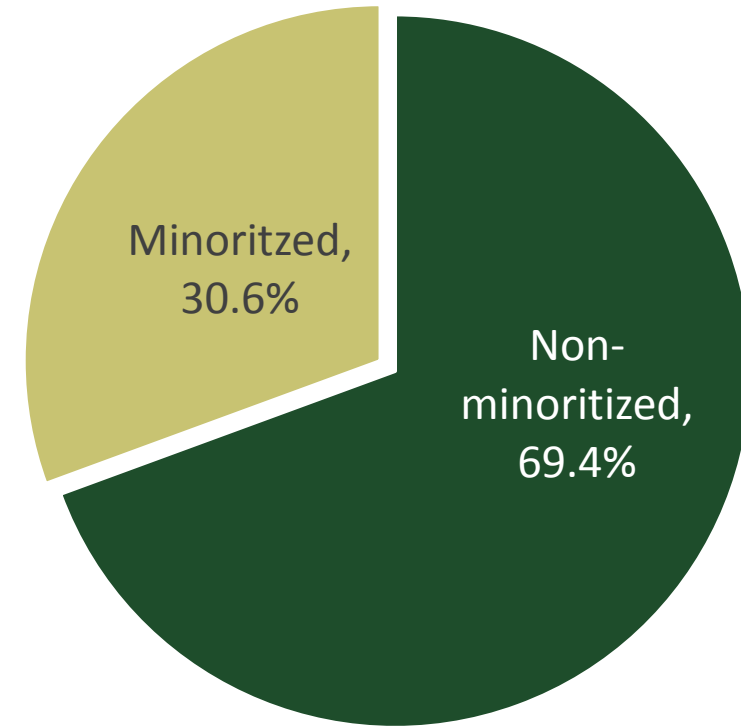
College Response Rates

Division	Response Rate
Enrollment and Access	83.9% (n = 130)
Graduate School or International Programs	80.6%
University Advancement	79.0%
Student Affairs-Health Network & Wellness Programs	70.8%
Student Affairs-All other units	68.5%
External Relations	64.9%
University Operations	63.0%
Research	61.4%
Information Technology & Libraries	60.5%
Engagement	56.9%
Office of the Provost and Executive Vice President	56.7%
Office of the President	51.8%
Student Affairs-Housing and Dining	32.0%
Total (n = 4,058)	58.5%

Respondent Characteristics for E&A

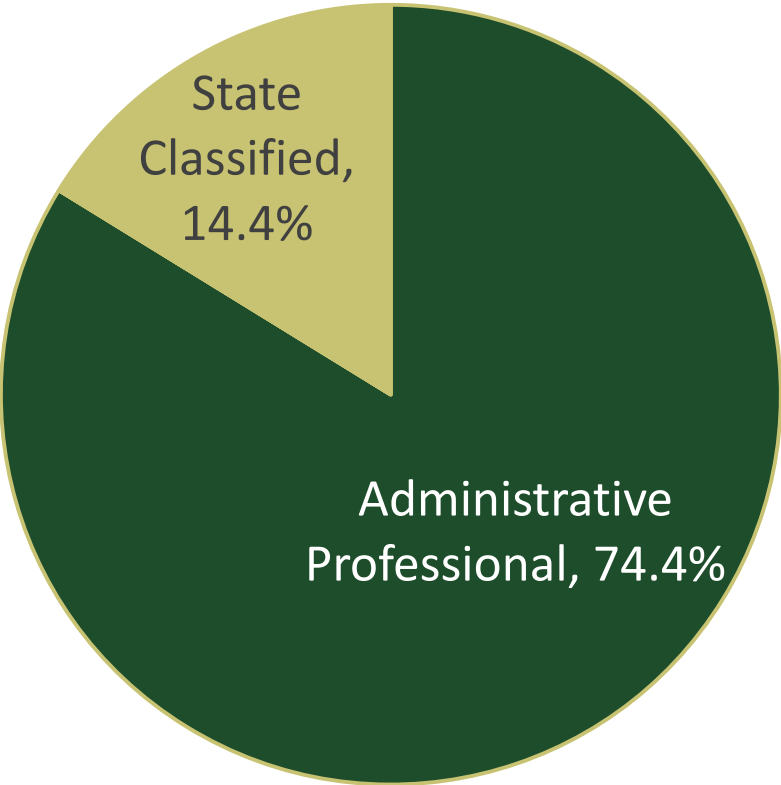


Gender



Minoritized
Race/Ethnicity

Employee Characteristics



Employee Type

Unit

Registrar	26.6%
Admissions or Office of the VP for Enrollment & Access	25.8%
Office of Financial Aid	25.8%
The Access Center	12.1%
Prefer not to disclose	9.7%

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

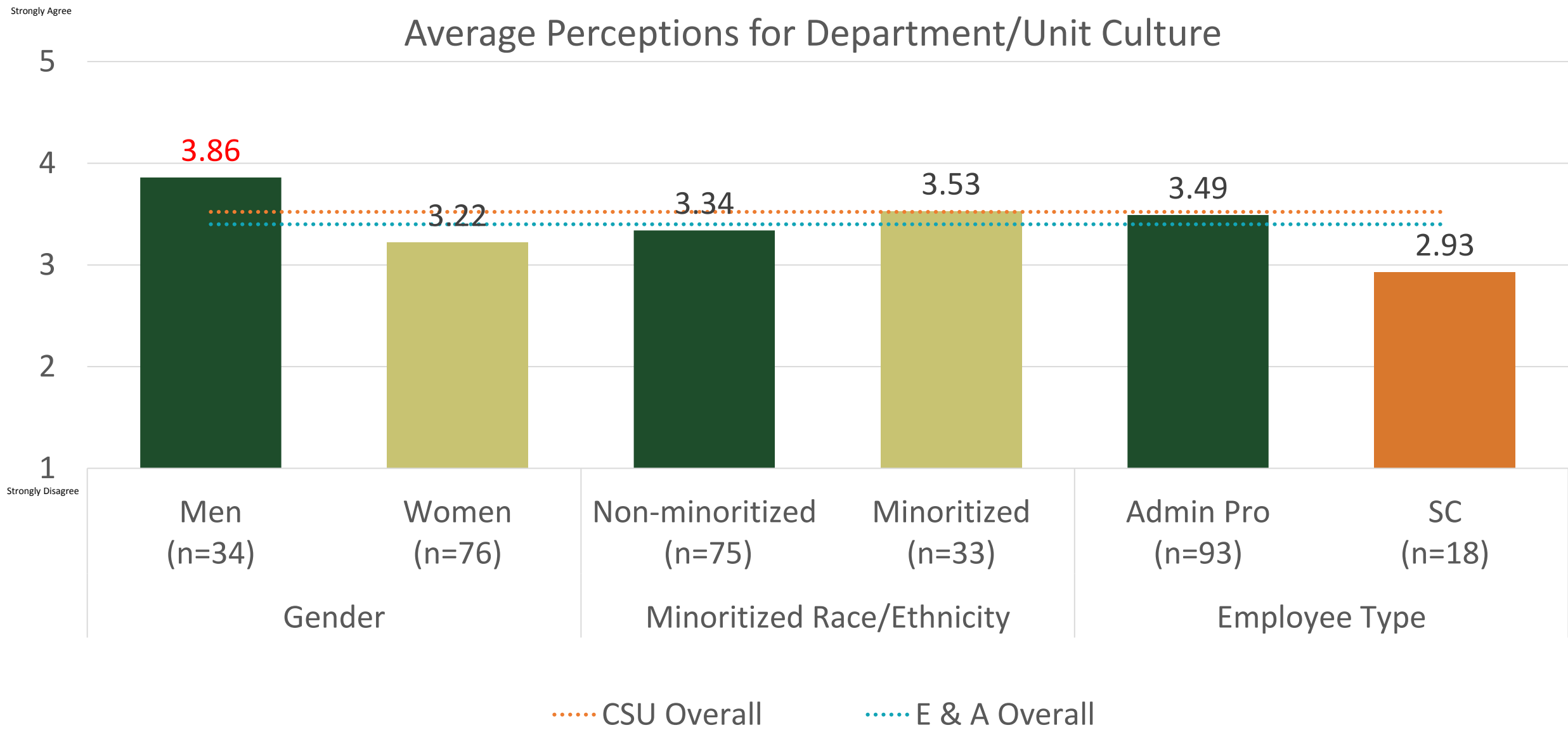
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

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

E & A Culture



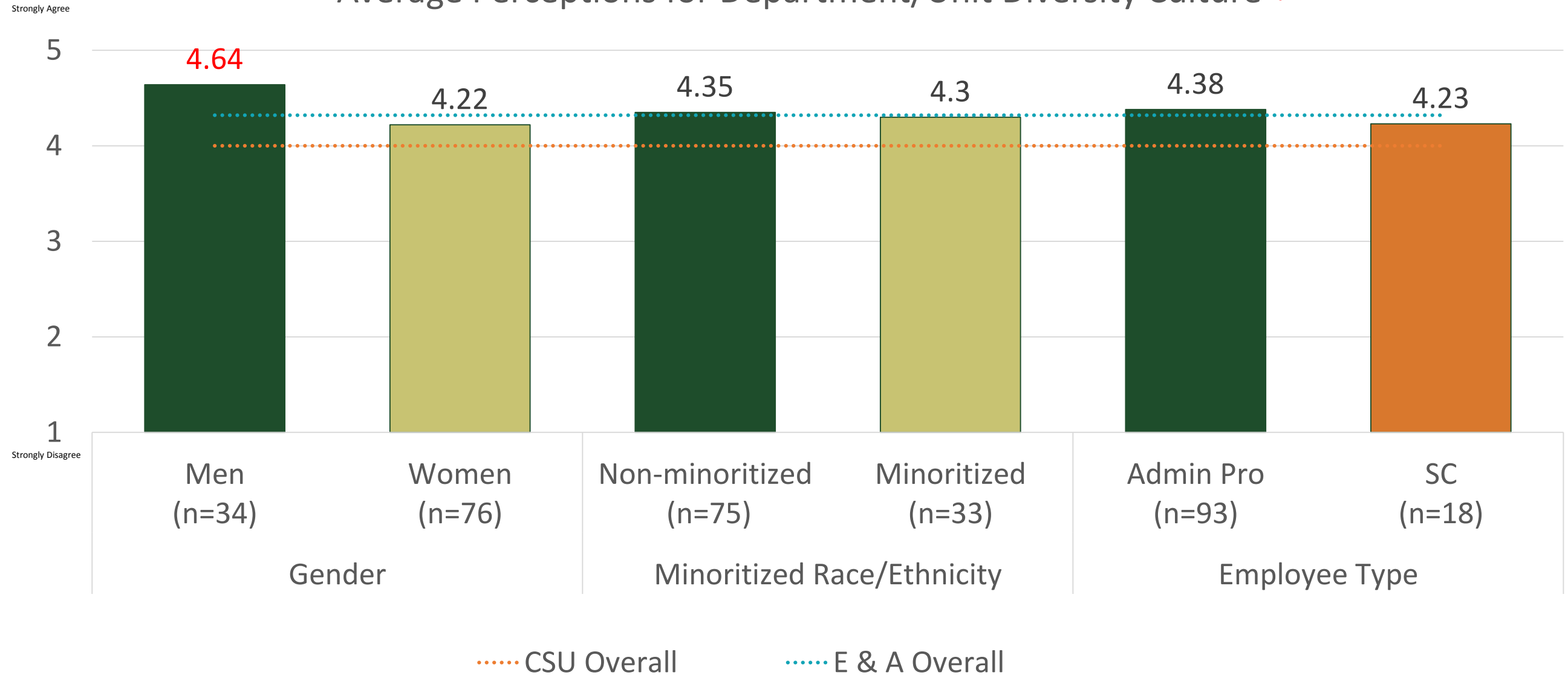
Culture Items

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 +

E & A Culture

Average Perceptions for Department/Unit Diversity Culture +

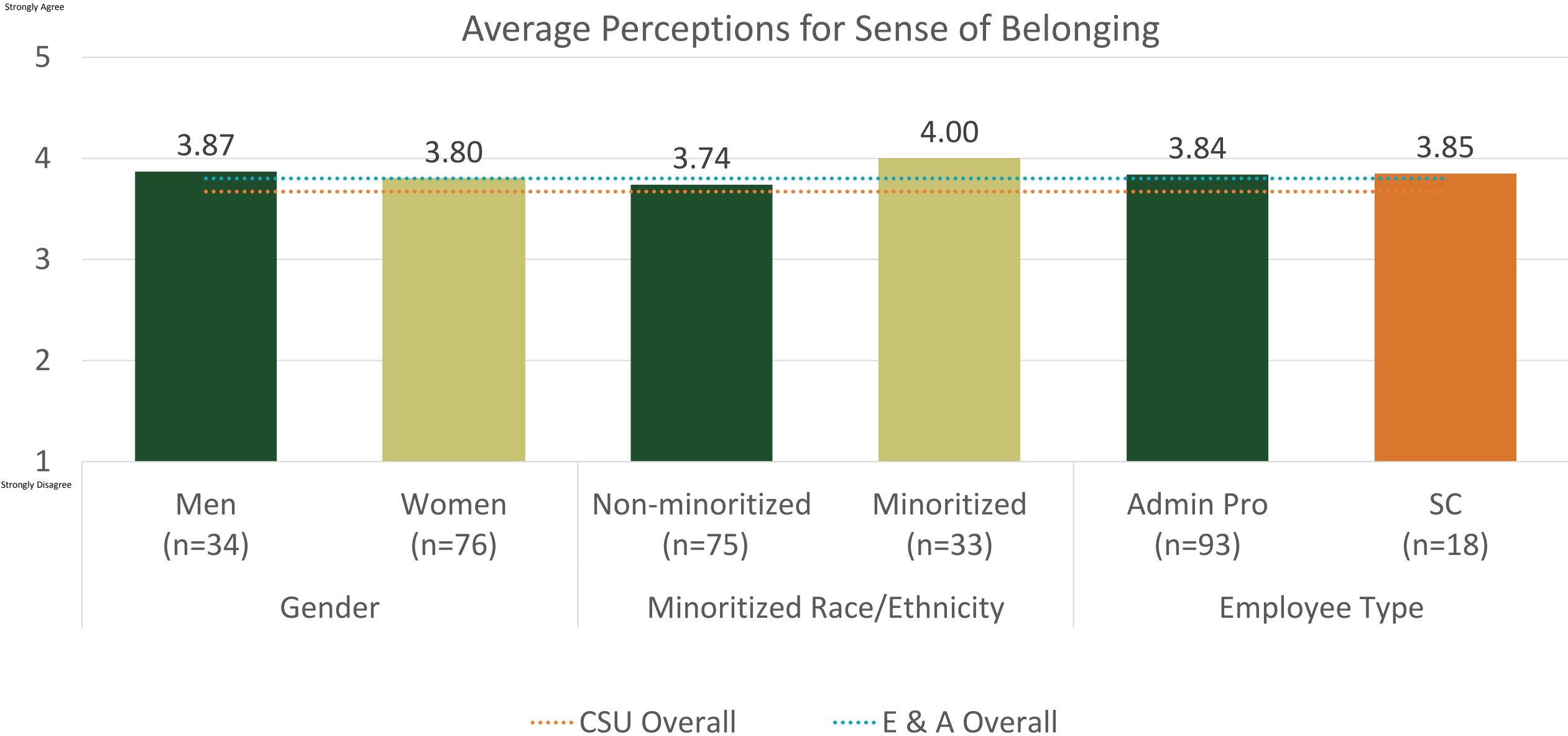


Culture Items

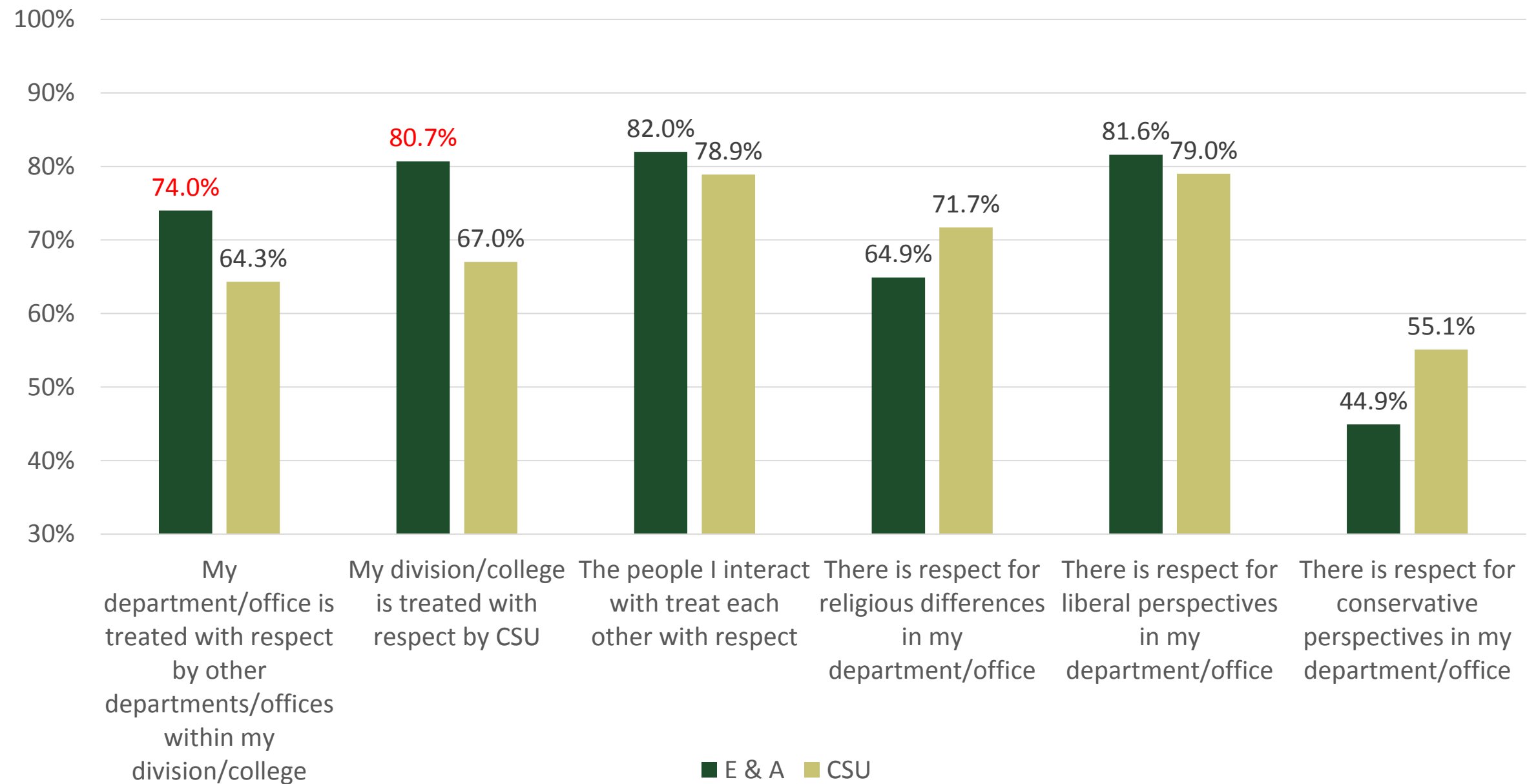
Sense of Belonging

- 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

E & A Culture



Strongly Agree/Agree



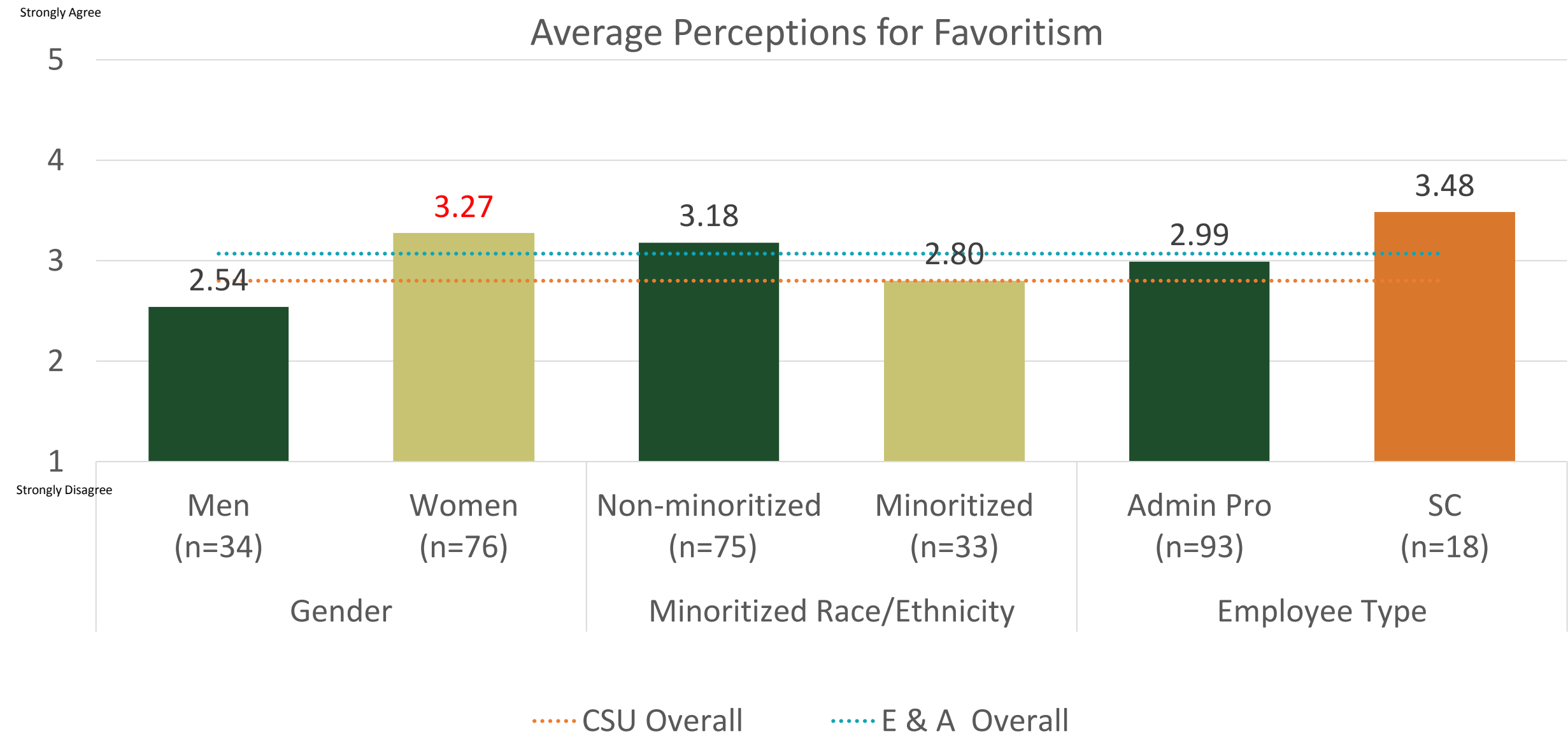
Respect

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 +

E & A Favoritism

Average Perceptions for Favoritism

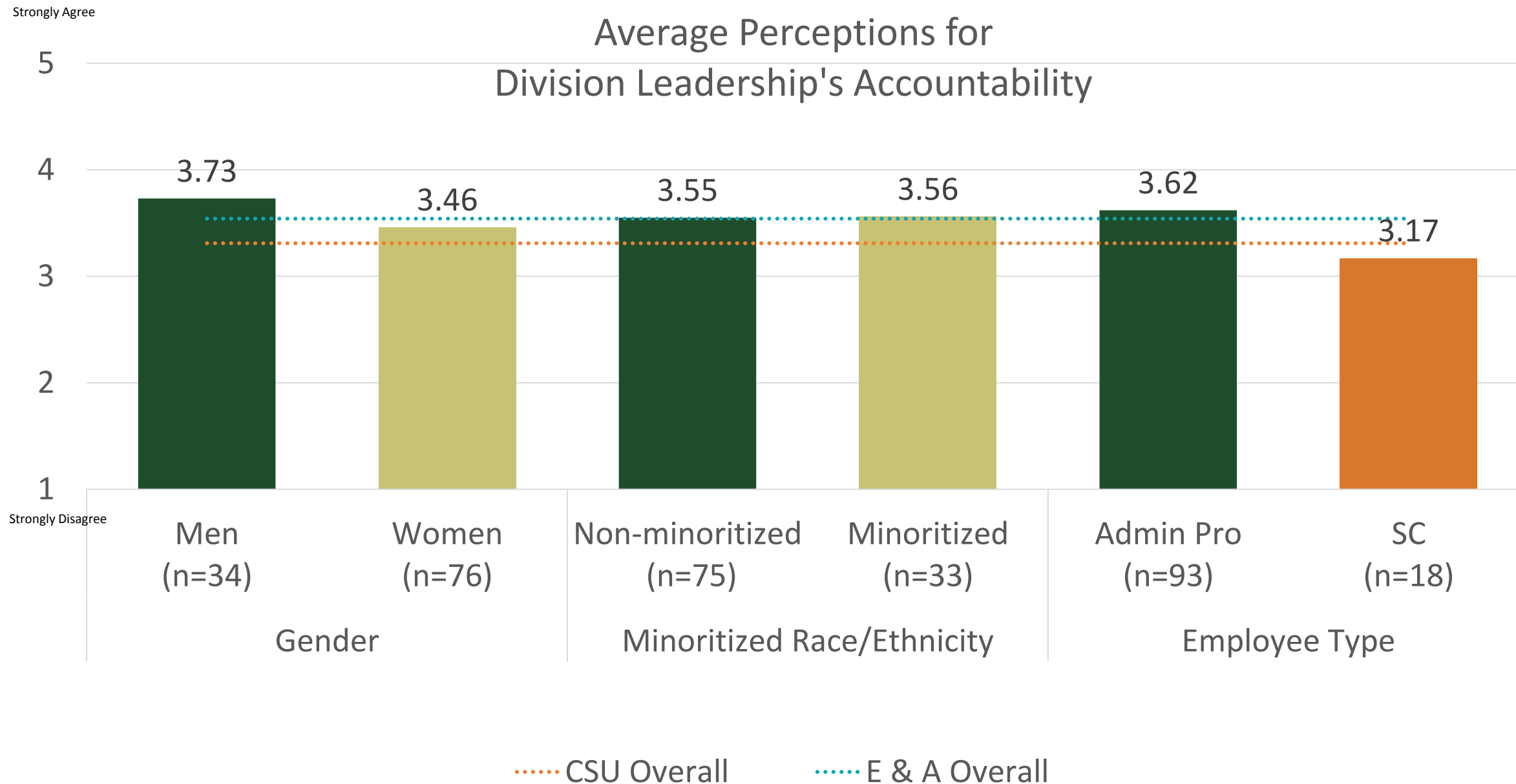


Leadership and Accountability Items

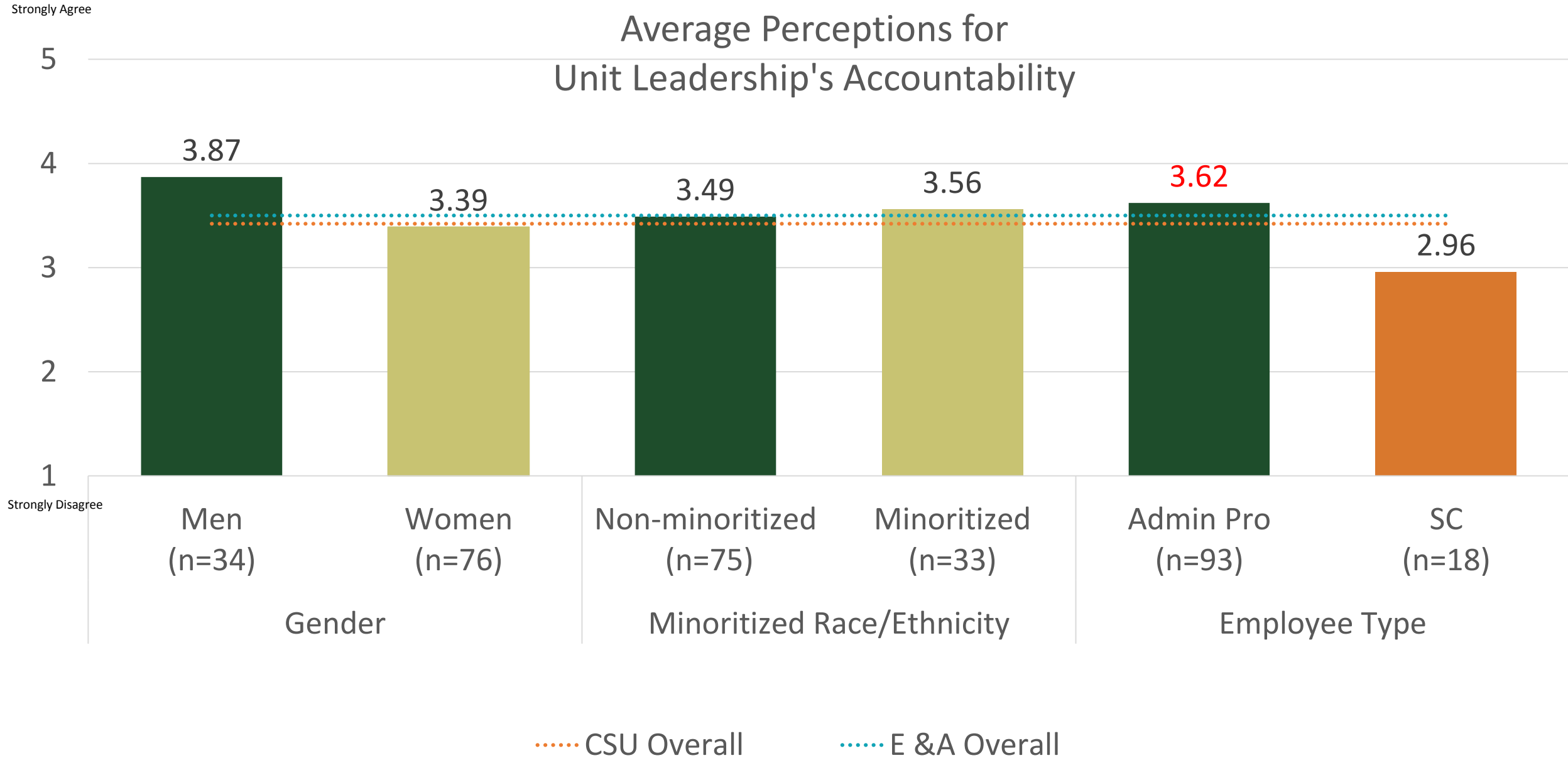
- Items asked each for Division and Department/Unit

	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		

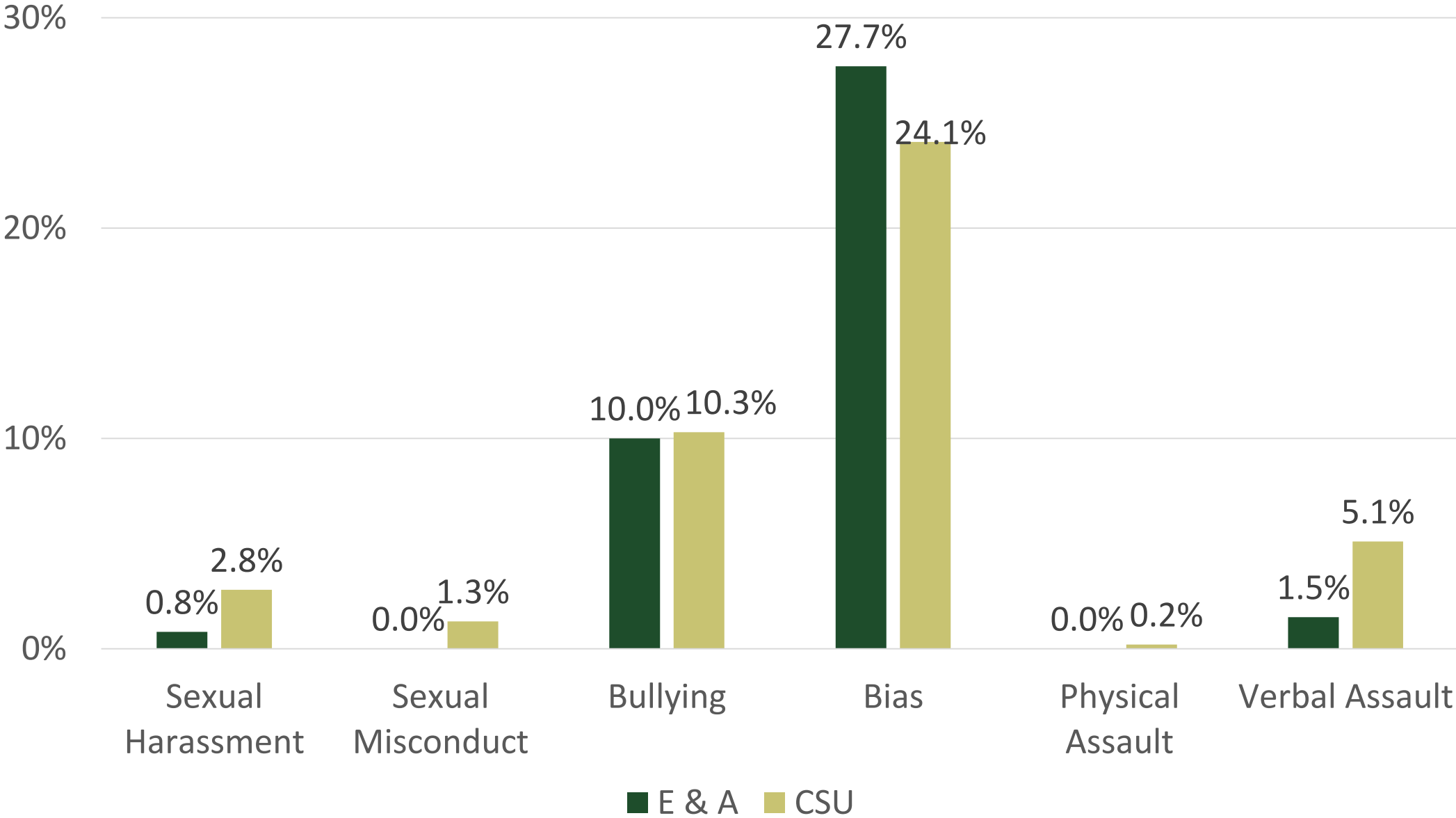
E & A Leadership & Accountability +



E & A Leadership & Accountability

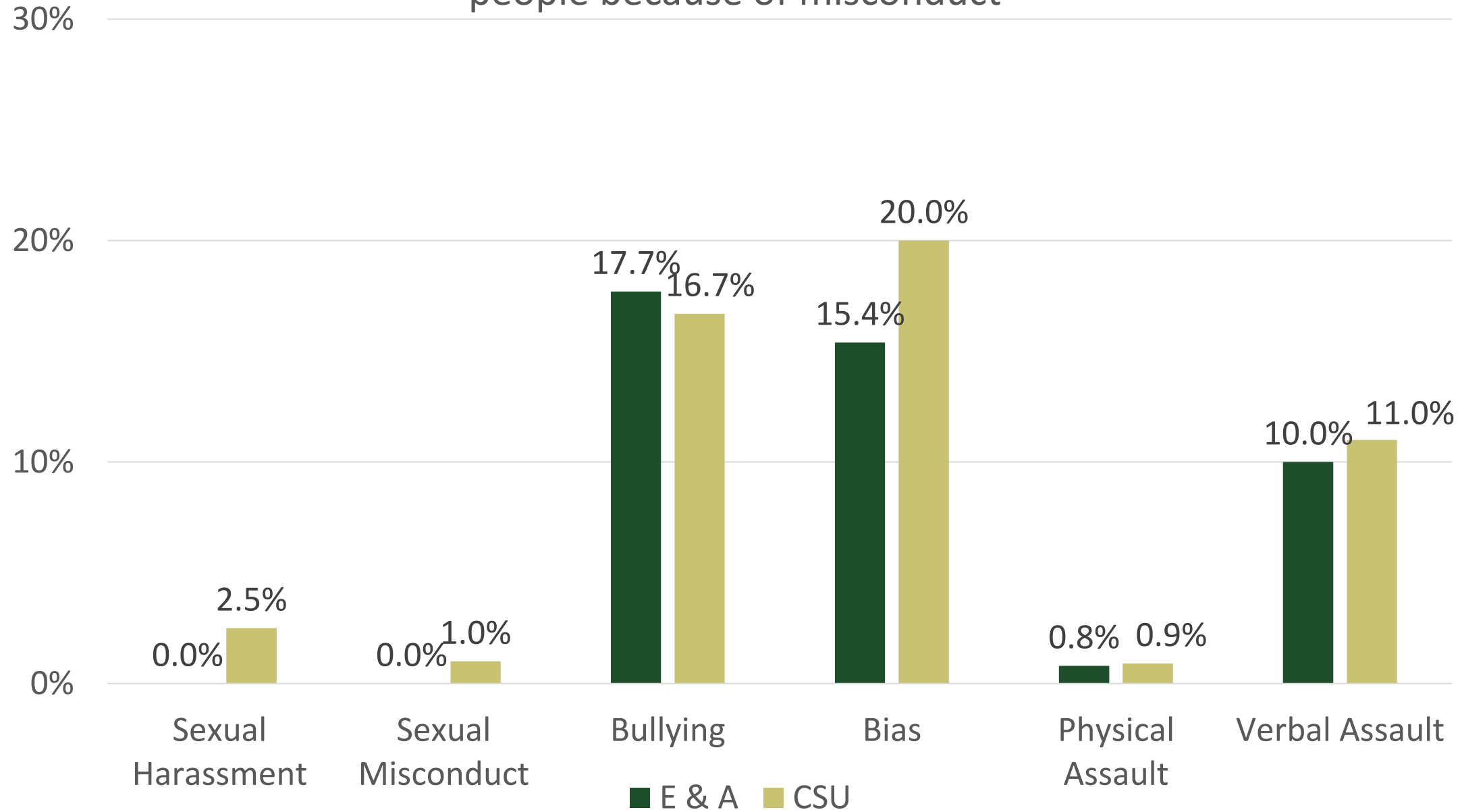


Percentage of respondents who indicated misconduct is problematic in their division



Misconduct

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

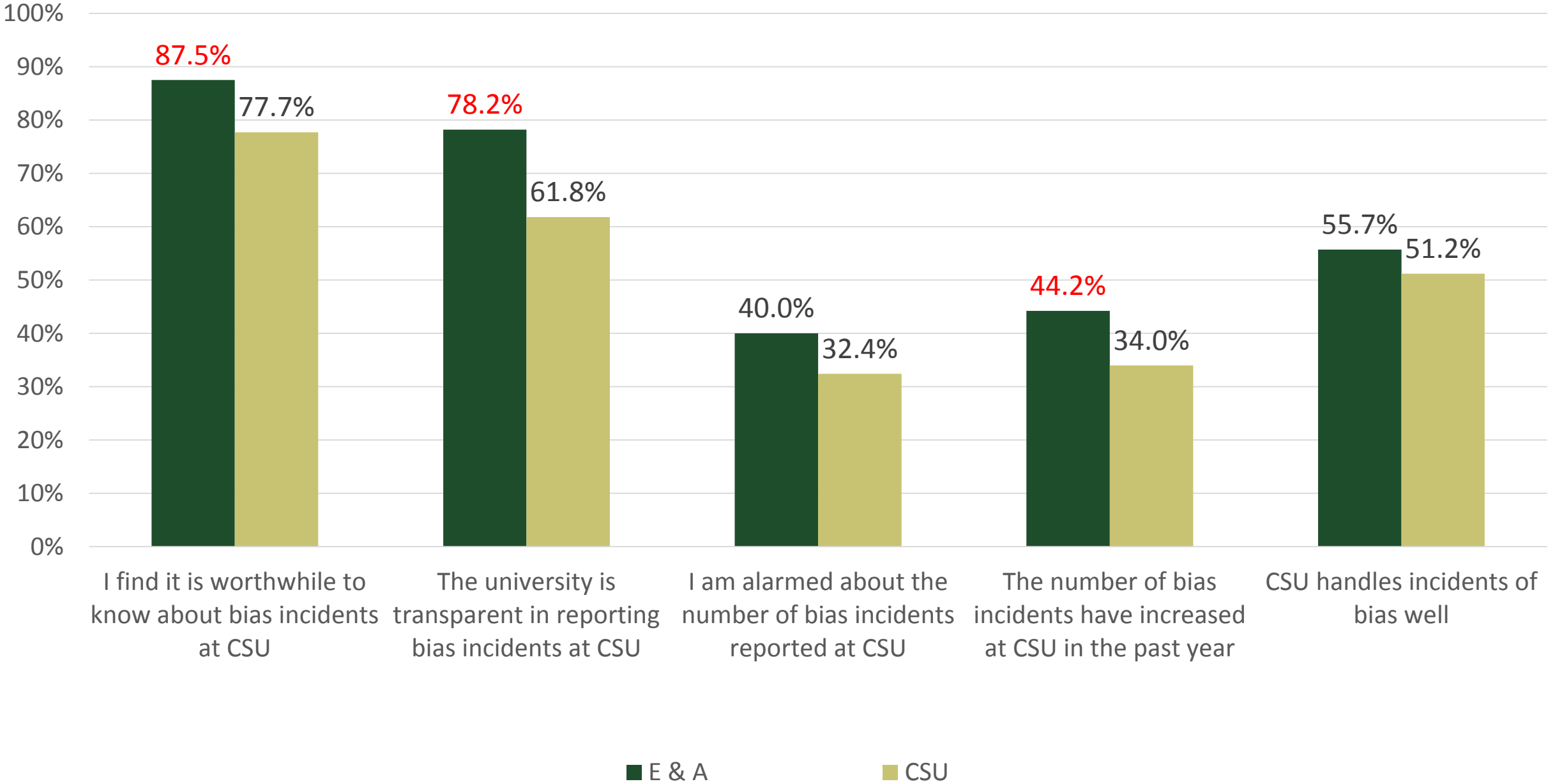


Misconduct

There are people I avoid because of _____

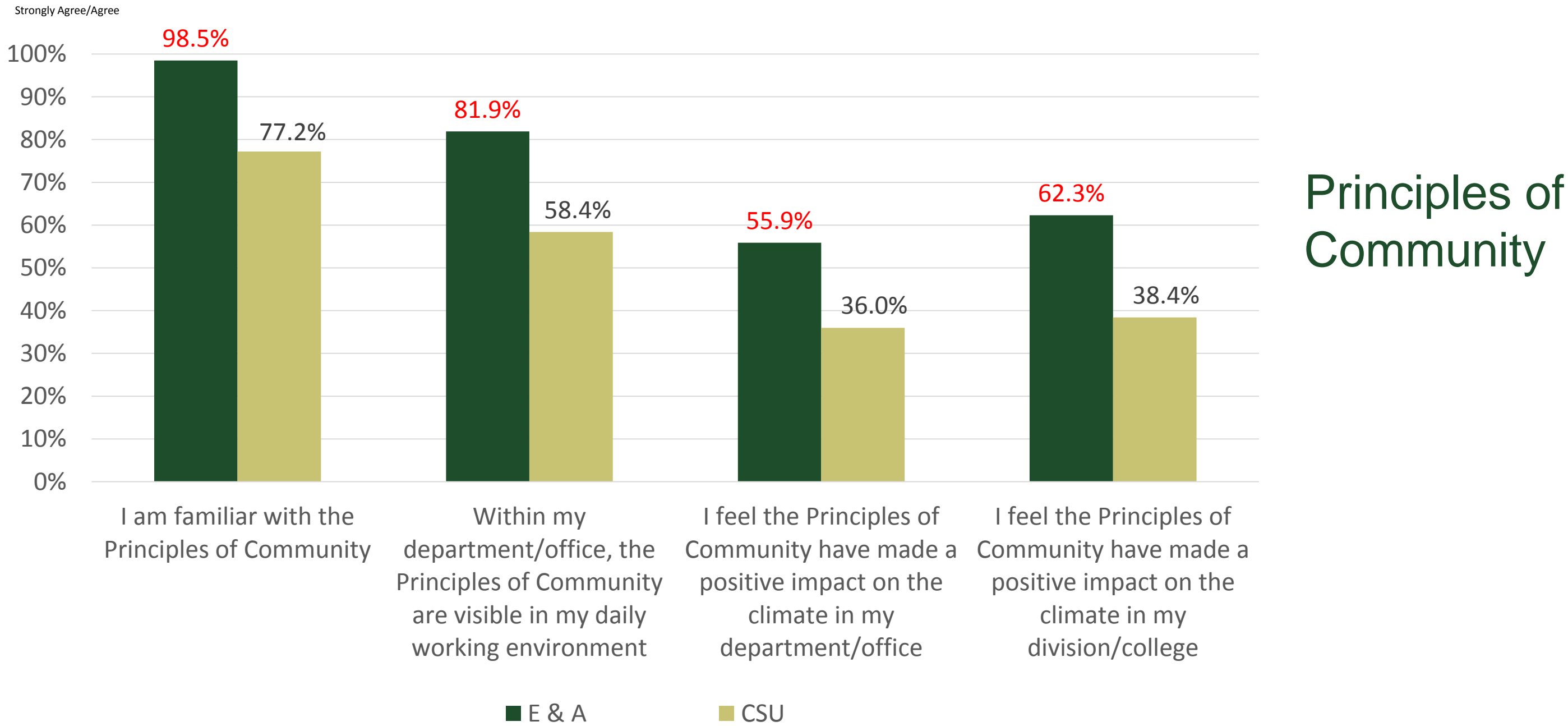
Percentage of respondent agreement to items related to perceptions of bias incidents

Strongly Agree/Agree



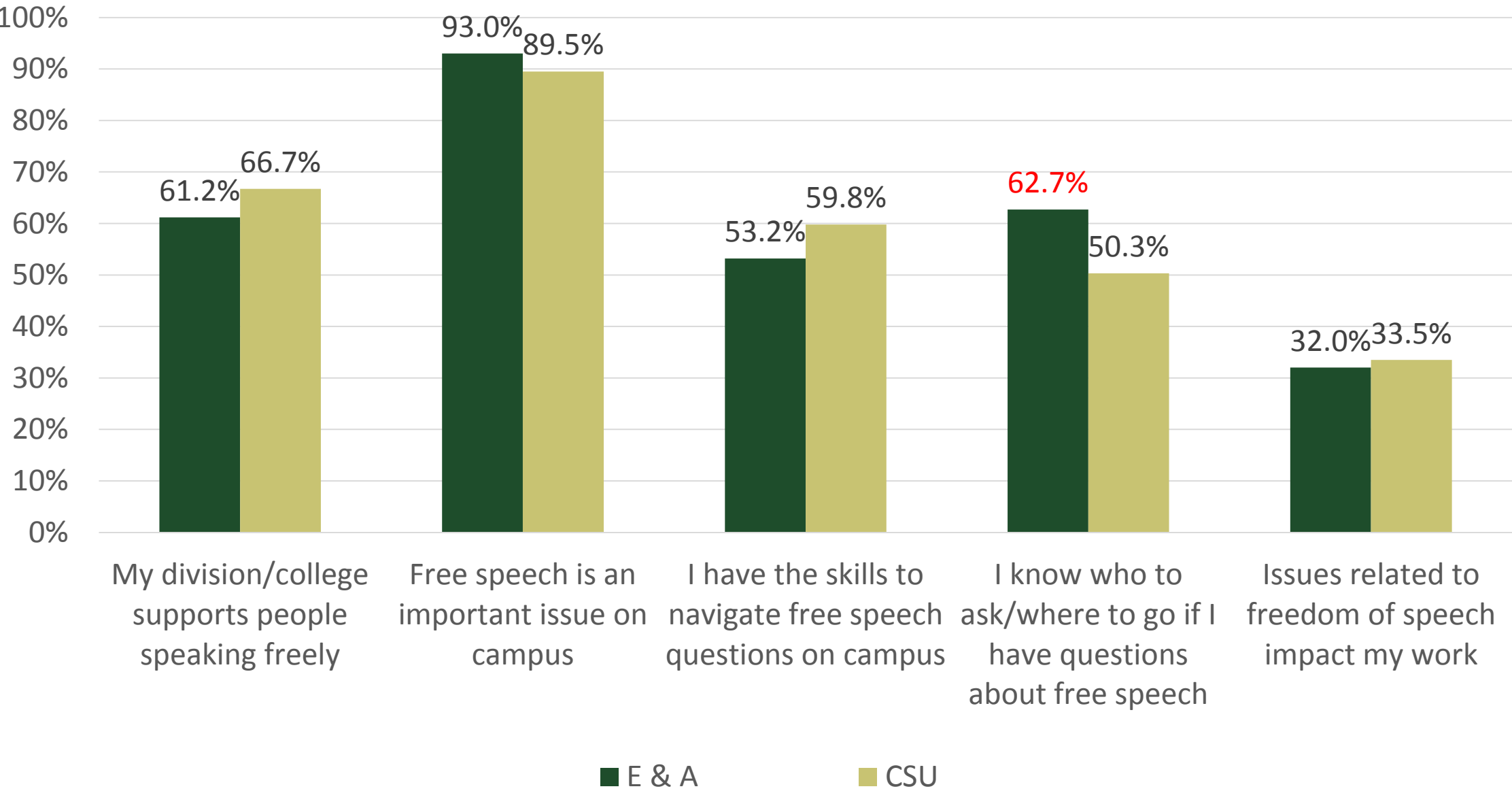
Bias

Percentage of respondent agreement to items related to Principles of Community



Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree



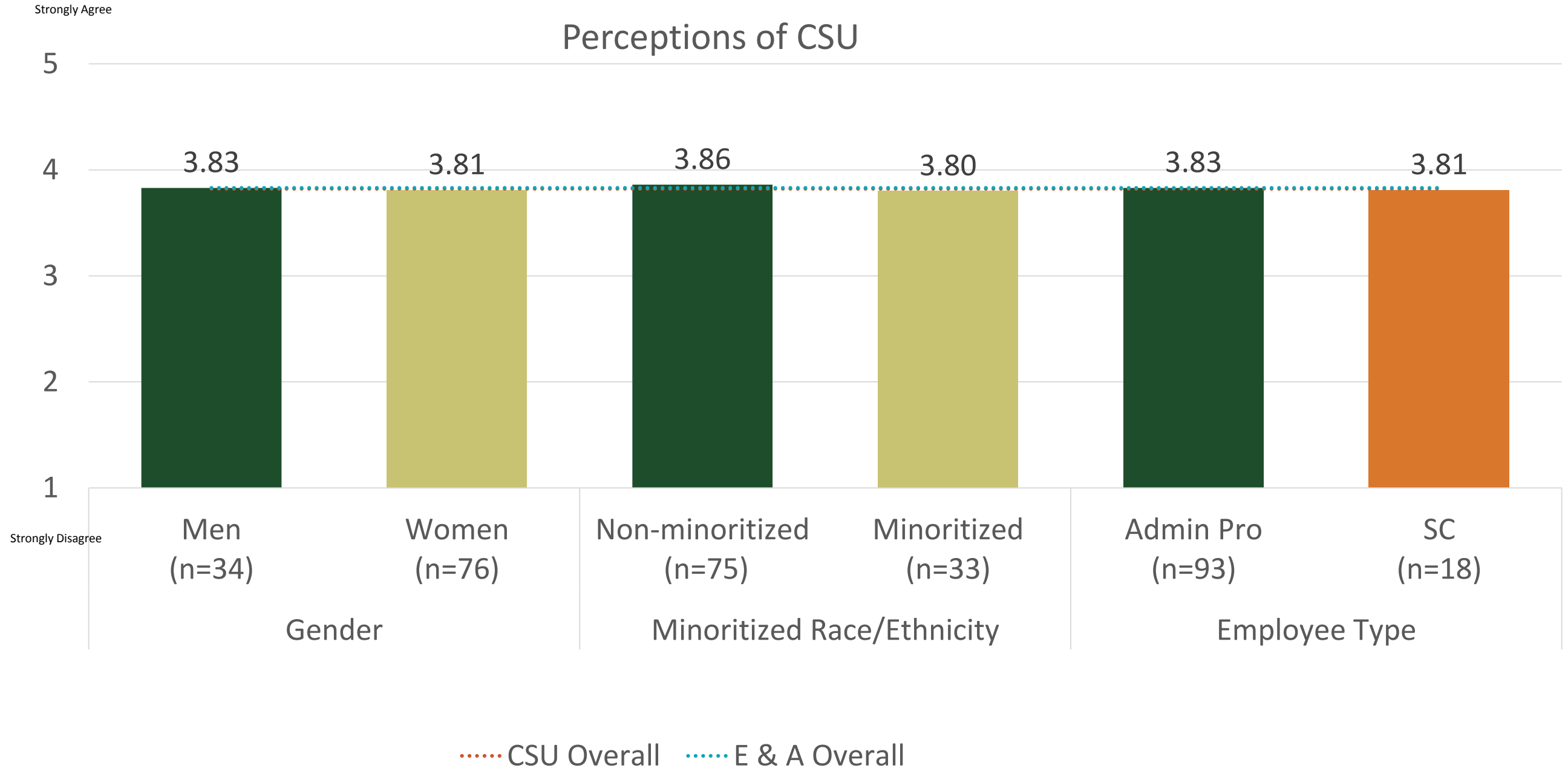
Freedom of Speech

Perception Items

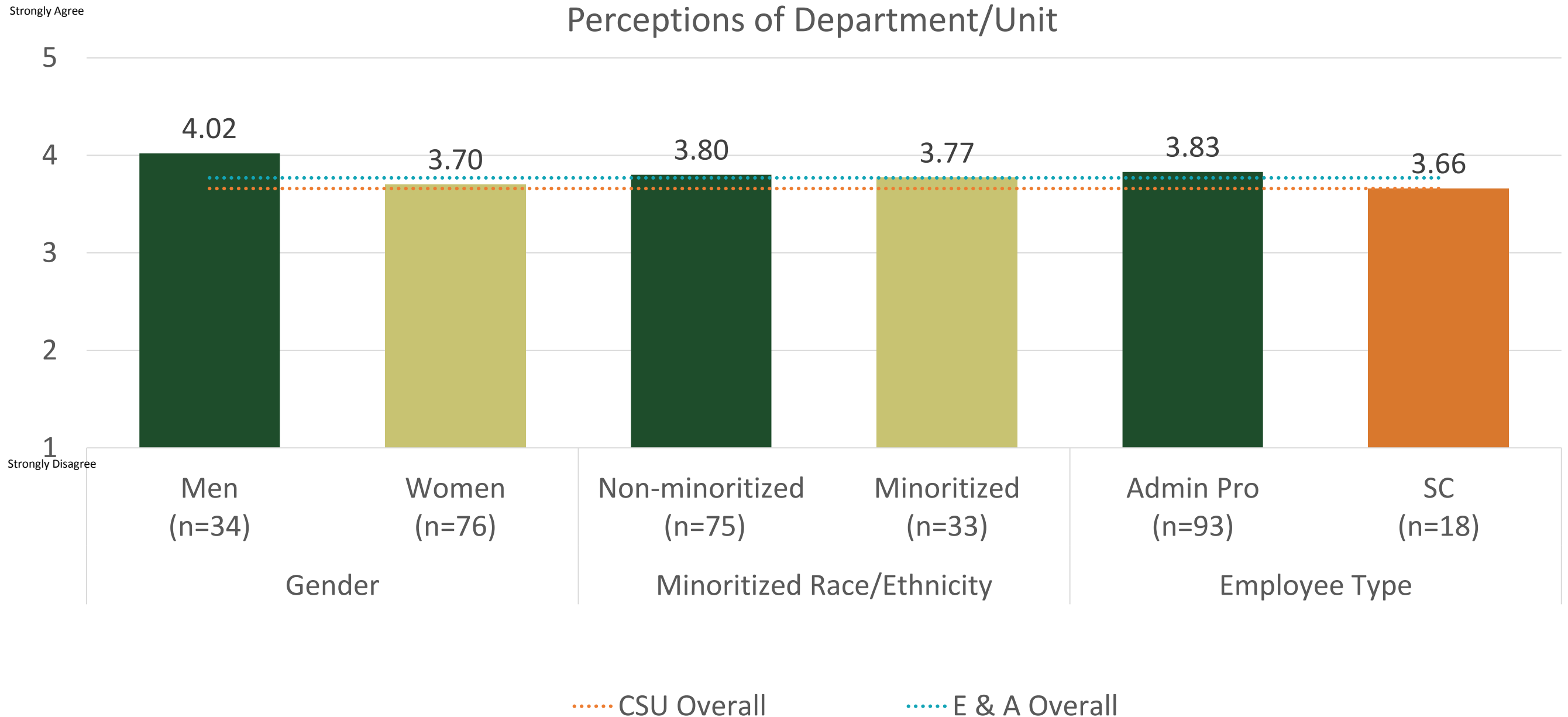
- Items asked each for CSU and Department/Unit

	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		

E & A Perceptions of Department

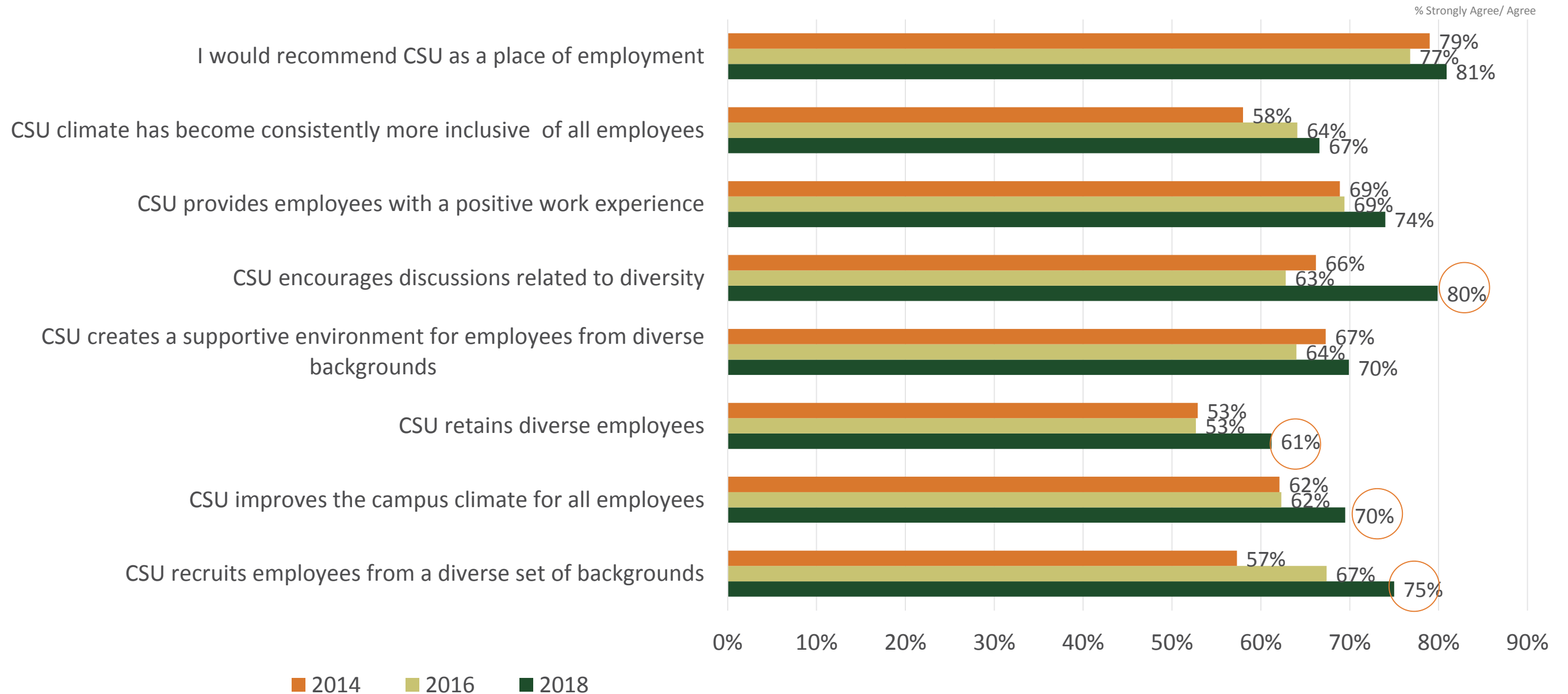


E & A Perceptions of CSU



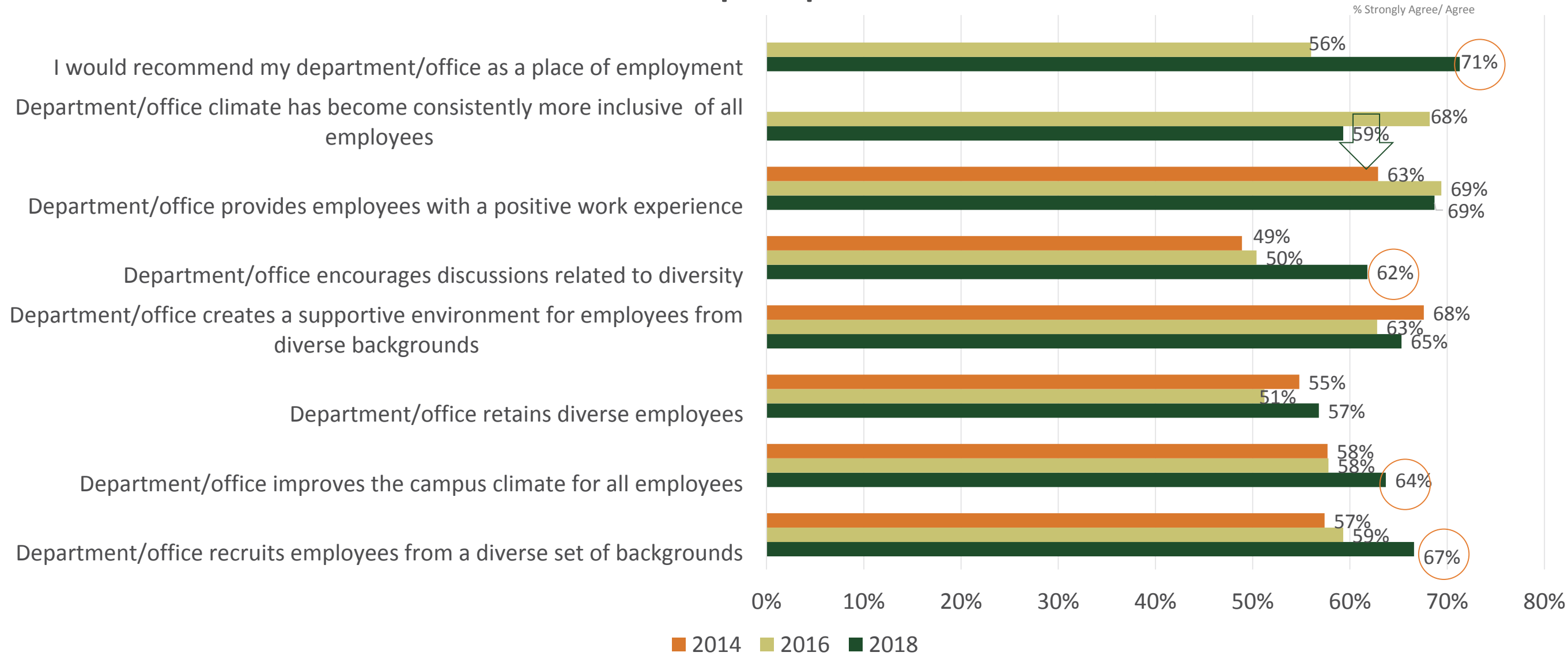
CSU Perceptions over Time

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



- Perceived Discriminatory Attitudes in Department/Office:
 - 31% indicated no discriminatory attitudes present (CSU: 36%)
 - 32% Age (CSU: 19%), 30% Job title (CSU: 31%), 29% Political Affiliation (CSU: 20%),
 - Also: 19% Employment classification (CSU: 29%), 18% Gender (CSU: 17%), 18% Appearance (CSU: 9%)
- Top 3 Work Stressors in E & A
 - Low salary (48%), workload (36%), lack of growth /promotion (28%)
 - Work/life balance (23%), office/department climate (23%), Email overload (21%)

Key Findings for E & A

- Enrollment and Access had similar perceptions compared to CSU and Unit Perceptions, Unit Leadership, Sense of Belonging, and Unit Culture
 - Enrollment and Access had more favorable perceptions compared to the average CSU respondent for Division Leadership and Unit Diversity Culture
 - Enrollment and Access had less favorable perceptions compared to the average CSU respondent for Favoritism
- Women had less favorable responses compared to men for Unit Culture, Unit Diversity Culture, and Favoritism
- Minimal differences by minoritized race/ethnicity

Key Findings for E & A

- State Classified respondents had less favorable perceptions of their Unit leadership compared to Administrative Professional respondents and, to a lesser extent but worth noting, for Department culture, Division leadership and Favoritism
- 28% of E & A respondents reported bias as problematic in their division compared to 24% of all respondents
- 99% of all E & A respondents were familiar with POC, 82% indicated they were visible in their office, and 56% felt they have made an impact on their department.
- Age (31%) was reported as a discriminatory attitude in respondents' department at a higher rate than the rest of CSU (19%)

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/>