

# 2018 Employee Climate Survey

## Presentation for Facilities Management

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Assessment Group for Diversity Issues

7.17.19

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

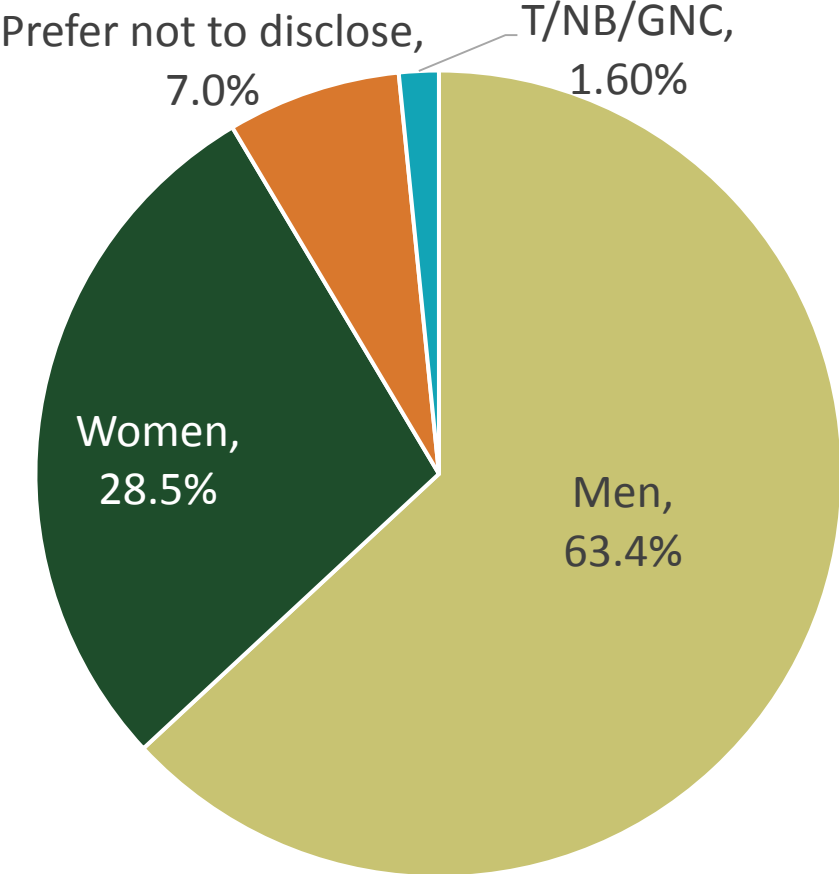
# CSU Response Rate Over Time

	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%

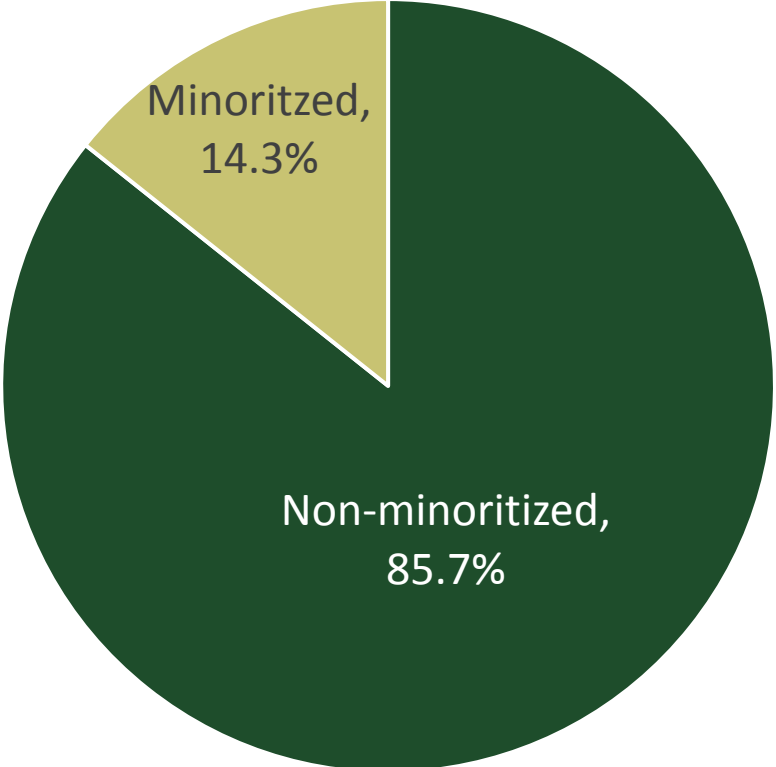
# Division Response Rates

Division	Response Rate
Enrollment and Access	83.9%
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% (n=427)
<i>Facilities Management</i>	39.6% (n=189)
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 Facilities

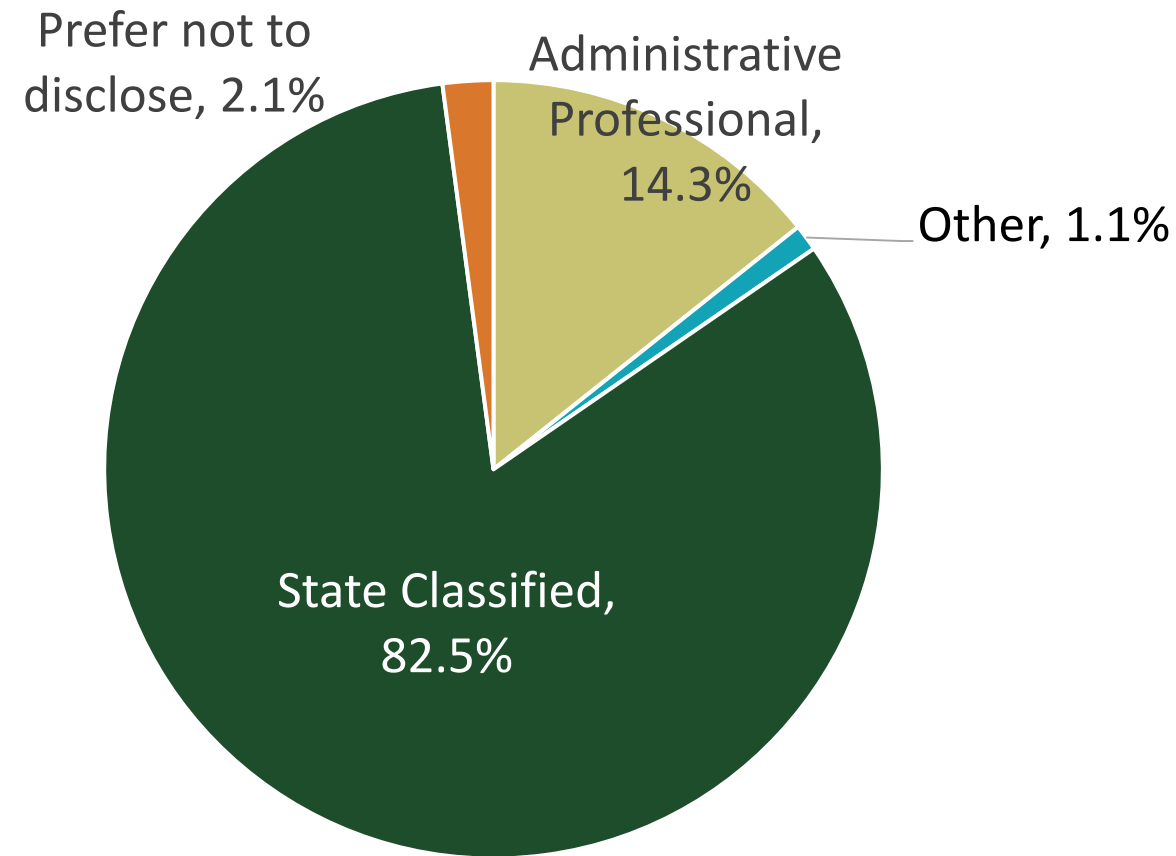


Gender



Minoritized  
Race/Ethnicity

# Respondent Characteristics for Facilities



Employee Type

# 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

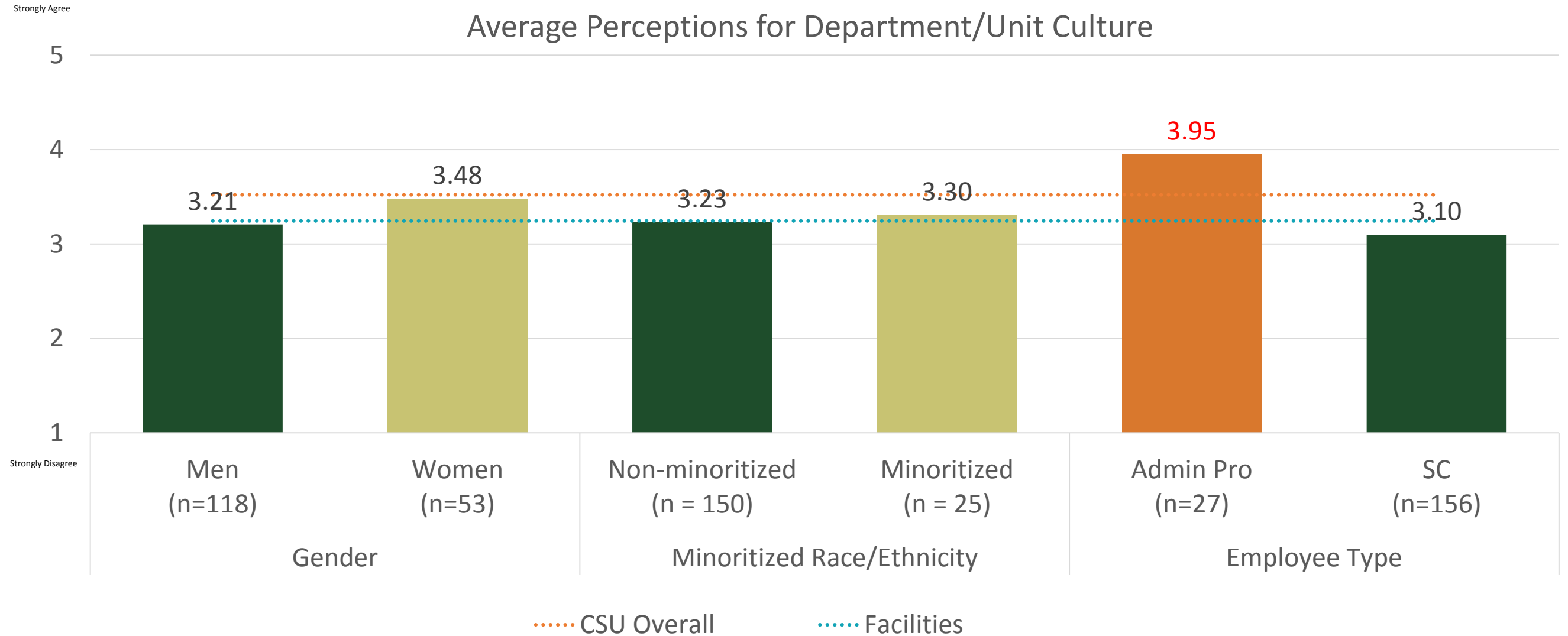
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

# 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 -

# Facilities Culture



CSU = 3.52  
UO Other = 3.57  
Facilities = 3.24

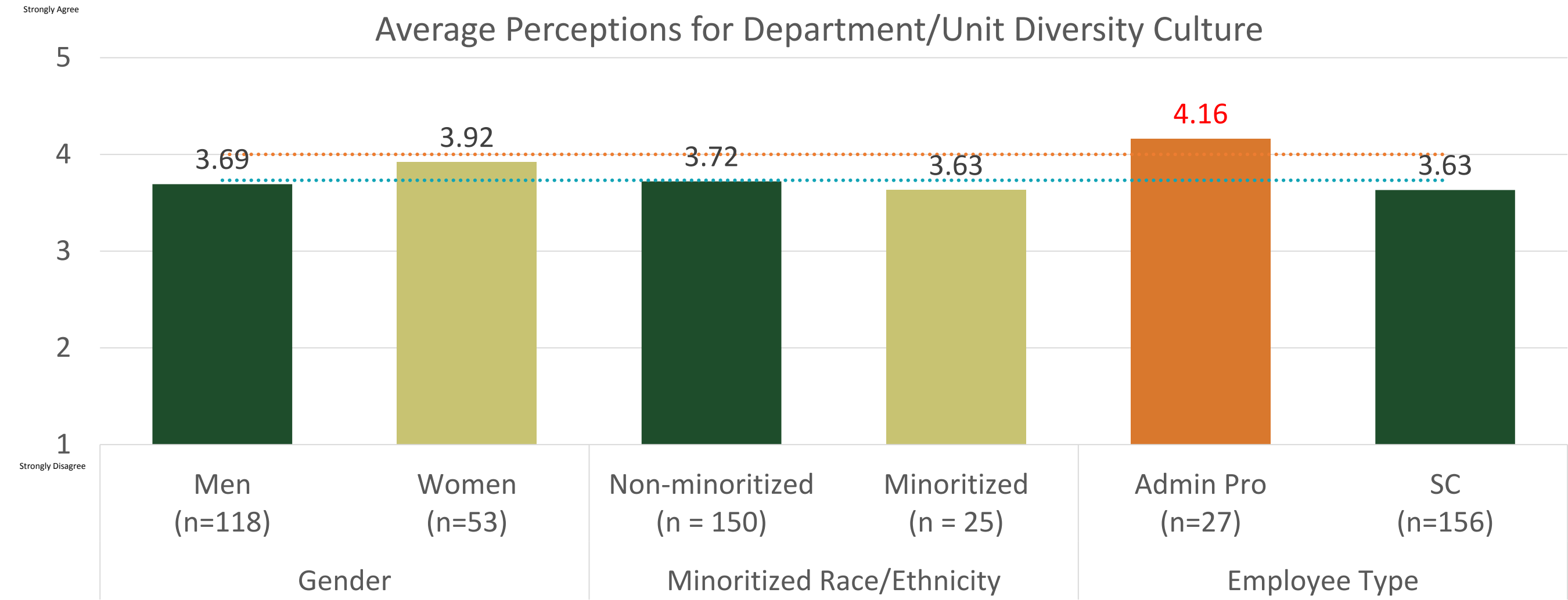
# Culture Items

## 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 -

# Facilities Culture

Average Perceptions for Department/Unit Diversity Culture



CSU = 4.0  
UO Other = 3.96  
Facilities = 3.73

CSU Overall      Facilities

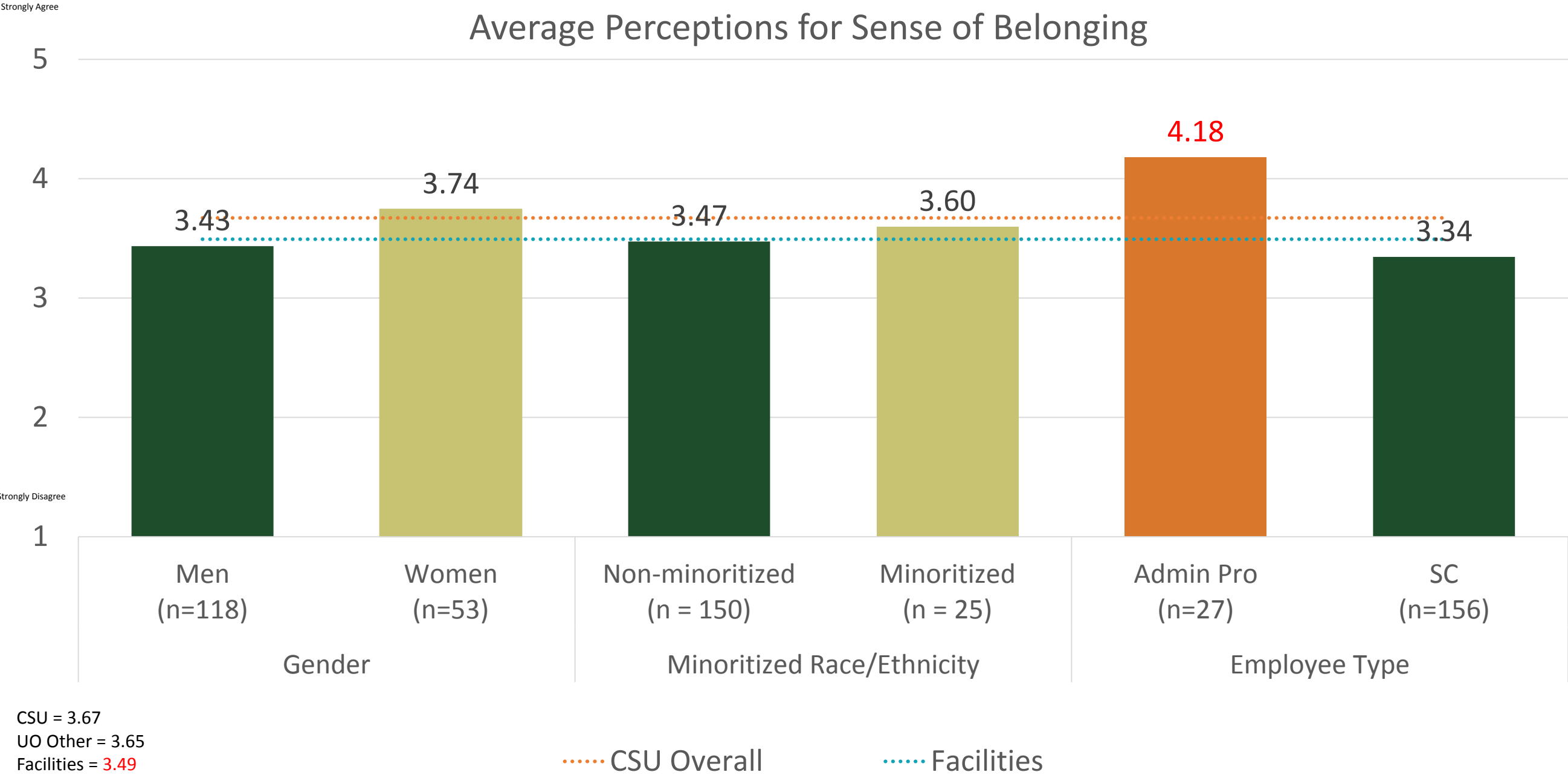
# Culture Items

## Sense of Belonging

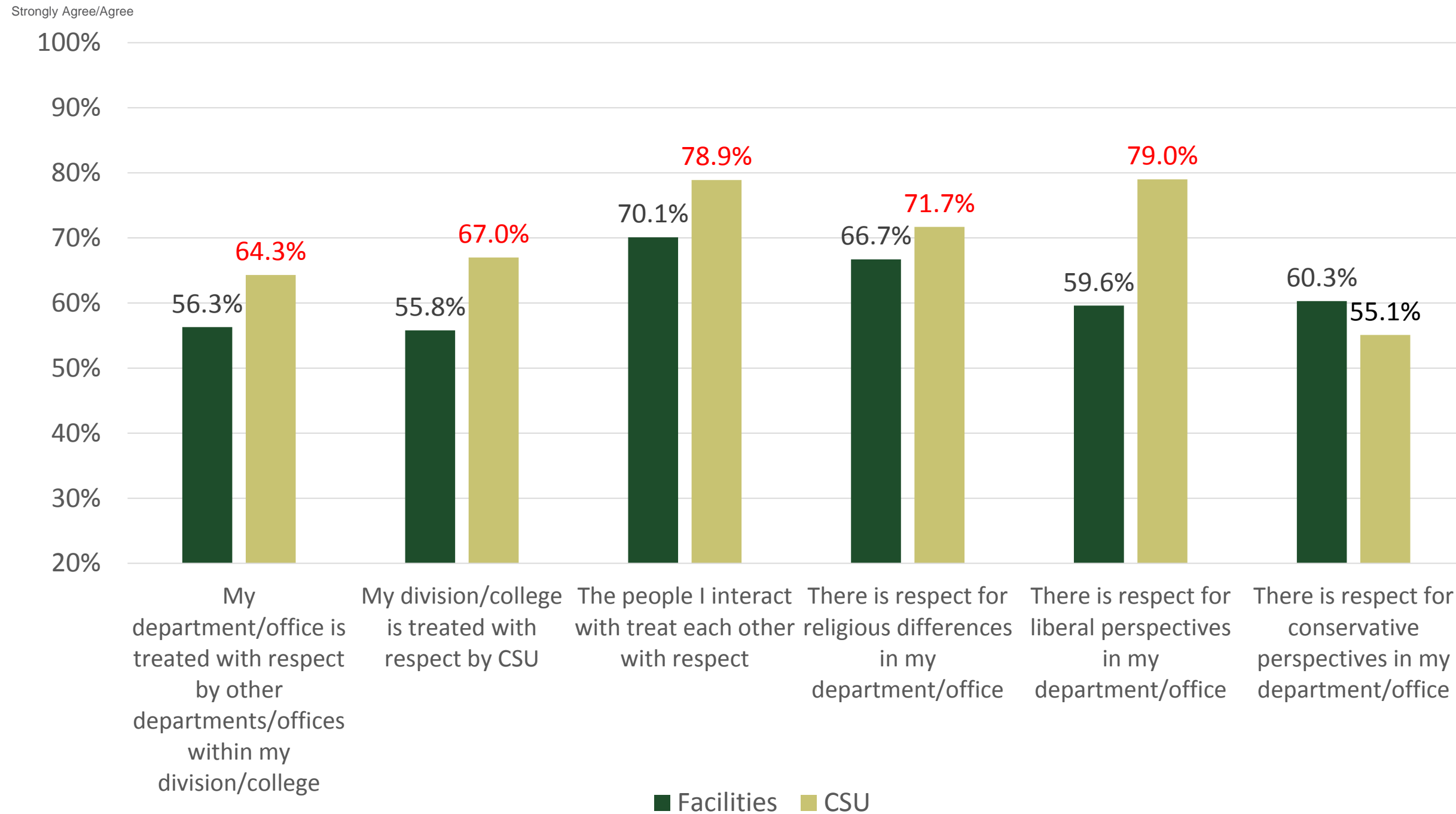
- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division/college
- I feel a strong sense of belonging to my department/unit

-

# Facilities Culture



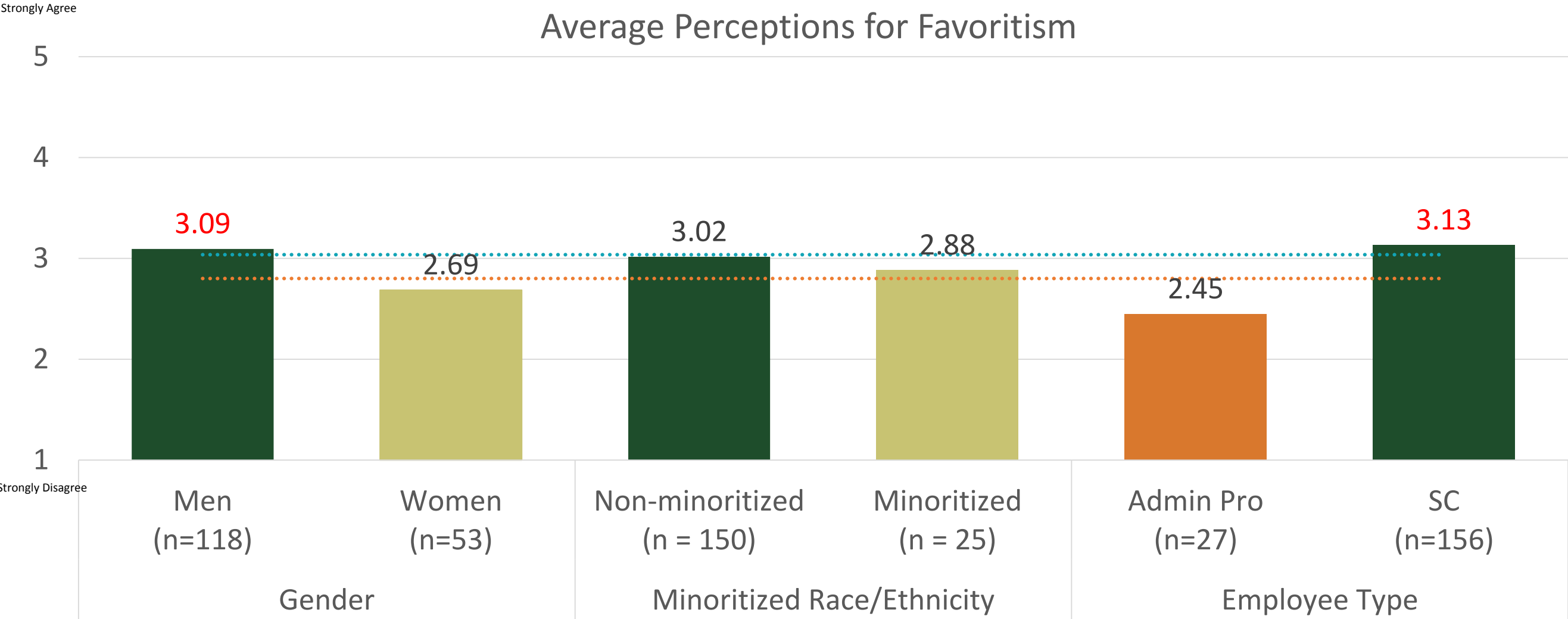
# Respect



# 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 +

# Facilities Favoritism



CSU = 2.80  
UO Other = 2.50  
Facilities = 3.04

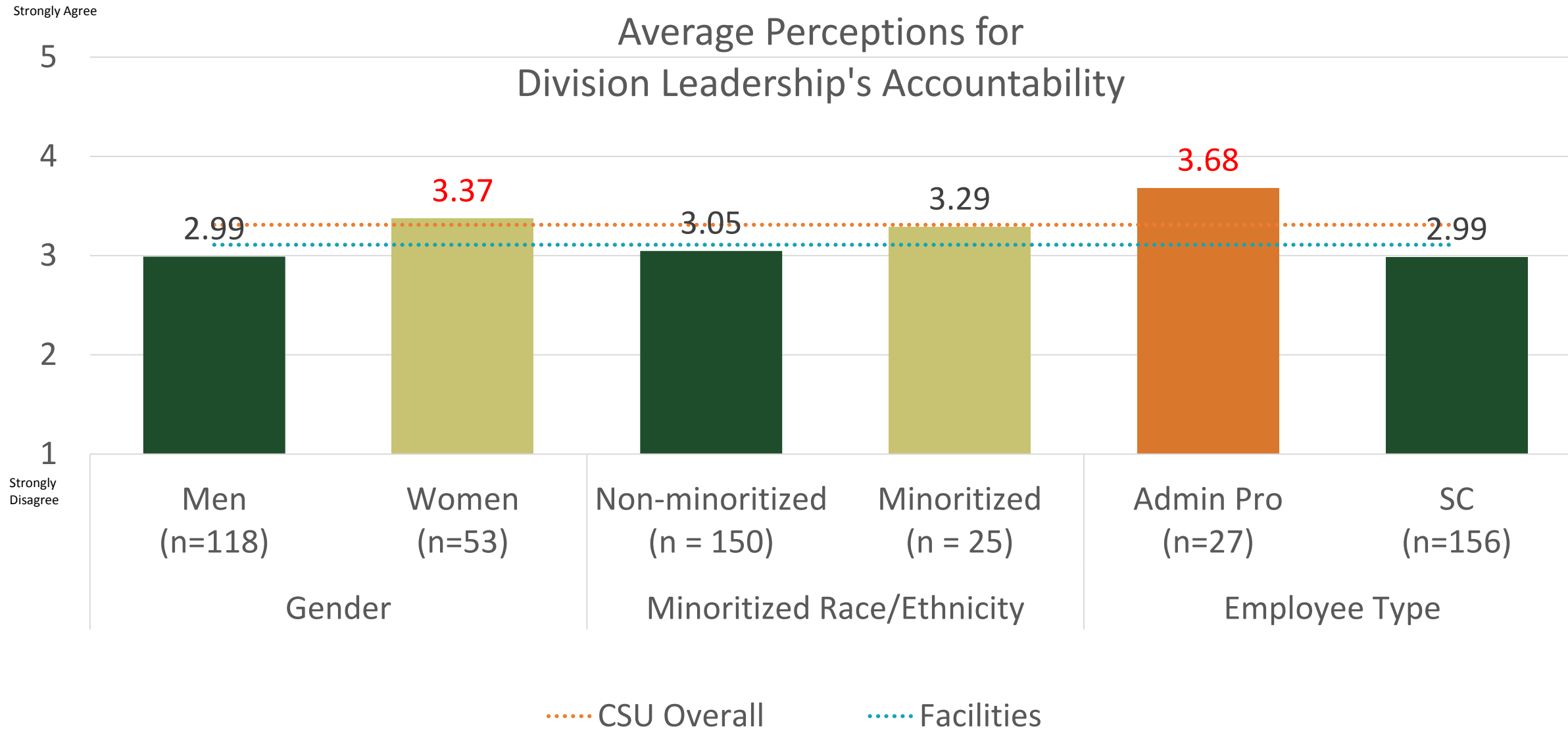
..... CSU Overall      ..... Facilities

# Leadership and Accountability Items

- Items asked each for Division and Unit

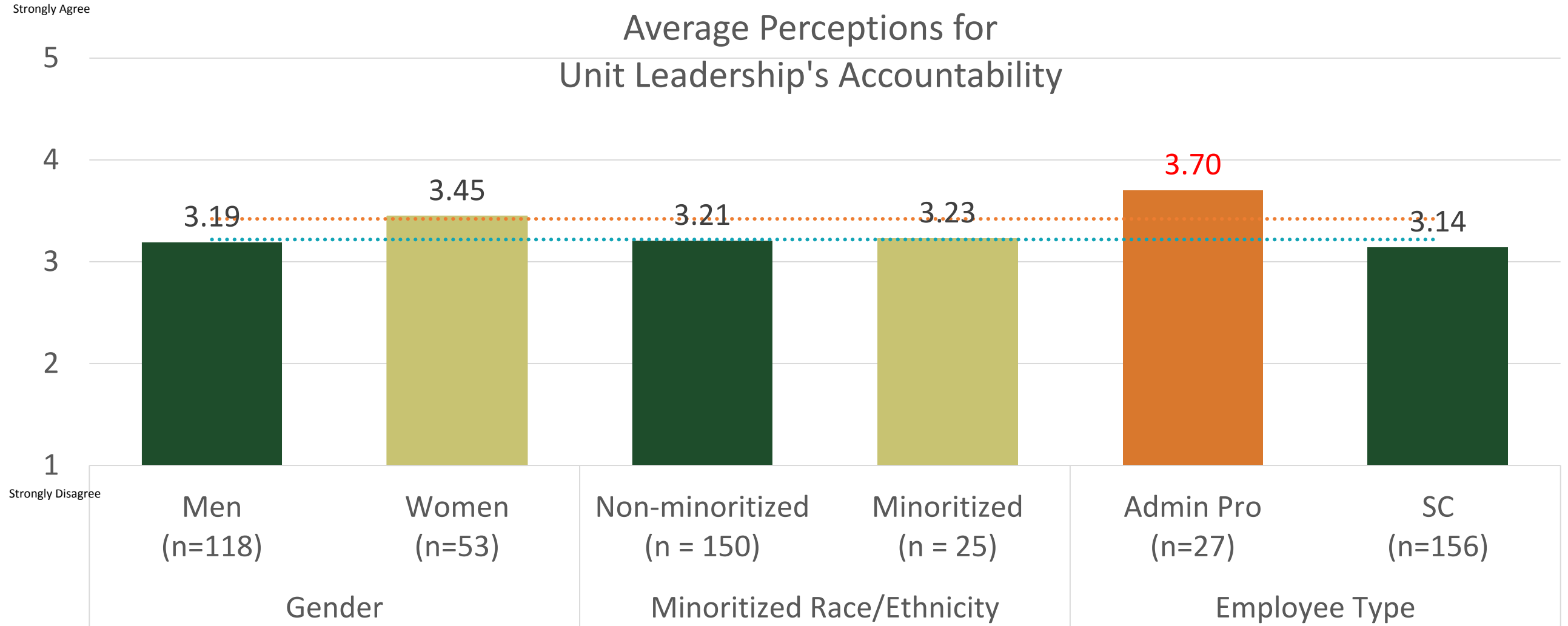
	Division	Unit
– Leadership adequately addresses inappropriate behavior		-
– Leadership holds employees accountable for inappropriate behavior		
– Leadership holds employees accountable for poor performance	-	
– Leadership acts ethically and honestly in the workplace	-	-
– Leadership addresses issues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

# Facilities Leadership & Accountability



CSU = 3.31  
UO Other = 3.33  
Facilities = 3.11

# Facilities Leadership & Accountability

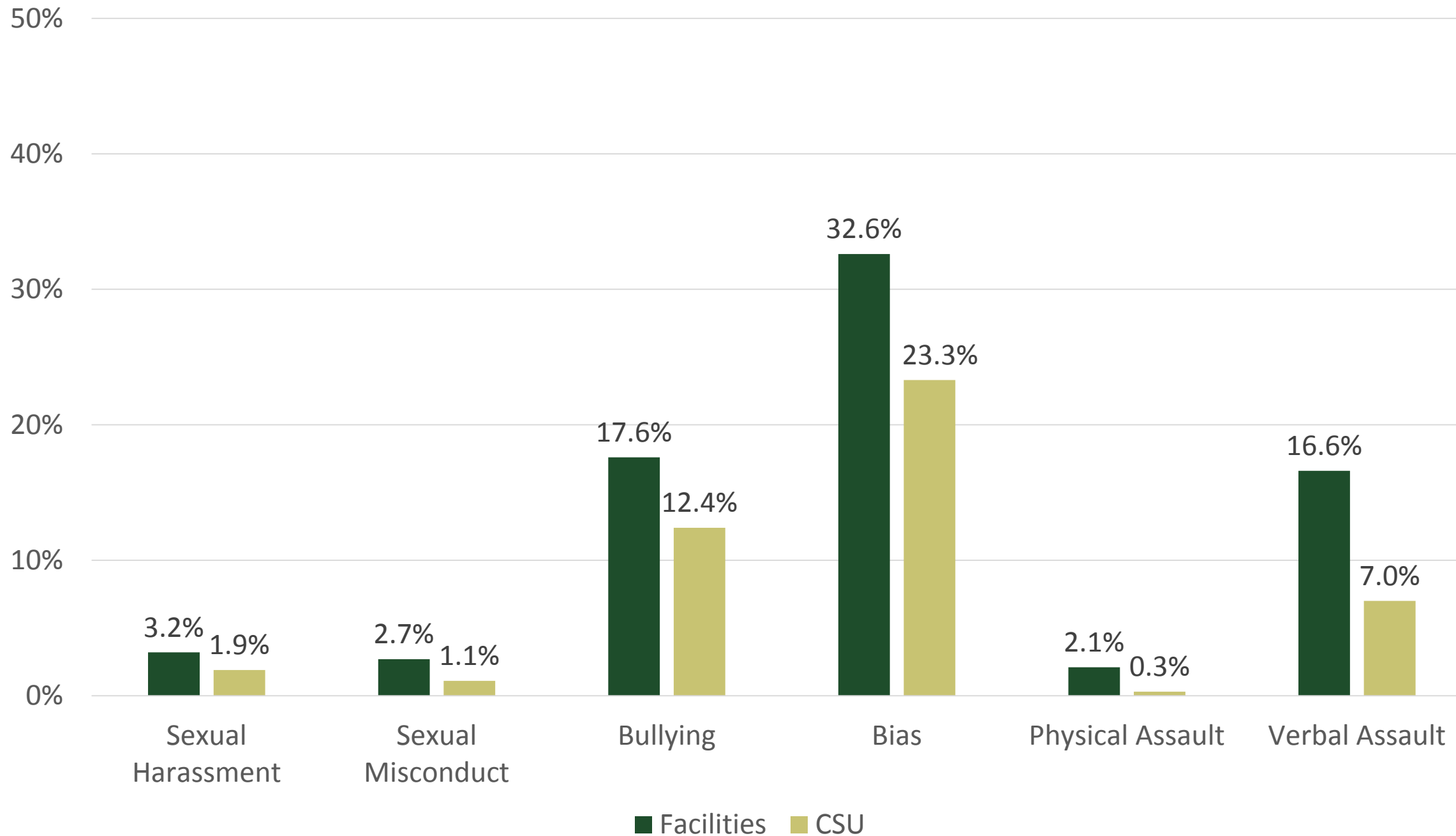


CSU = 3.42  
UO Other = 3.60  
Facilities = 3.22

..... CSU Overall

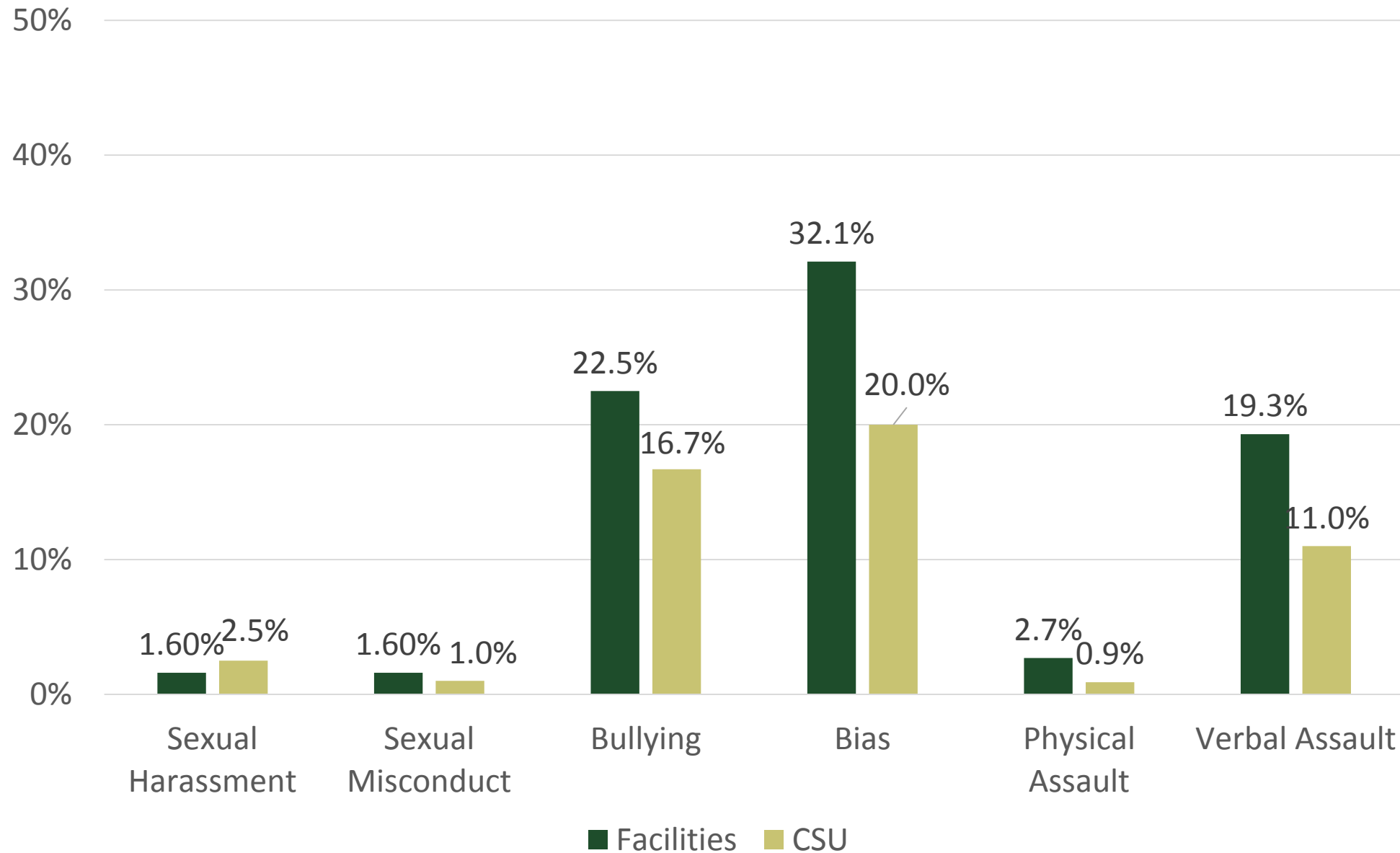
..... Facilities

Percentage of respondents who indicated misconduct in their department



Misconduct

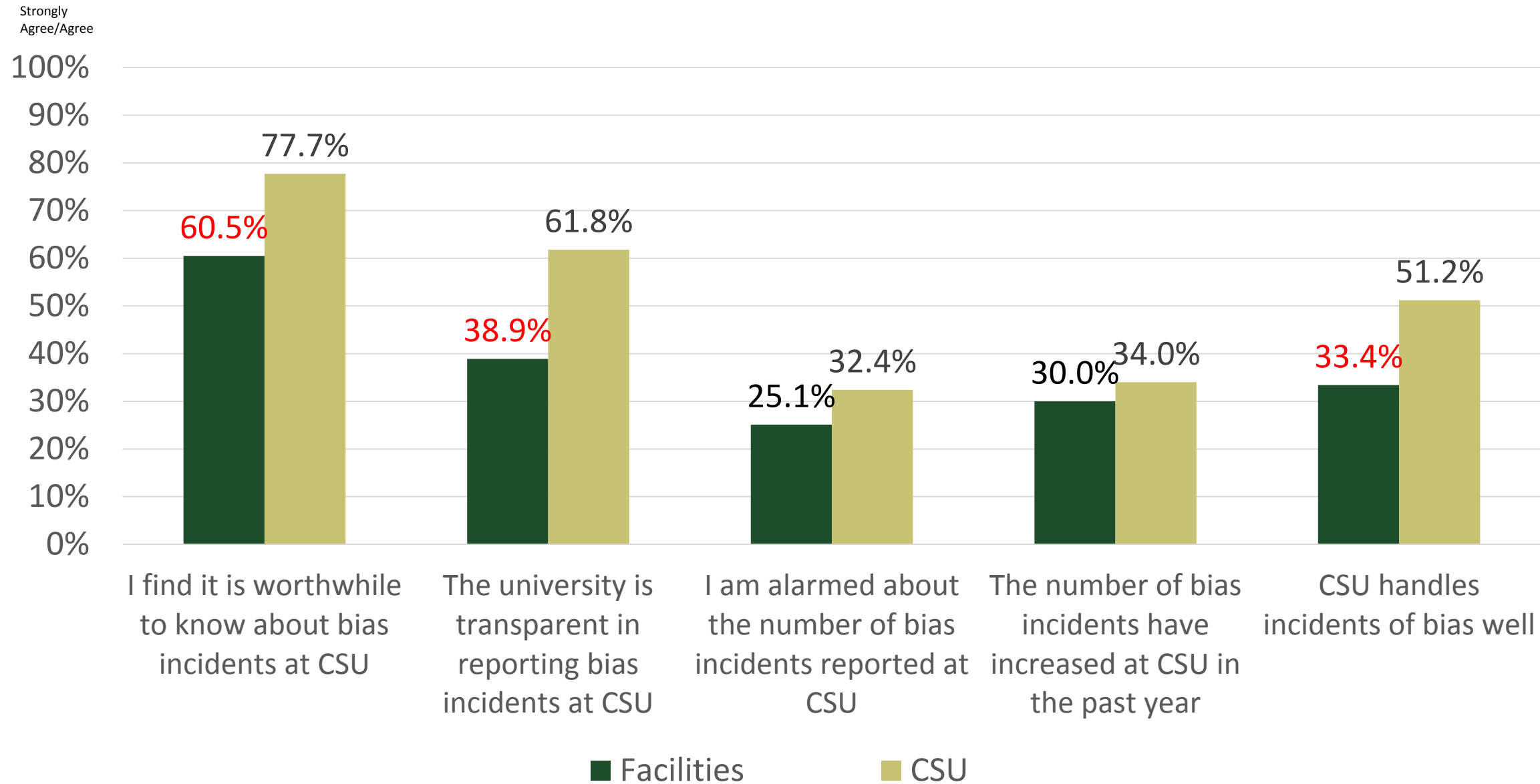
## Percentage of respondents who indicated they would avoid people because of misconduct



# Misconduct

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

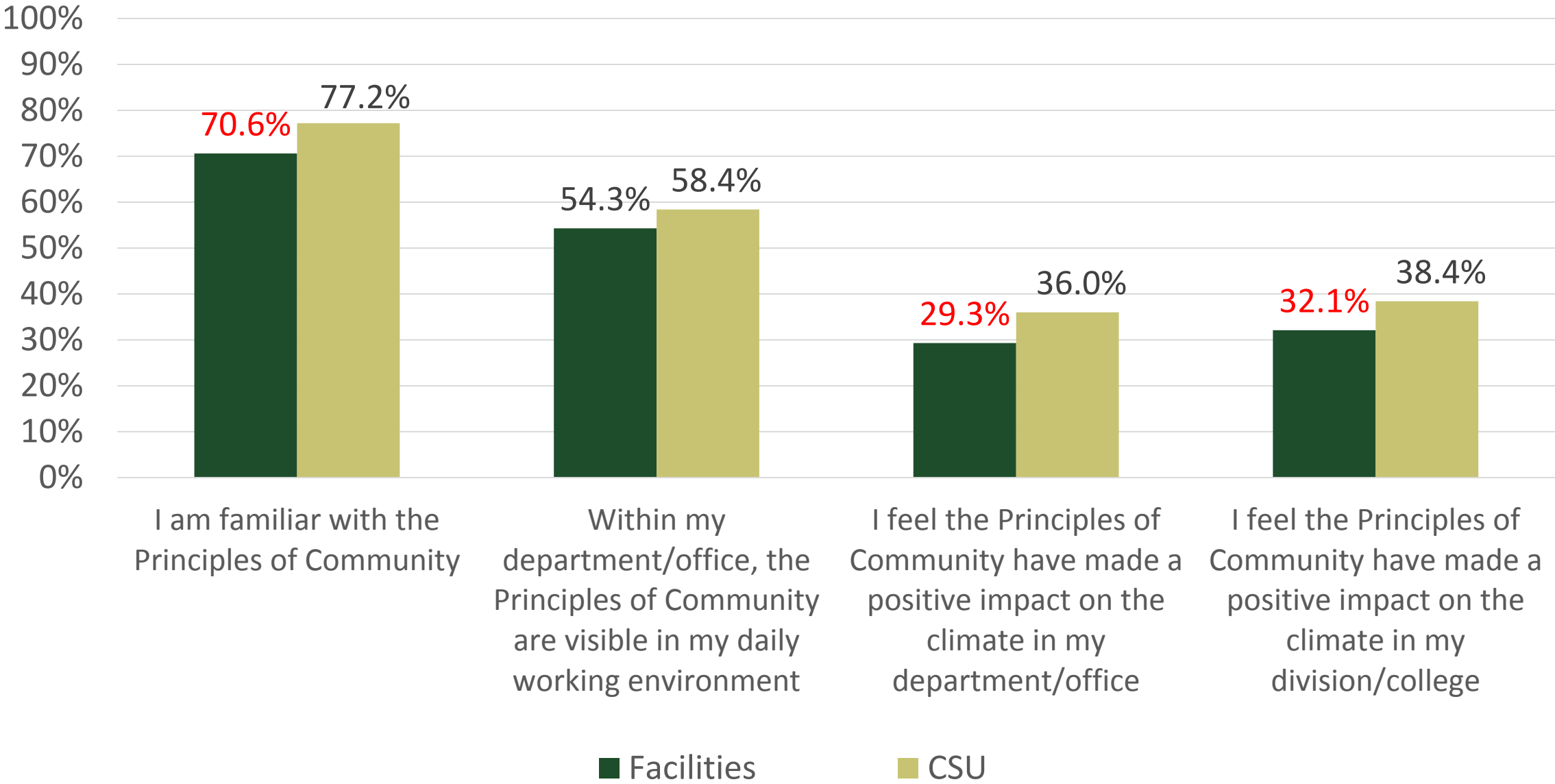
## Percentage of respondent agreement to items related to perceptions of bias incidents



Bias

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

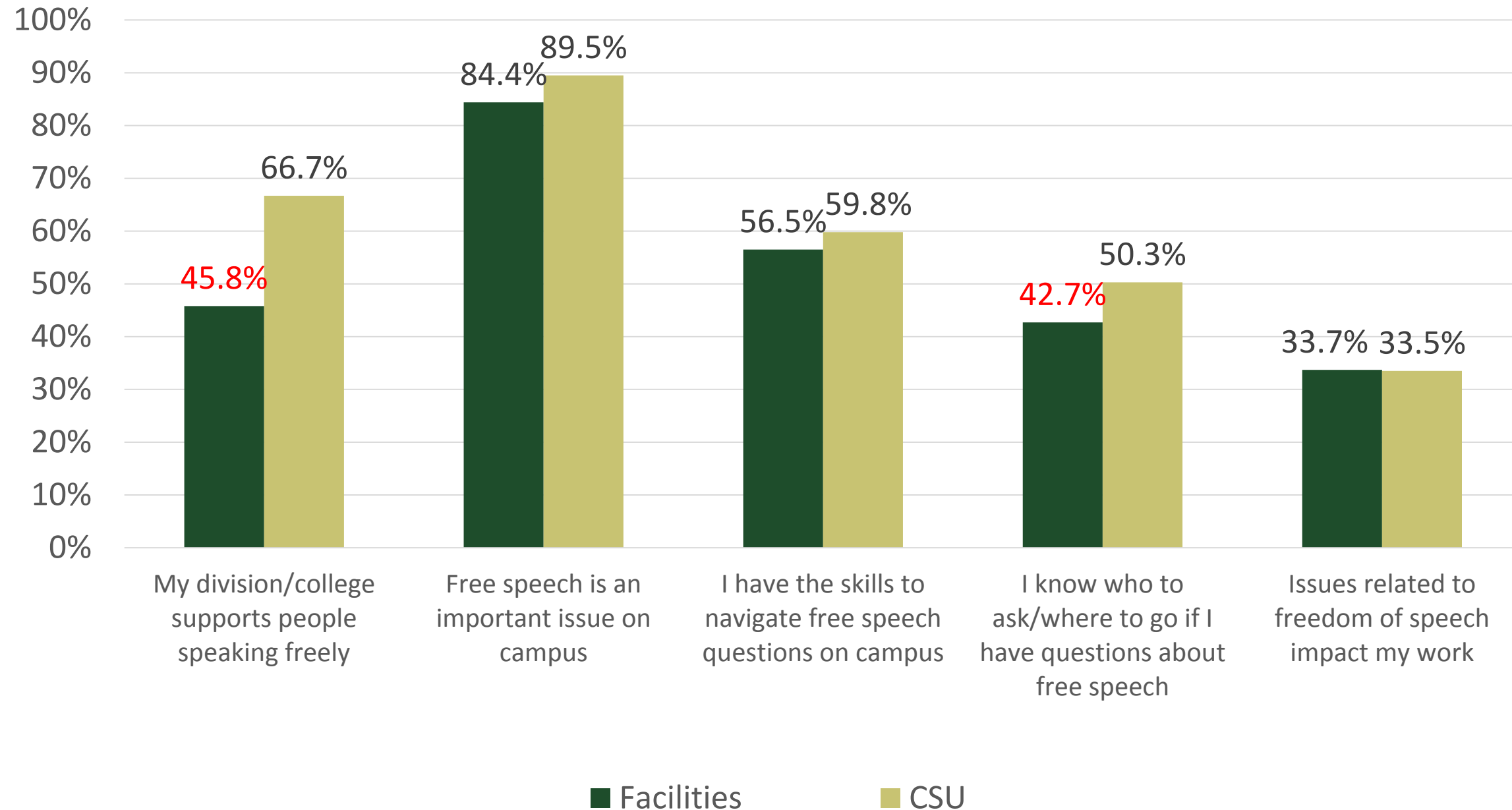
Strongly Agree/Agree



Principles of Community

# Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree



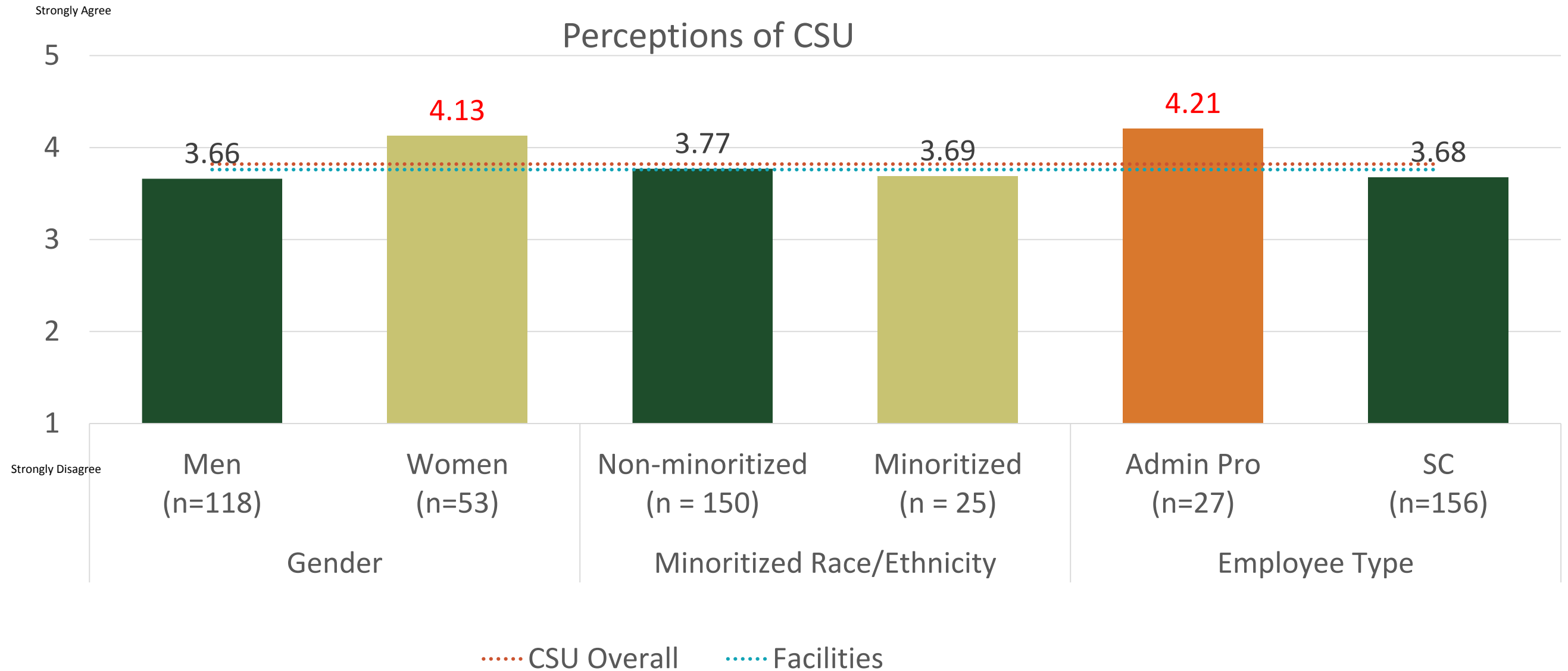
## Freedom of Speech

# Perception Items

- Items asked each for CSU and Department/Unit

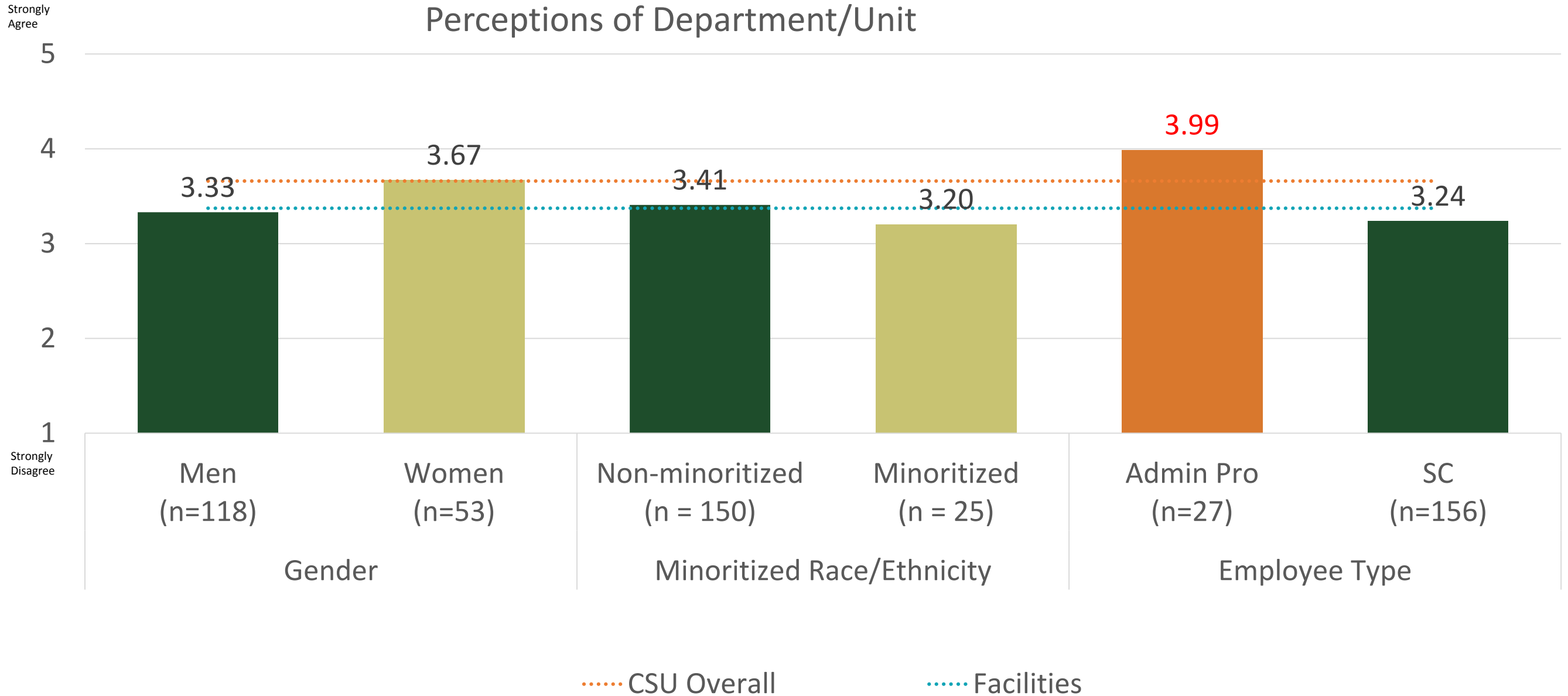
	CSU	Dept.
– Recruits employees from a diverse set of backgrounds	+	
– Improves the campus climate for all employees		-
– Retains diverse employees	+	
– Creates a supportive environment for employees from diverse backgrounds		-
– Encourages discussions related to diversity	-	-
– Provides employees with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

# Facilities Perceptions



CSU = 3.82  
UO Other = 3.85  
Facilities = 3.76

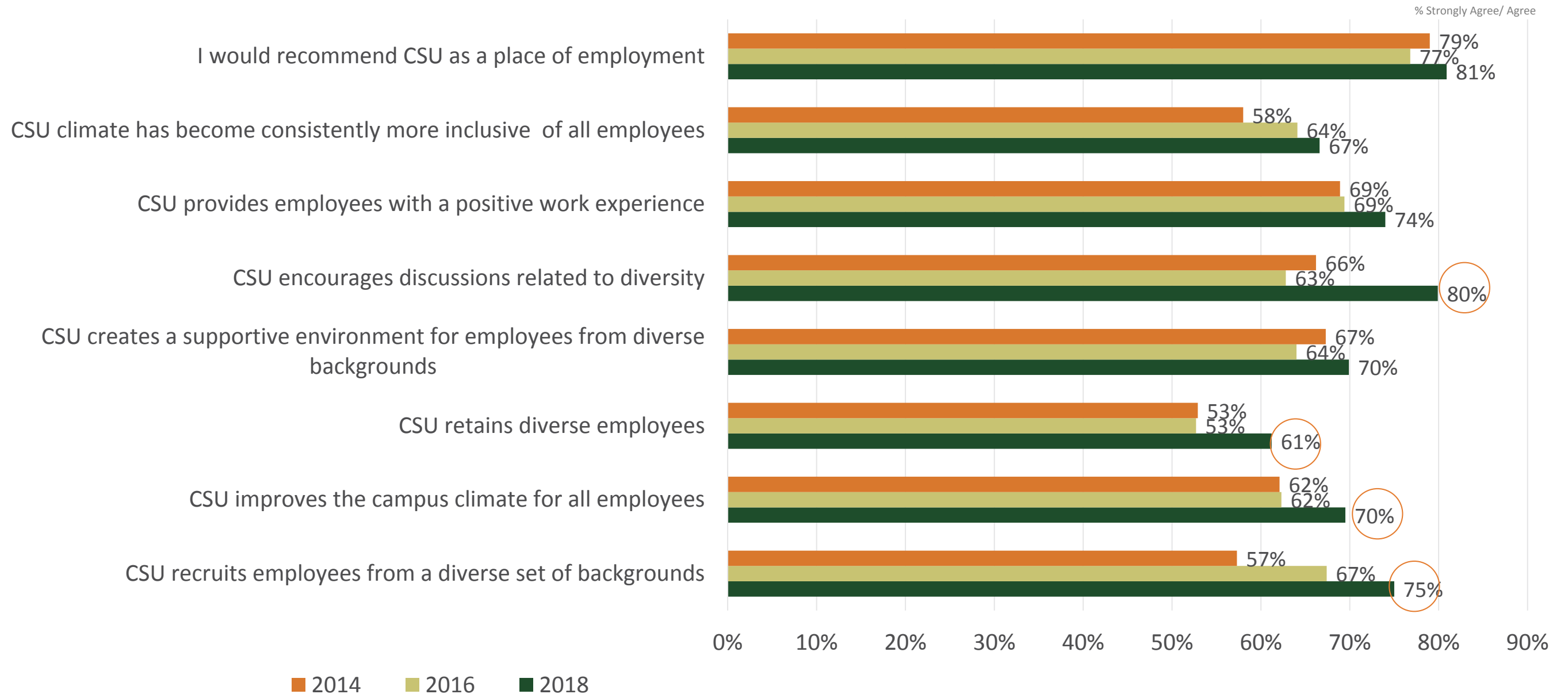
# Facilities Perceptions



CSU = 3.66  
UO Other = 3.75  
Facilities = 3.37

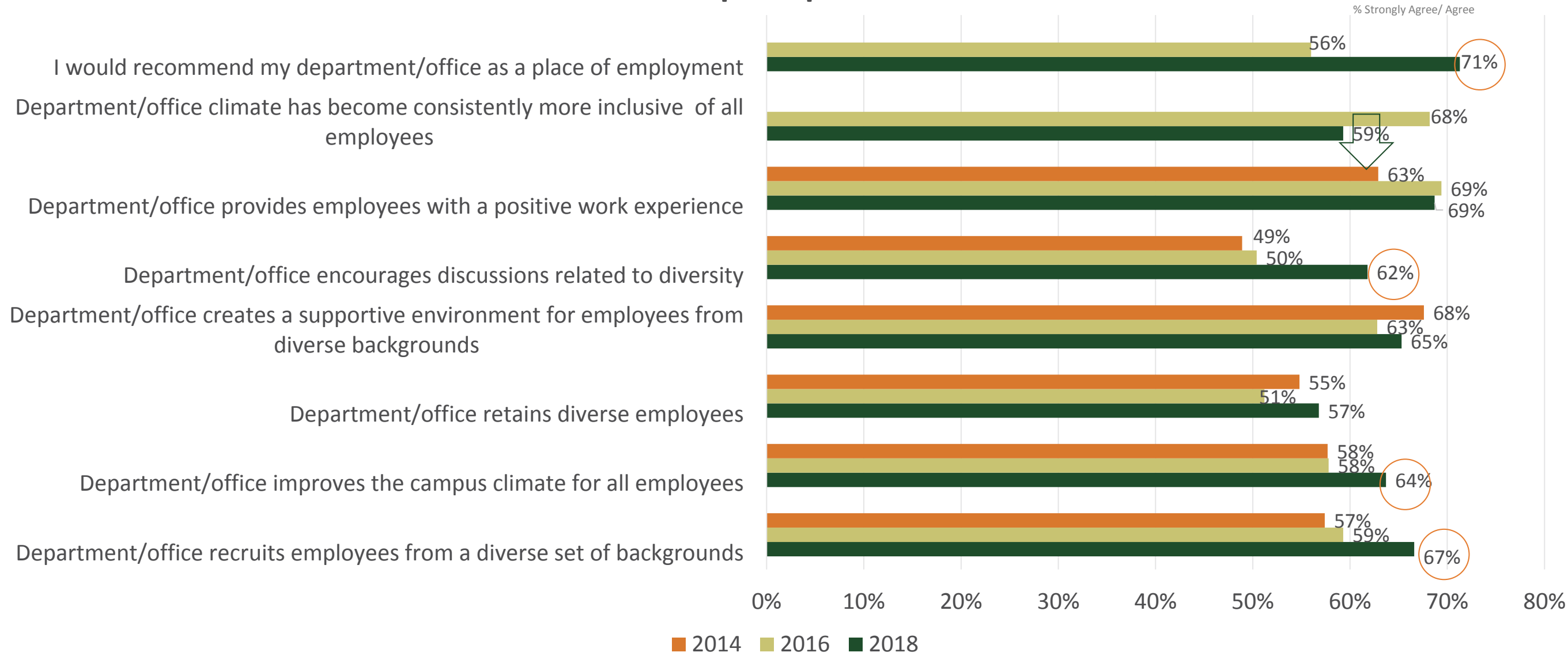
# CSU Perceptions over Time

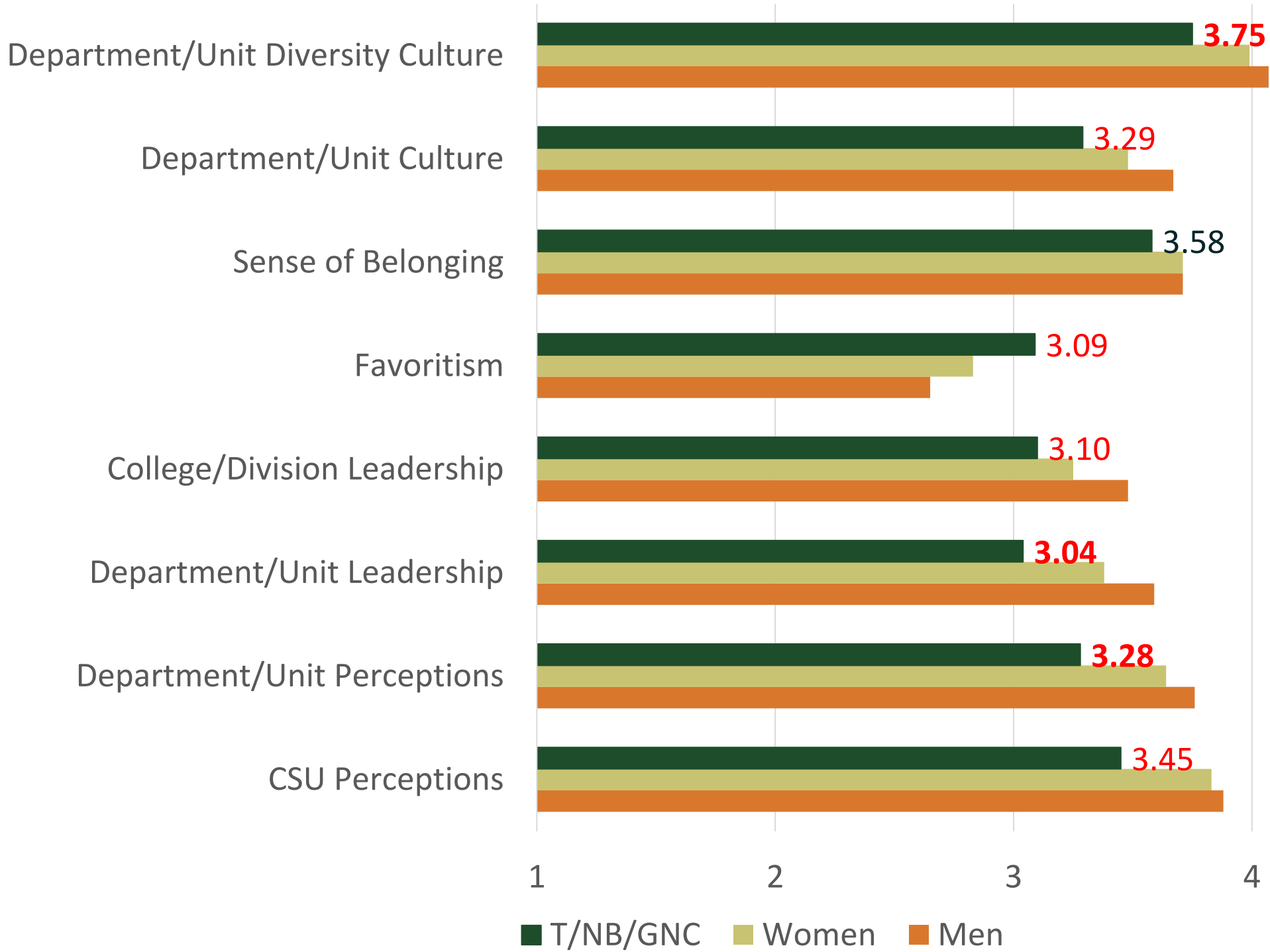
## Percentage of respondent agreement to items related to CSU perceptions over time



# Department/Unit Perceptions over Time

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





T/GNC/NB

# Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Office:
  - 40% indicated no discriminatory attitudes present (CSU: 36%)
  - 31% Job title (CSU: 31%)
  - 25% Employment classification (CSU: 29%)
  - 23% Age (CSU: 19%)
  - 20% Political Affiliation (CSU: 20%)

# Work Stressors

- Top 3 Work Stressors
  - 53% Low salary (CSU: 47%)
  - 40% Lack of growth /promotion (CSU: 29%)
  - 28.4% Workload (CSU: 33%)
  - 25% Work/life balance (CSU: 29%)

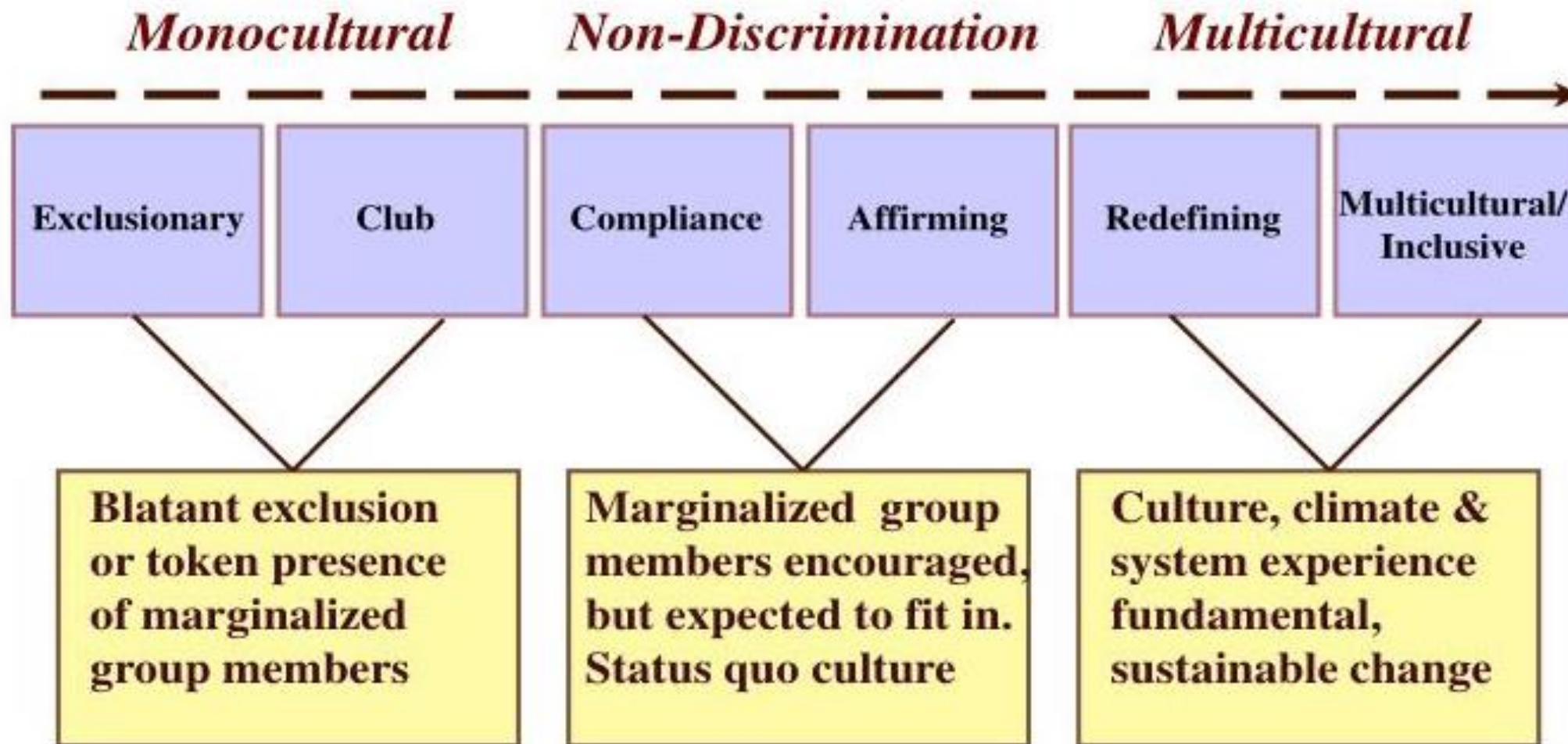
# Key Findings for Facilities

- Facilities had significantly less favorable responses to all factors except overall CSU perceptions
- State Classified respondents had less favorable responses for every single factor compared to Admin Pro. Respondents
  - Particularly large effect sizes for Sense of Belonging, Division Leadership's Accountability, Unit Perceptions, and Favoritism
- Women had significantly more favorable responses than men for CSU Perceptions, Division's Leadership's Accountability, and Favoritism
- There were no significant factor differences for respondents by minoritized race/ethnicity

# Key Findings for Facilities

- A third of facilities respondents indicated bias was problematic and 18% indicated bullying was problematic at the department level (CSU: 23% and 12% respectively)
- 17% of facilities respondents indicated verbal assault was problematic and 19% avoided someone at CSU because of verbal assault (CSU: 7% and 11% respectively)
- Facilities had lower agreement to most items related to respect—only 56% agreed their division is treated with respect by CSU and only 53% agree they feel valued as an employee (CSU: 67% and 67% respectively)

# 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/>