2018 Employee Climate Survey

Presentation for Faculty Council

Assessment Group for Diversity Issues

12.03.19

For more information and full results: https://diversity.colostate.edu/2018-employee-climate-survey/

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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

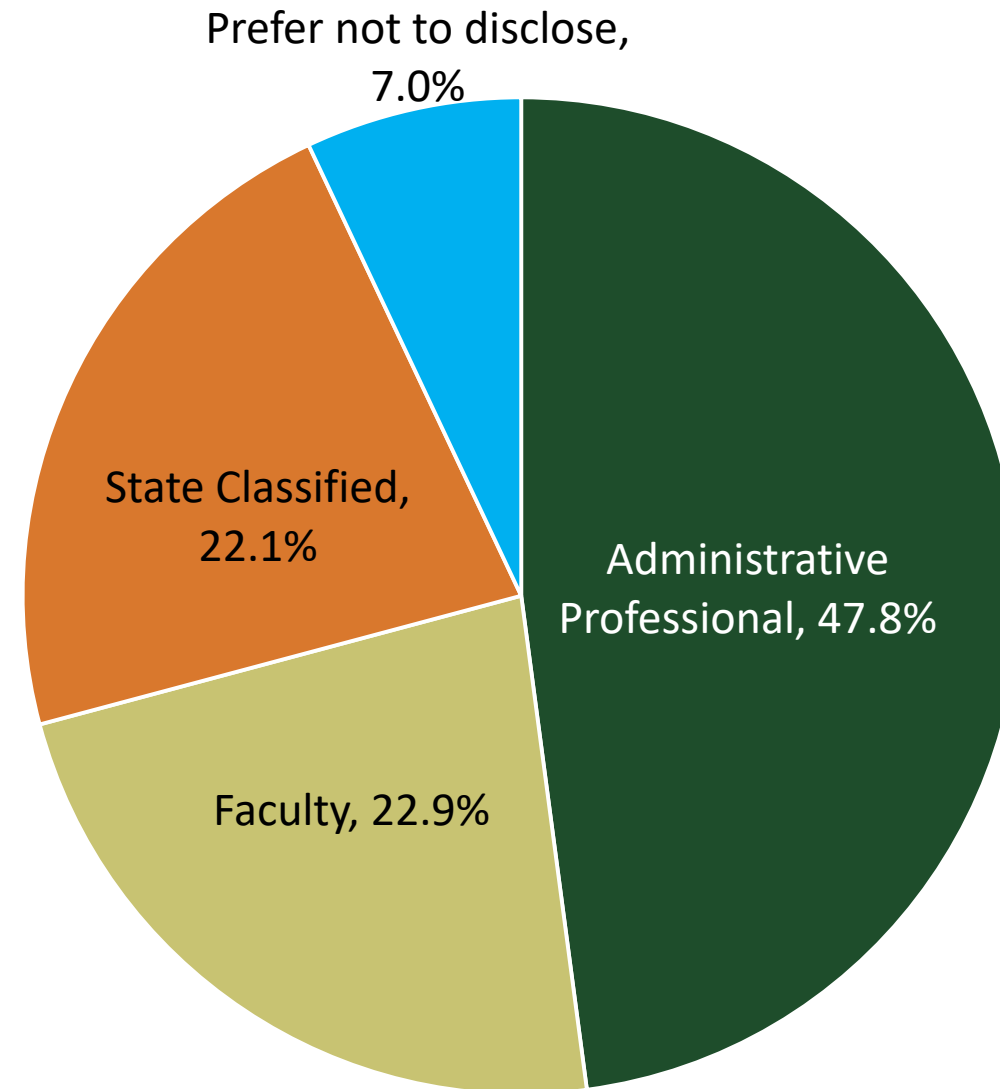- Offered small incentives and division level results

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	% of Responses
Veterinary Medicine and Biomedical Sciences	75.5%	20.7%
Agricultural Sciences	74.7%	11.0%
Health and Human Sciences	69.5%	12.2%
Natural Sciences	58.5%	13.0%
Warner College of Natural Resources	49.8%	6.0%
Business	48.9%	4.7%
Liberal Arts	48.5%	20.8%
Walter Scott, Jr. College of Engineering	35.2%	5.6%
Total (n = 4,058)	58.5%	

Employee Category-Overall

- Prefer not to disclose, 7.0%
- State Classified, 22.1%
- Faculty, 22.9%
- Administrative Professional, 47.8%

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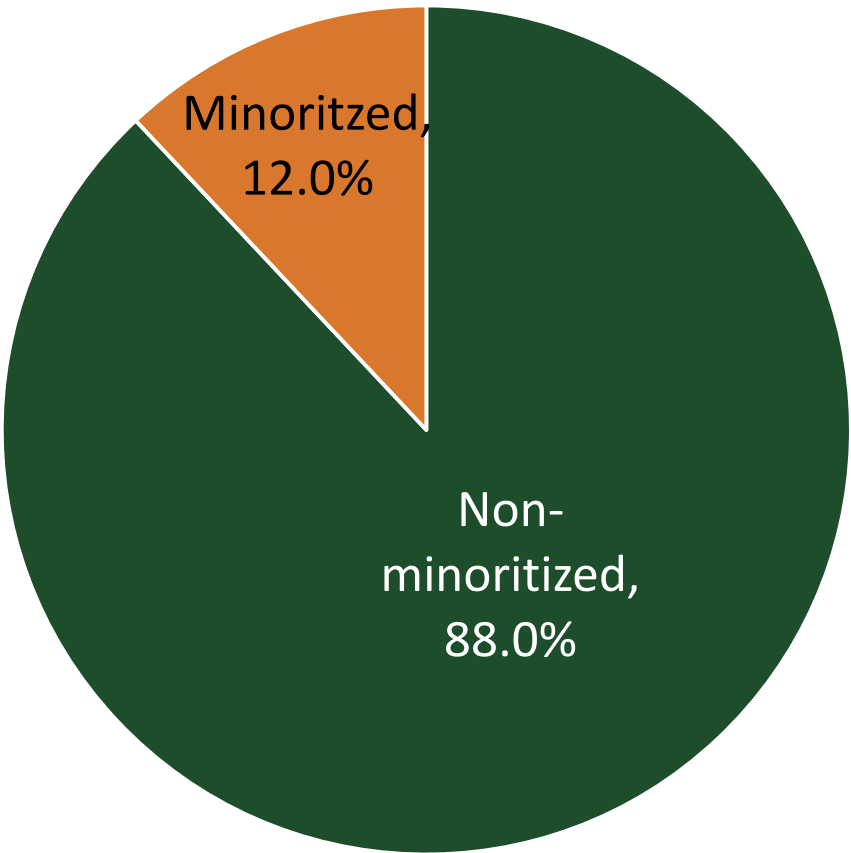
Respondent Characteristics for Faculty
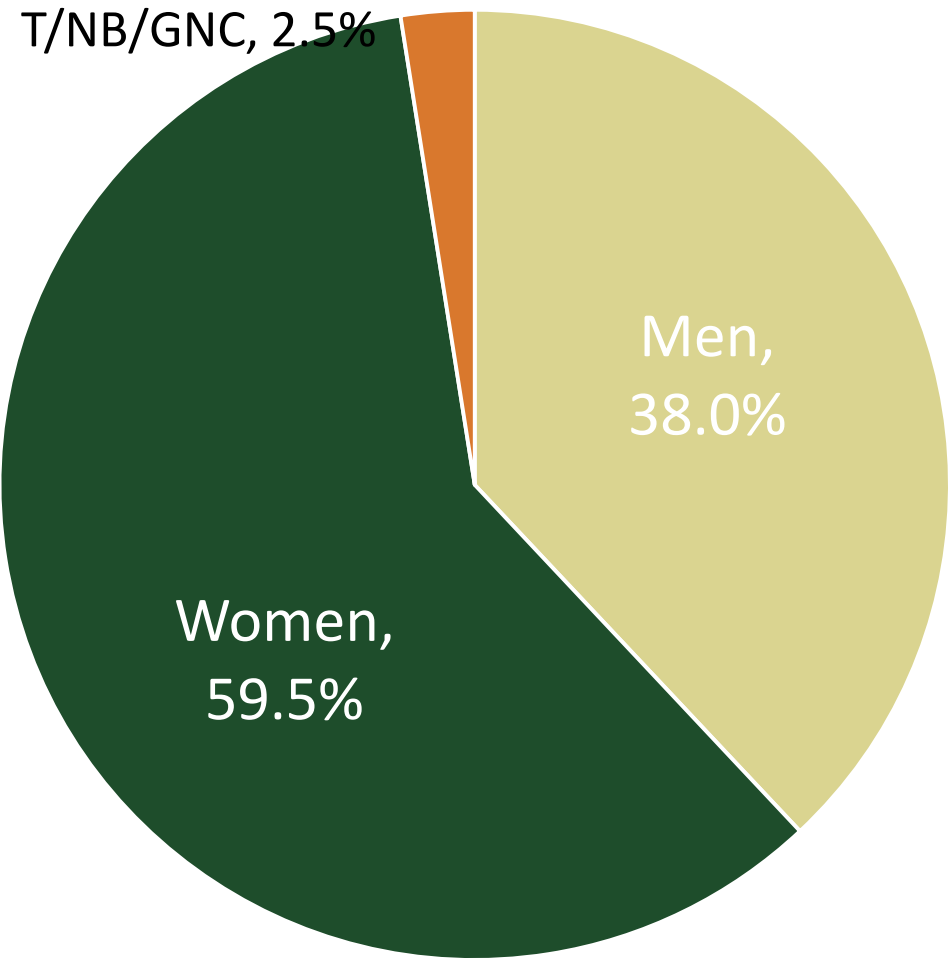
Gender

Racially Minoritized

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
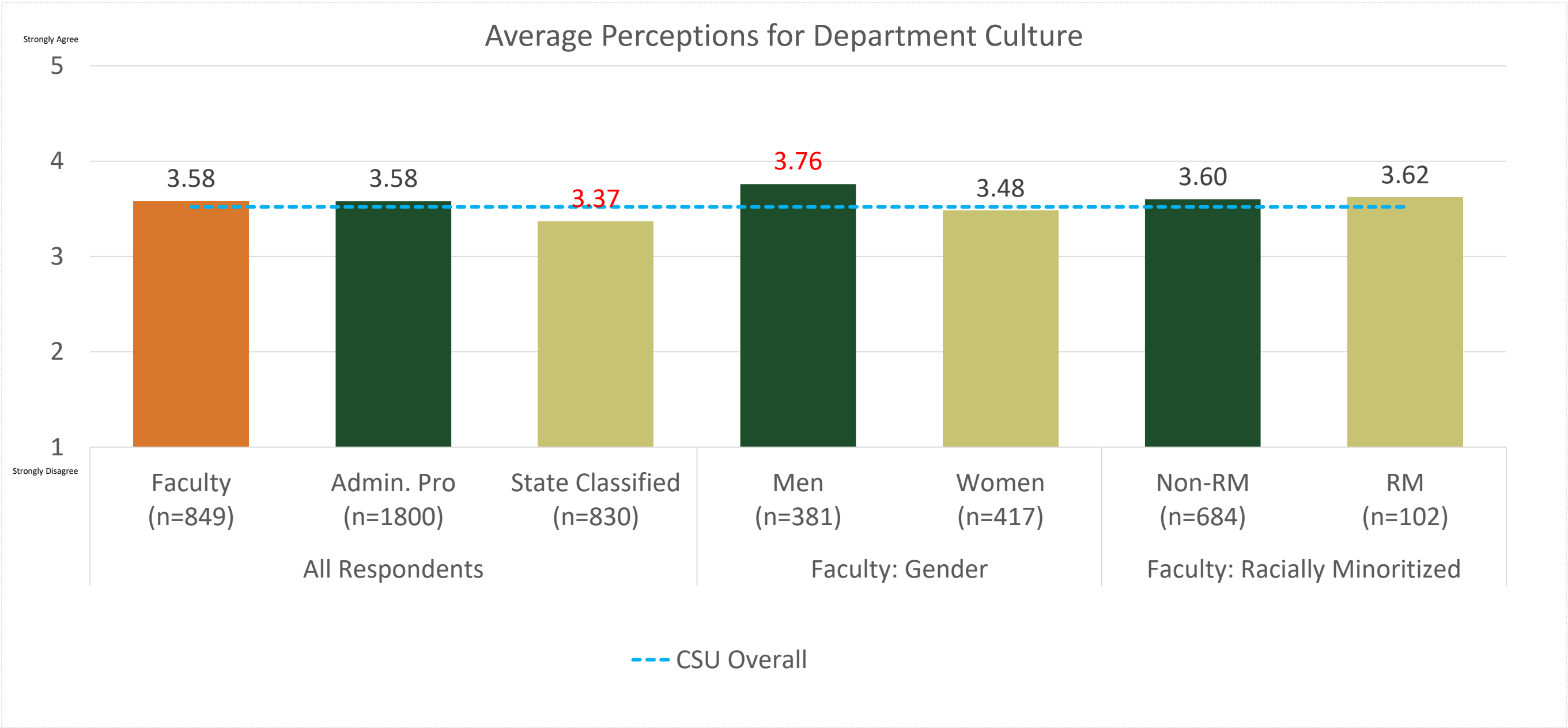
Culture Items

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

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Culture
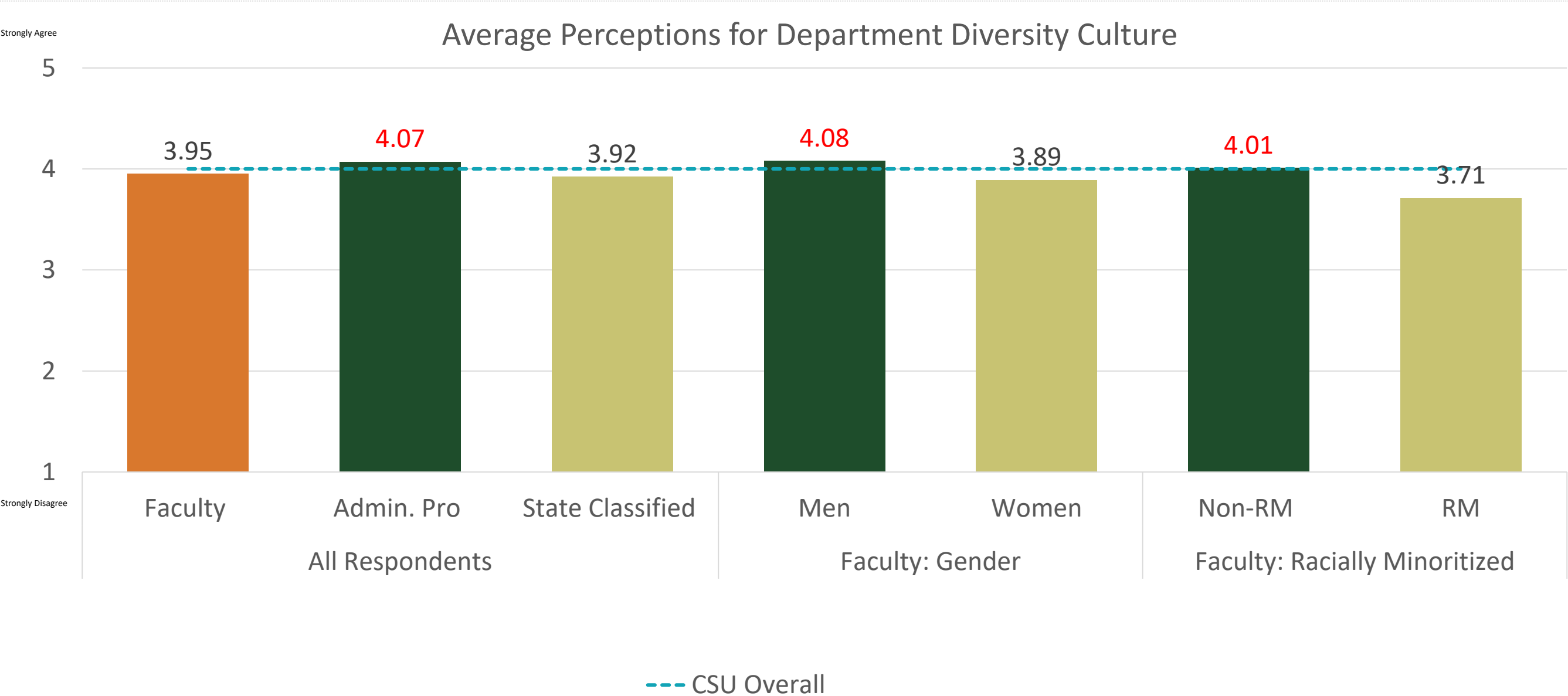

Average Perceptions for Department Culture

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

Culture

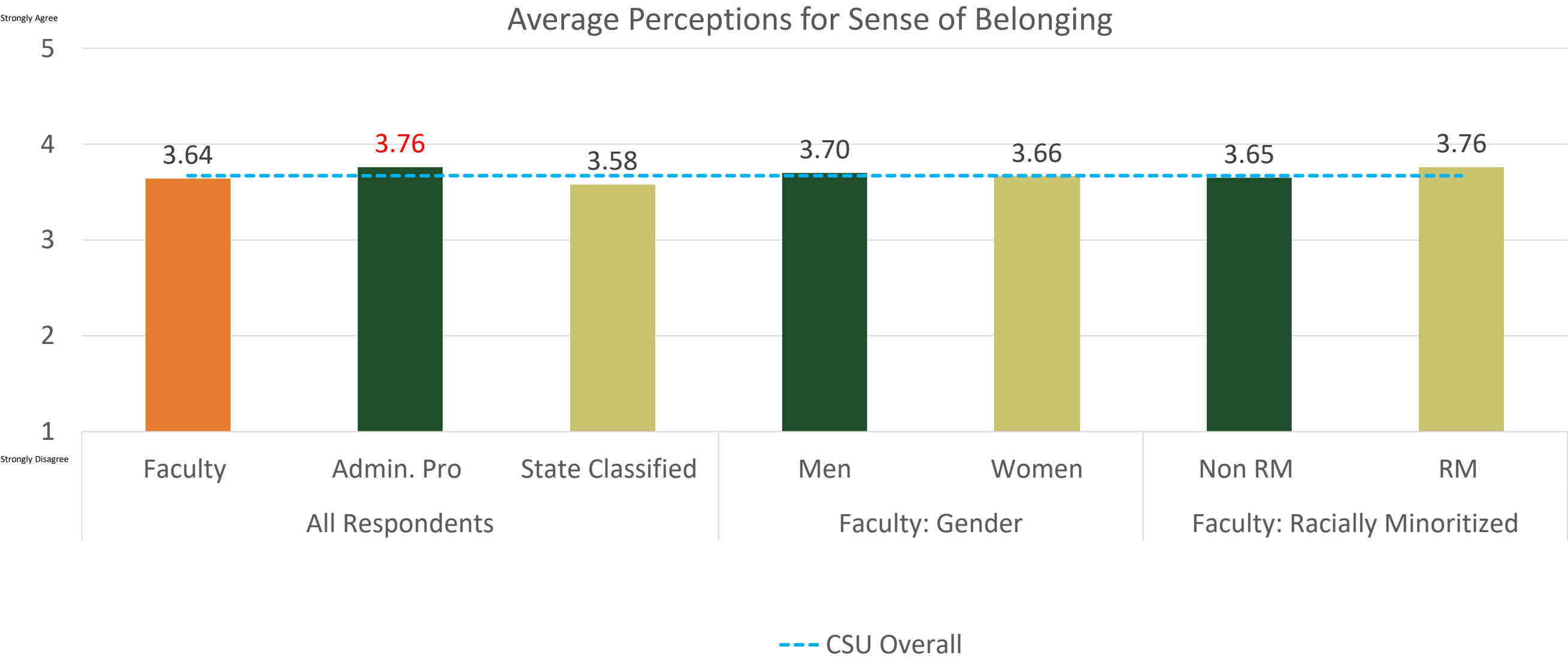Average Perceptions for Department Diversity Culture
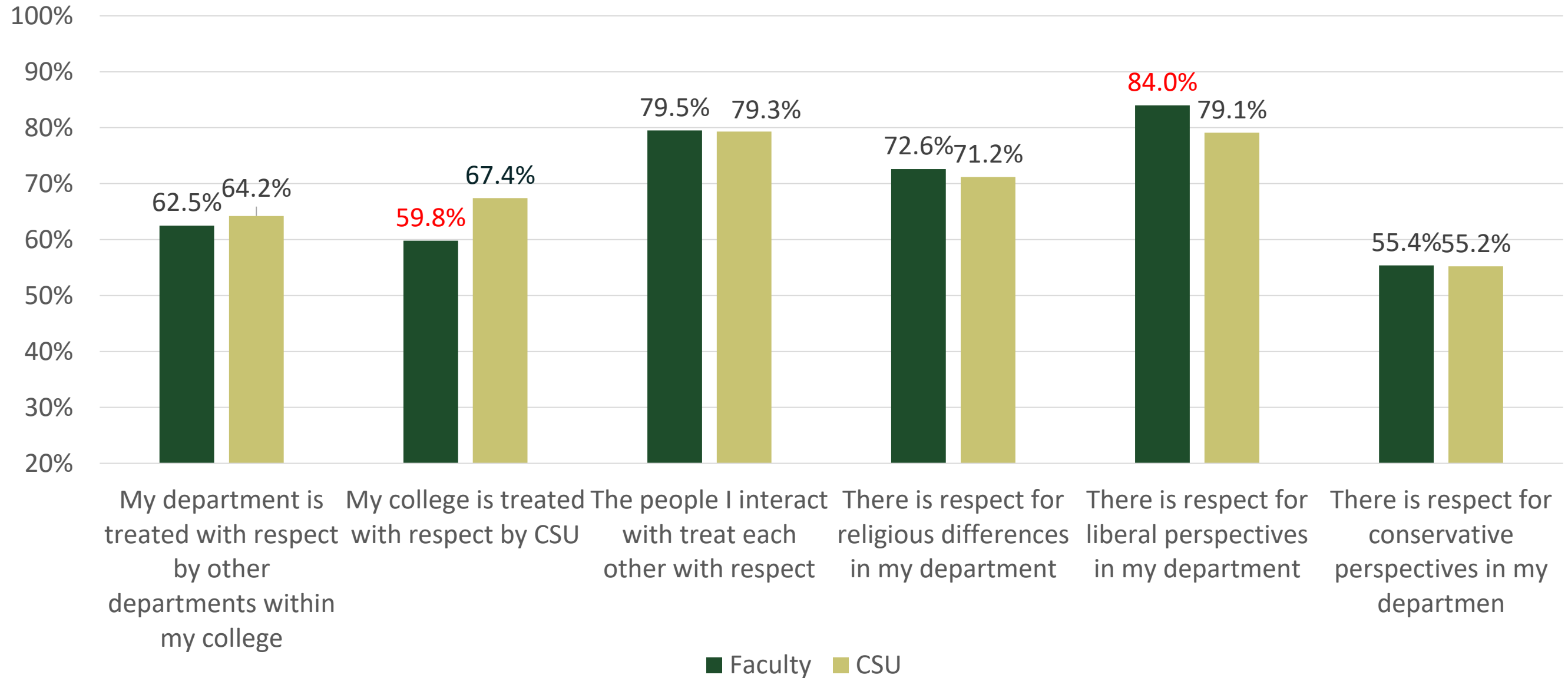
Culture Items

Sense of Belonging

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

Culture

Average Perceptions for Sense of Belonging

Strongly Agree

Strongly Disagree

| | 3.64 | 3.76 | 3.58 | | 3.70 | 3.66 | | 3.65 | 3.76 |

Faculty — Admin. Pro — State Classified — Men — Women — Non RM — RM

All Respondents — Faculty: Gender — Faculty: Racially Minoritized

--- CSU Overall

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Favoritism Items

- Favoritism plays a role in who gets <u>recognized</u> within my department

- Favoritism plays a role in who gets <u>resources</u> in my department

- Favoritism plays a role in who gets <u>professional development opportunities</u>

- Favoritism plays a role in who gets <u>promoted</u> in my department

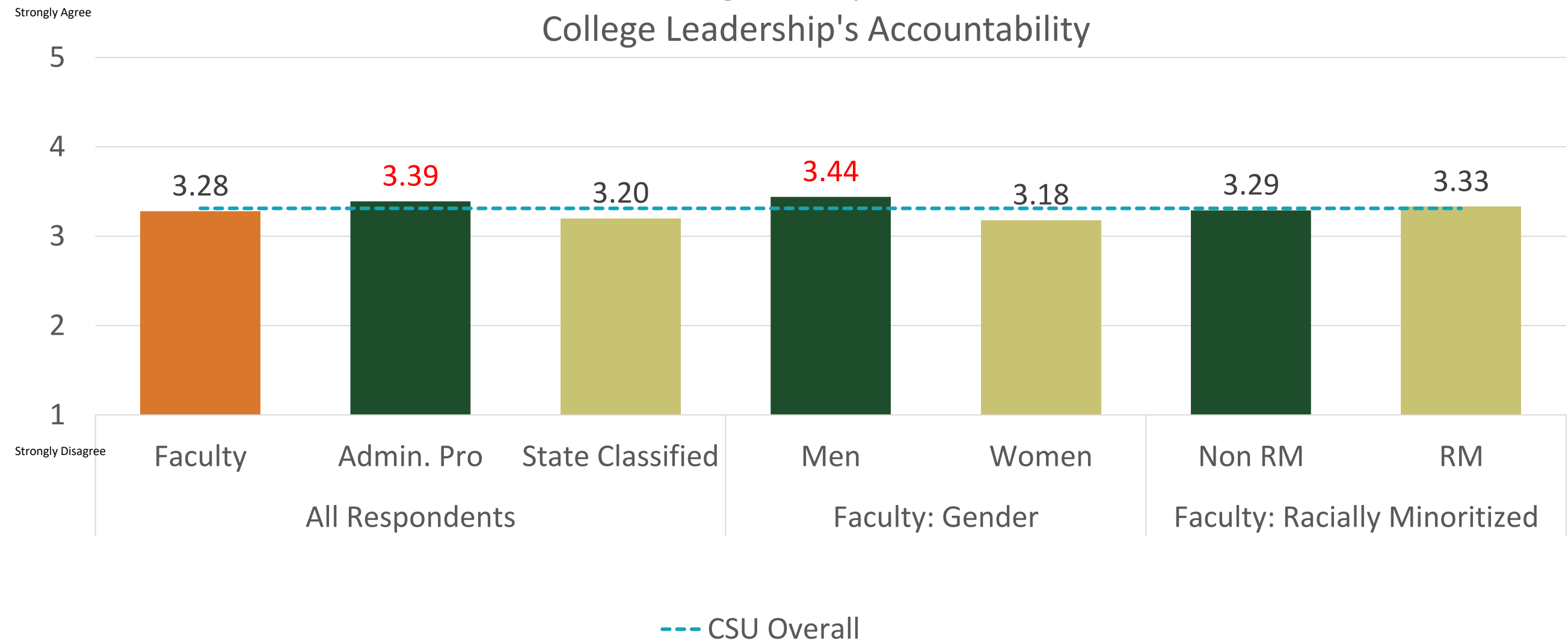- Favoritism plays a role in who gets <u>hired</u> in my department
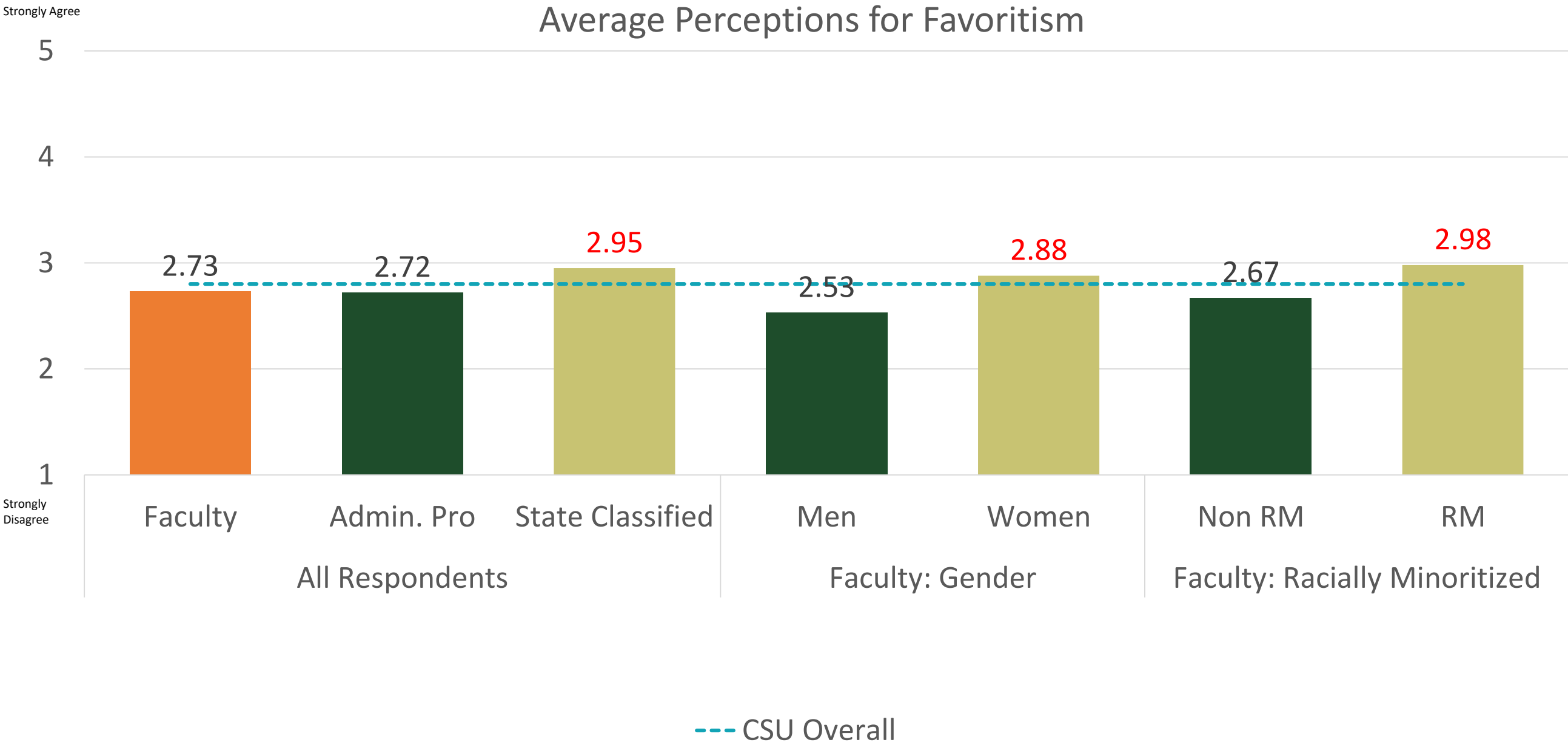
Leadership and Accountability Items

	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		

Leadership & Accountability

Average Perceptions for
College Leadership's Accountability

CSU Overall

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Percentage of respondents who perceived misconduct in their college

Misconduct

- Sexual Harassment: Faculty 4.9%, CSU 2.8%
- Sexual Misconduct: Faculty 1.9%, CSU 1.3%
- Bullying: Faculty 9.1%, CSU 10.3% (Women: 9.9%, Men = 7.7%)
- Bias: Faculty 23.7%, CSU 24.1% (Women: 29%, Men = 16%; RM = 41%, Non RM = 21%)
- Physical Assault: Faculty 0.1%, CSU 0.2%
- Verbal Assault: Faculty 4.7%, CSU 5.1%

Faculty   CSU
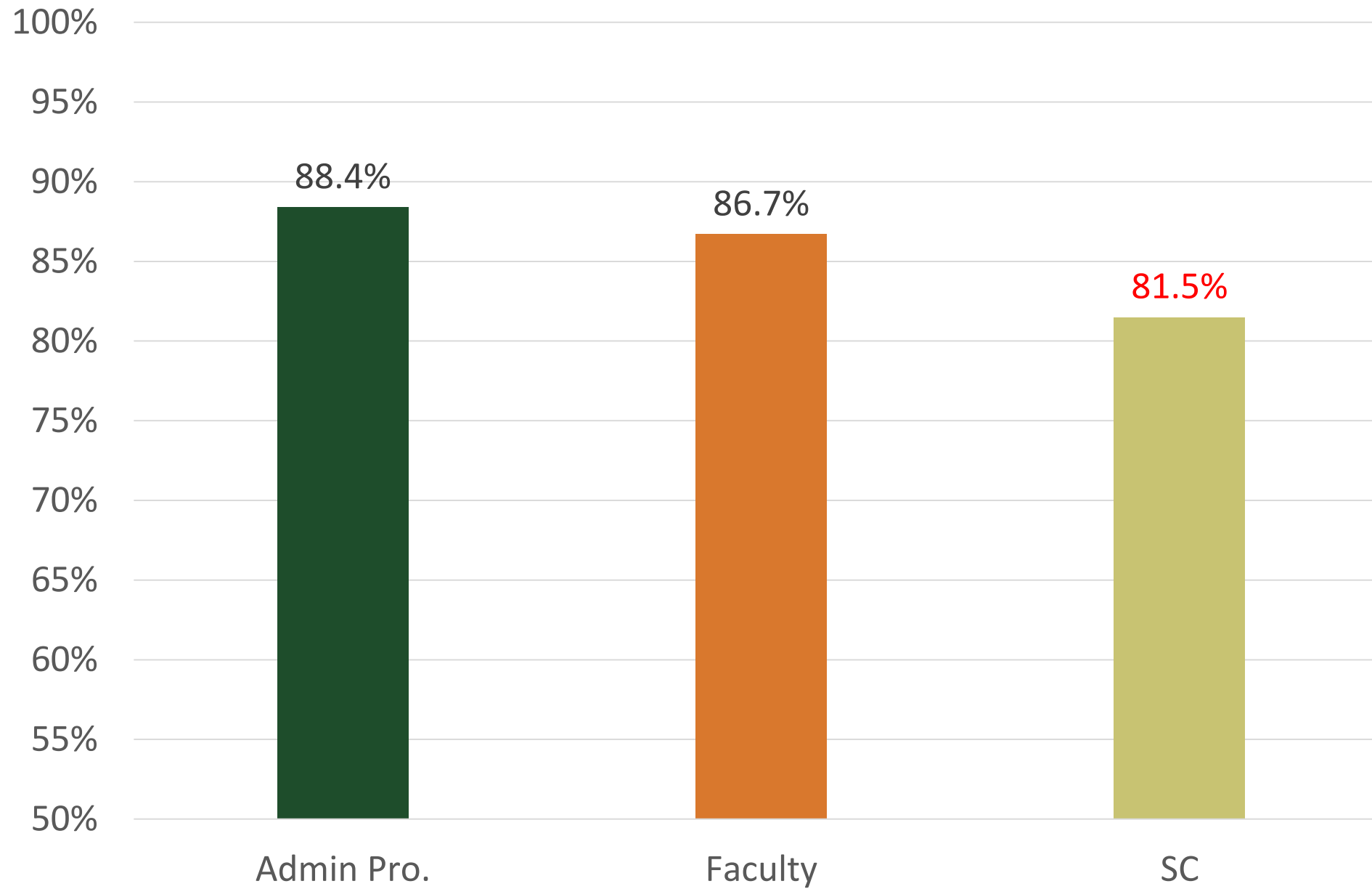
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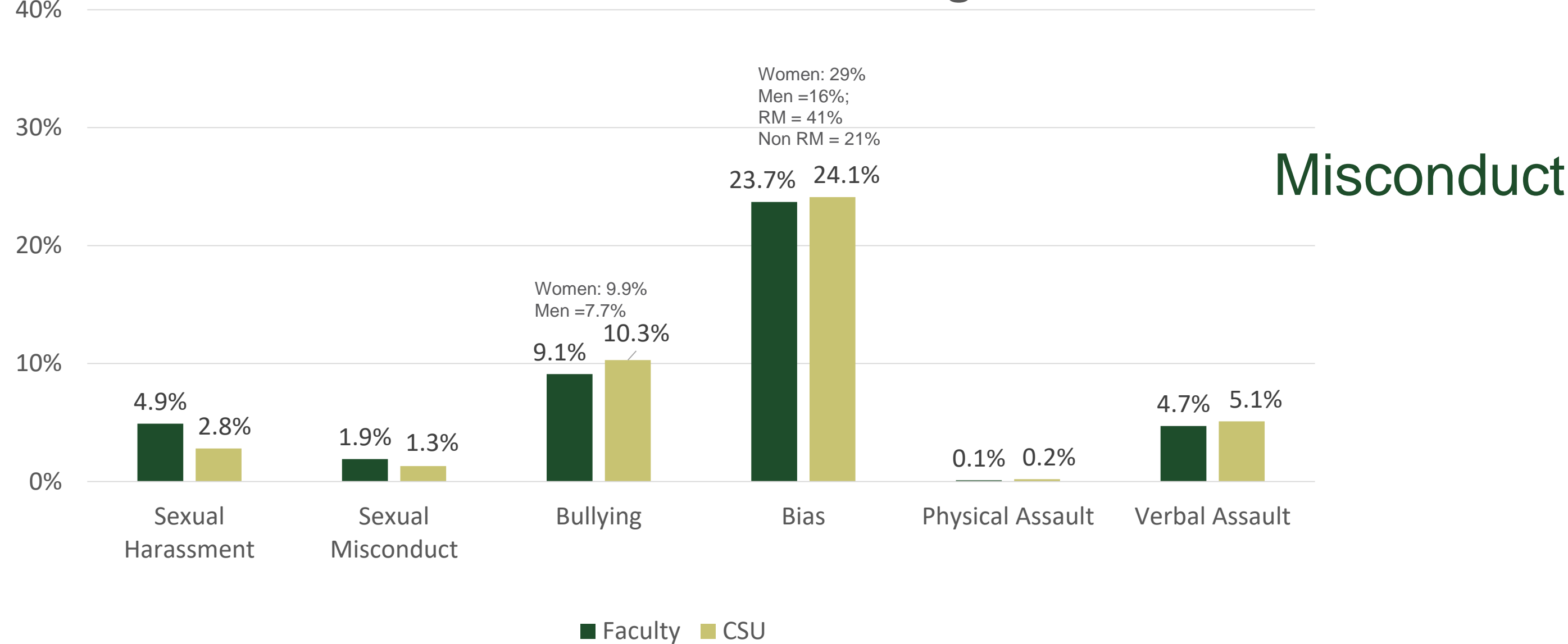
Percentage of respondent agreement (strongly agree/agree) to items related to perceptions of bias incidents
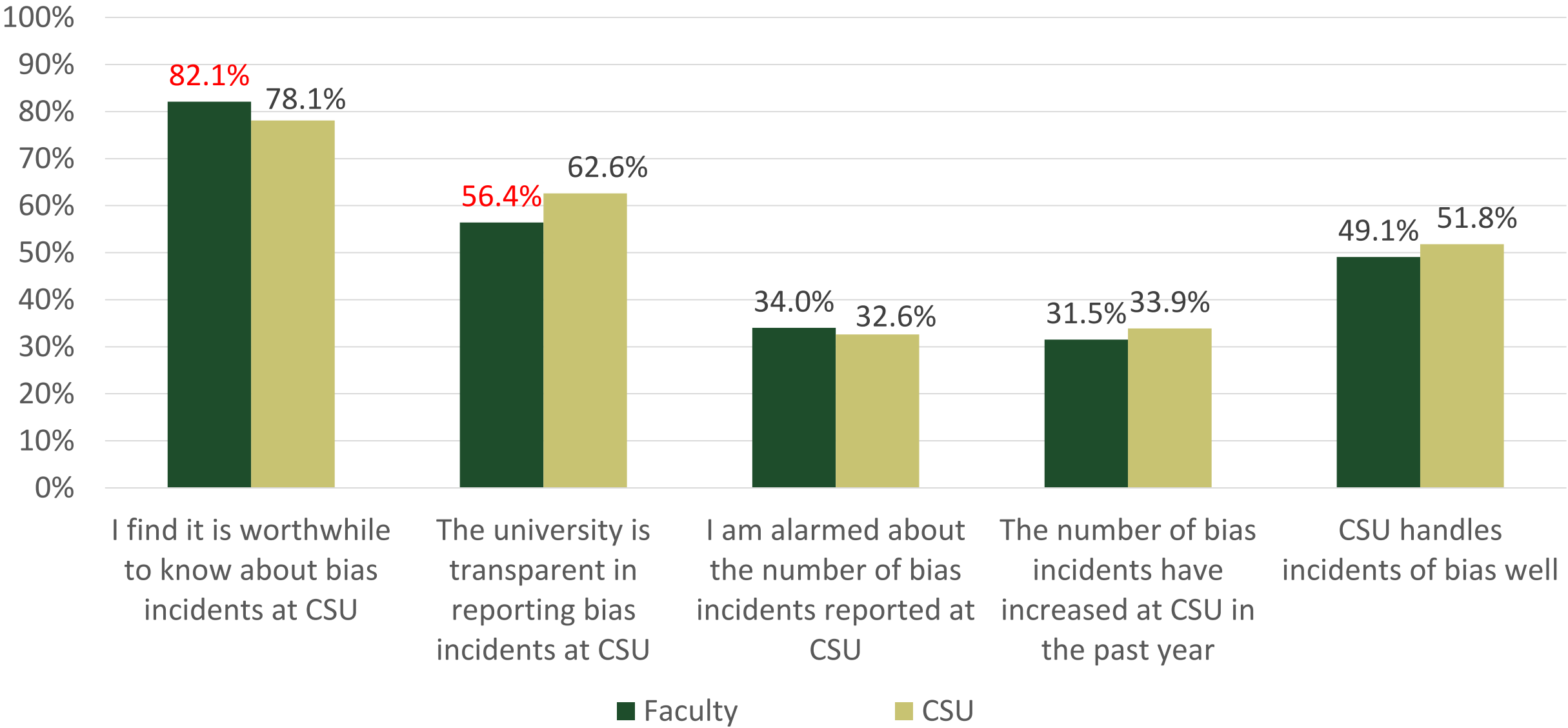
Aware there is an employee council

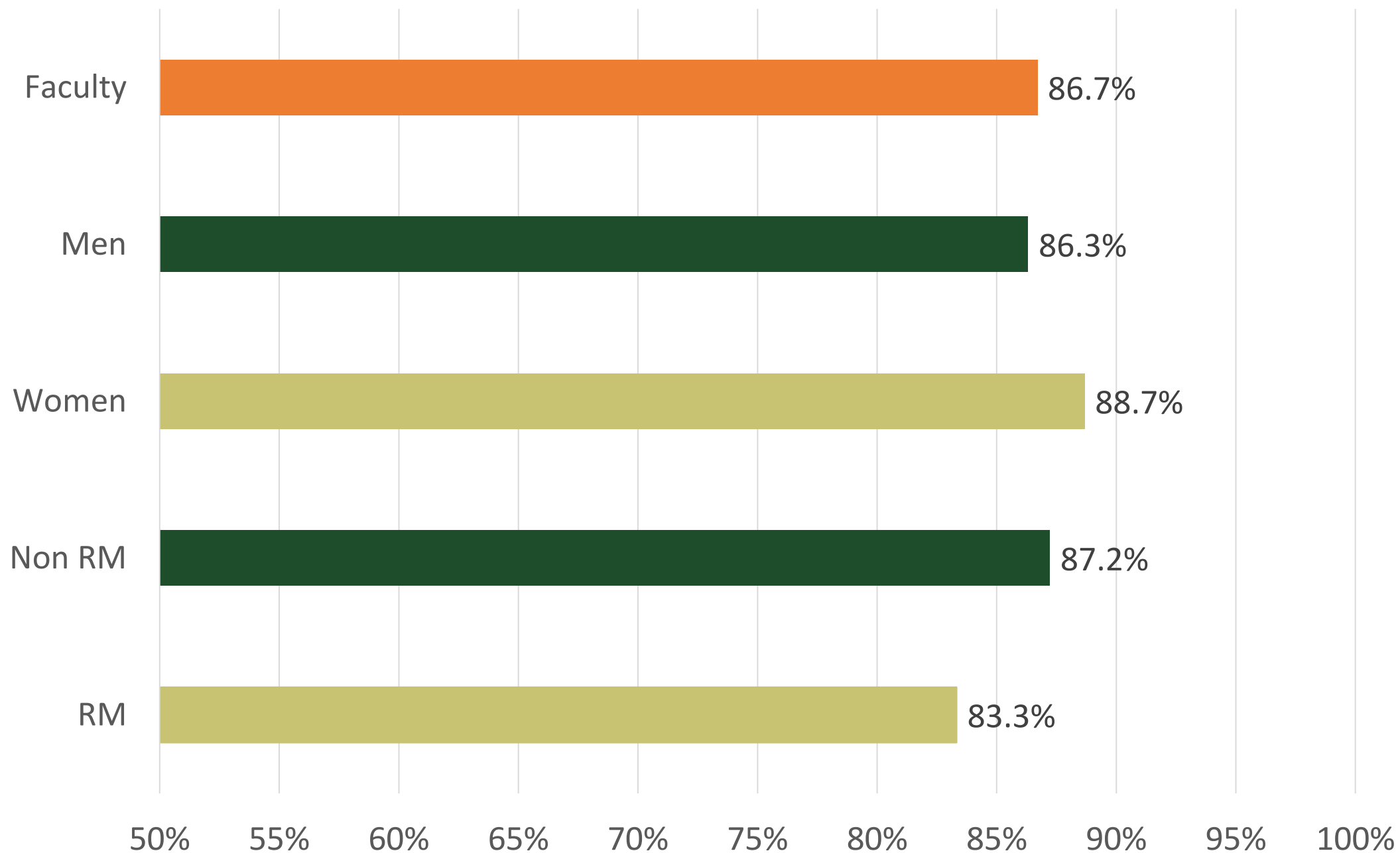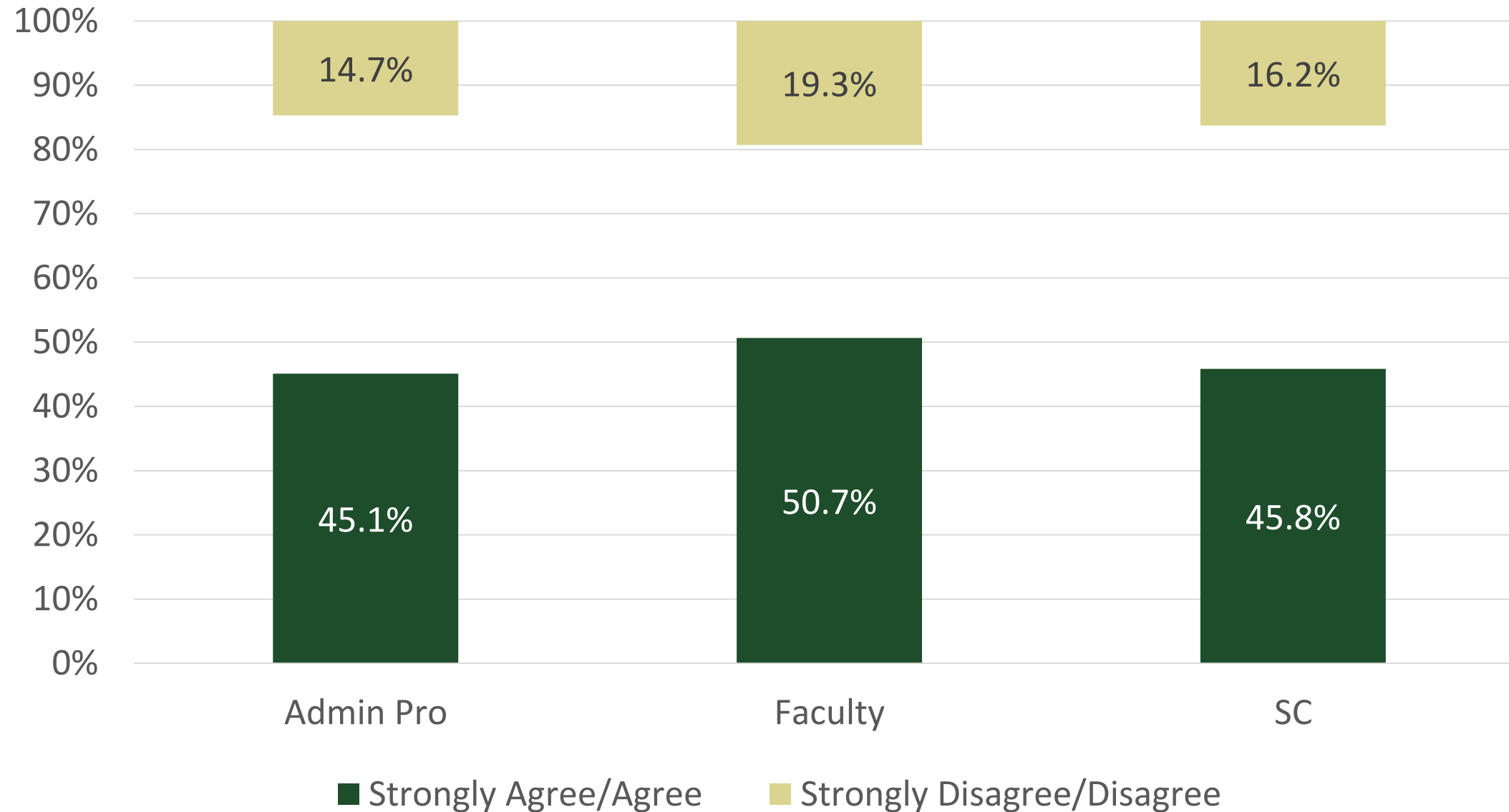Employee Councils

Category	Percentage
Faculty	86.7%
Men	86.3%
Women	88.7%
Non RM	87.2%
RM	83.3%

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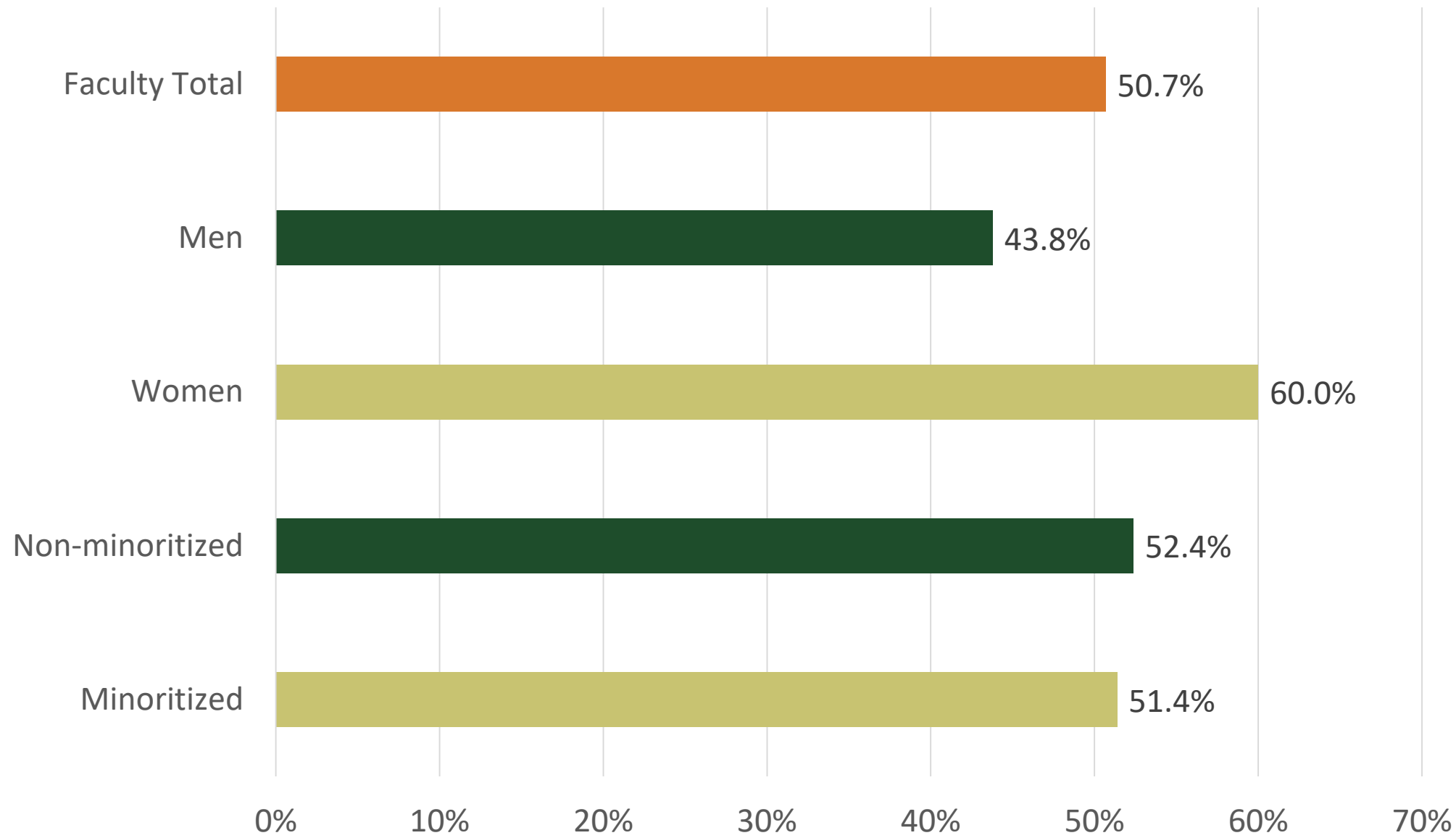*I feel my employee council addresses issues and topics that are important and relevant to me*

Employee Councils
(among those who were aware of a council)
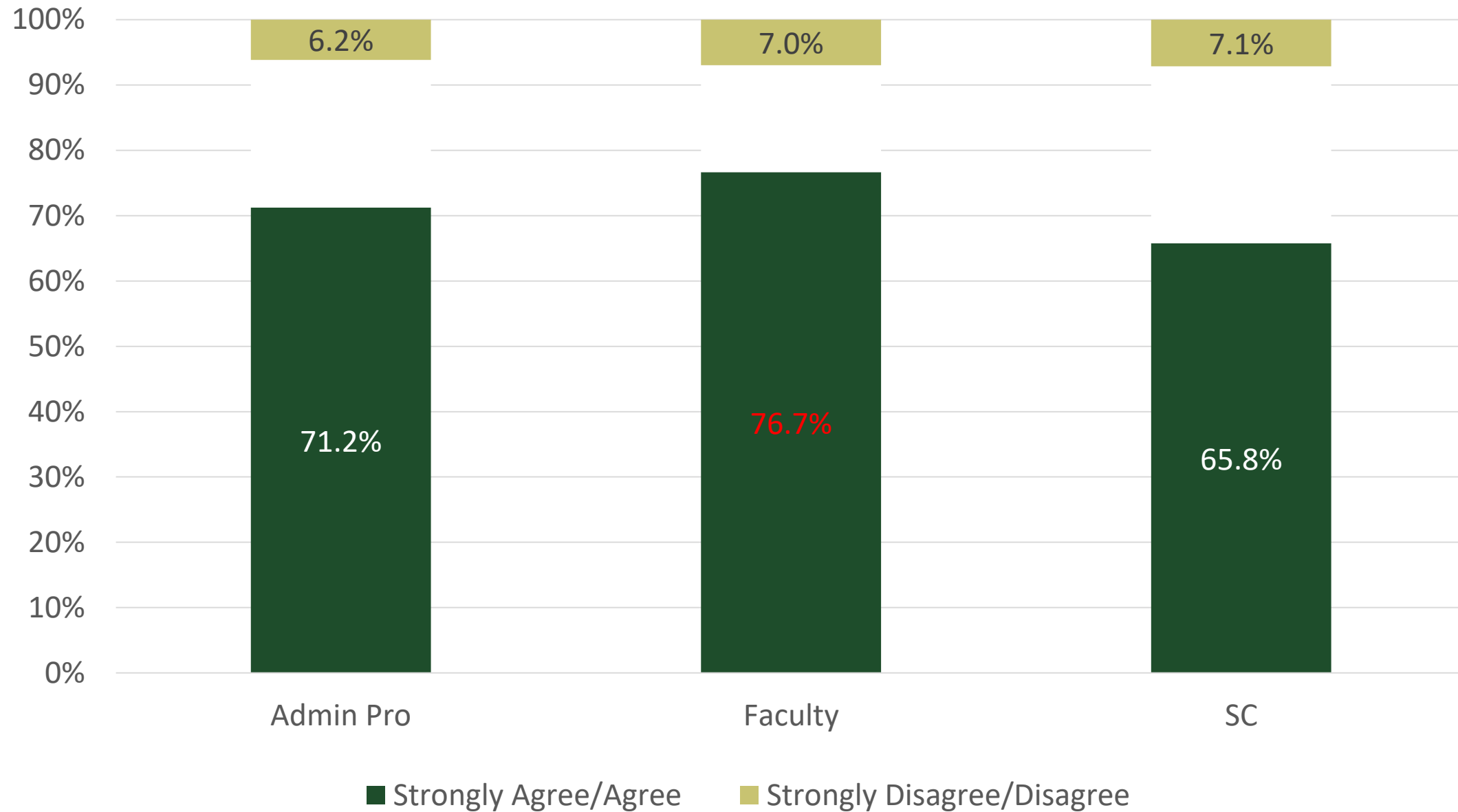
	Strongly Disagree/Disagree	Strongly Agree/Agree
Admin Pro	14.7%	45.1%
Faculty	19.3%	50.7%
SC	16.2%	45.8%

■ Strongly Agree/Agree   ■ Strongly Disagree/Disagree

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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
(among those who were aware of a council)

	Admin Pro	Faculty	SC
Strongly Disagree/Disagree	6.2%	7.0%	7.1%
Strongly Agree/Agree	71.2%	76.7%	65.8%

■ Strongly Agree/Agree   ■ Strongly Disagree/Disagree

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I **strongly agree/agree** the councils' collective participation in shared governance is pertinent to the success of our institution
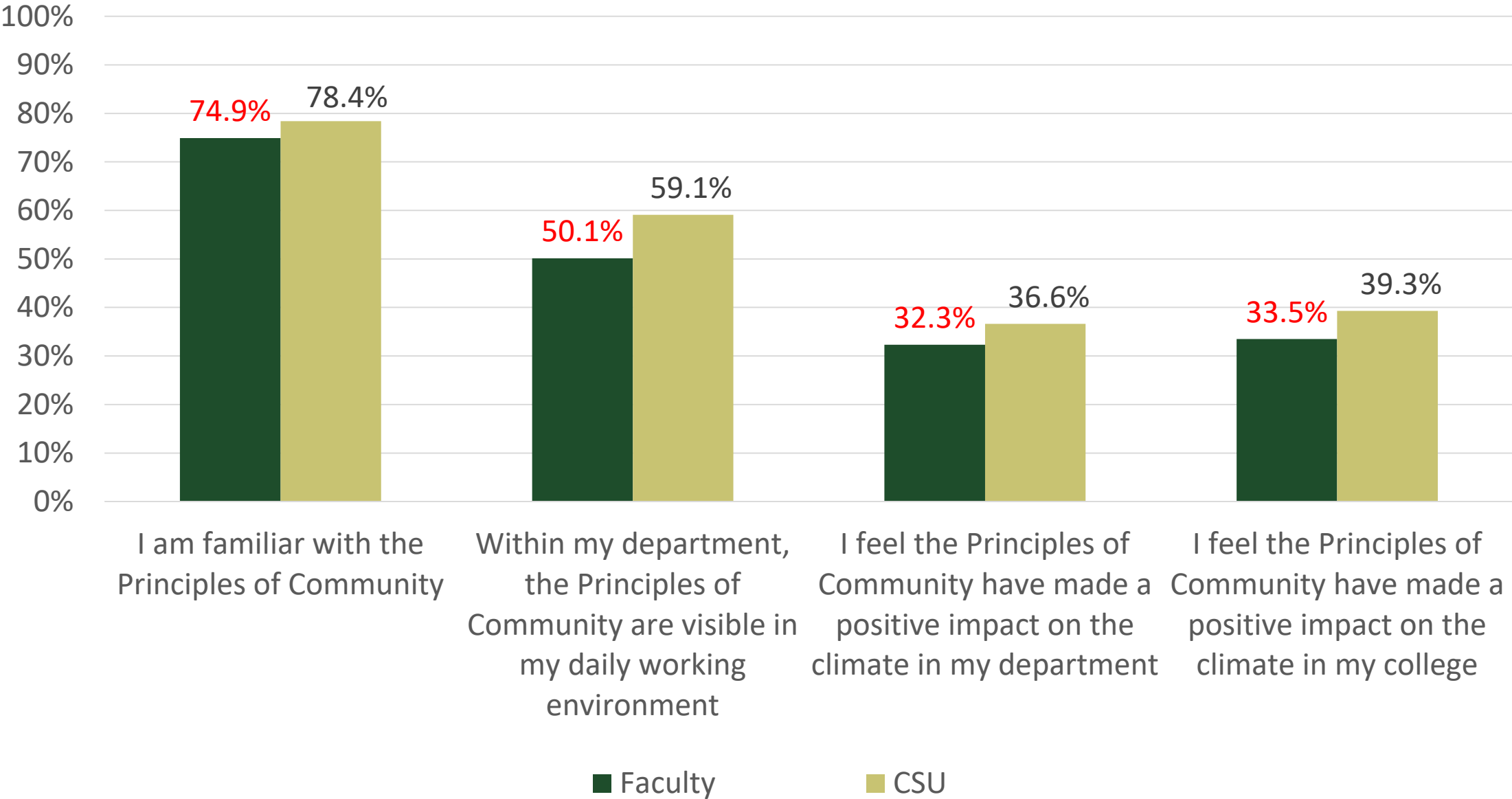
Faculty Total — 76.7%
Men — 71.7%
Women — 82.0%
Non-minoritized — 78.4%
Minoritized — 73.0%

Employee Councils
(among those who were aware of a council)

Perception Items

	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	-	
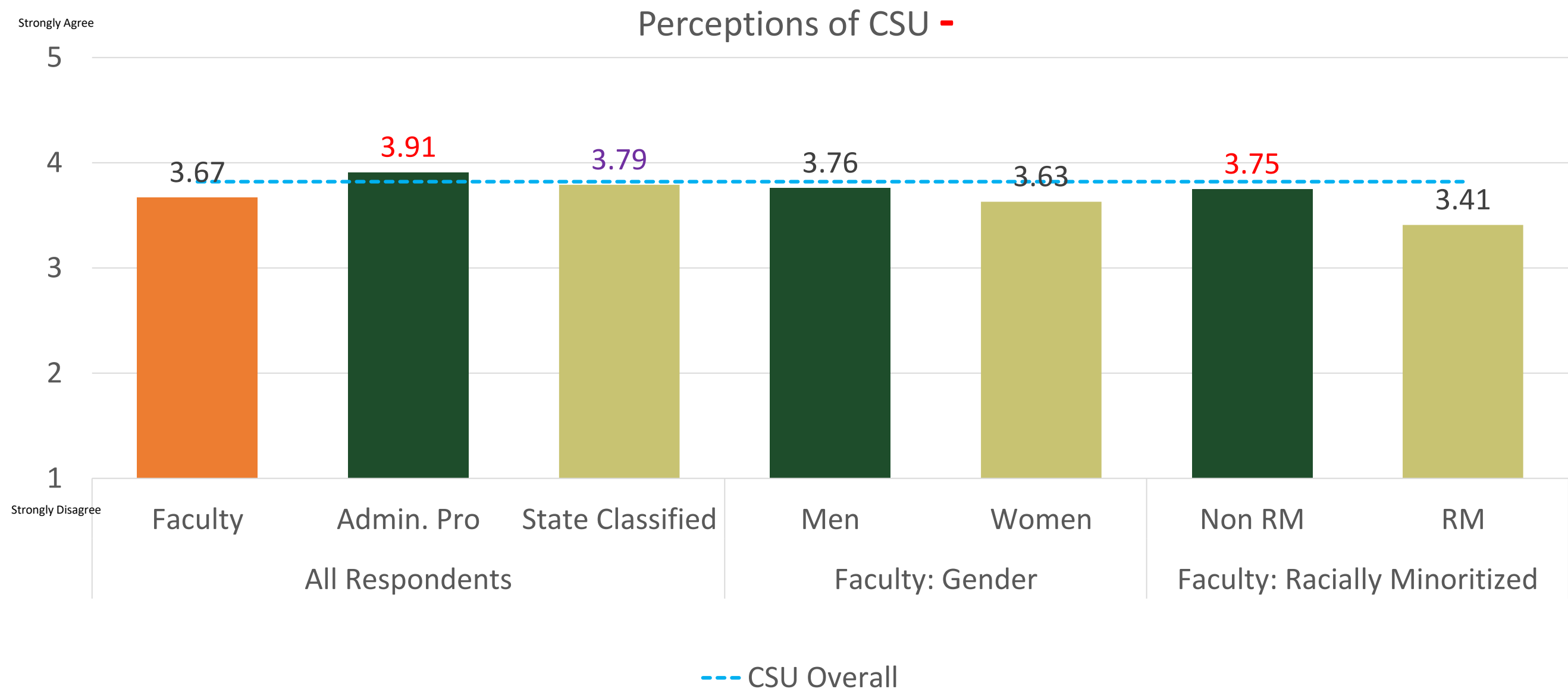
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Perceptions

Perceptions of CSU

	Strongly Agree						
5							
4	3.67	3.91	3.79	3.76	3.63	3.75	3.41
3							
2							
1	Faculty	Admin. Pro	State Classified	Men	Women	Non RM	RM
Strongly Disagree		All Respondents			Faculty: Gender		Faculty: Racially Minoritized

- - - CSU Overall

Perceptions

Perceptions of Department
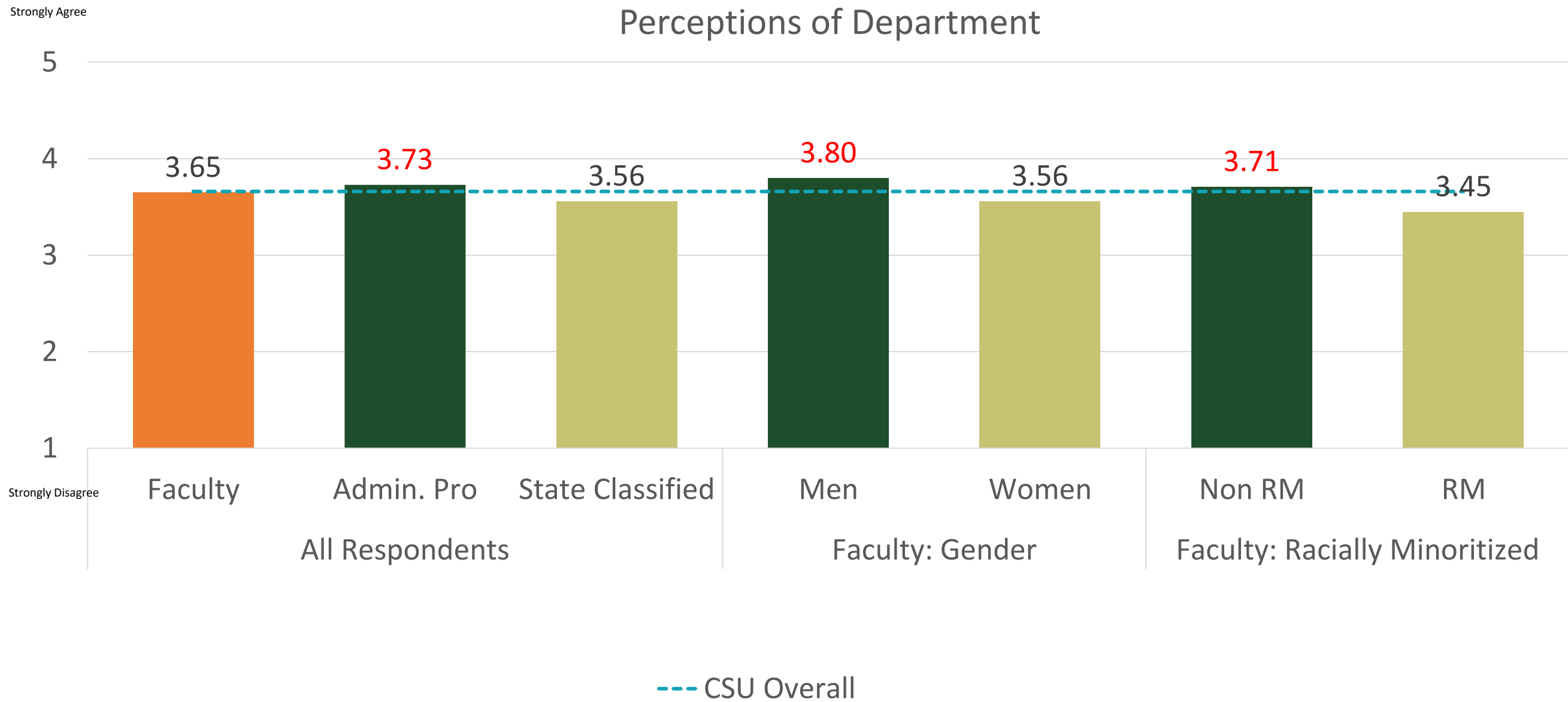
CSU Perceptions over Time

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

Department/Unit Perceptions over Time

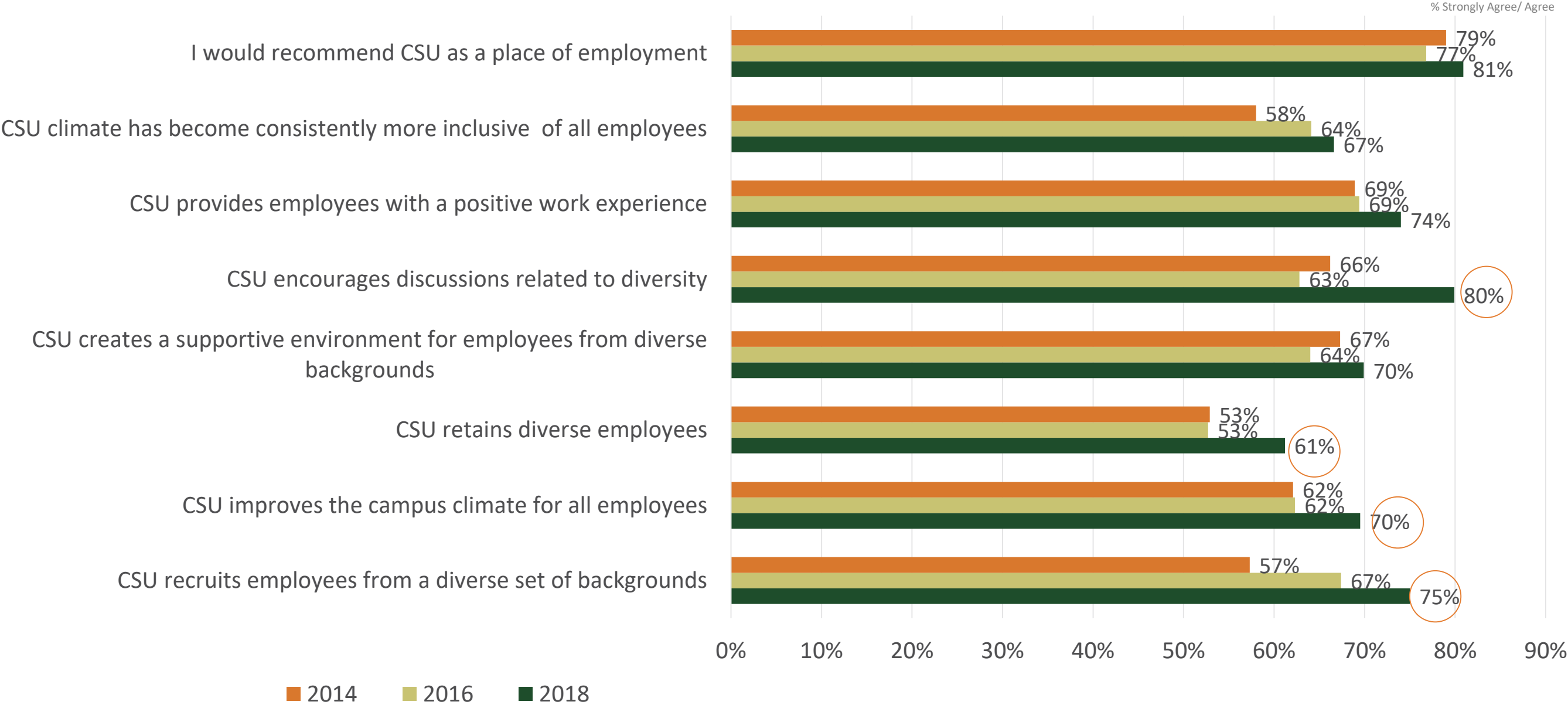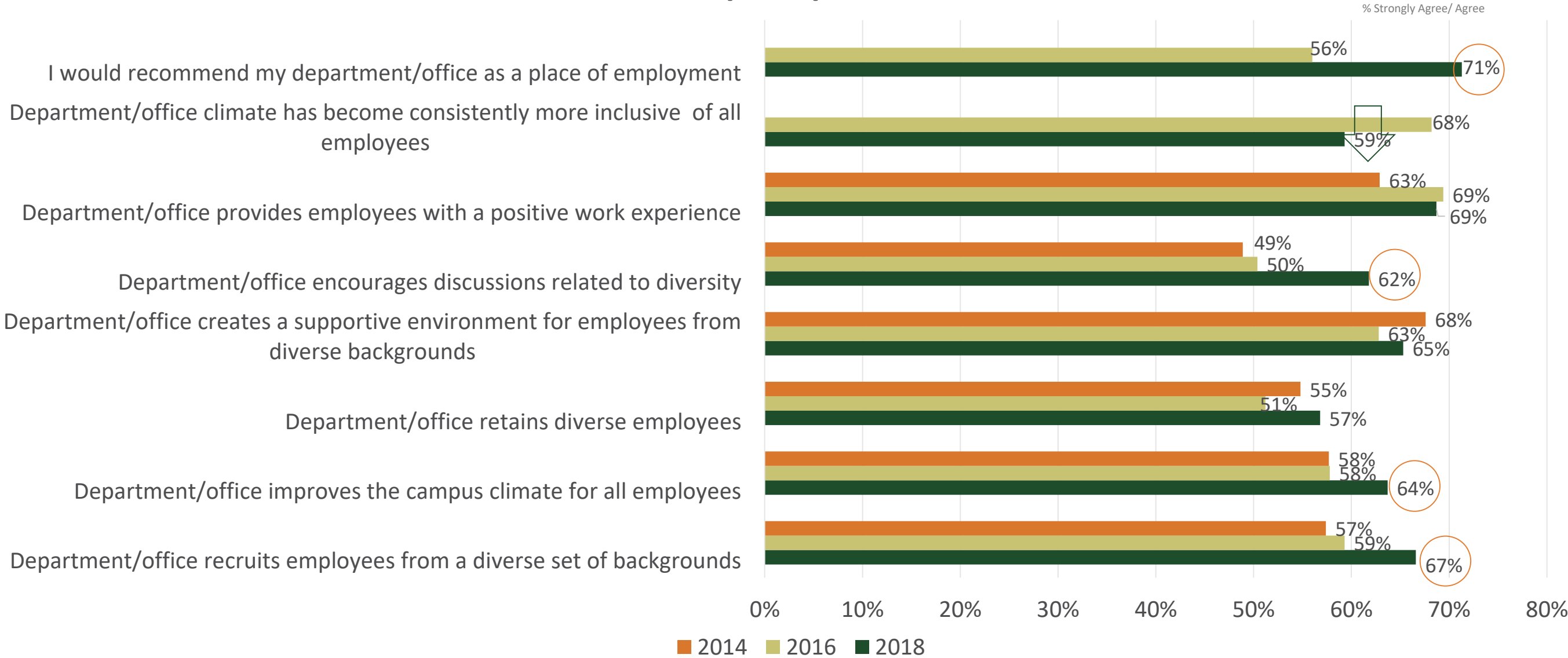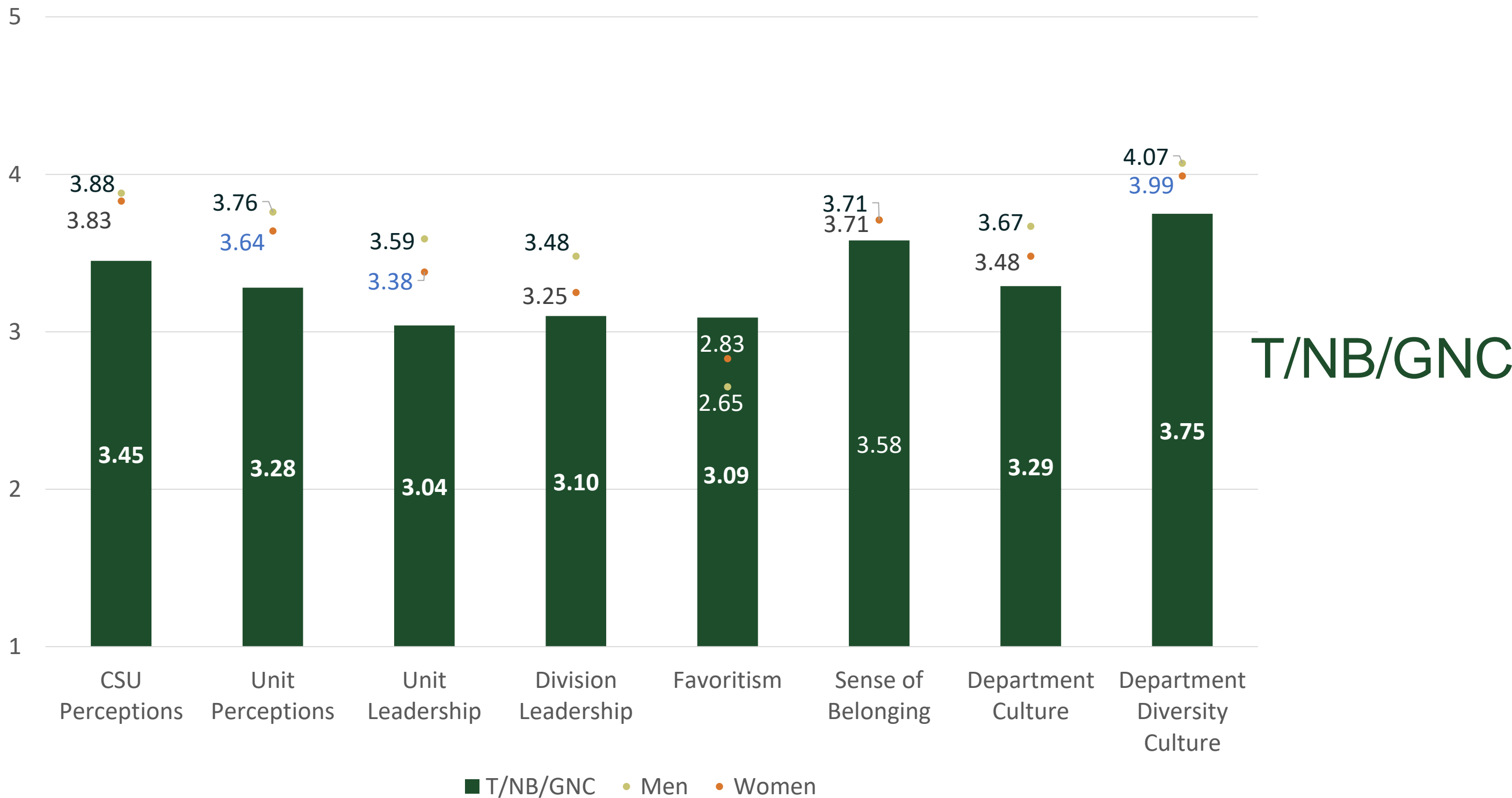## Percentage of respondent agreement to items related to Department/Unit perceptions over time

% Strongly Agree/ Agree

I would recommend my department/office as a place of employment
- 2016: 56%
- 2018: 71%

Department/office climate has become consistently more inclusive of all employees
- 2016: 68%
- 2018: 59%

Department/office provides employees with a positive work experience
- 2014: 63%
- 2016: 69%
- 2018: 69%

Department/office encourages discussions related to diversity
- 2014: 49%
- 2016: 50%
- 2018: 62%

Department/office creates a supportive environment for employees from diverse backgrounds
- 2014: 68%
- 2016: 63%
- 2018: 65%

Department/office retains diverse employees
- 2014: 55%
- 2016: 51%
- 2018: 57%

Department/office improves the campus climate for all employees
- 2014: 58%
- 2016: 58%
- 2018: 64%

Department/office recruits employees from a diverse set of backgrounds
- 2014: 57%
- 2016: 59%
- 2018: 67%

Legend: 2014, 2016, 2018

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Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department (select responses):

  - 33% Job title (CSU: 31%)

  - 33% Employment classification (CSU: 29%)

  - 22% Gender (CSU: 17%)

  - 15% Age (CSU: 19%)

  - 15% Political Affiliation (CSU: 20%)

  - 35% indicated no discriminatory attitudes present (CSU: 36%)

Work Stressors

- Top 3 Work Stressors (select responses)

    – 43% Low salary (CSU: 47%)

    – 41% Work/life balance (CSU: 29%)

    – 40% Workload (CSU: 33%)

    – 28% Lack of resources/Budget/Funding (CSU: 17%)

    – 28% Email overload (CSU: 18%)

    – 18% Department climate (CSU: 21%)

    – 15% Lack of growth /promotion (CSU: 29%)

Key Findings for Faculty

- On average, faculty respondents had less favorable overall perceptions of CSU than AP and SC respondents

- Faculty respondents had lower perceptions of their department, college leadership, diversity culture and a lower sense of belonging compared to administrative professional respondents

- Faculty respondents had more favorable perceptions of their department leadership, department culture, and perceptions of favoritism compared to state classified respondents

Key Findings for Faculty

- Women faculty respondents had lower perceptions of their department, department and college leadership, department culture, diversity culture and higher perceptions of favoritism compared to men faculty respondents

- Respondents from a minorotized race/ethnicity had less favorable perceptions of CSU, their department, favoritism, and diversity culture

- Faculty respondents perceived a higher rate of sexual harassment compared to the average CSU respondent and women respondents perceived more bullying and bias as problematic in their college compared to men respondents

- 41% of faculty respondents from a minoritzed race/ethnicity perceived bias as problematic compared to only 21% of faculty respondents not from a minoritized race/ethnicity

Key Findings for Faculty

- Over half of faculty respondents who were aware of a faculty council strongly agreed/agreed their council addresses issues and topics that are important and relevant; roughly a fifth strongly disagreed/disagreed to this item

- Over three-fourths of faculty respondents who were aware of a faculty council strongly agreed/agreed the councils' collective participation in shared governance is pertinent to CSU's success, this is particularly true for women

- 41% of faculty respondents indicated their work/life balance as a work stressor, while only 29% of AP respondents and 19% of SC indicated this as a work stressor
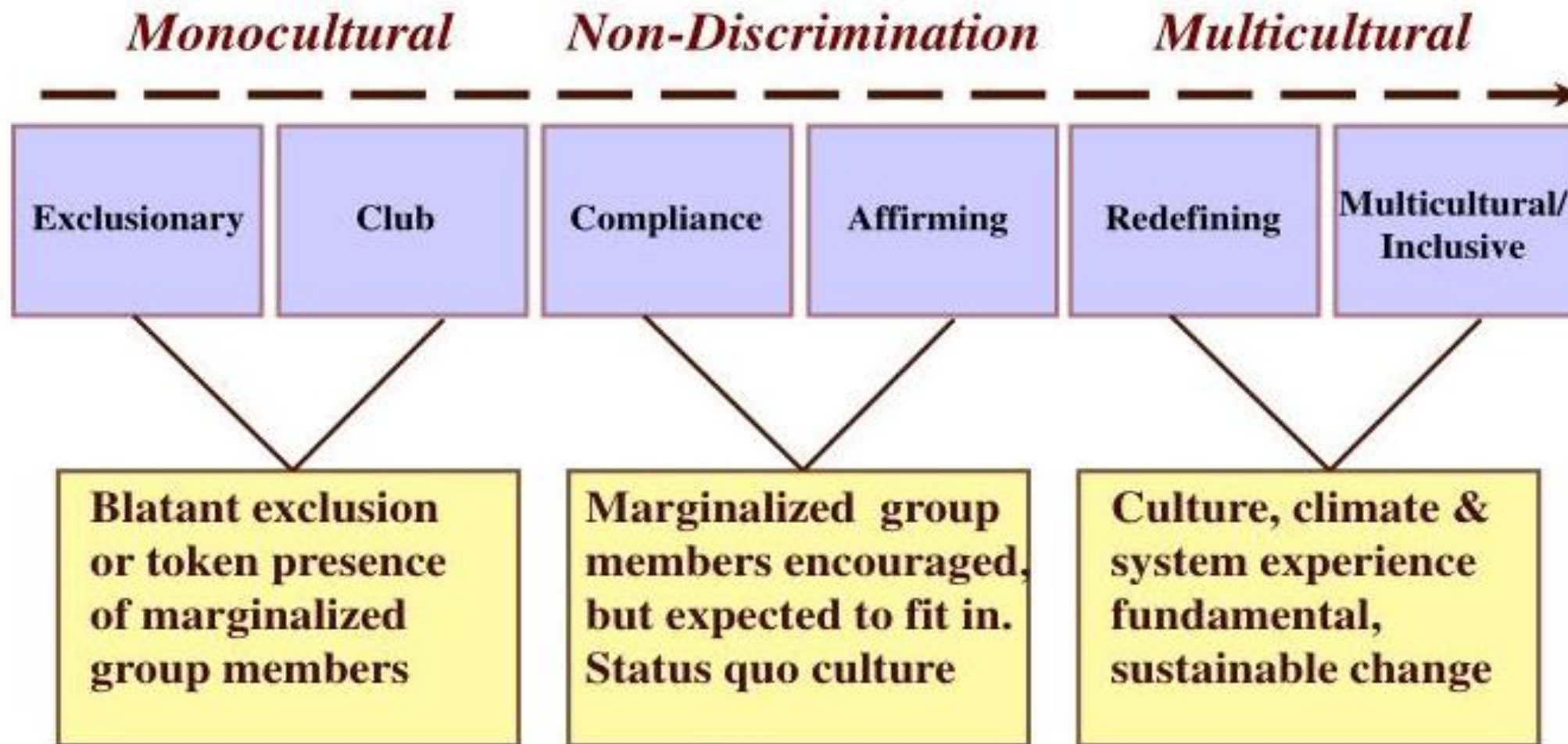
MCOD

- 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/