

2018 Employee Climate Survey

Presentation for the Office of the Vice President for Information Technology and Dean of Libraries

Assessment Group for Diversity Issues

4.23.19

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

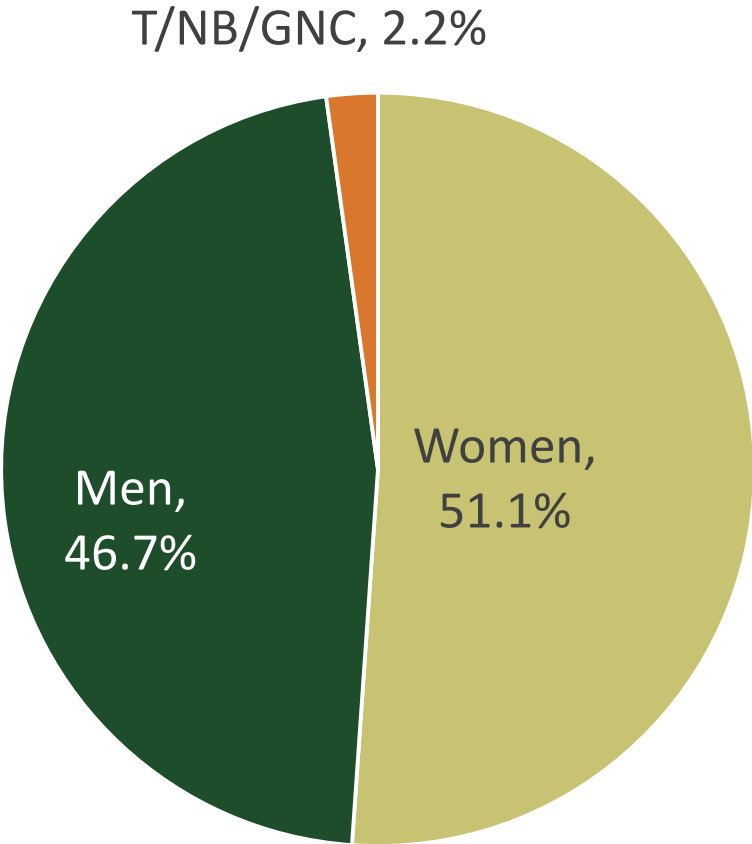
CSU Response Rate Over Time

	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%

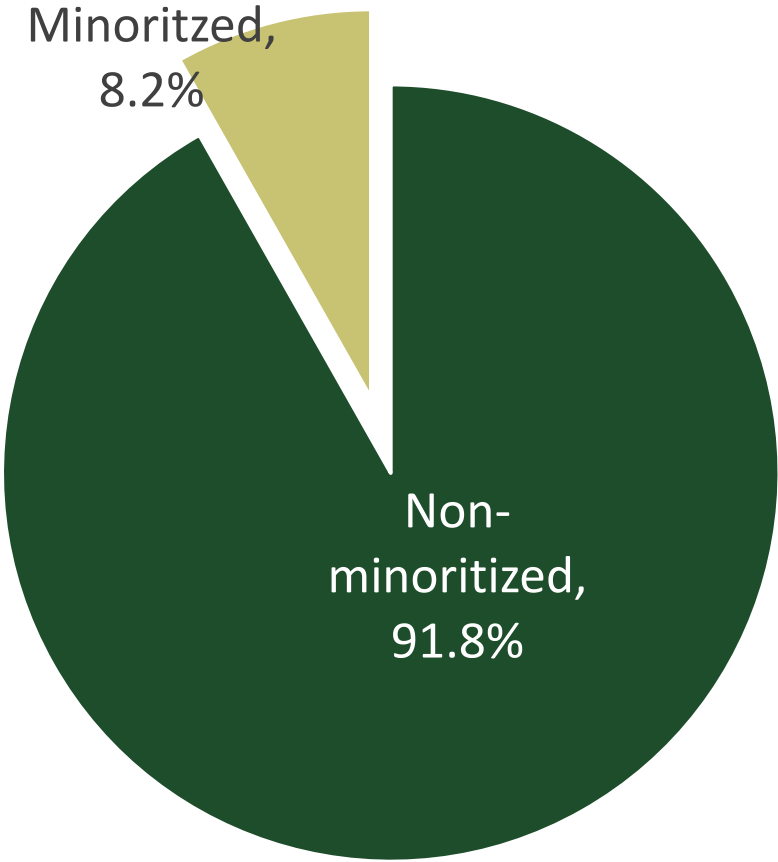
College Response Rates

Division	Response Rate
Enrollment and Access	83.9%
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% (n = 112)
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 IT & Libraries

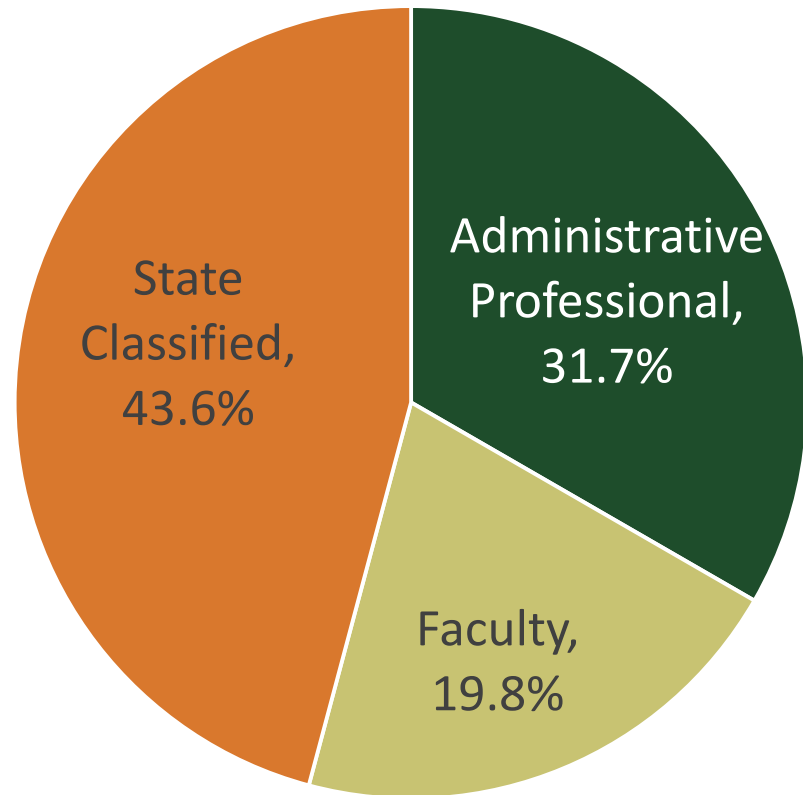


Gender

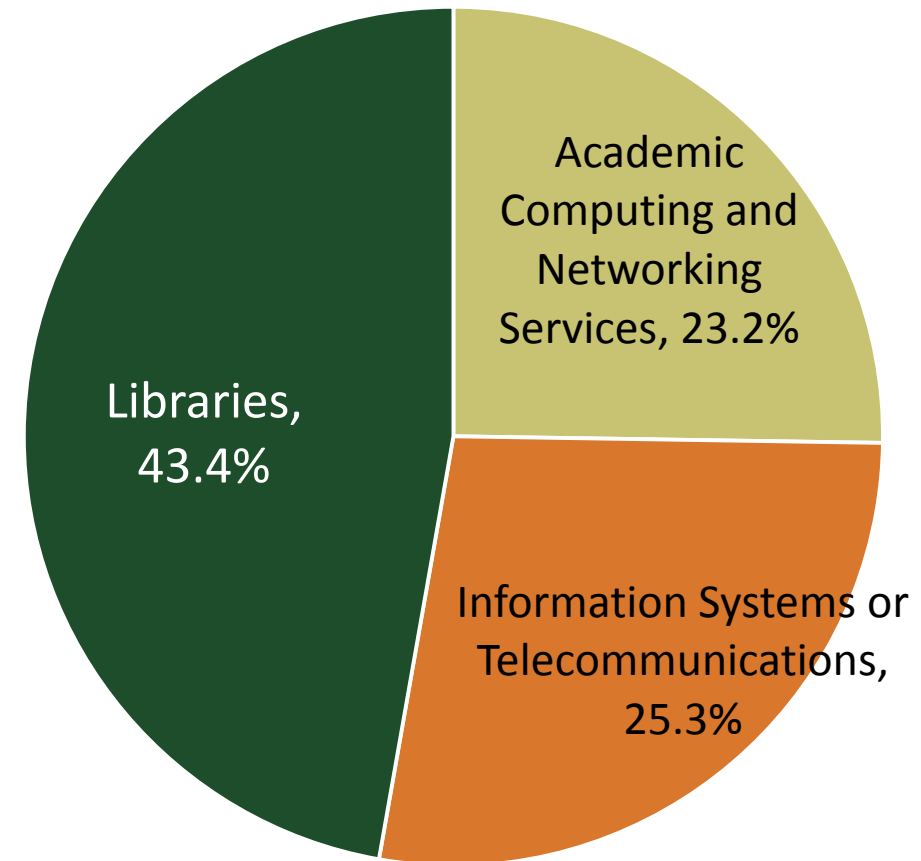


Minoritized
Race/Ethnicity

Employee Characteristics



Employee Type



Department

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

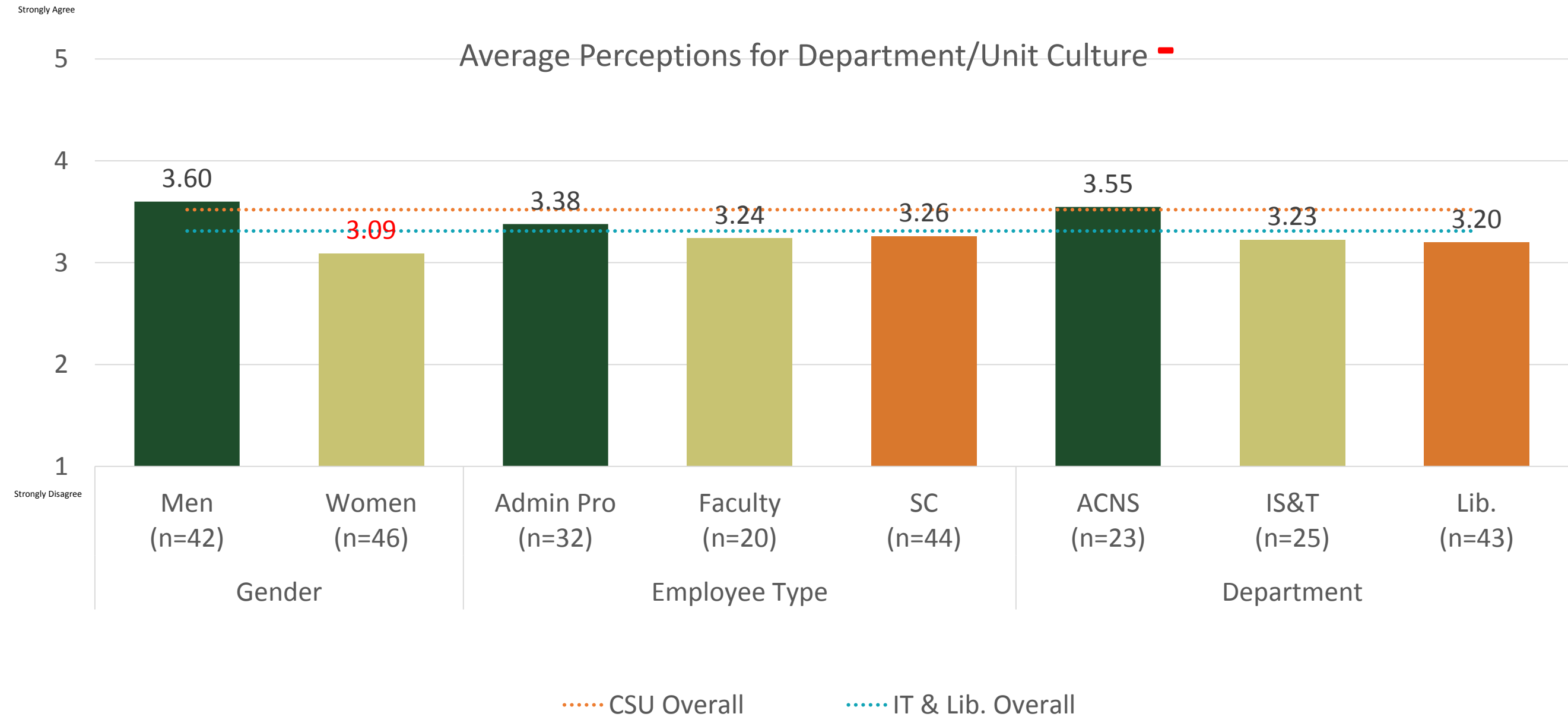
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

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

IT & Libraries Culture

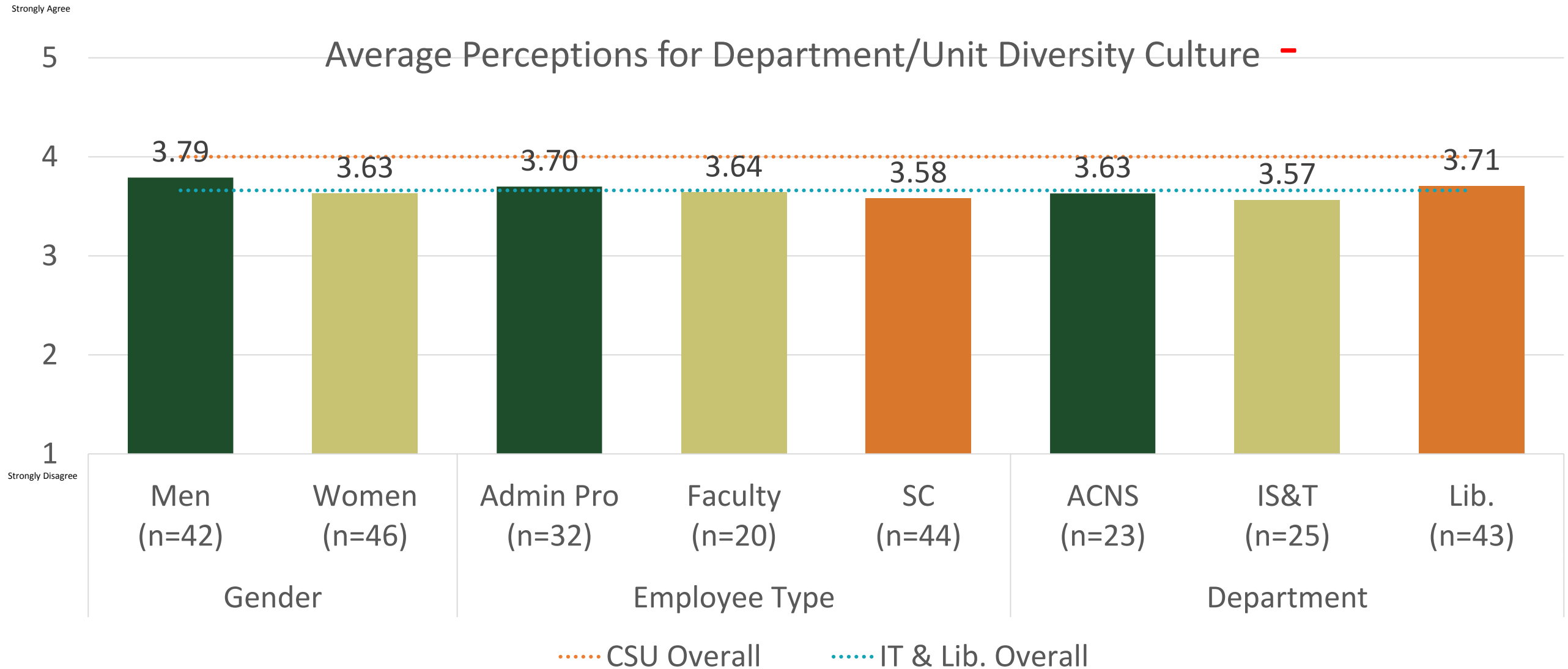


Culture Items

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 -

IT & Libraries Culture



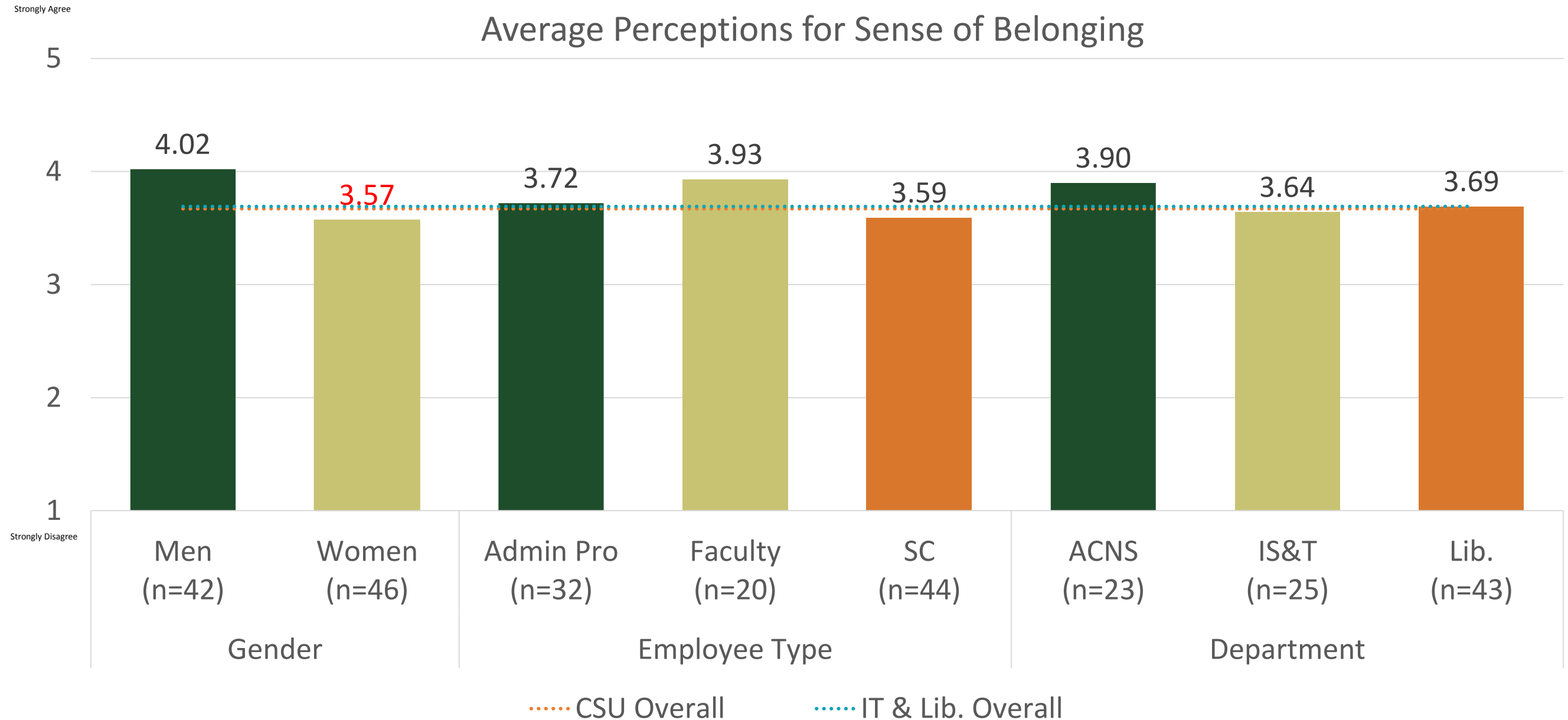
Culture Items

Sense of Belonging

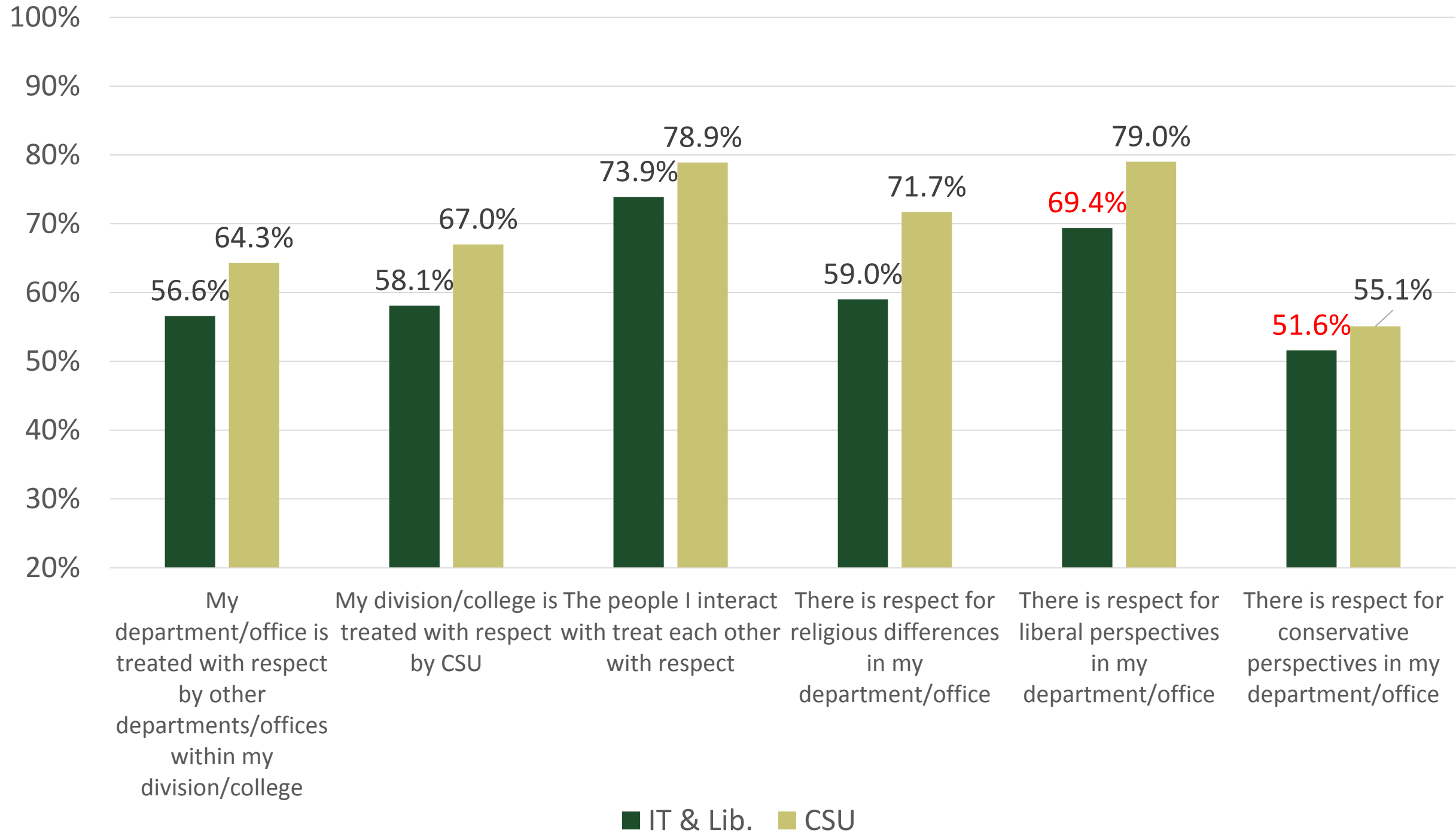
- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division/college
- I feel a strong sense of belonging to my department/unit

IT & Libraries Culture

Average Perceptions for Sense of Belonging



Strongly Agree/Agree

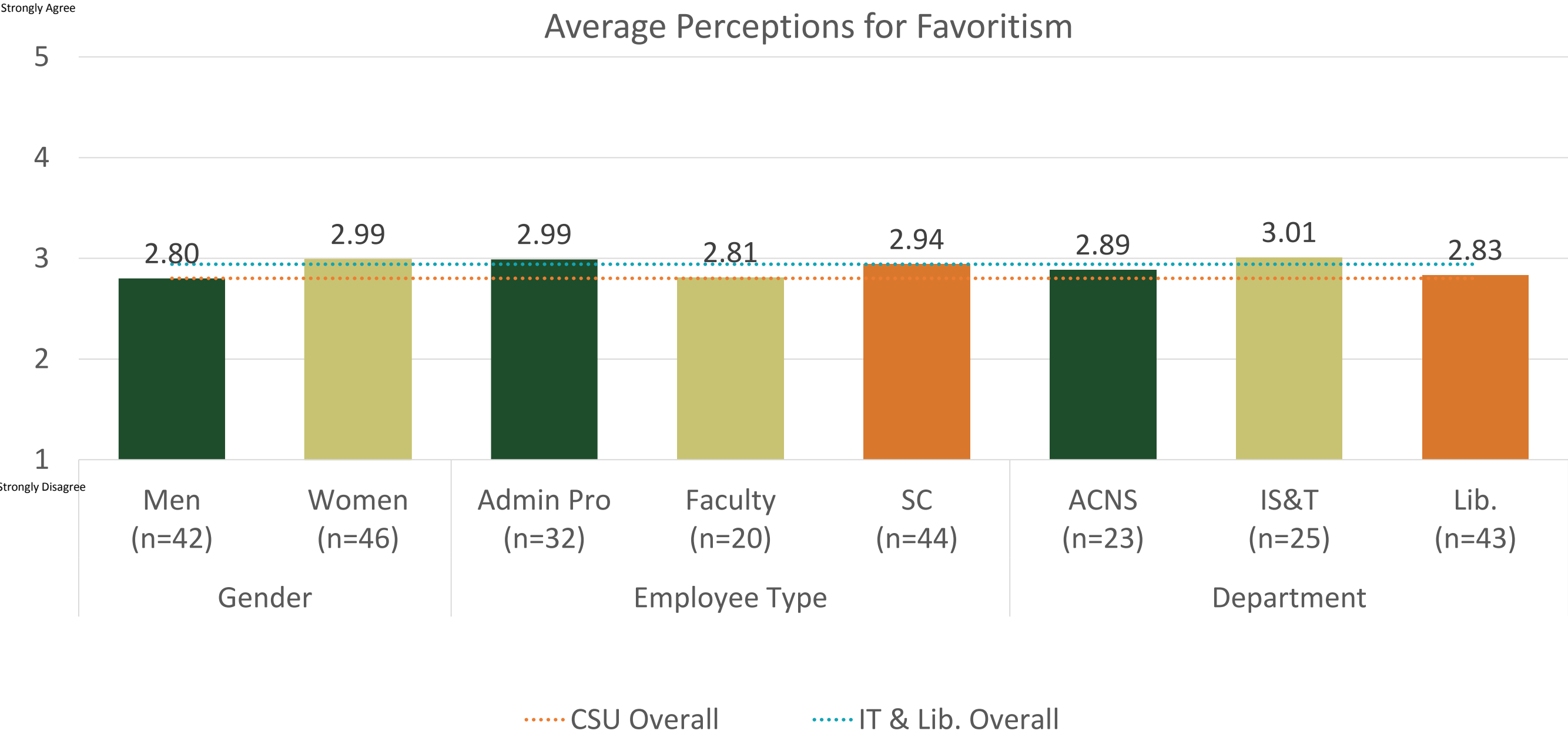


Respect

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

IT & Libraries Favoritism



Leadership and Accountability Items

- Items asked each for Division and Department/Unit

College

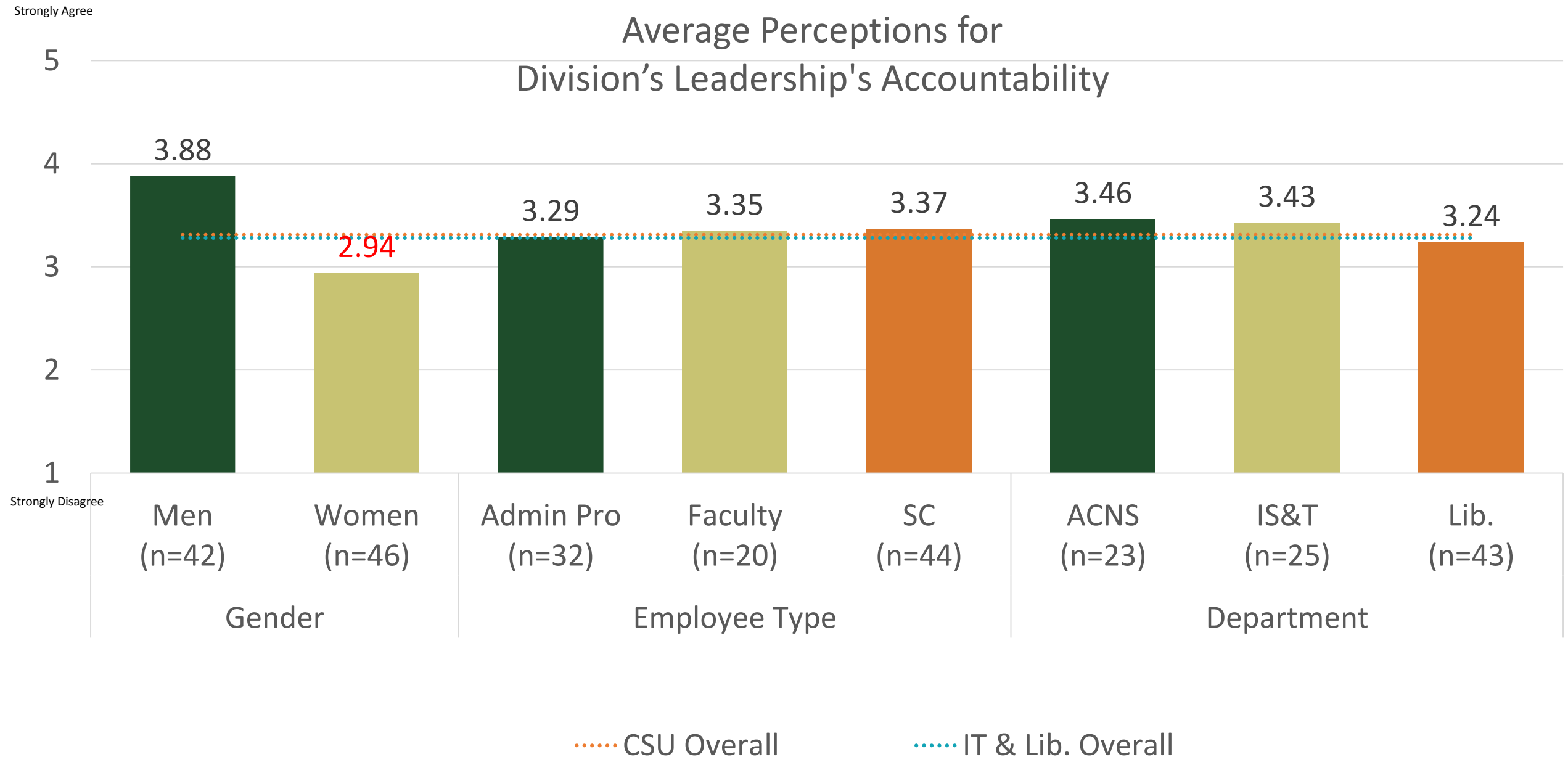
Dept.

- 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

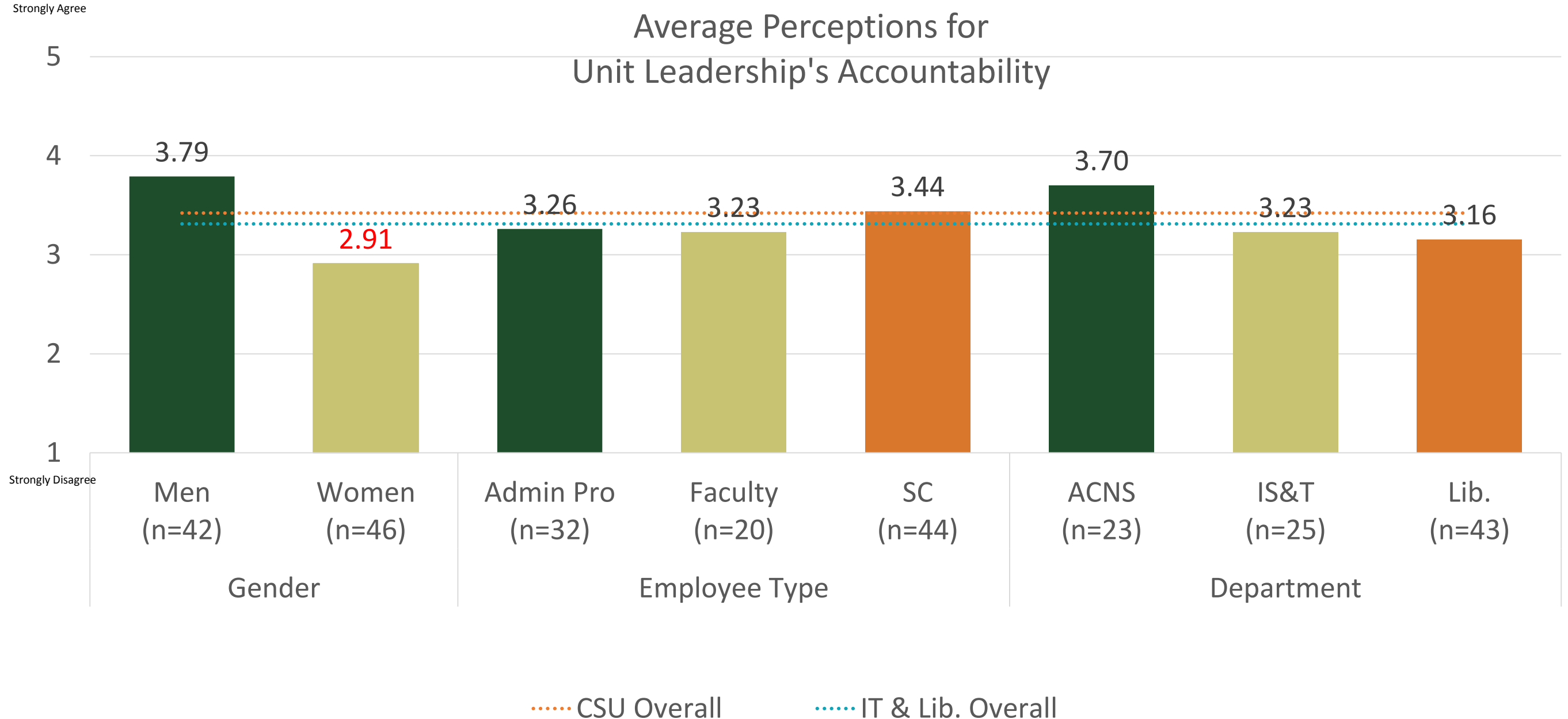
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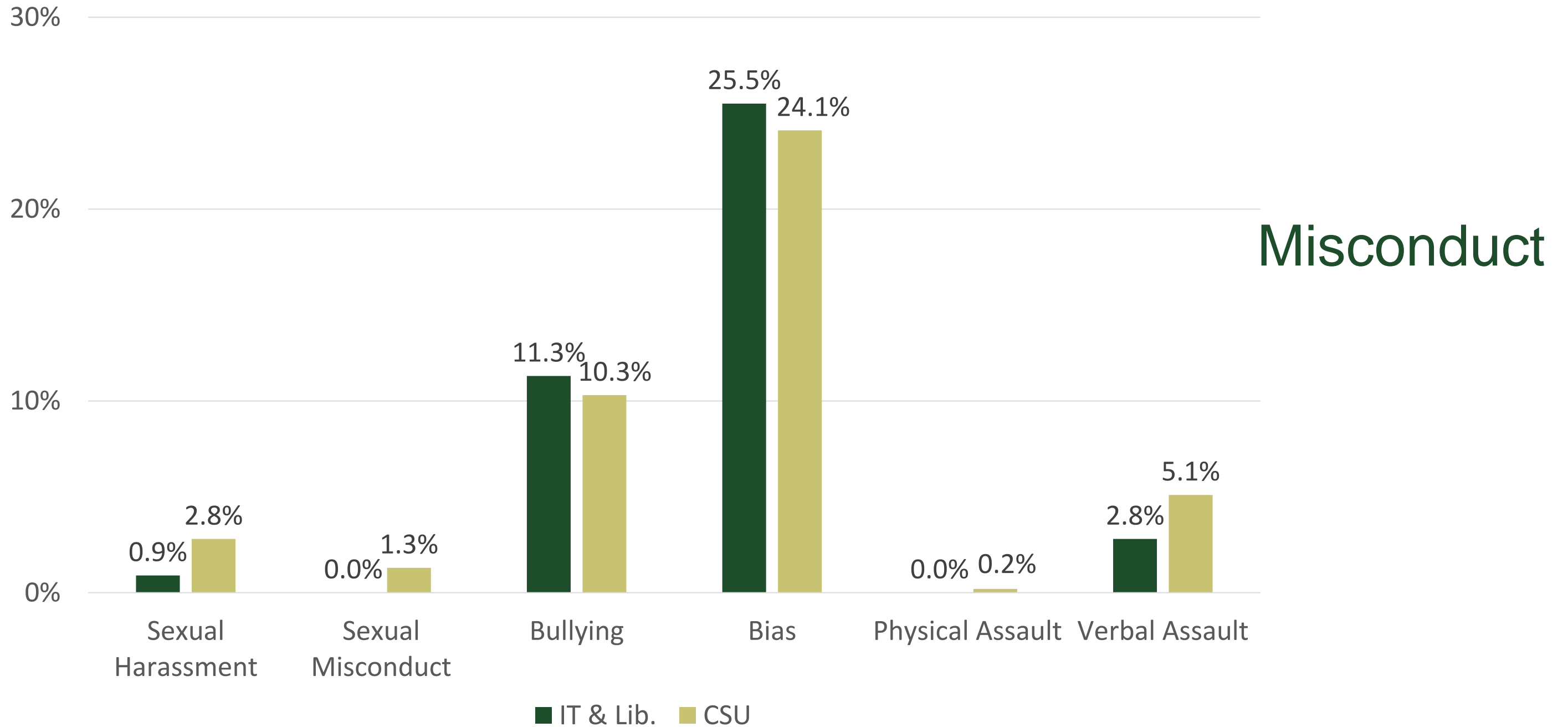
IT & Libraries Leadership & Accountability



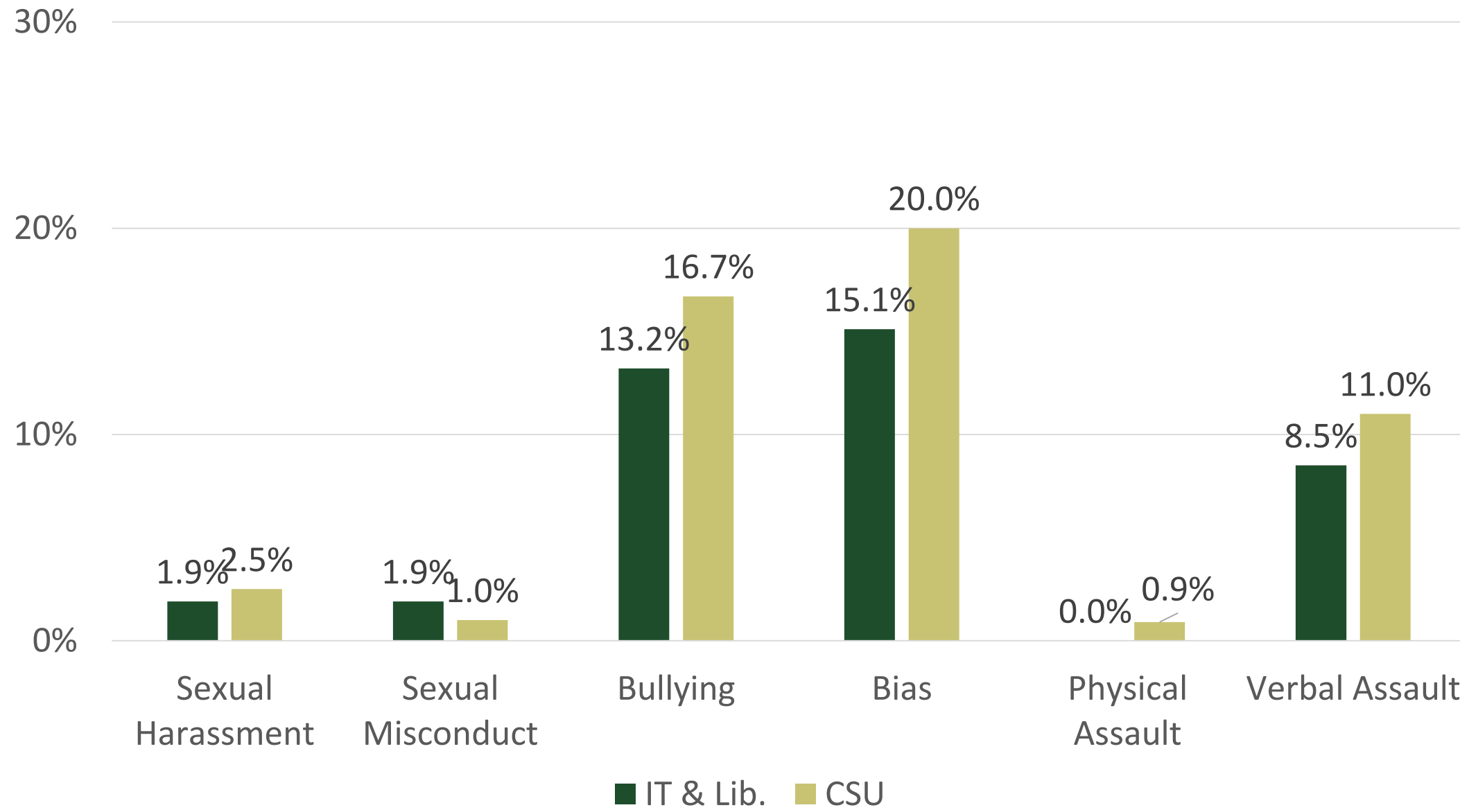
IT & Libraries Leadership & Accountability



Percentage of respondents who indicated misconduct in their division



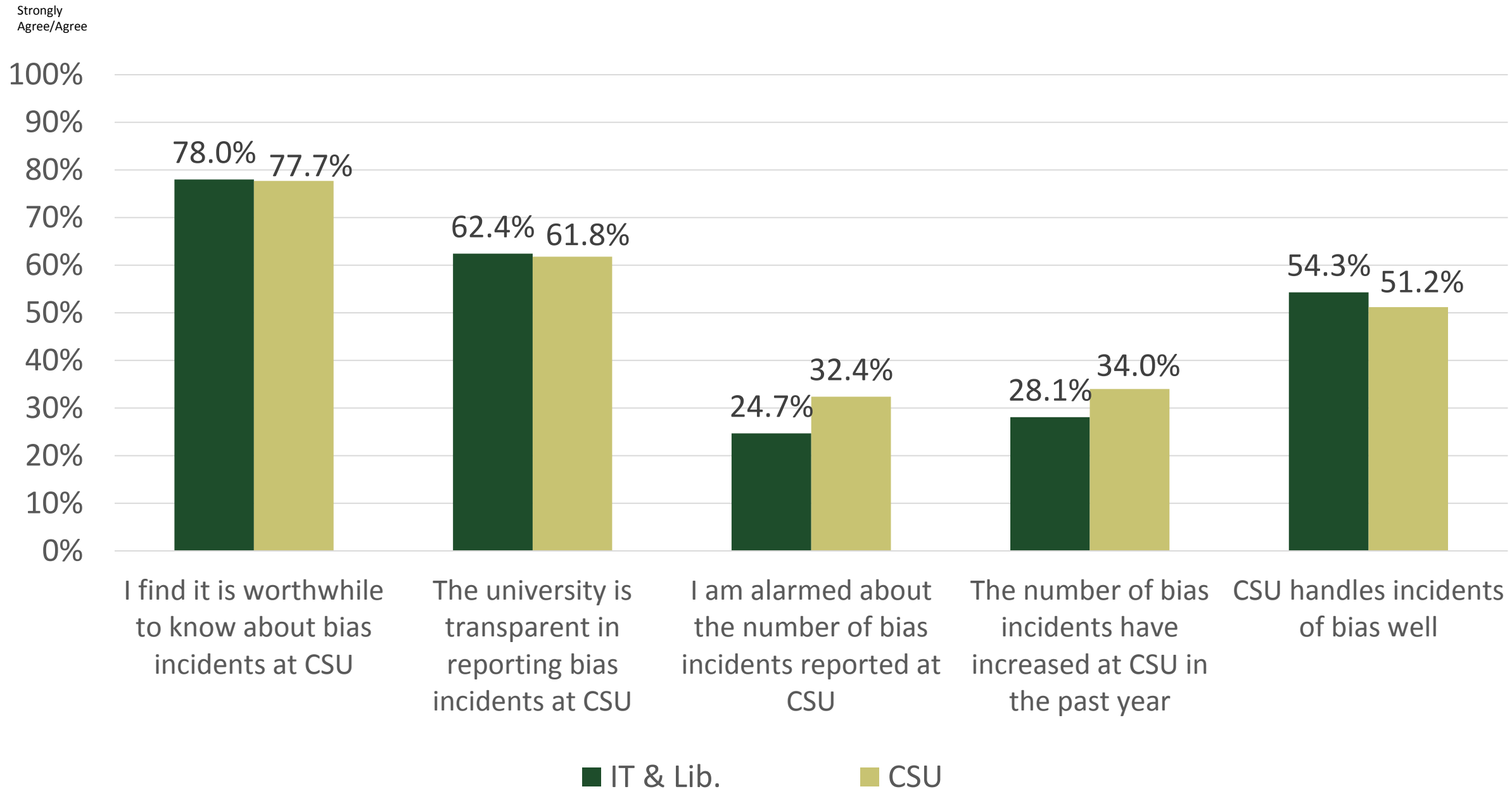
Percentage of respondents who indicated they would avoid people because of misconduct



Misconduct

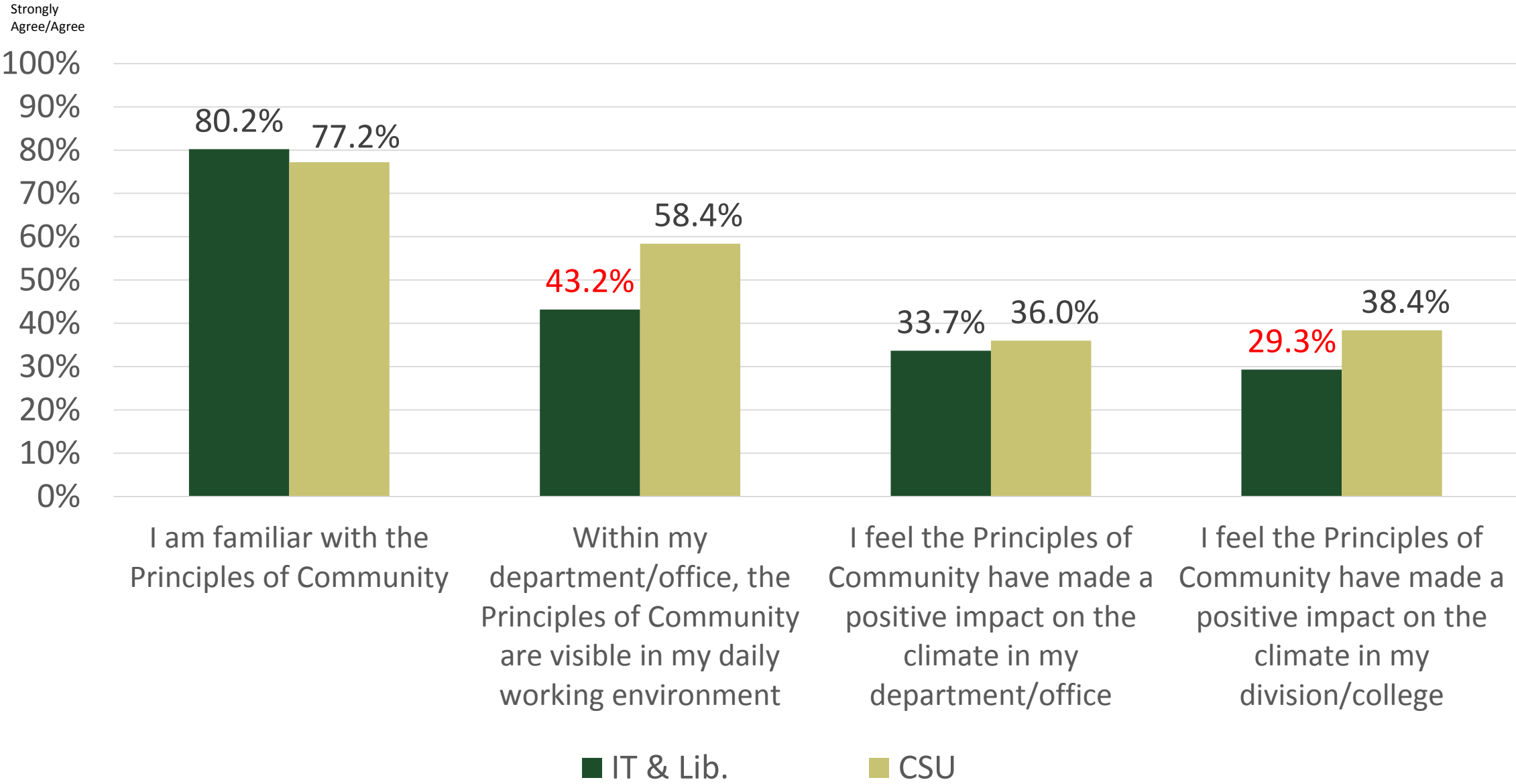
There are people I avoid because of _____

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



Bias

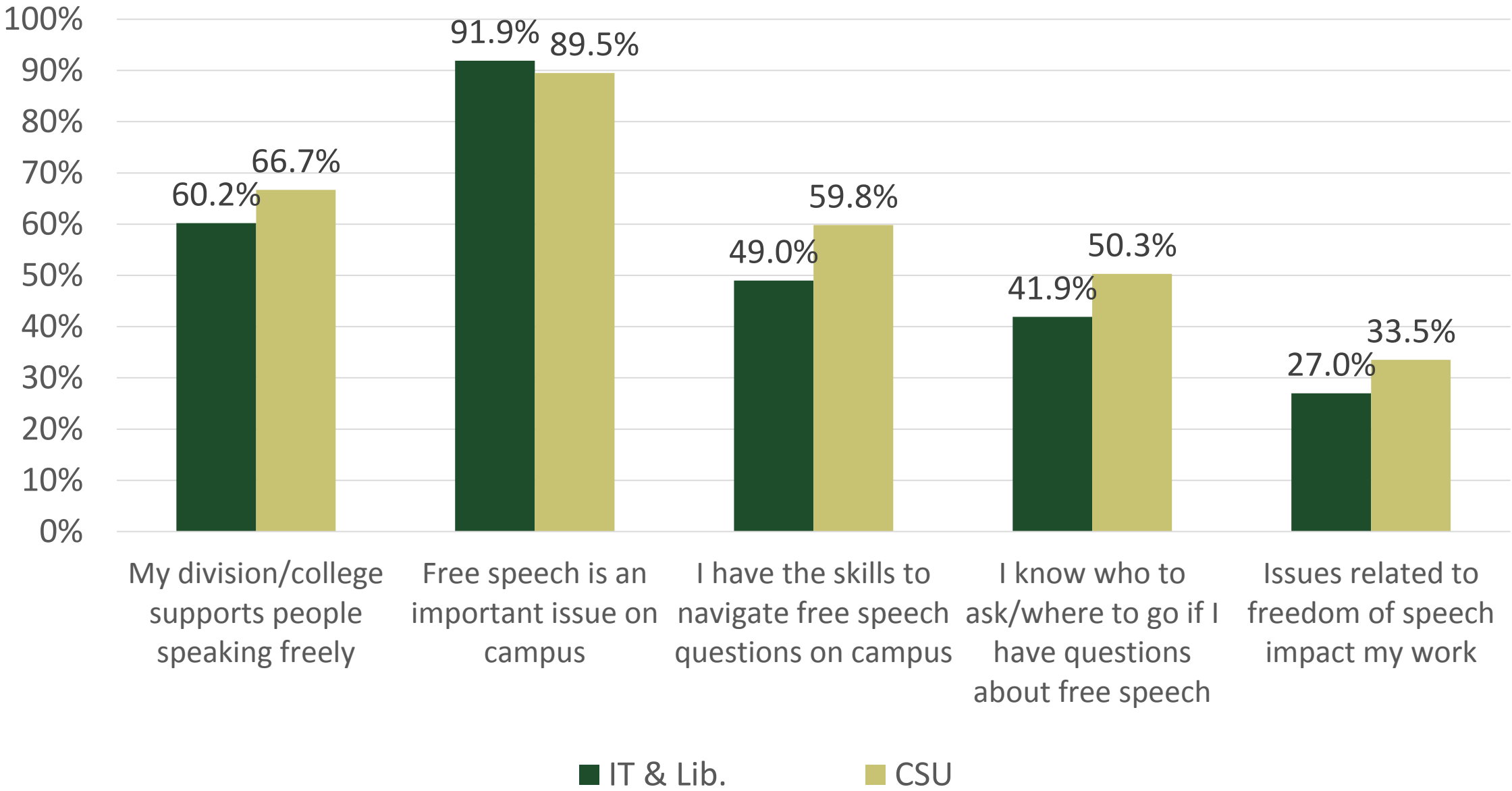
Percentage of respondent agreement to items related to Principles of Community



Principles of Community

Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree



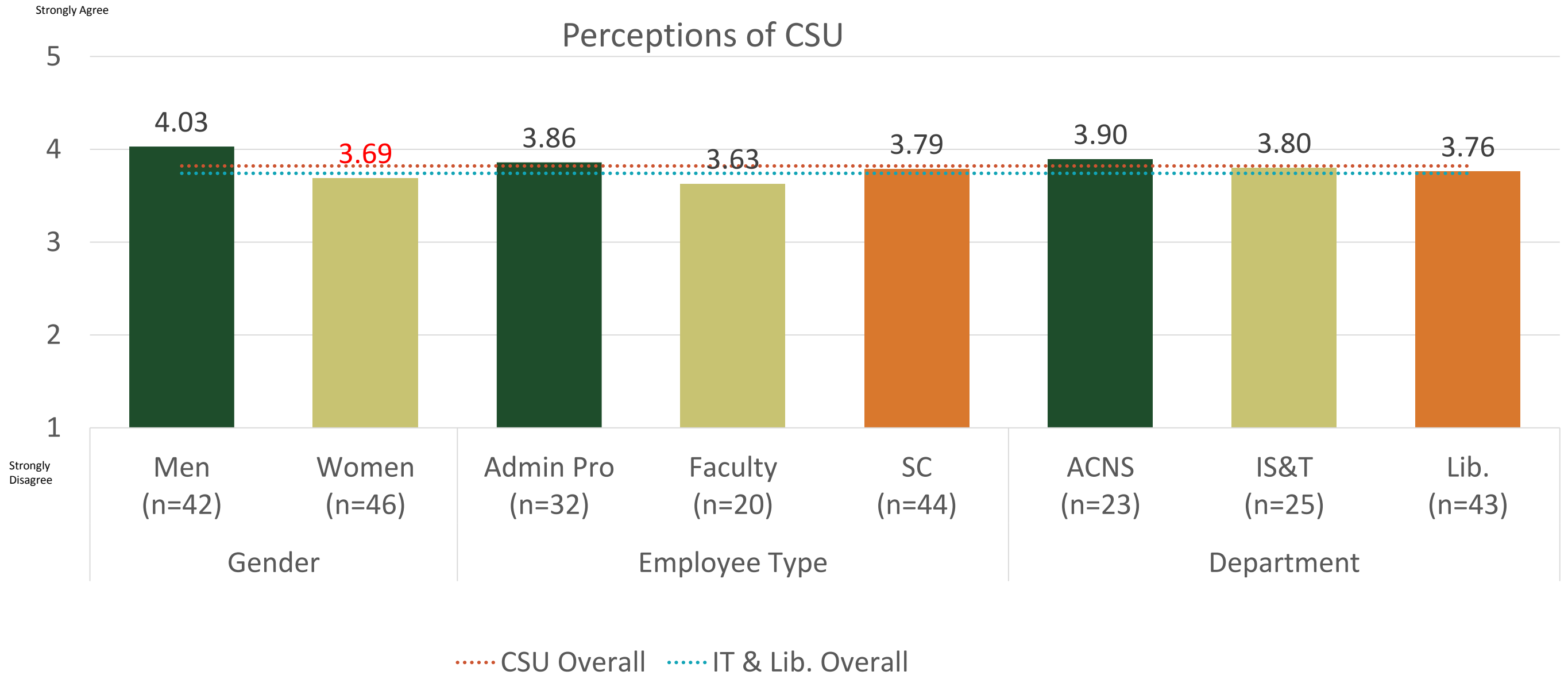
Freedom of Speech

Perception Items

- Items asked each for CSU and Department/Unit

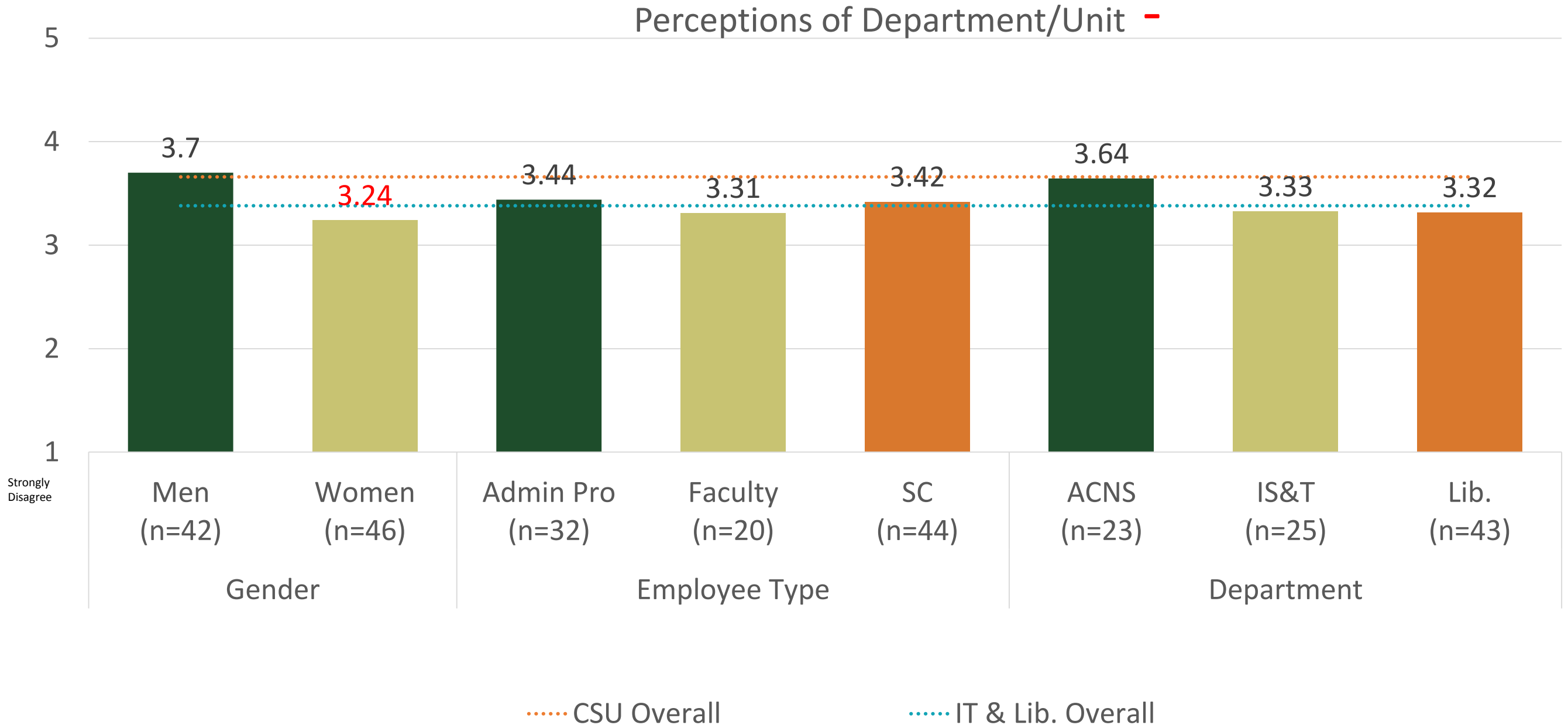
	CSU	Dept.
– Recruits employees from a diverse set of backgrounds		
– Improves the campus climate for all employees		
– Retains diverse employees		-
– Creates a supportive environment for employees from diverse backgrounds		-
– Encourages discussions related to diversity		-
– Provides employees with a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

IT & Libraries Perceptions



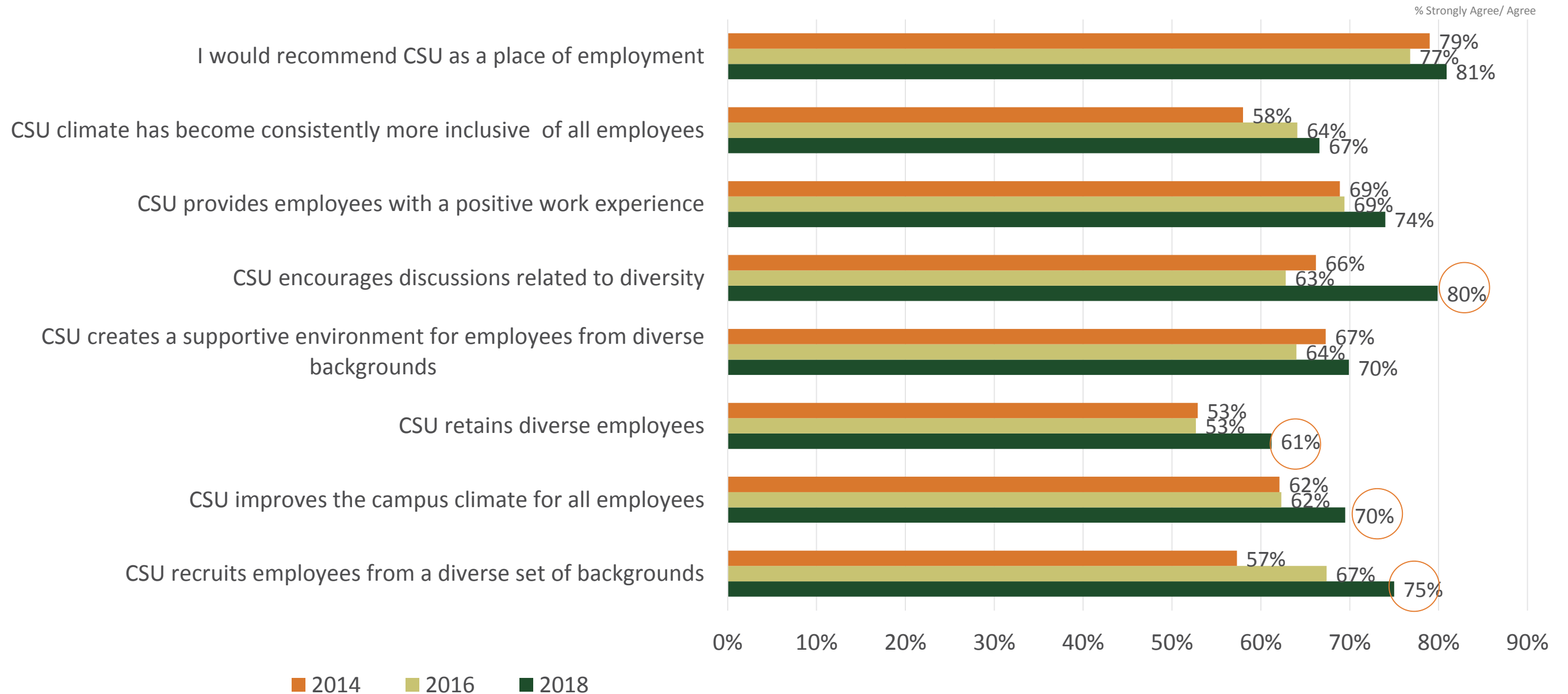
IT & Libraries Perceptions

Strongly Agree



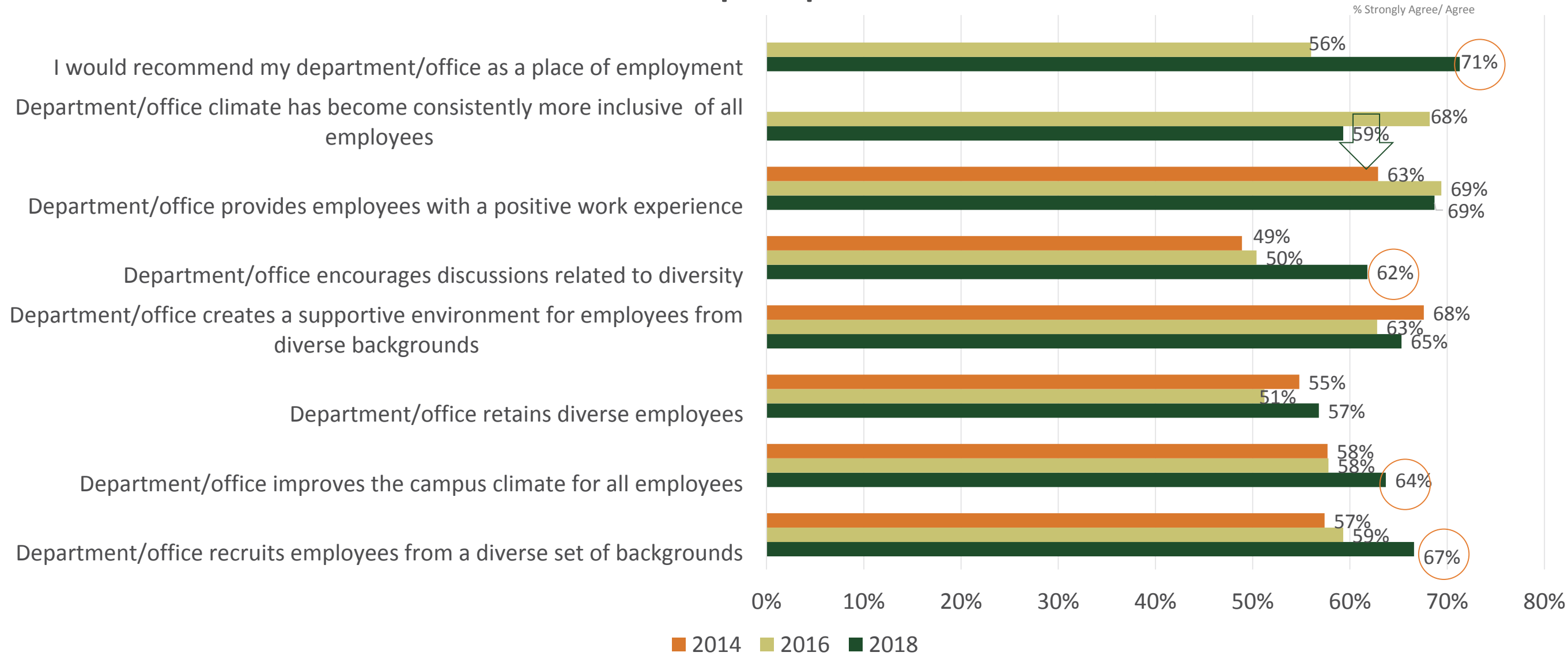
CSU Perceptions over Time

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



Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department/Office:
 - 36% indicated no discriminatory attitudes present (CSU: 36%)
 - 32% Employment classification (CSU: 29%)
 - 26% Gender (CSU: 17%)
 - 19% Job title (CSU: 31%)
 - 16% Political Affiliation (CSU: 20%)
 - 16% Age (CSU: 19%)

Work Stressors

- Top 3 Work Stressors
 - 39% Low salary (CSU: 47%)
 - 32% Workload (CSU: 33%)
 - 33% Lack of growth /promotion (CSU: 29%)
 - 25% Work/life balance (CSU: 29%)
 - 25% Lack of resources/budget/funding (CSU: 17%)
 - 24% Department/office climate (CSU: 21%)
 - 13% Interpersonal conflict (CSU: 12%)



Three words to describe IT & Libraries culture

Top Items with Gender Discrepancies

- Leadership holds employees accountable for inappropriate behavior
- Leadership adequately addresses inappropriate behavior
- Promotes a work environment where all employees feel included
- Department/office leadership addresses issues of inequity
- Supports a healthy work/life balance
- I would recommend my department/office as a place of employment
- I feel a strong sense of belonging to CSU
- I fear negative job consequences if I were to raise an issue of unfair treatment

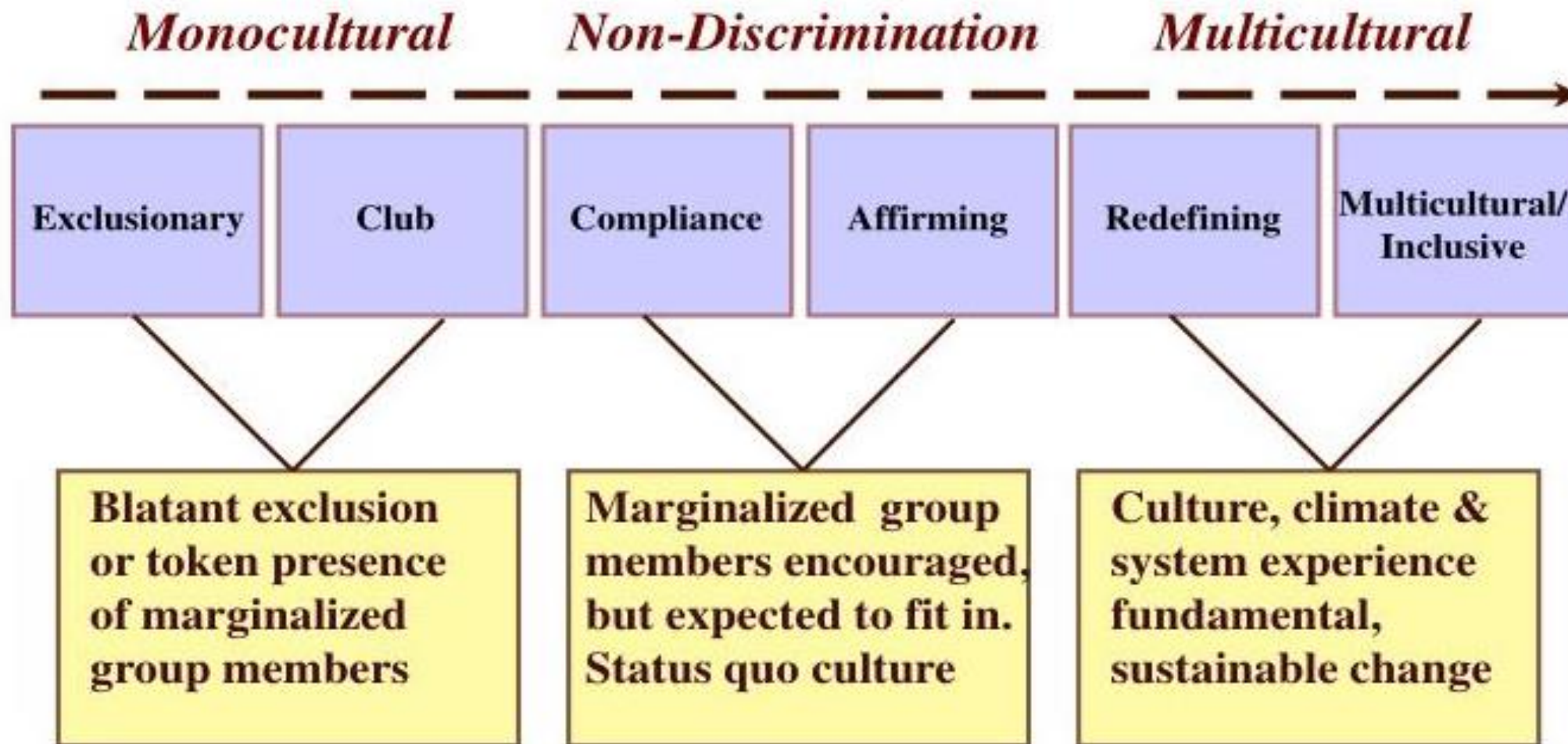
Key Findings for IT & Libraries

- Lower perceptions of Department/Unit Culture and Diversity Culture and Department/Unit Perceptions compared to the average CSU respondent
- Women had lower perceptions than men for all factors except Favoritism and Diversity Culture
 - Lower perceptions of CSU and Department/Unit Perceptions, Division and Unit Leadership, Sense of Belonging, and Unit Culture
 - Largest effect was for Division and Unit Leadership's Accountability
 - Over a quarter of respondents indicated gender was a discriminatory attitude in their department/unit (compared to 17% of all respondents)

Key Findings for IT & Libraries

- There were no significant differences by employee type
 - Items with the largest gap between Administrative Professionals/Faculty and State Classified respondents related to culture and respect
 - Promotes respect for cultural differences
 - My dept. is treated with respect by other departments
 - My dept. provides me with professional development opportunities
- 26% of IT & Libraries respondents indicated bias was problematic at the division level and 17% indicated bullying was problematic at their department/office level
 - 35% of women indicated bias was problematic at their division level and 30% of women indicated bullying was problematic at their department/office level
- Respondents in the IT & Libraries had slightly lower perceptions of respect compared to the average CSU respondent, particularly surrounding political beliefs

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/>