2018 Employee Climate Survey

Presentation for Multicultural Staff and Faculty Network

Assessment Group for Diversity Issues

4.15.19

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

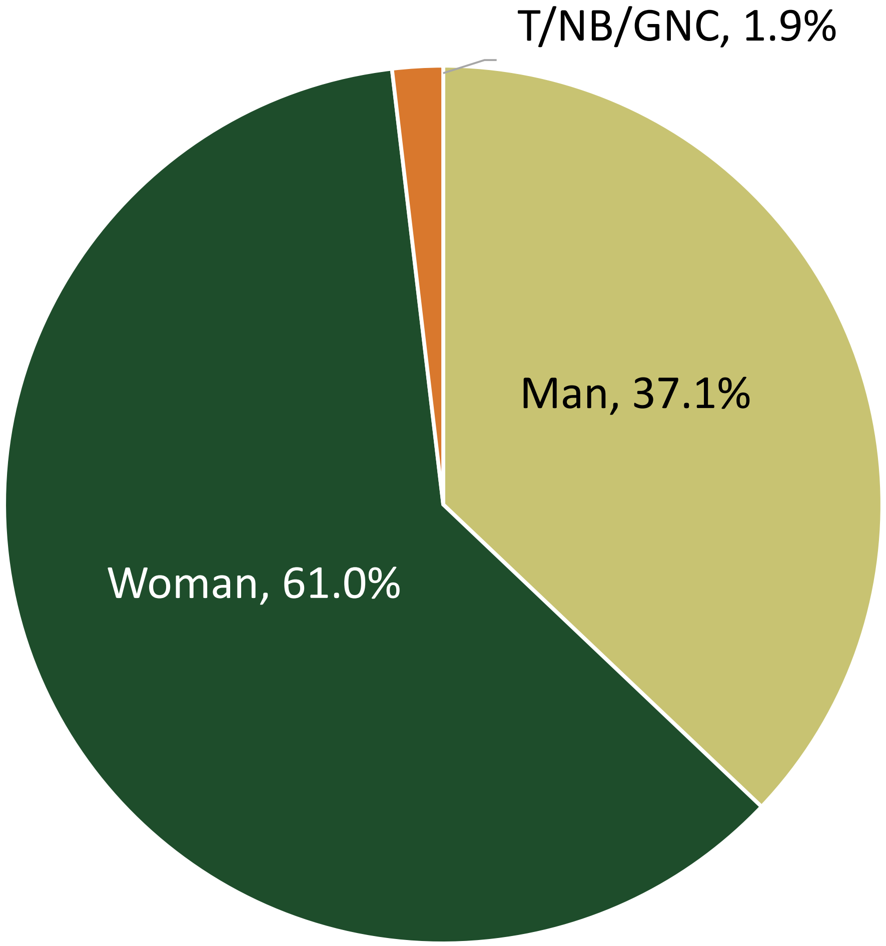
	2014 (n = 2,150)	2016 (n = 2,191)	2018 (n = 4,058)
All Employees	26.0%	30.3%	58.5%
Administrative Professional	28.2%	32.0%	50.5%
Faculty	29.3%	18.7%	45.6%
State Classified	30.7%	39.4%	47.3%

Response Rates

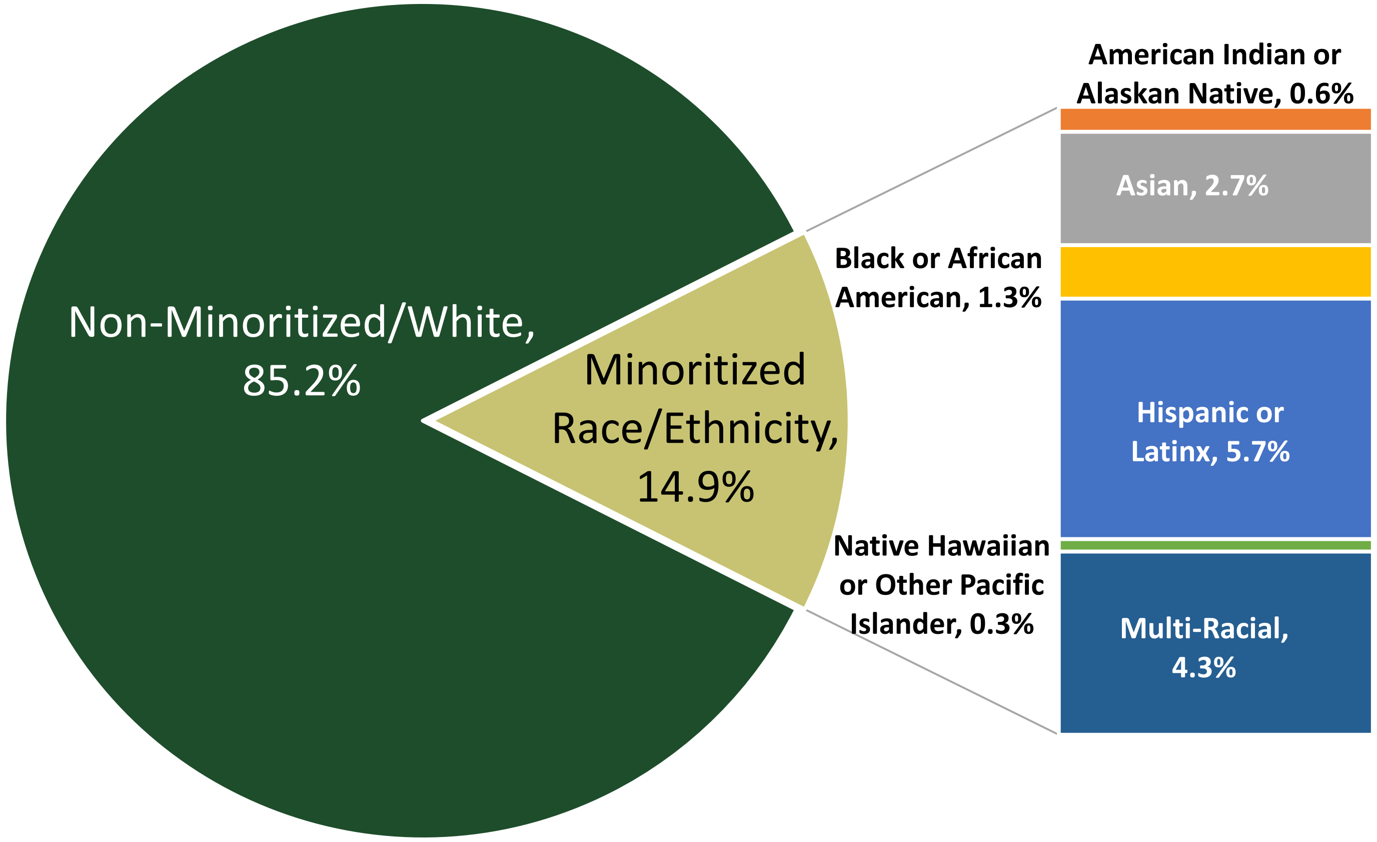
Division	Response Rate
Enrollment and Access	83.9%
Graduate School or International Programs	80.6%
University Advancement	79.0%
Student Affairs-Health Network & Wellness Programs	70.8%
Student Affairs-All other units	68.5%
External Relations	64.9%
University Operations	63.0%
Research	61.4%
Information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

College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
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%

Employee Characteristics

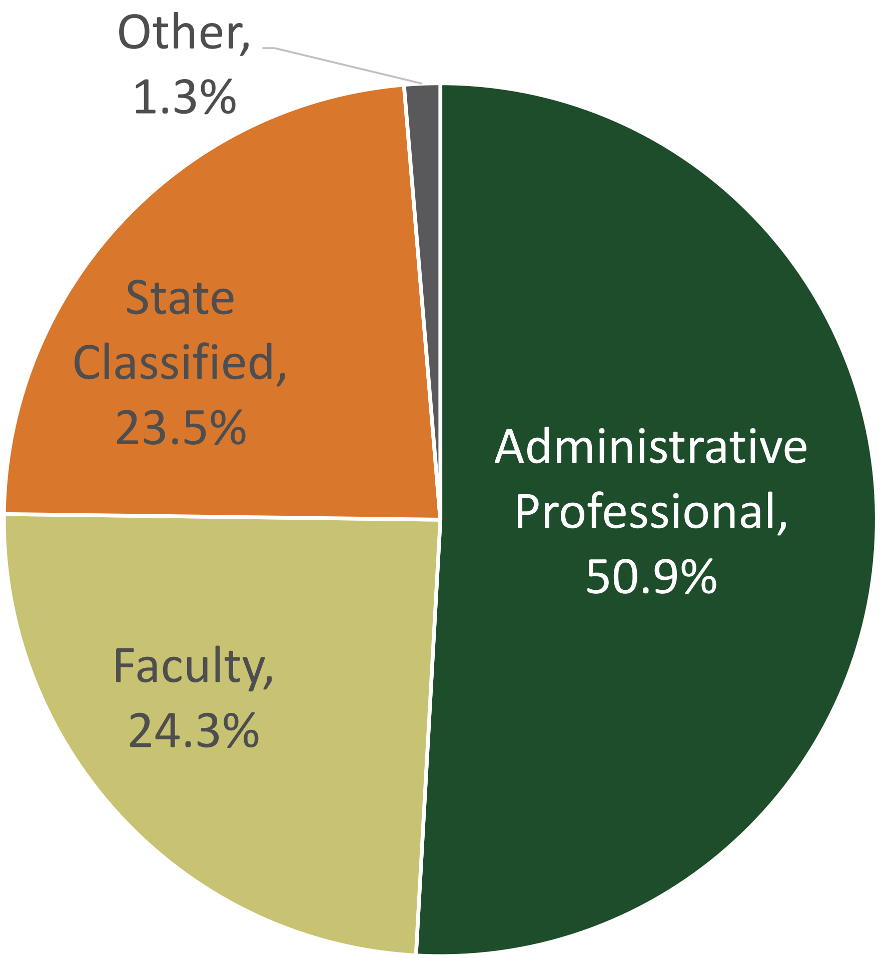


Gender

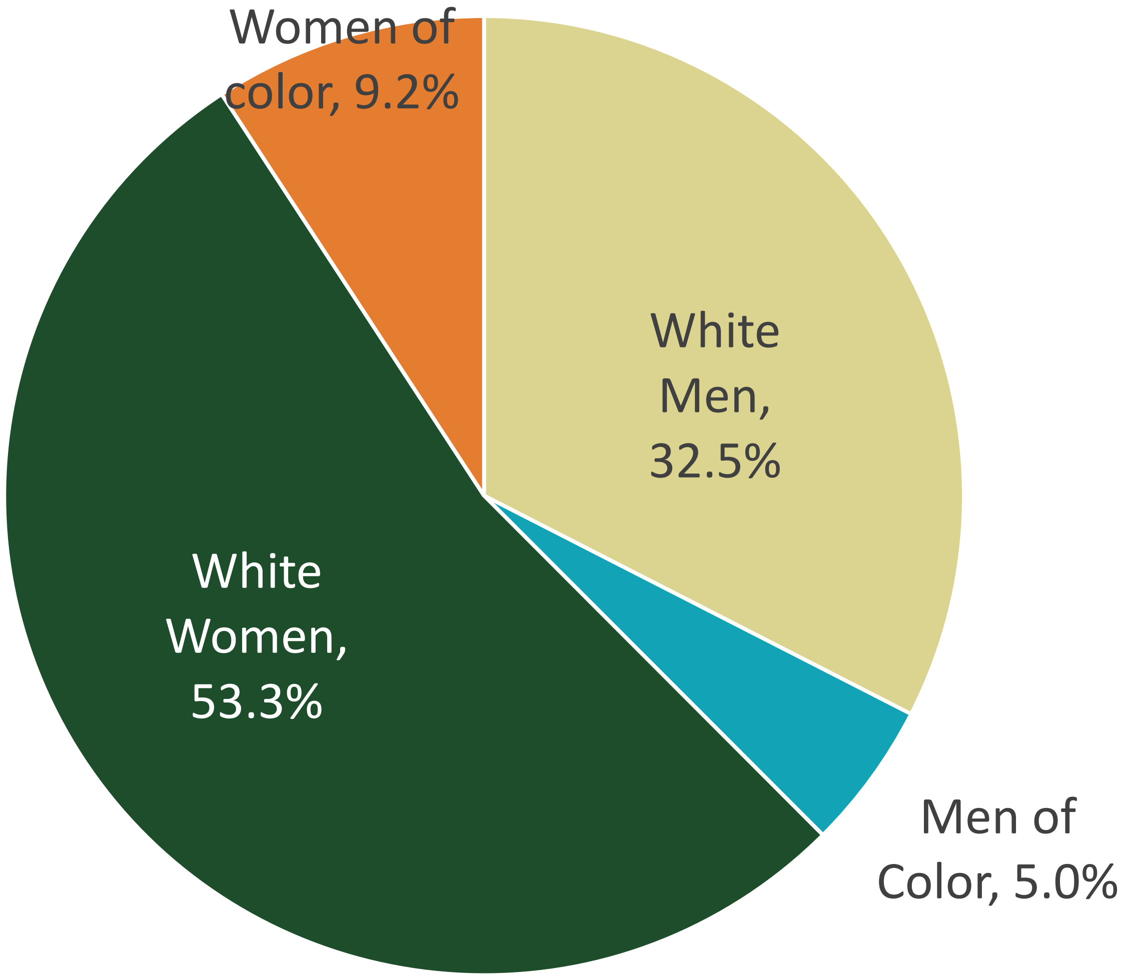


Race/Ethnicity

Employee Characteristics



Employee Type



Intersection of Race and Gender

Survey Framework

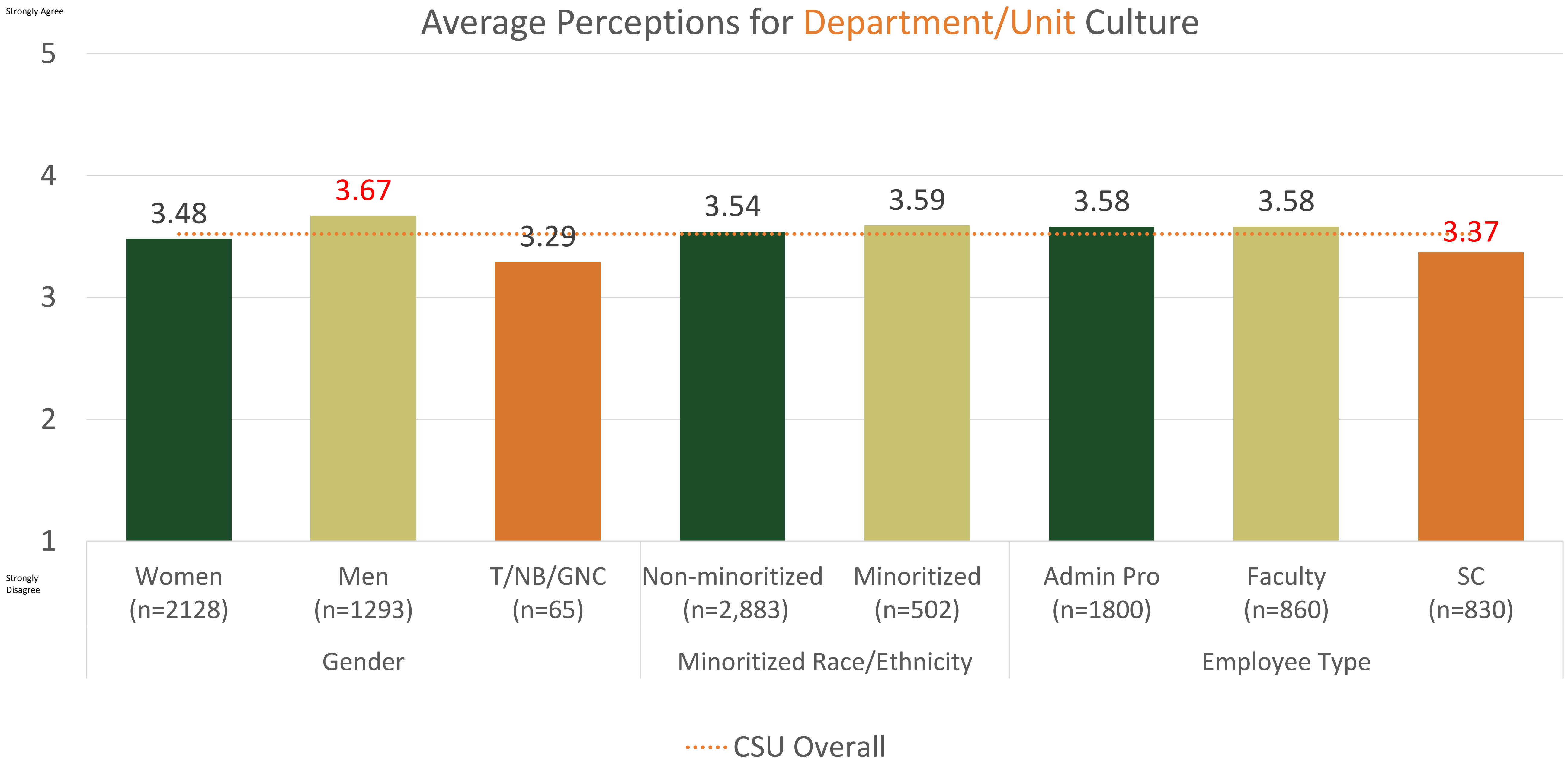
- Culture
- Respect
- Favoritism
- Leadership & Accountability
- Misconduct
- Bias Incidents
- Principles of Community
- Employee Councils
- Freedom of Speech
- Perceptions of CSU and Department/Unit
- Discriminatory Attitudes
- Work Stressors
- Care Challenges
- Employee Characteristics
- Three words to describe your division/college culture
- Open ends

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

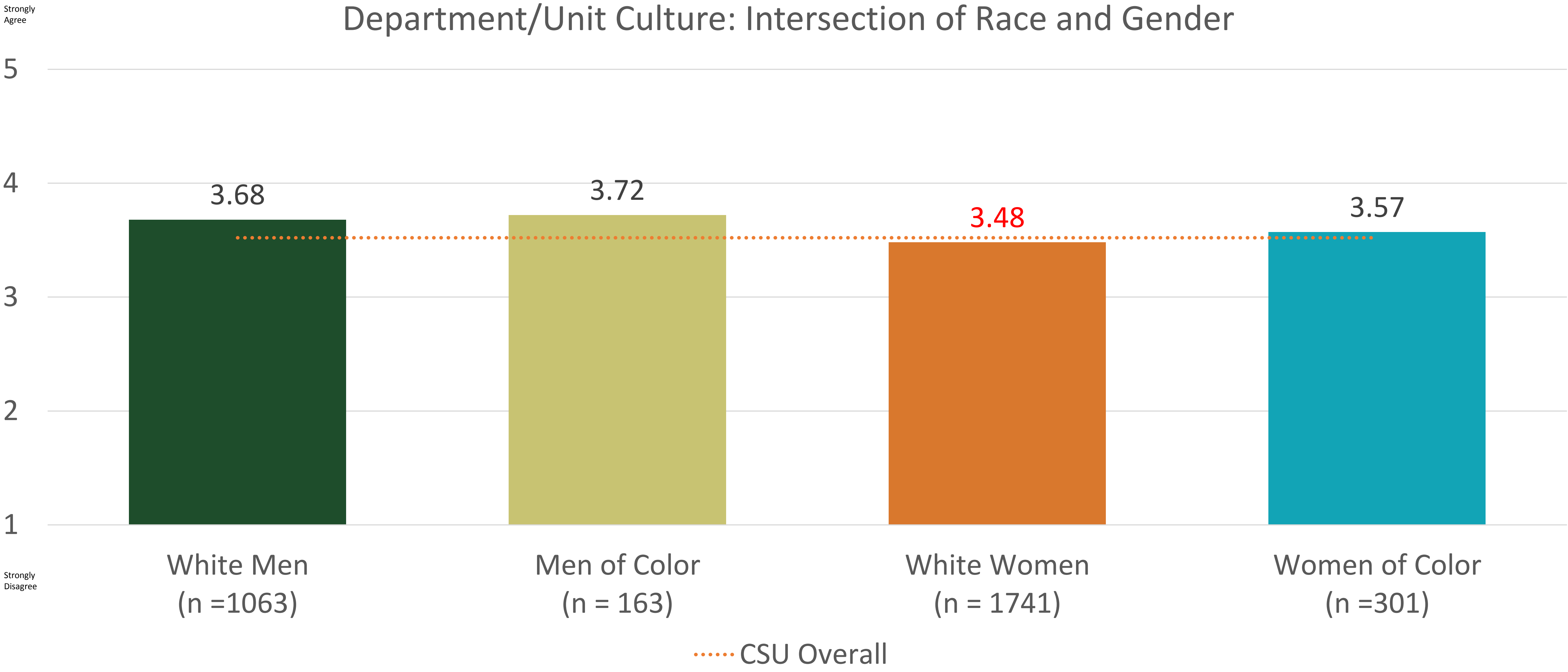
Culture Items

Department/Unit Culture	Strongly Agree/Agree
• I feel valued as an employee	
• My dept. promotes a work environment where all employees feel included	64.7%
• My dept. treats all employees equitably	58.4%
• My dept. is open and transparent in communication	
• My dept. values employee input in major department decisions	

Culture


Average Perceptions for Department/Unit Culture
Strongly Agree
5
4
3
2
1
Strongly Disagree
3.48
3.67
3.29
3.54
3.59
3.58
3.58
3.37
Women (n=2128)
Men (n=1293)
T/NB/GNC (n=65)
Non-minoritized (n=2,883)
Minoritized (n=502)
Admin Pro (n=1800)
Faculty (n=860)
SC (n=830)
Gender
Minoritized Race/Ethnicity
Employee Type
CSU Overall

Culture

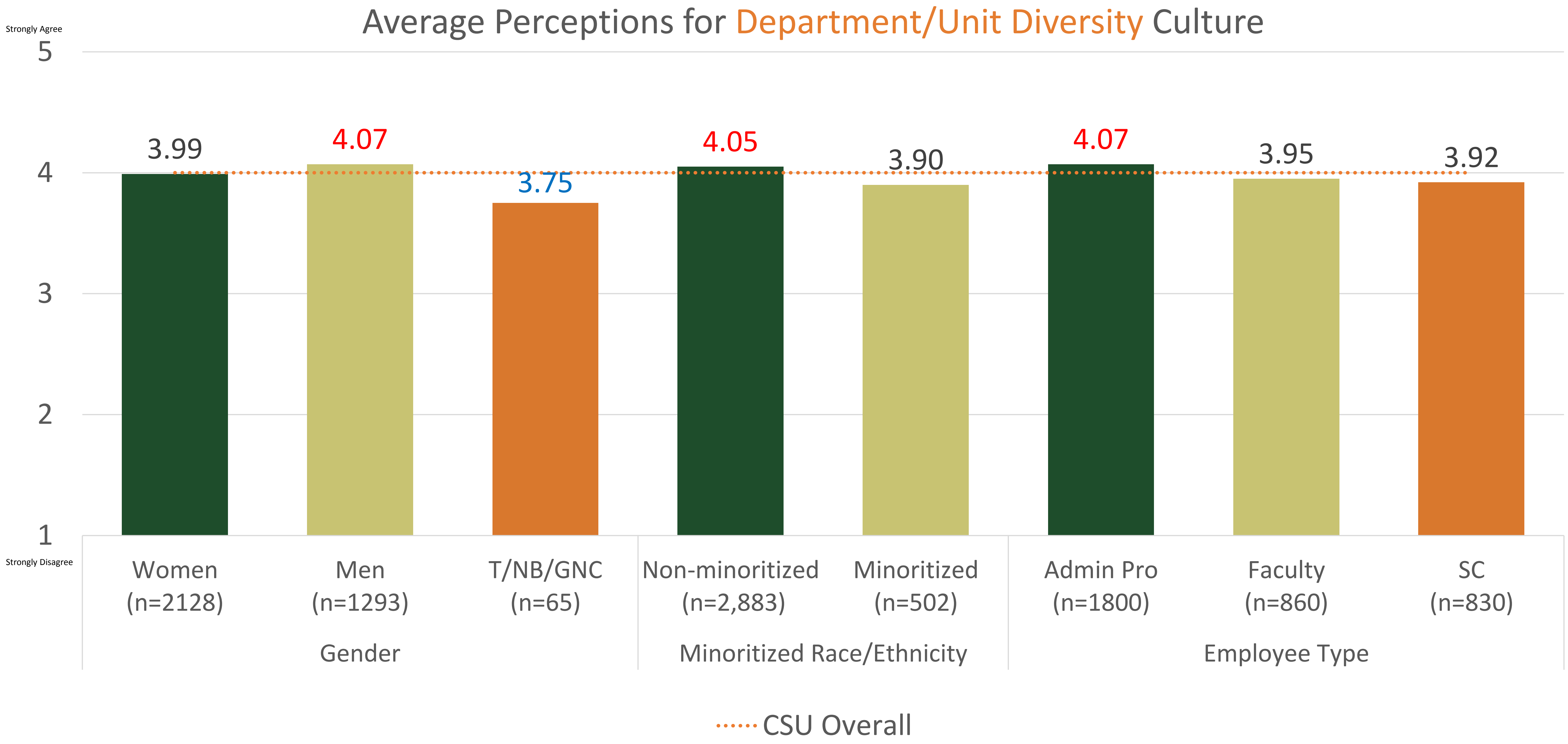


Department/Unit Culture: Intersection of Race and Gender
Strongly Agree
5
4
3
2
1
Strongly Disagree
3.68
3.72
3.48
3.57
White Men (n =1063)
Men of Color (n = 163)
White Women (n = 1741)
Women of Color (n =301)
CSU Overall

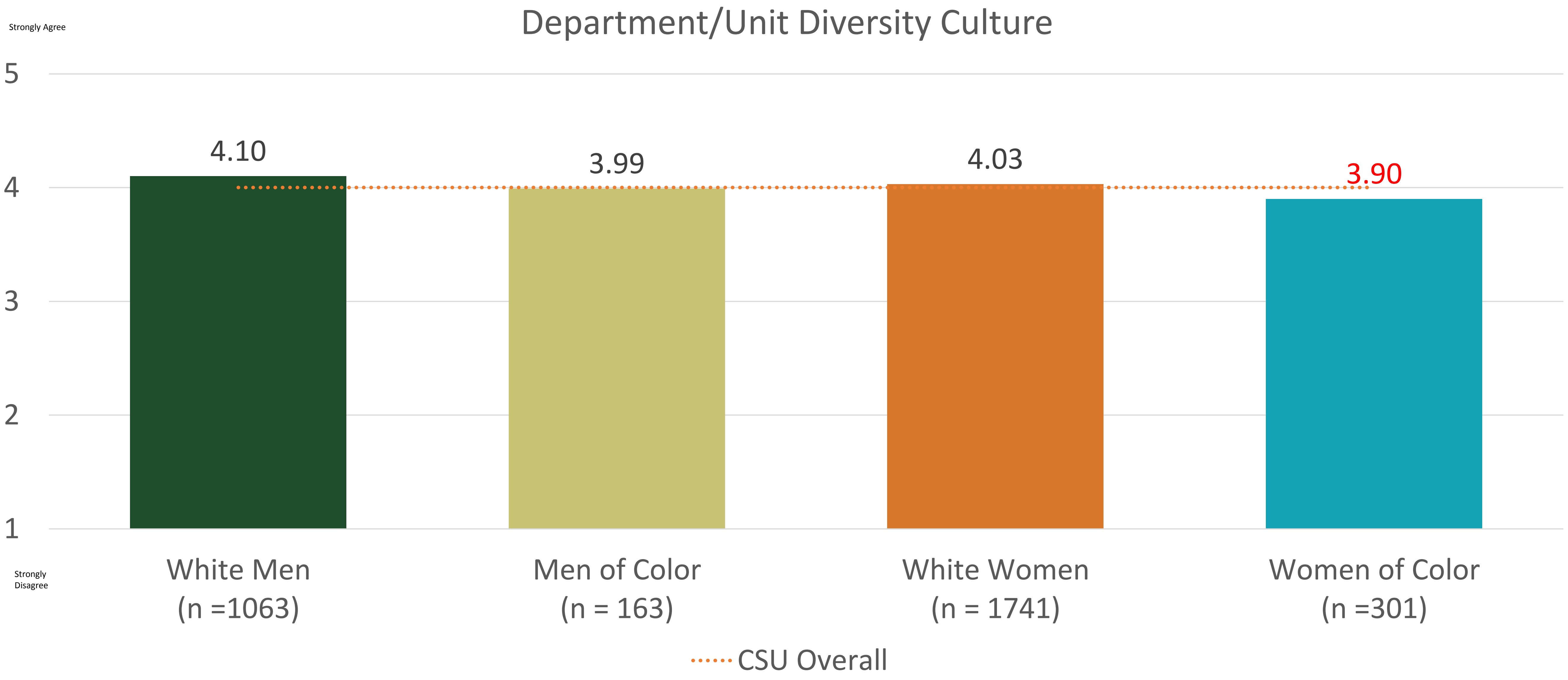
Culture Items

Department/Unit Diversity Culture	Strongly Agree/Agree
My department promotes respect for cultural differences	76.1%
My department communicates the importance of valuing diversity	69.8%
My department understands the value of diversity	57.3%

Culture


Average Perceptions for Department/Unit Diversity Culture
Strongly Agree
5
4
3
2
1
Strongly Disagree
3.99
4.07
3.75
4.05
3.90
4.07
3.95
3.92
Women (n=2128)
Men (n=1293)
T/NB/GNC (n=65)
Non-minoritized (n=2,883)
Minoritized (n=502)
Admin Pro (n=1800)
Faculty (n=860)
SC (n=830)
Gender
Minoritized Race/Ethnicity
Employee Type
CSU Overall

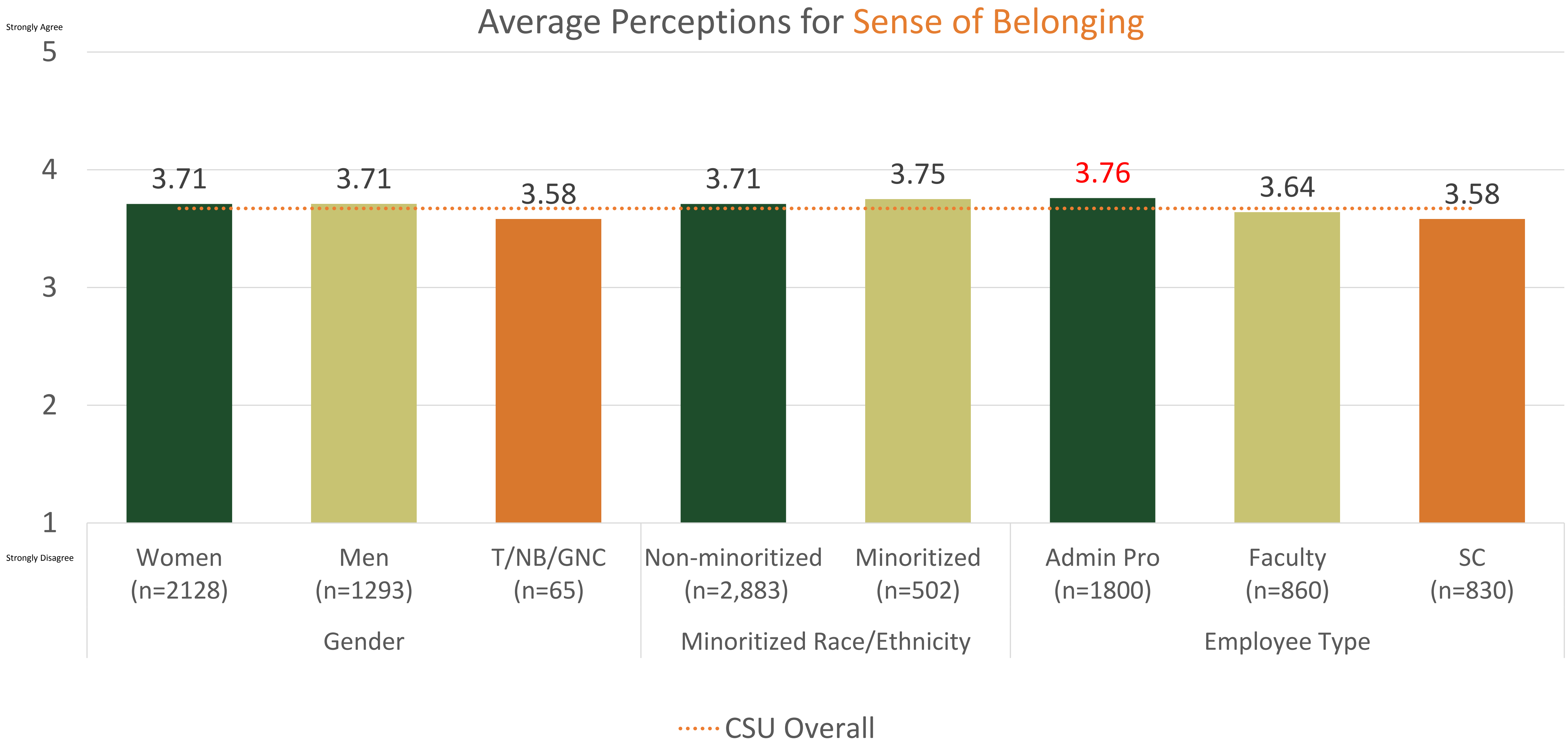
Culture


Department/Unit Diversity Culture
Strongly Agree
5
4
3
2
1
Strongly Disagree
4.10
3.99
4.03
3.90
White Men (n =1063)
Men of Color (n = 163)
White Women (n = 1741)
Women of Color (n =301)
CSU Overall

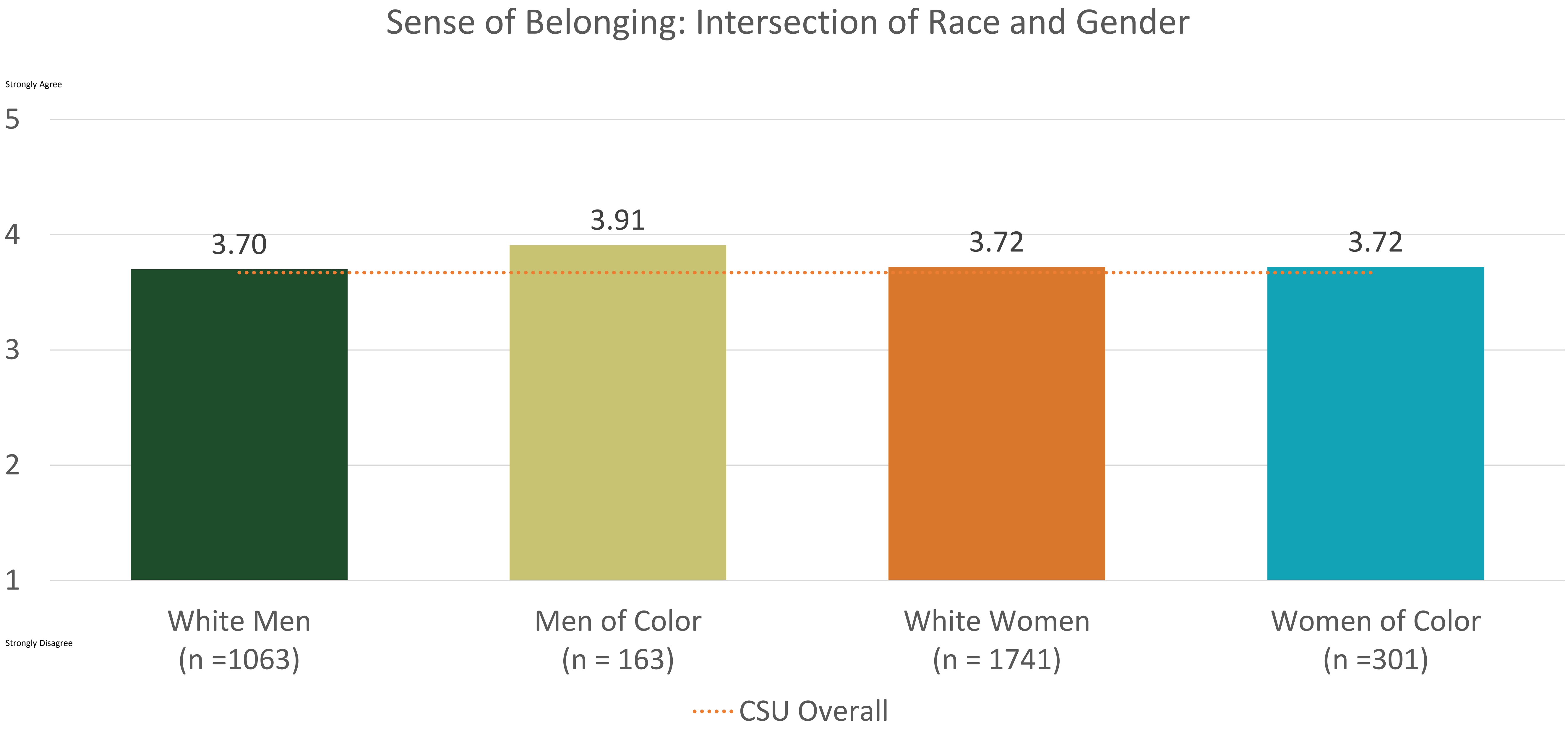
Culture Items

Sense of Belonging	Strongly Agree/Agree
• I feel a strong sense of belonging to my department/unit	71.4%
• I feel a strong sense of belonging to CSU	62.4%
• I feel a strong sense of belonging to my division/college	55.4%

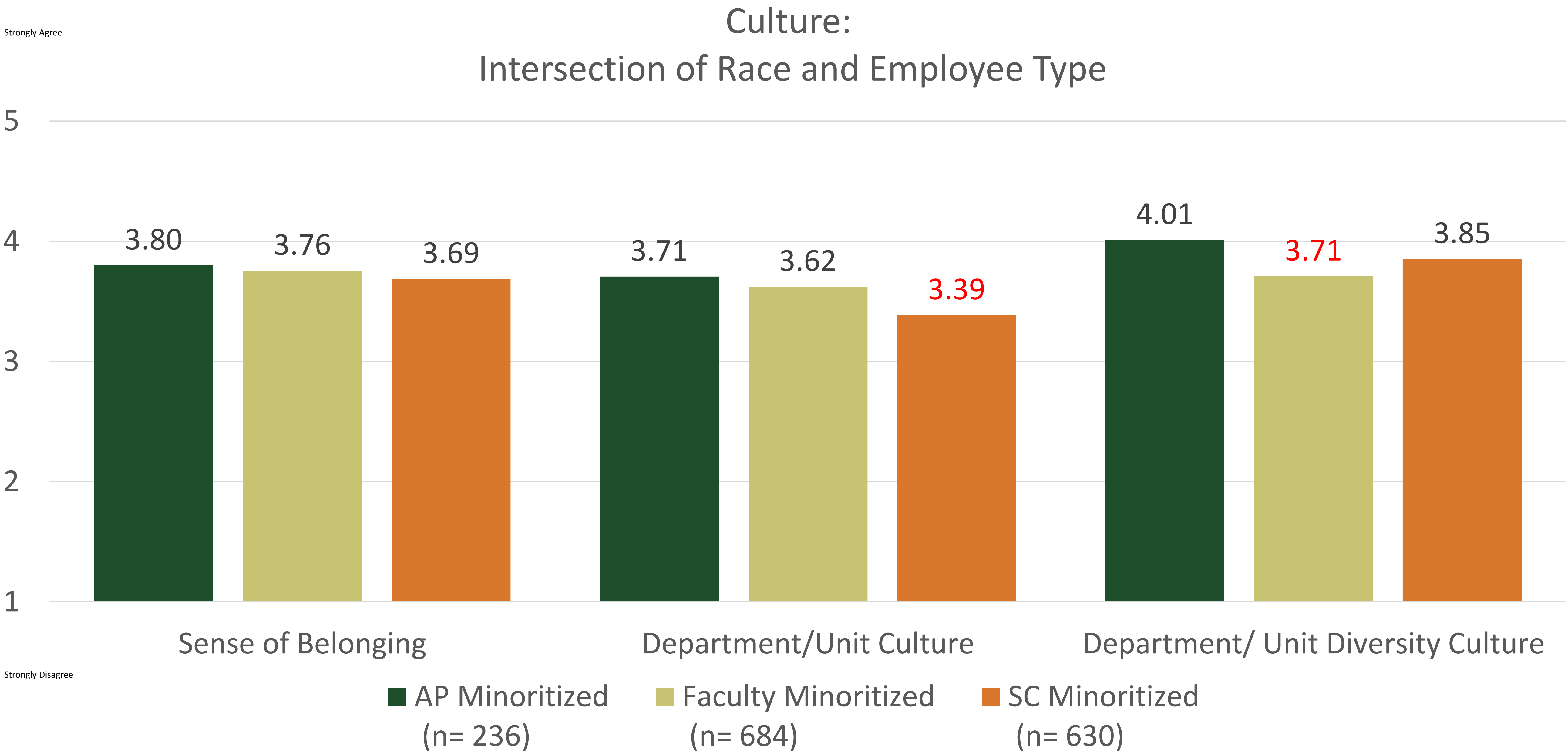
Culture


Average Perceptions for Sense of Belonging
Strongly Agree
5
4
3
2
1
Strongly Disagree
3.71
3.71
3.58
3.71
3.75
3.76
3.64
3.58
Women (n=2128)
Men (n=1293)
T/NB/GNC (n=65)
Non-minoritized (n=2,883)
Minoritized (n=502)
Admin Pro (n=1800)
Faculty (n=860)
SC (n=830)
Gender
Minoritized Race/Ethnicity
Employee Type
CSU Overall

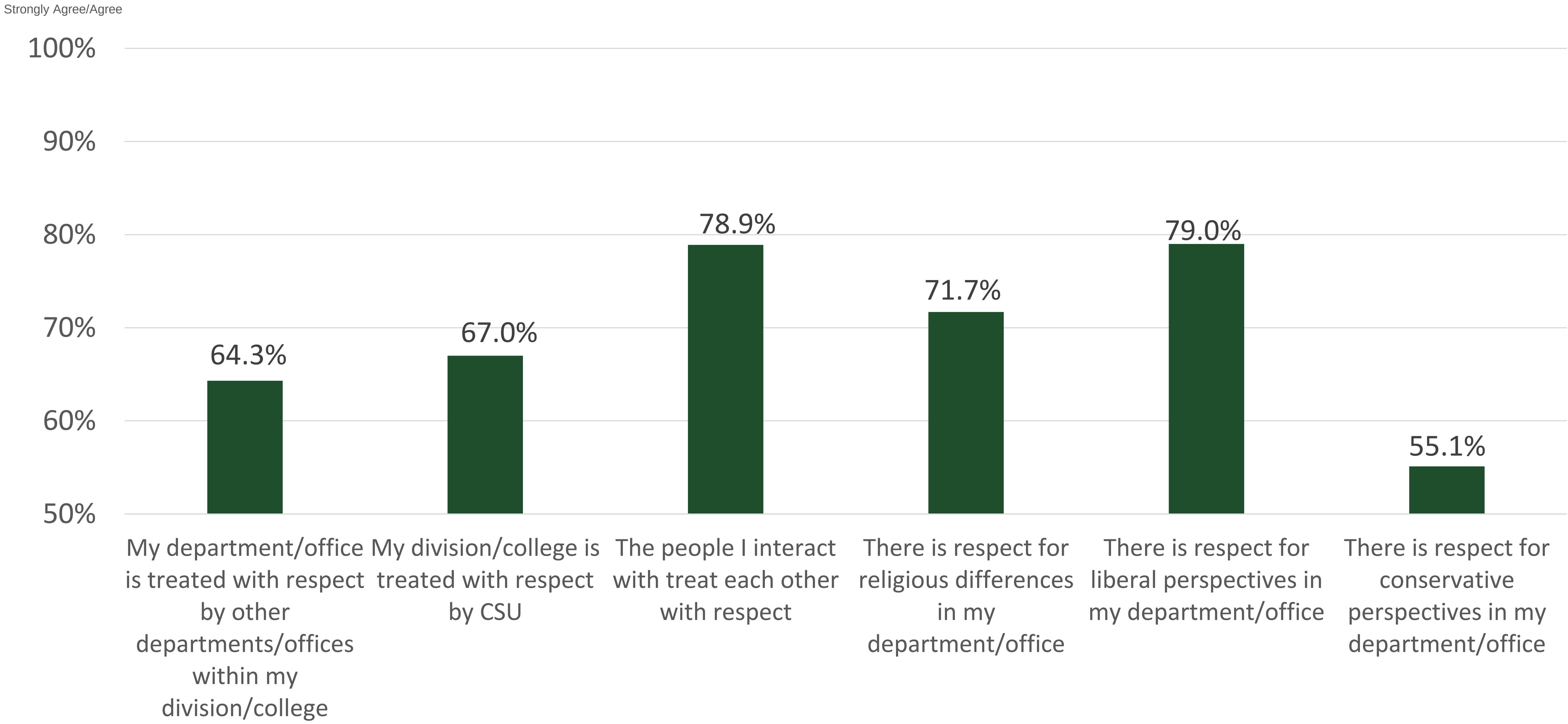
Culture


Sense of Belonging: Intersection of Race and Gender
Strongly Agree
5
4
3
2
1
Strongly Disagree
3.70
3.91
3.72
3.72
White Men (n =1063)
Men of Color (n = 163)
White Women (n = 1741)
Women of Color (n =301)
CSU Overall

Culture


Culture:
Intersection of Race and Employee Type
Strongly Agree
5
4
3
2
1
Strongly Disagree
3.80
3.76
3.69
3.71
3.62
3.39
4.01
3.71
3.85
Sense of Belonging
Department/Unit Culture
Department/ Unit Diversity Culture
AP Minoritized (n= 236)
Faculty Minoritized (n= 684)
SC Minoritized (n= 630)

Respect

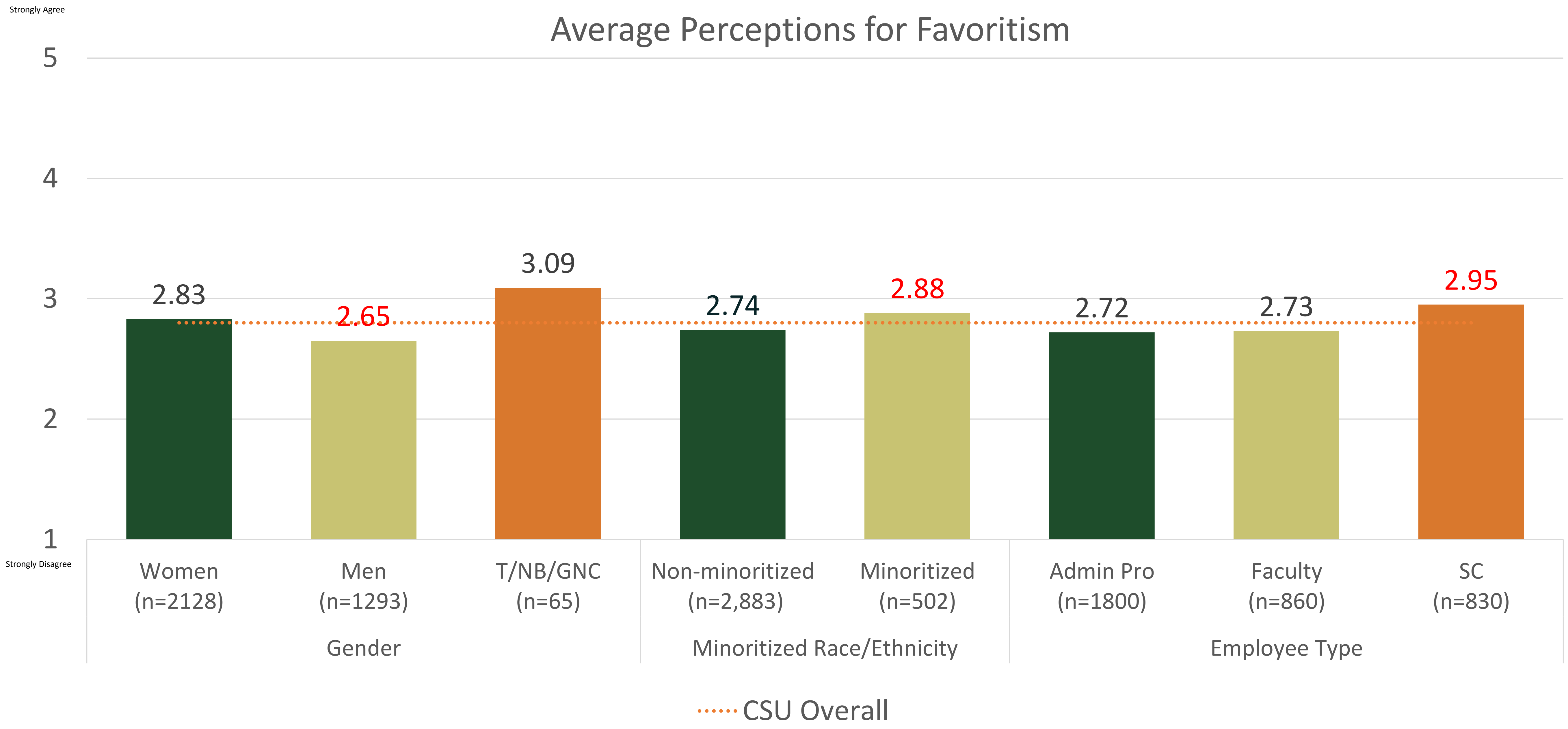


Strongly Agree/Agree
100%
90%
80%
70%
60%
50%
64.3%
67.0%
78.9%
71.7%
79.0%
55.1%
My department/office is treated with respect by other departments/offices within my division/college
My division/college is treated with respect by CSU
The people I interact with treat each other with respect
There is respect for religious differences in my department/office
There is respect for liberal perspectives in my department/office
There is respect for conservative perspectives in my department/office

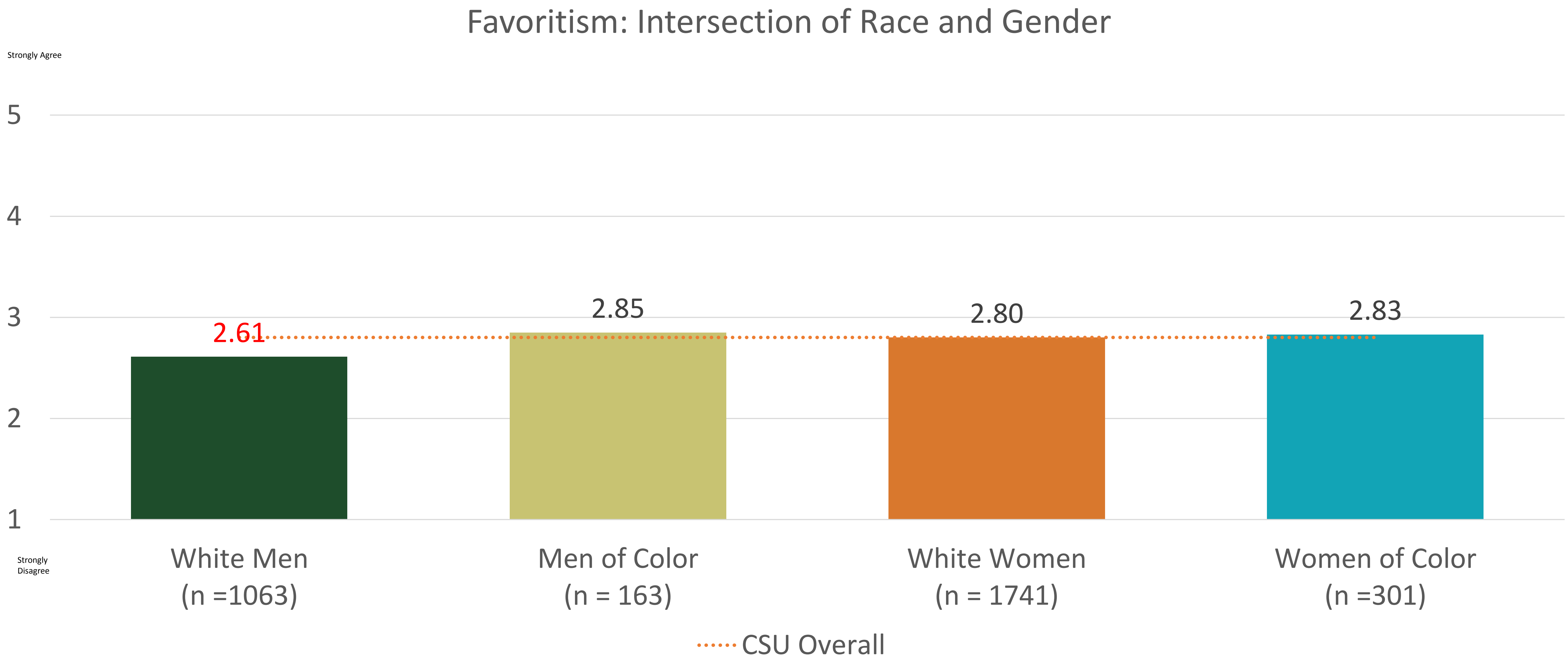
Favoritism Items

	Strongly Agree/Agree
Favoritism plays a role in who gets recognized within my department/office	37.9%
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	32.3%
Favoritism plays a role in who gets hired in my department/office	25.6%

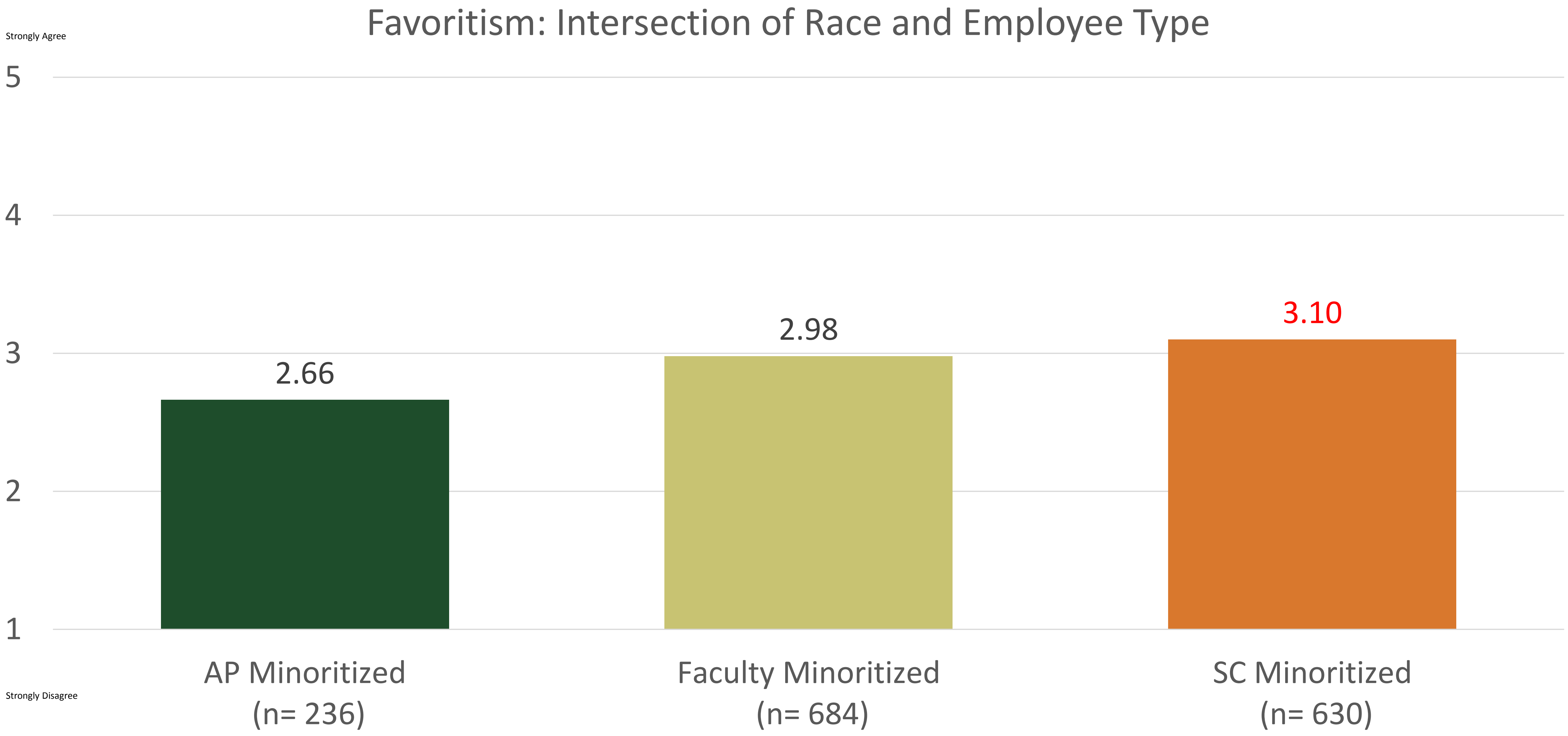
Favoritism


Average Perceptions for Favoritism
Strongly Agree
5
4
3
2
1
Strongly Disagree
2.83
2.65
3.09
2.74
2.88
2.72
2.73
2.95
Women (n=2128)
Men (n=1293)
T/NB/GNC (n=65)
Non-minoritized (n=2,883)
Minoritized (n=502)
Admin Pro (n=1800)
Faculty (n=860)
SC (n=830)
Gender
Minoritized Race/Ethnicity
Employee Type
CSU Overall

Favoritism


Favoritism: Intersection of Race and Gender
Strongly Agree
5
4
3
2
1
Strongly Disagree
2.61
2.85
2.80
2.83
White Men (n =1063)
Men of Color (n = 163)
White Women (n = 1741)
Women of Color (n =301)
CSU Overall

Favoritism

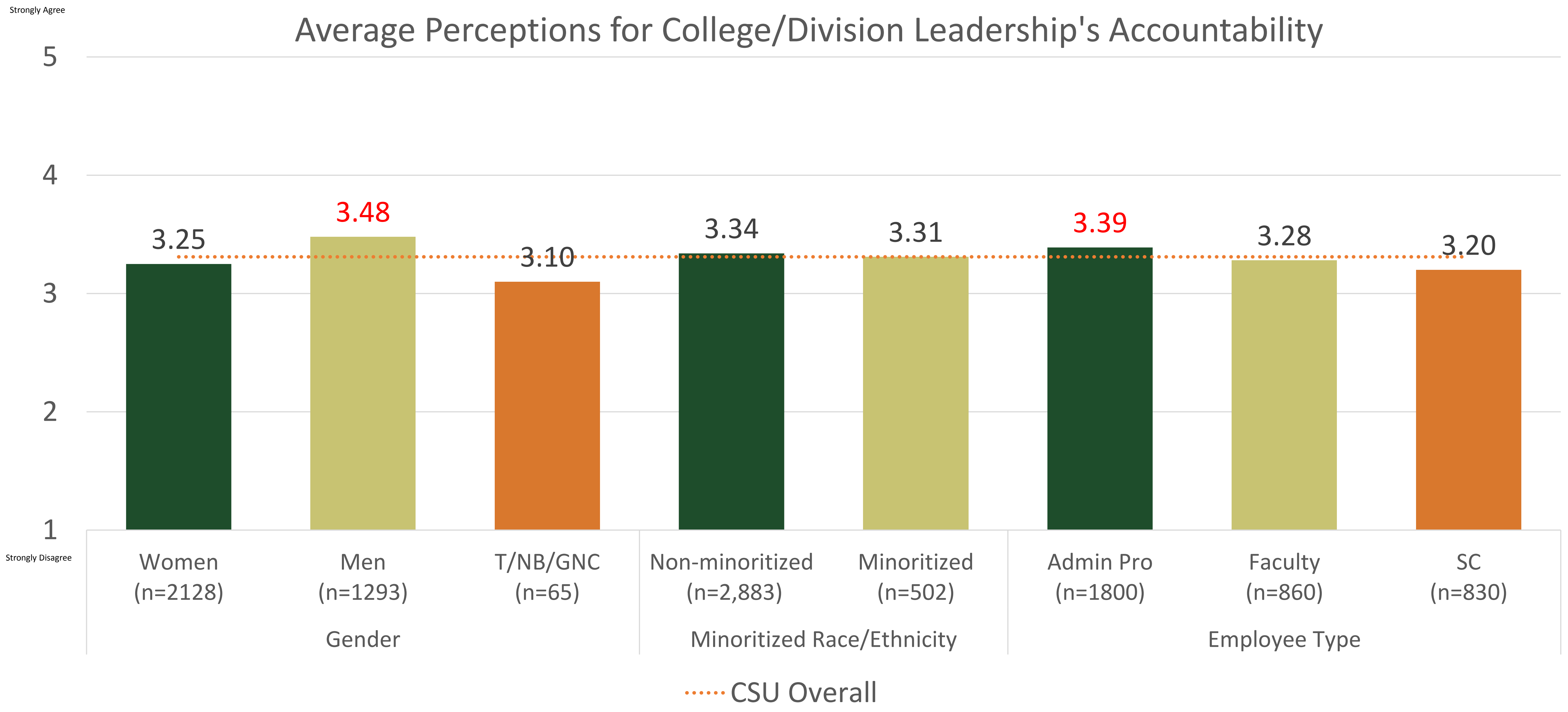

Favoritism: Intersection of Race and Employee Type
Strongly Agree
5
4
3
2
1
Strongly Disagree
2.66
2.98
3.10
AP Minoritized (n= 236)
Faculty Minoritized (n= 684)
SC Minoritized (n= 630)

Leadership and Accountability Items

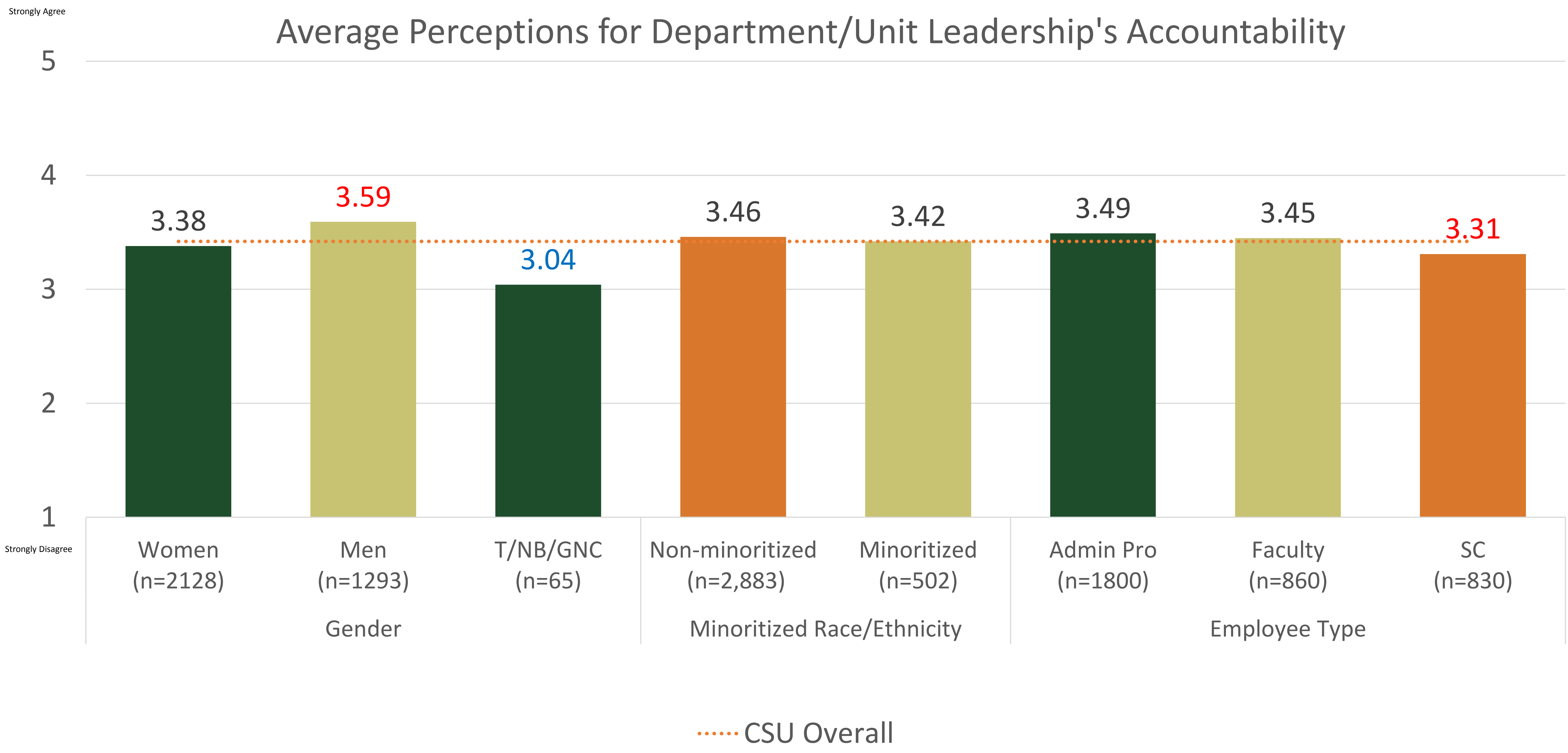
Items asked each for Division and Department/Unit

	Division/College	Dept./Unit
Leadership acts ethically and honestly in the workplace		
Leadership adequately addresses inappropriate behavior		
Leadership addresses issues of inequity	50.3%	55.8%
Leadership holds employees accountable for inappropriate behavior	48.1%	55.4%
Leaders hold all employees to the same standards		
Leadership holds employees accountable for poor performance		

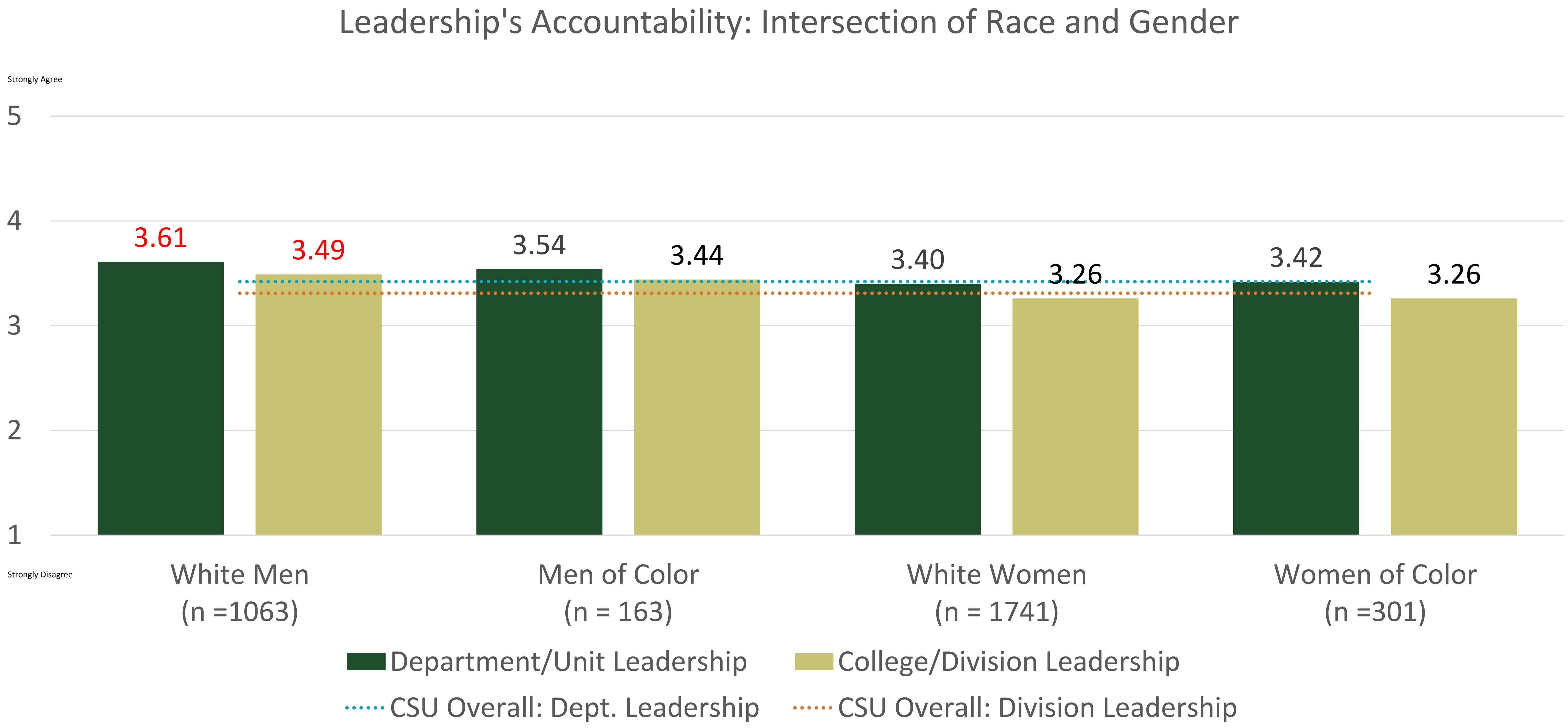
Leadership & Accountability



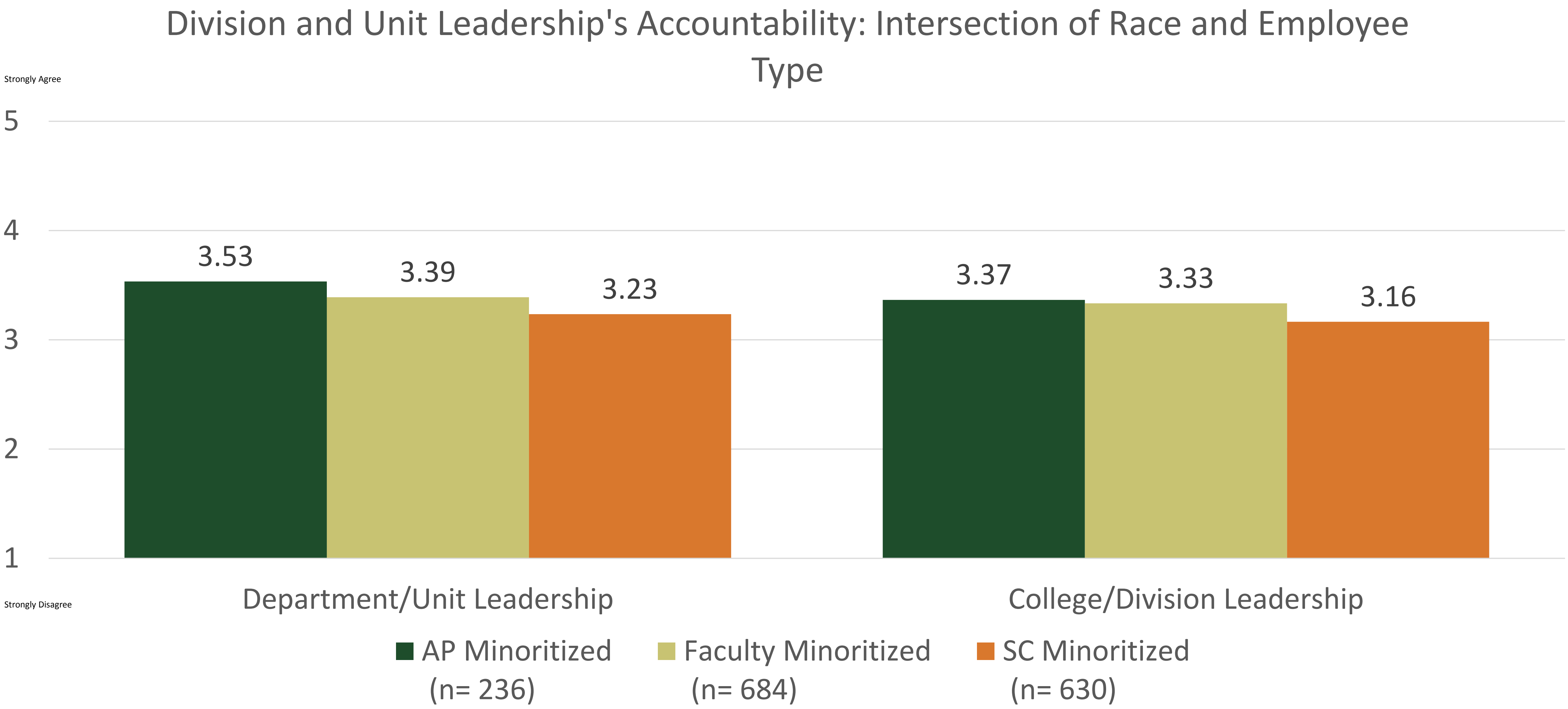
Leadership & Accountability



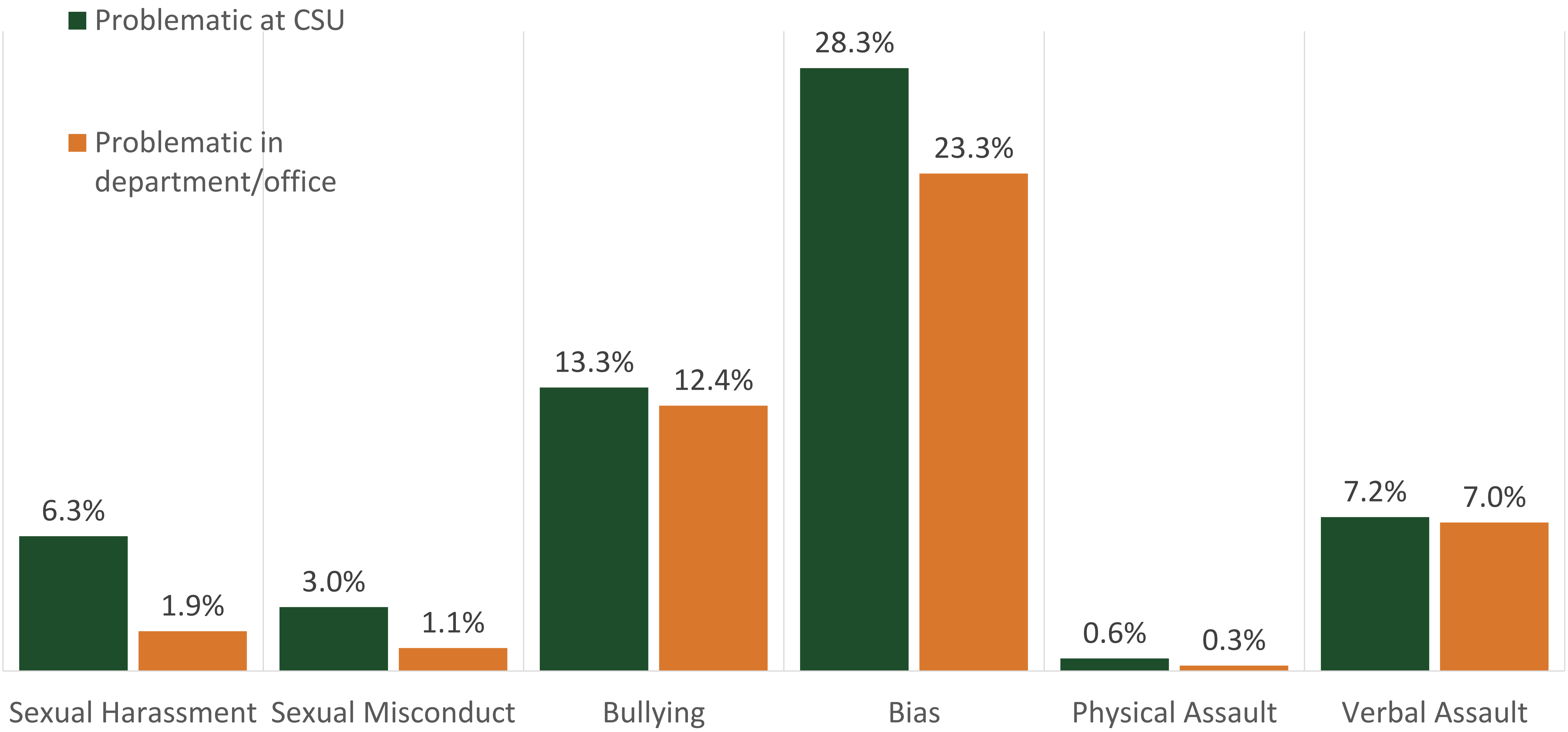
Leadership & Accountability



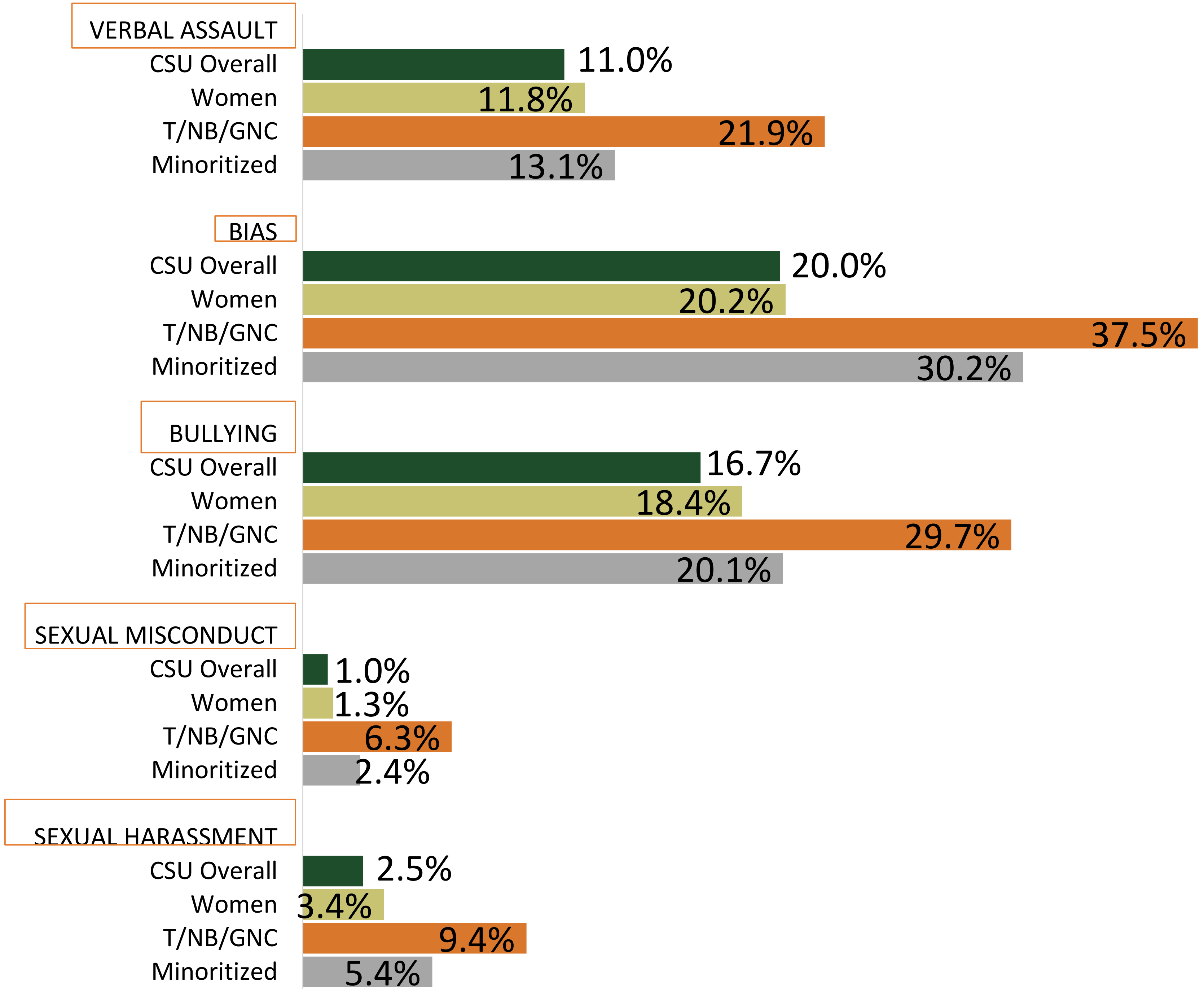
Leadership & Accountability



Misconduct


Problematic at CSU
Problematic in department/office
6.3%
1.9%
3.0%
1.1%
13.3%
12.4%
28.3%
23.3%
0.6%
0.3%
7.2%
7.0%
Sexual Harassment
Sexual Misconduct
Bullying
Bias
Physical Assault
Verbal Assault

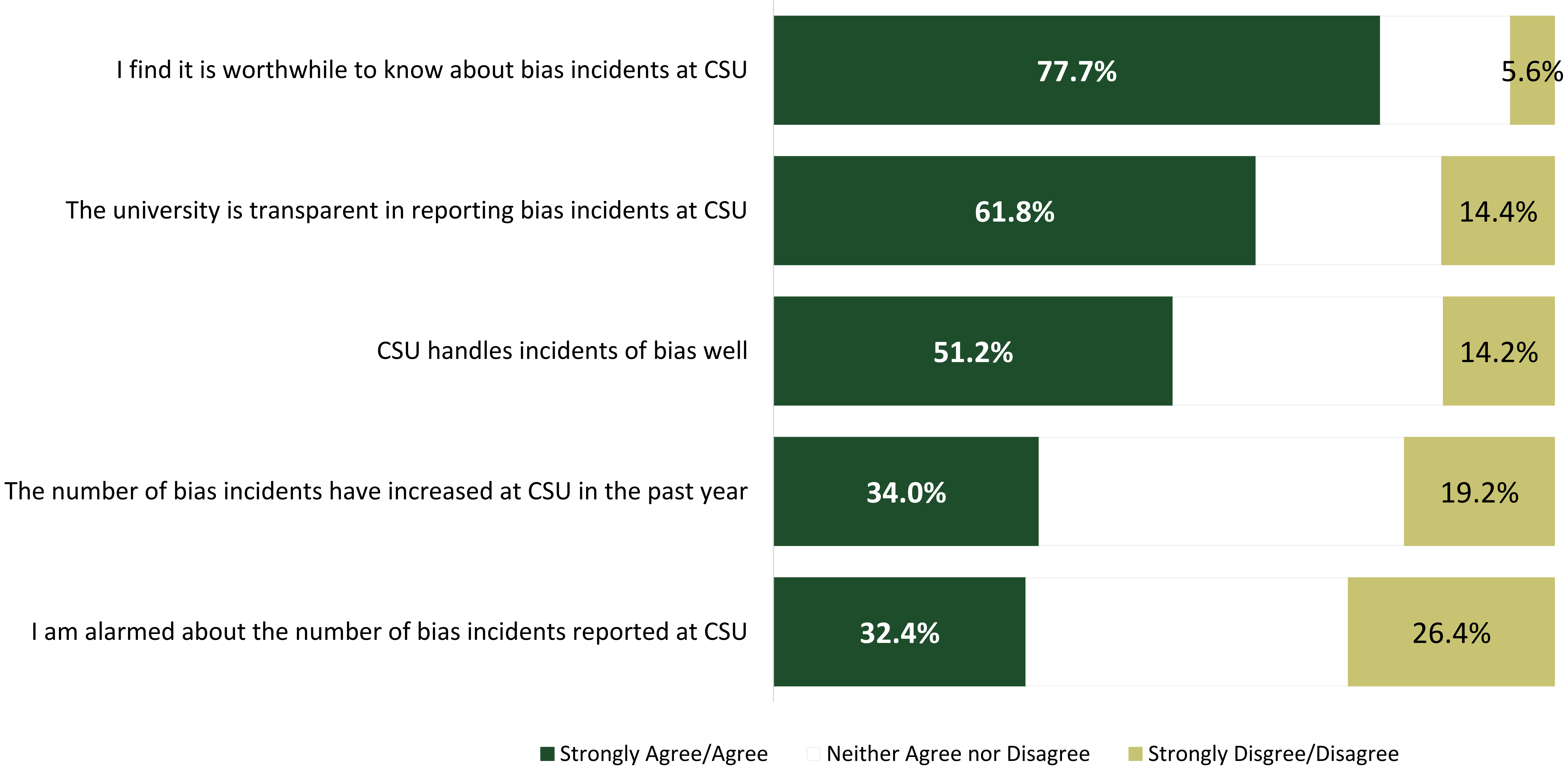
There are people at CSU I avoid because I fear:



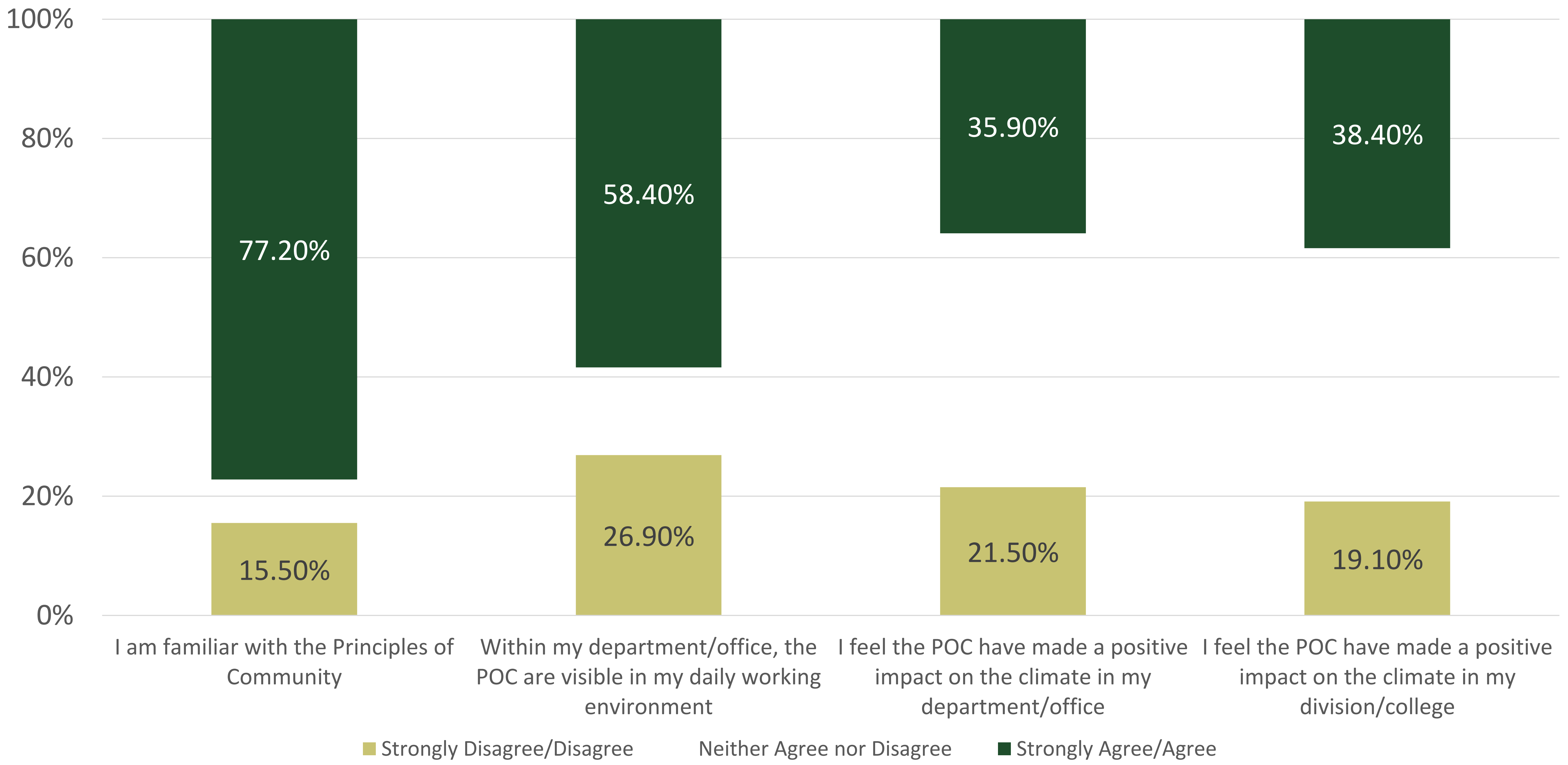
Misconduct

There are people I avoid because of ____

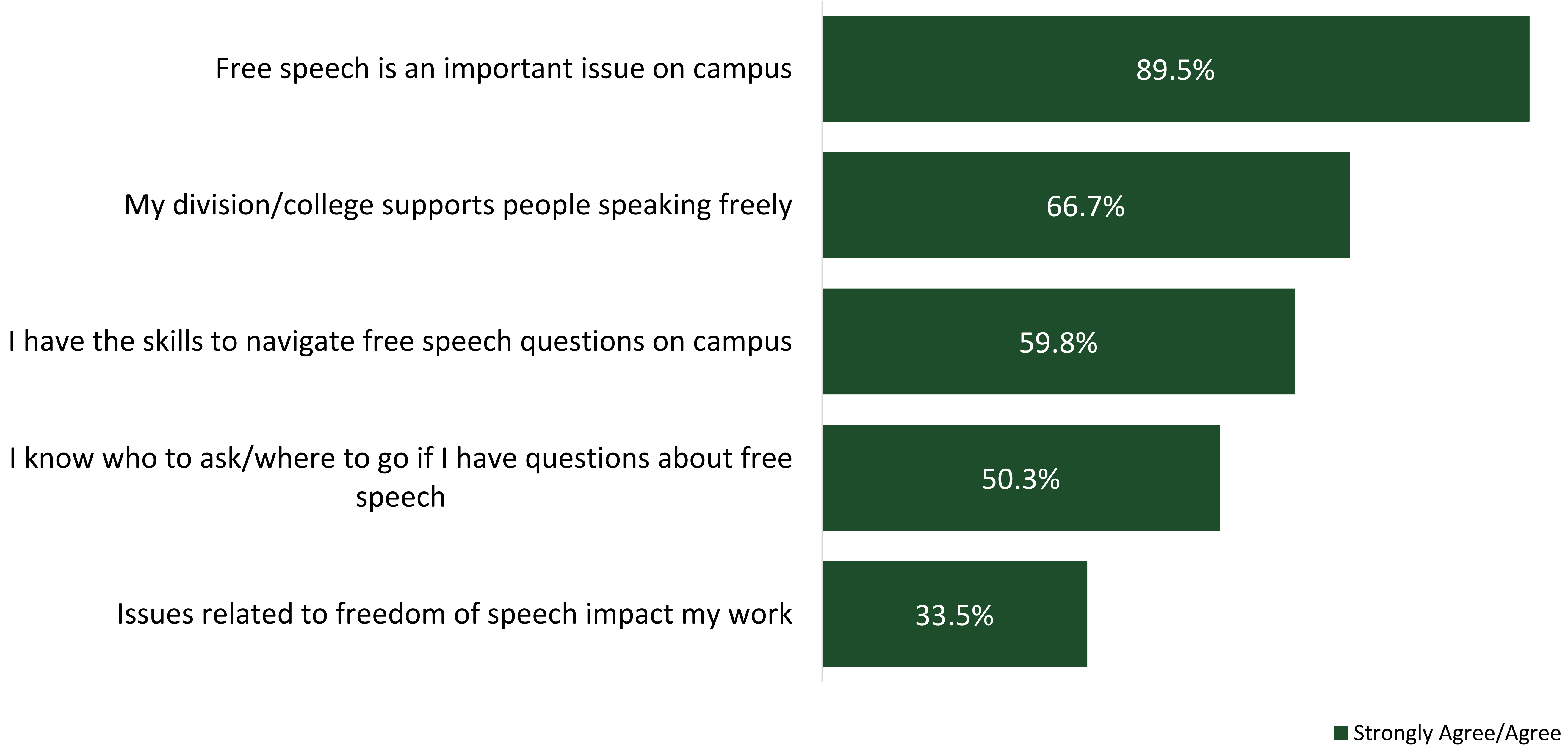
Bias


I find it is worthwhile to know about bias incidents at CSU
77.7%
5.6%
The university is transparent in reporting bias incidents at CSU
61.8%
14.4%
CSU handles incidents of bias well
51.2%
14.2%
The number of bias incidents have increased at CSU in the past year
34.0%
19.2%
I am alarmed about the number of bias incidents reported at CSU
32.4%
26.4%
Strongly Agree/Agree
Neither Agree nor Disagree
Strongly Disgree/Disagree

Principles of Community



Freedom of Speech

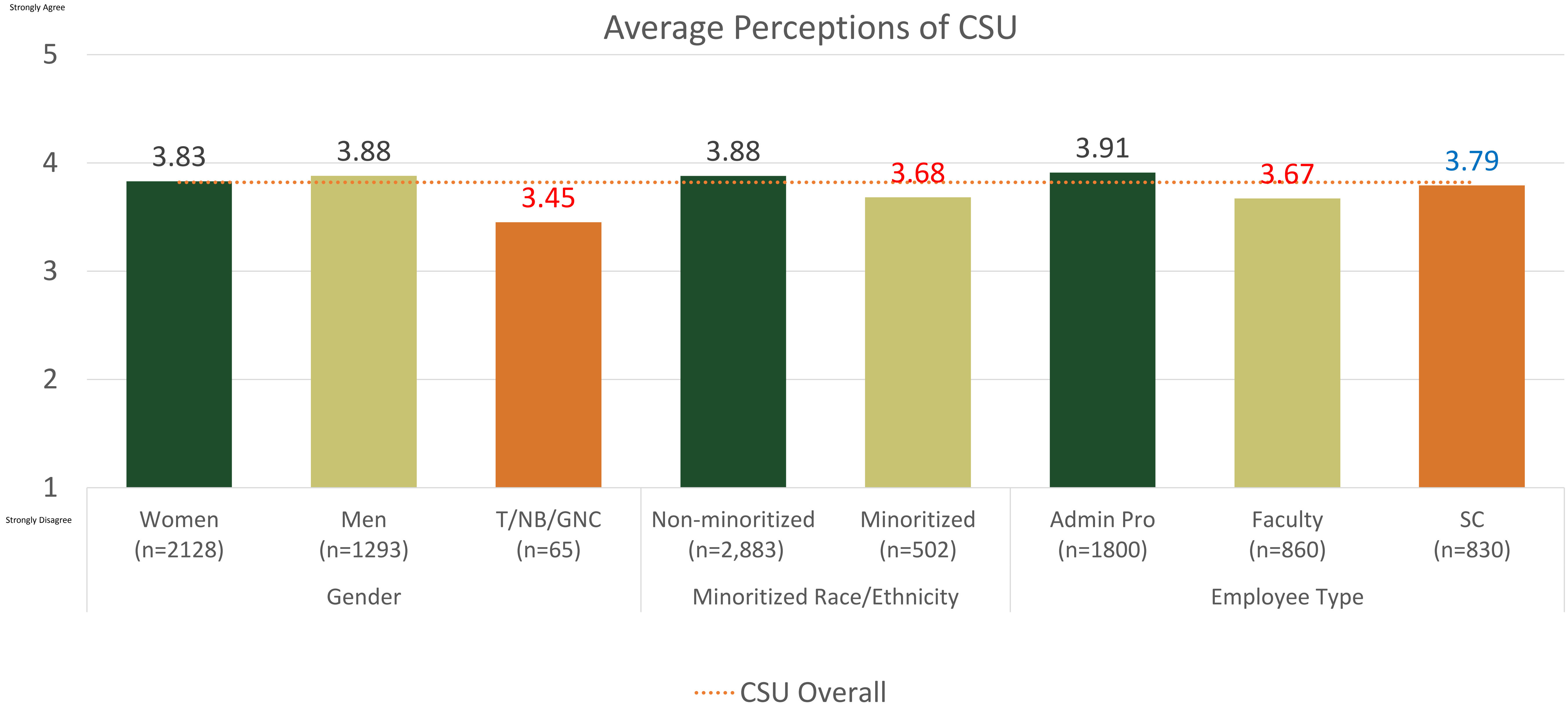


Perception Items

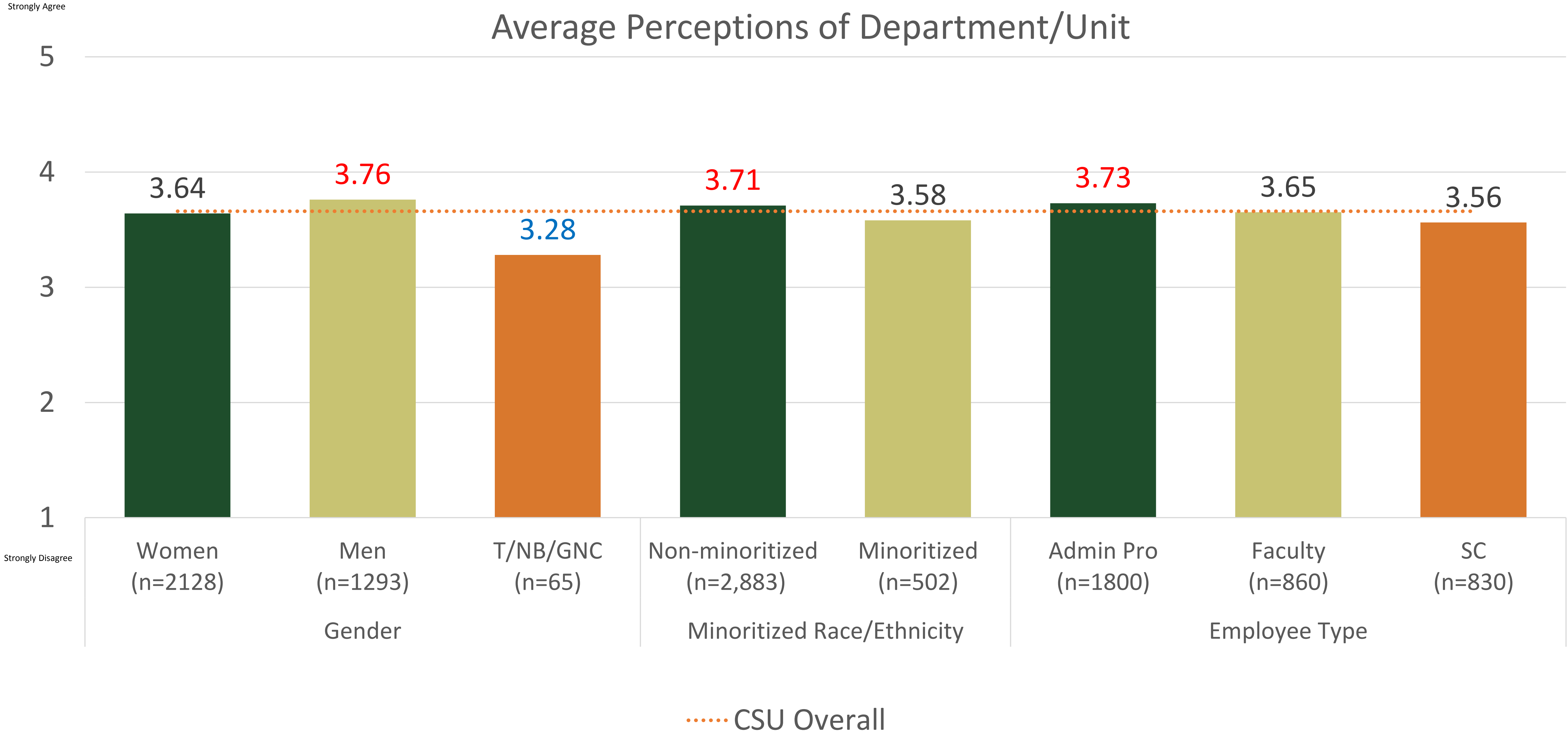
Items asked each for CSU and Department/Unit

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

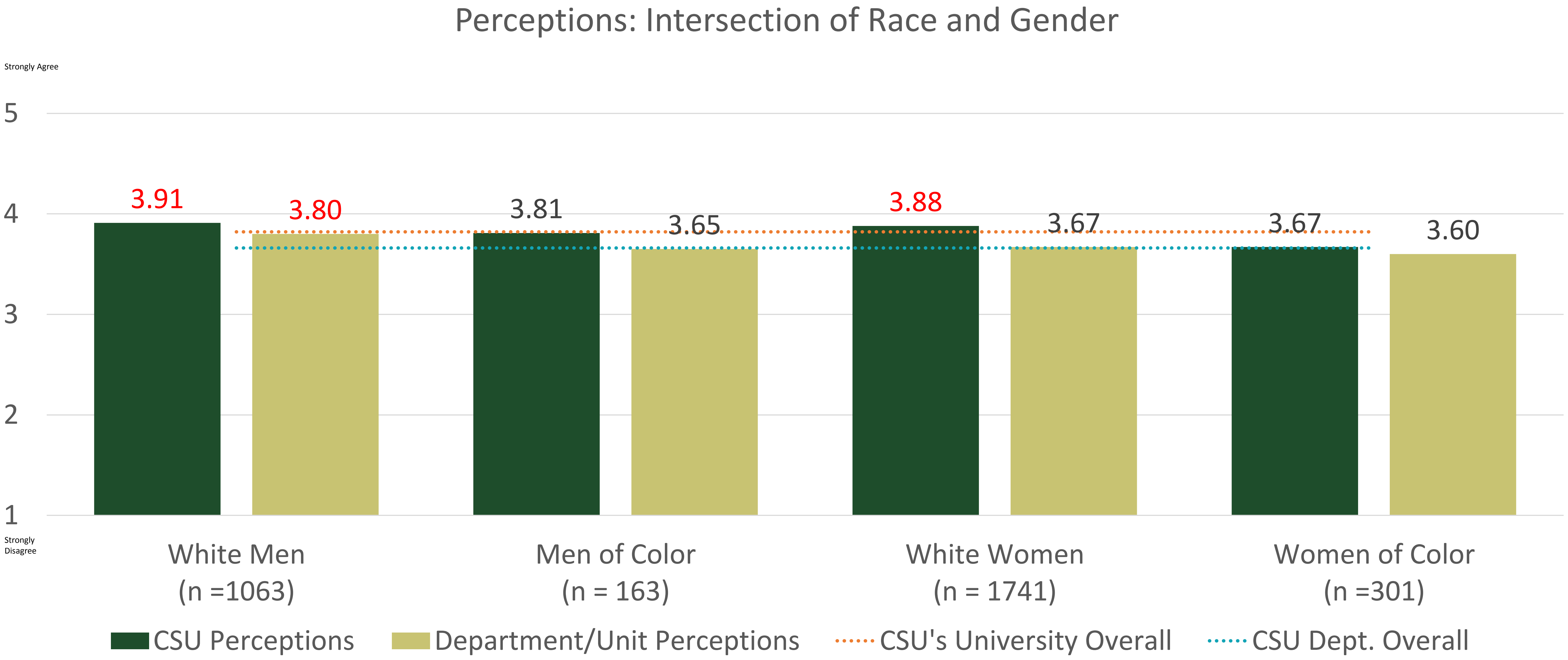
Perceptions of CSU



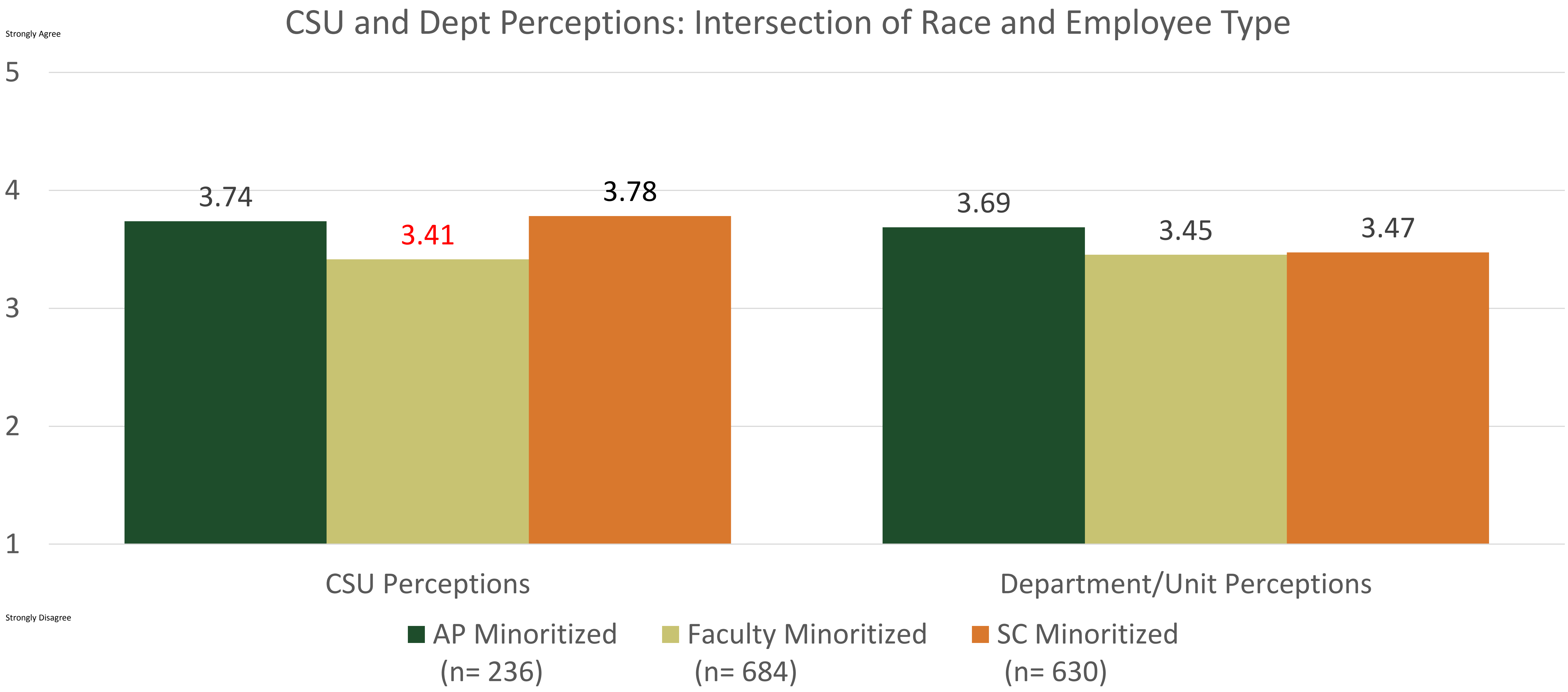
Perceptions of Department/Unit



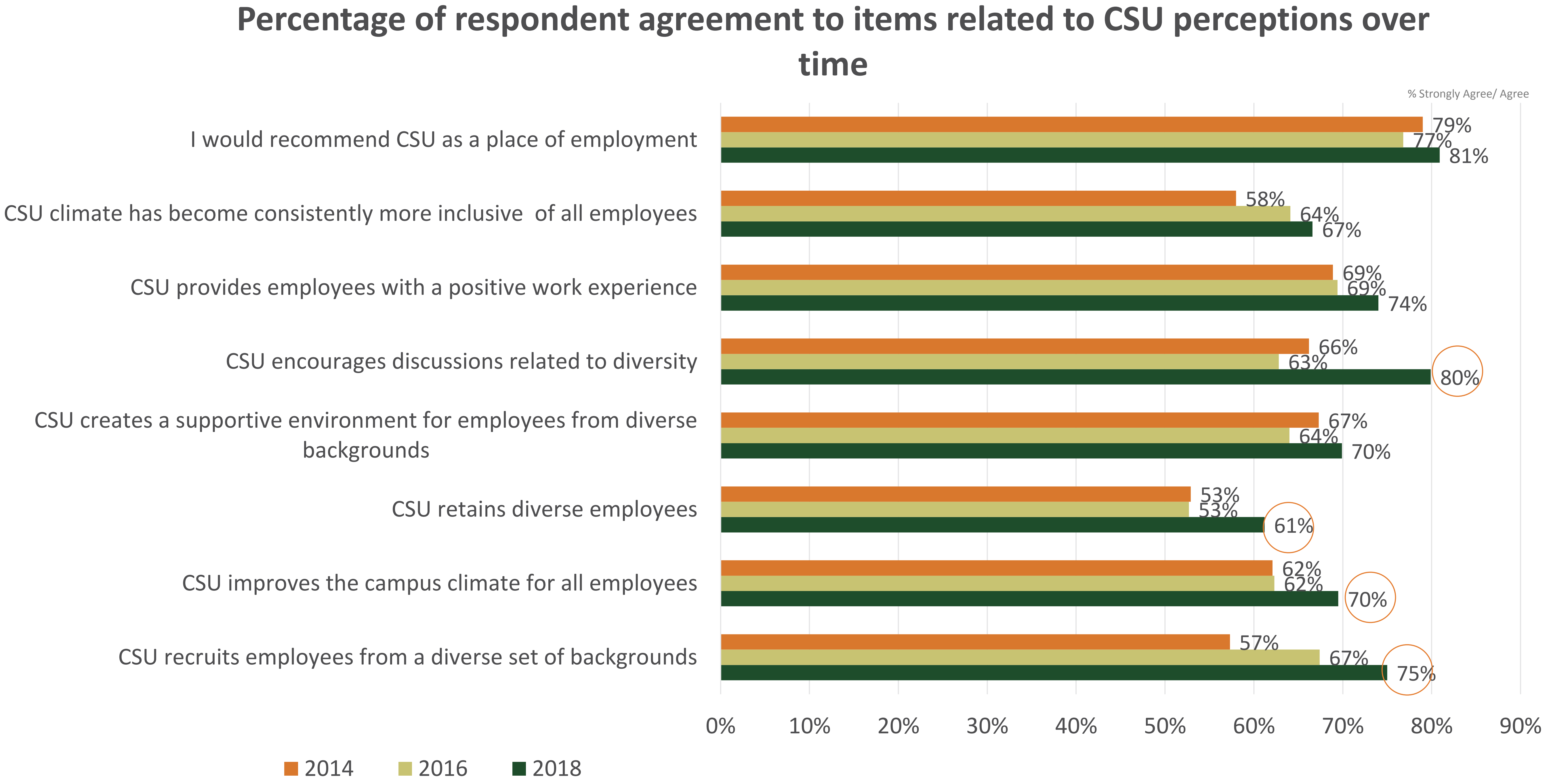
Perceptions of CSU and Department/Unit



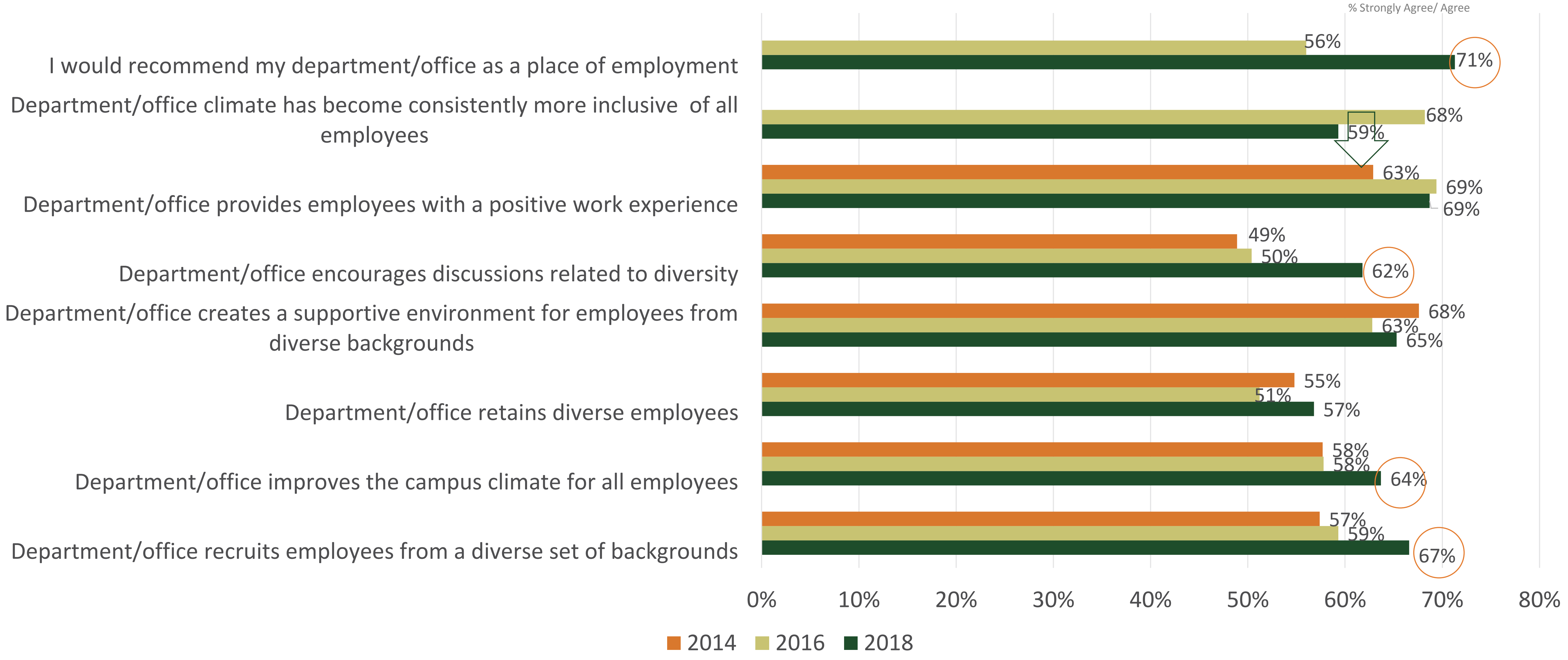
Perceptions of CSU and Department/Unit



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
  - 31% Job title
  - 29% Employment classification
  - 20% Political Affiliation
  - 19% Age
  - 17% Gender

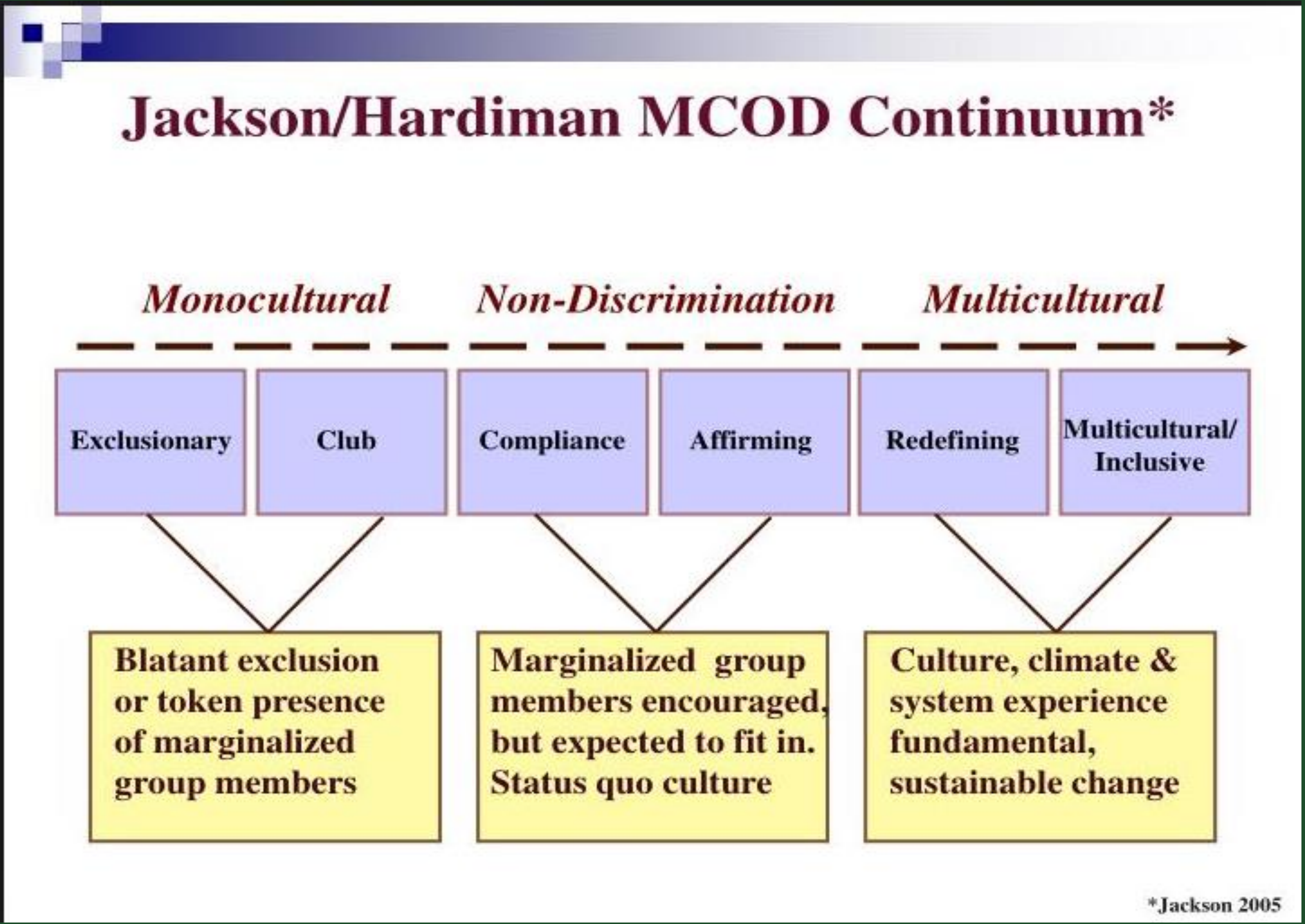
Key Findings

- Gender
  - Women had less favorable perceptions on all factors except their overall CSU perceptions and sense of belonging compared to men
    - Less favorable perceptions of department’s culture and diversity culture, division’s and department’s leadership accountability, favoritism and general department perceptions
  - Respondents with an identity categorized as Transgender/Non-Binary/Gender Non Conforming had less favorable perceptions for all factors except Sense of Belonging and more concerns related to misconduct
- Race/Ethnicity
  - Respondents of a minoritized race/ethnicity had less favorable perceptions of their department and CSU, favoritism, and their department’s diversity culture compared to respondents of non-minoritized race/ethnicity
  - Respondents of a minoritized race/ethnicity had more concerns related to misconduct, particularly bias

Key Findings

- Employee Type
  - State Classified respondents had less favorable perceptions for all factors and for the majority of items related to respect compared to Administrative Professional respondents
  - Faculty respondents had significantly lower perceptions of CSU compared to State Classified and Administrative Professional respondents

- Misconduct
  - Close to a quarter of respondents perceive bias as problematic in their college
  - 12% perceive bullying and 7% perceive verbal assault as problematic in their department
  - Respondents who identify as T/NB/GNC or with a minoritized race/ethnicity reported avoiding people more due to misconduct in all areas compared to the average CSU respondent



Jackson/Hardiman MCOD Continuum*

Monocultural — *Non-Discrimination* — *Multicultural*

Exclusionary	Club	Compliance	Affirming	Redefining	Multicultural/ Inclusive

Blatant exclusion or token presence of marginalized group members

Marginalized group members encouraged, but expected to fit in. Status quo culture

Culture, climate & system experience fundamental, sustainable change

*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/