

2018 Employee Climate Survey

Presentation for Office of International Programs

Assessment Group for Diversity Issues

5.03.19

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

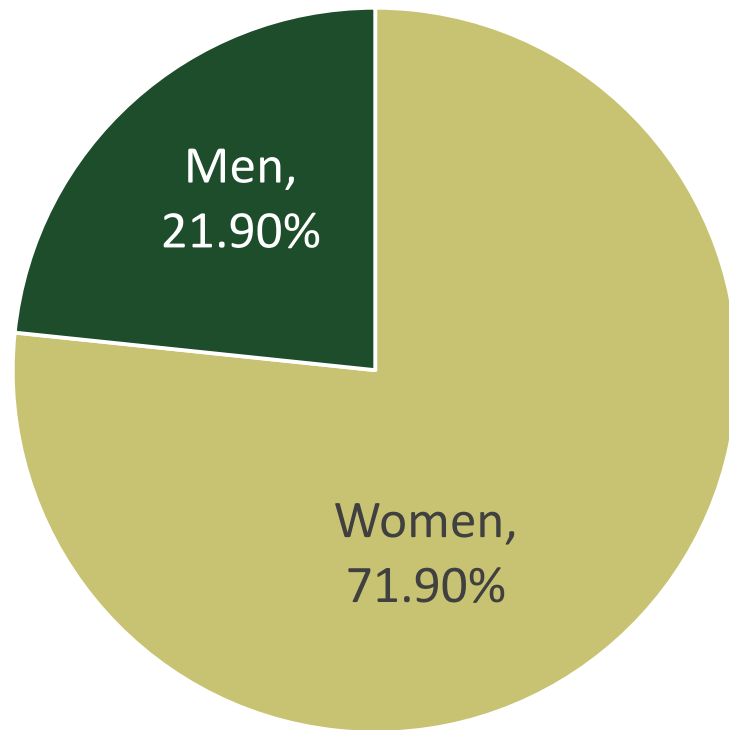
CSU Response Rate Over Time

	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%

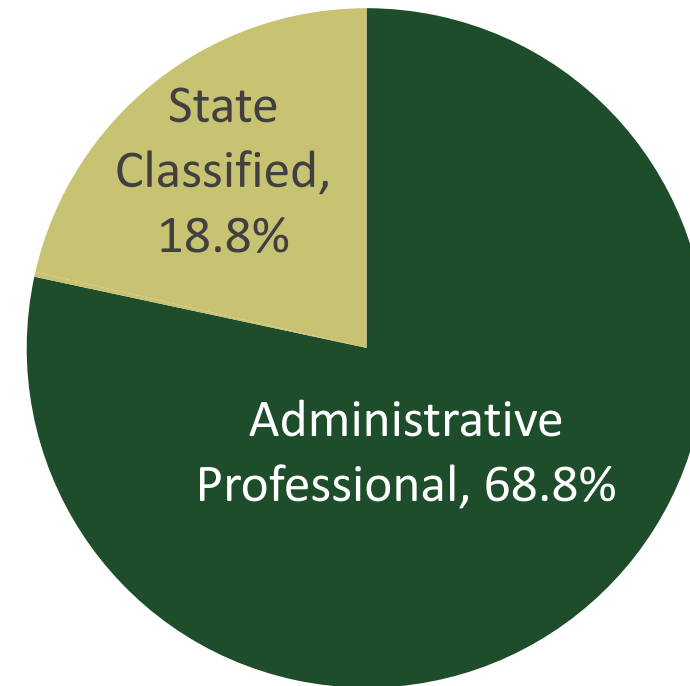
Division Response Rates

Division	Response Rate
Enrollment and Access	83.9%
Graduate School or International Programs	80.6%
International Programs	74.4% (n = 32)
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 OIP



Gender



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

OIP Culture

- My dept. promotes a work environment where all employees feel included
- My dept. treats all employees equitably - (41%)
- My dept. is open and transparent in communication - (36%)
- My dept. values employee input in major department decisions - (34%)
- I feel valued as an employee

Culture Items

OIP Diversity Culture

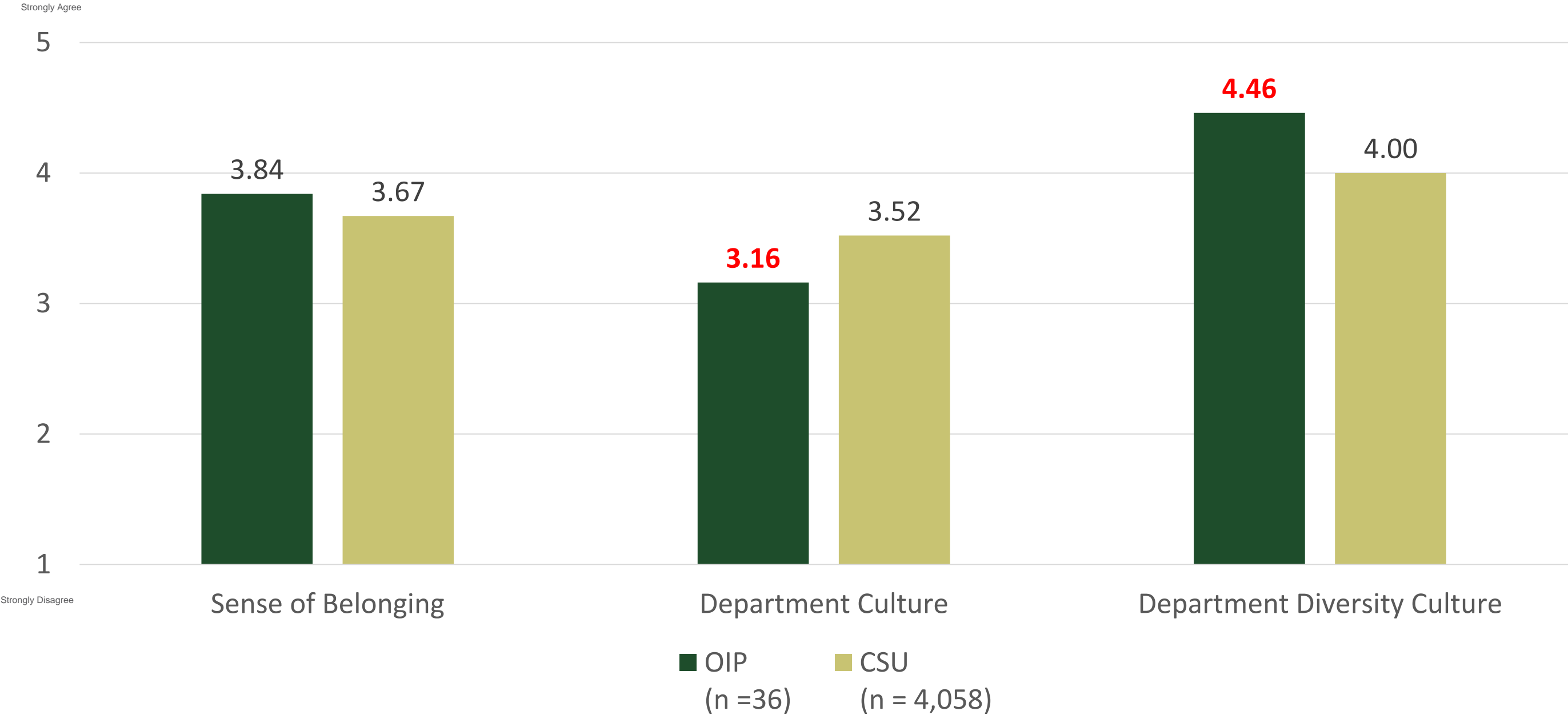
- My department promotes respect for cultural differences + (97%)
- My department understands the value of diversity
- My department communicates the importance of valuing diversity + (94%)

Culture Items

OIP Sense of Belonging

- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division + (72%)
- I feel a strong sense of belonging to my department

OIP Culture



Strongly
Agree/Agree

100%

90%

80%

70%

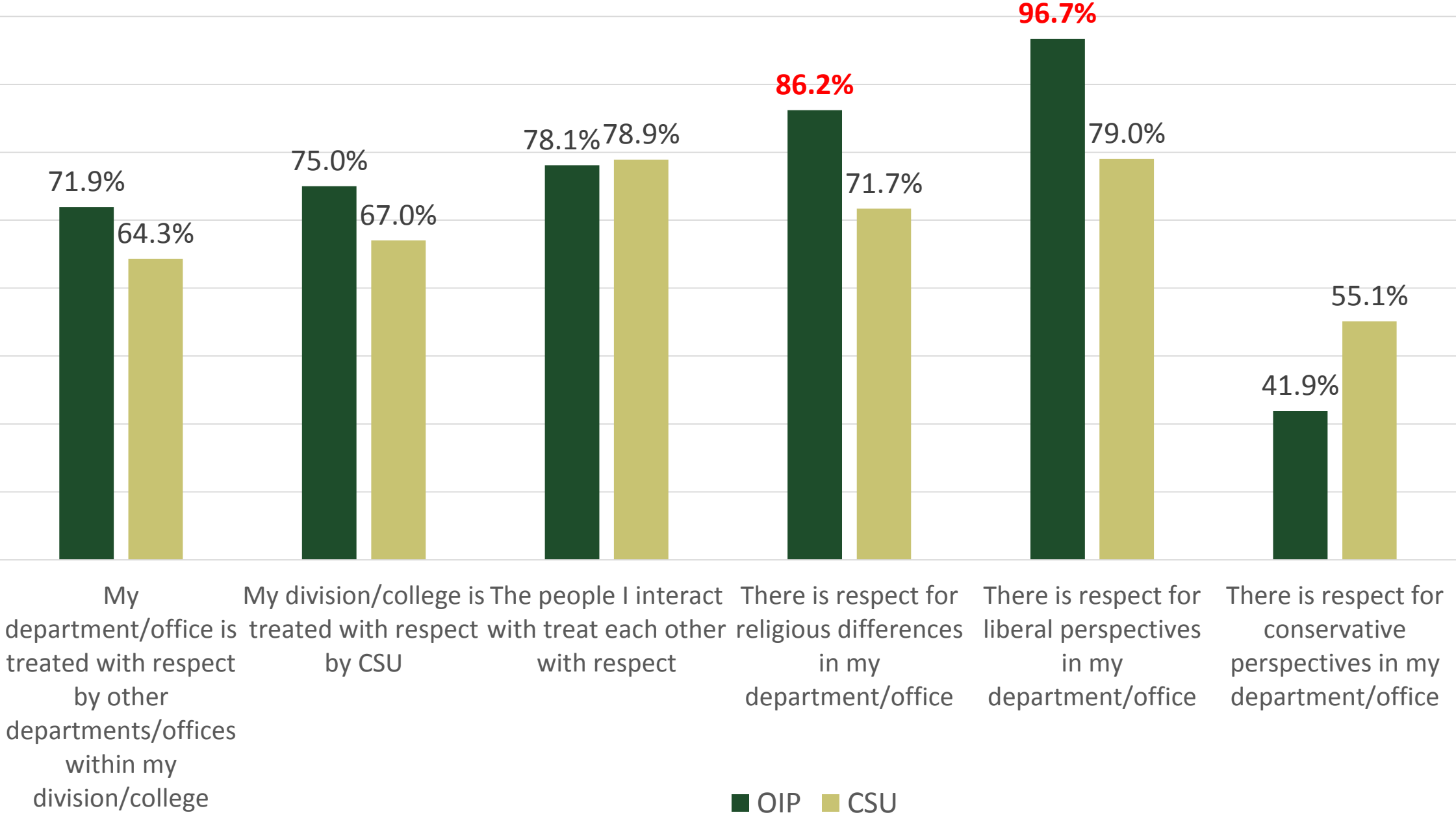
60%

50%

40%

30%

20%

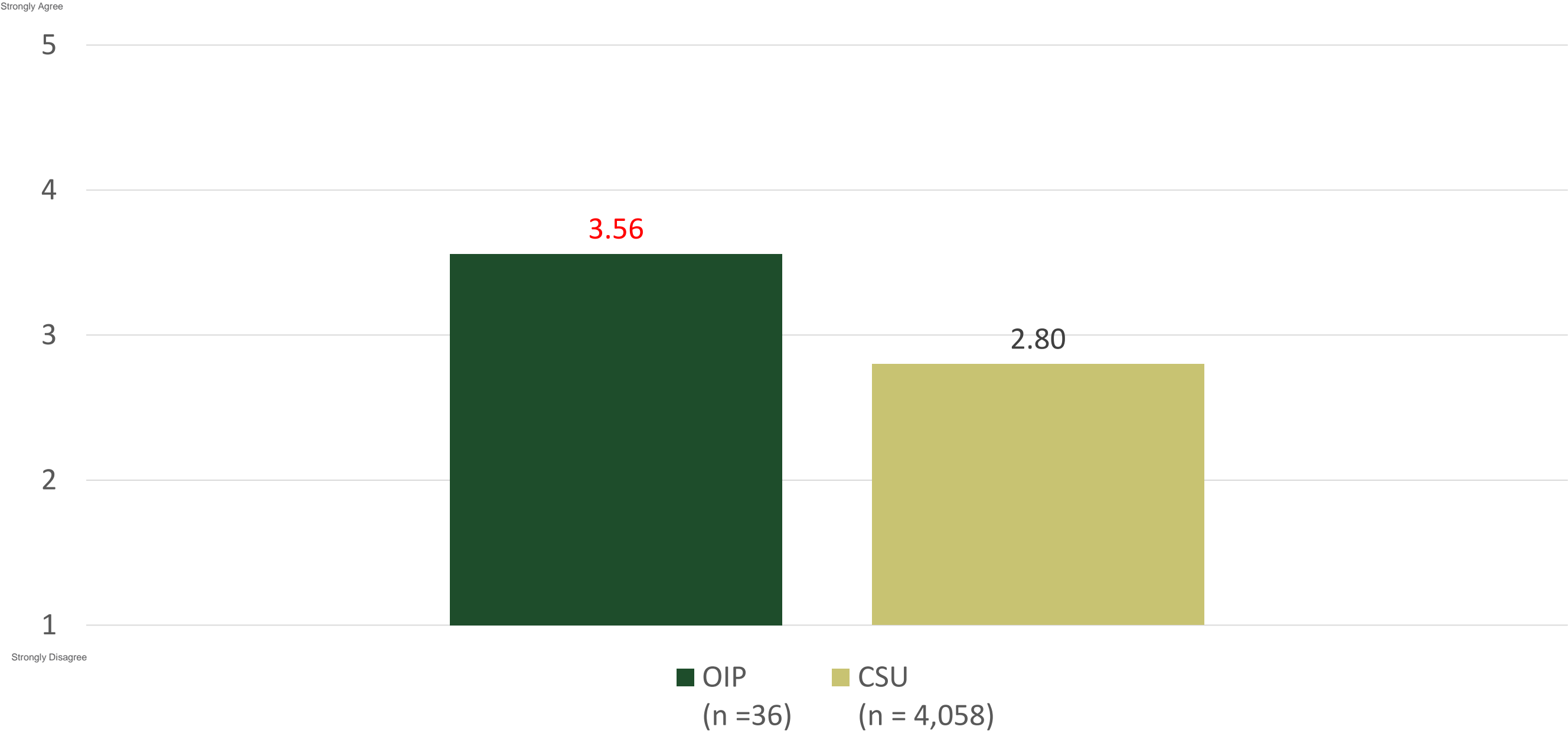


Respect

Favoritism Items

- Favoritism plays a role in who gets recognized within my department/office + (71%)
- 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 + (68%)
- Favoritism plays a role in who gets hired in my department/office

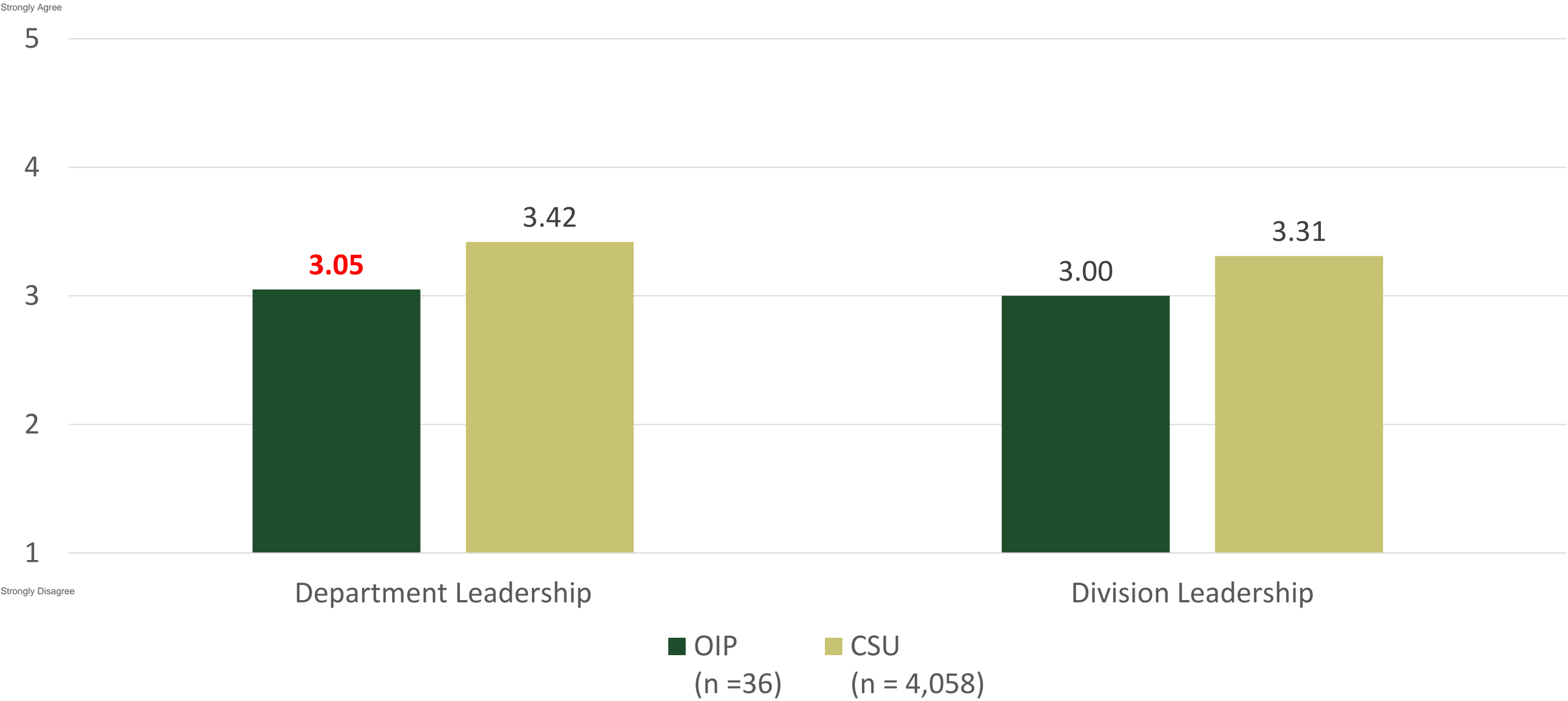
OIP Favoritism



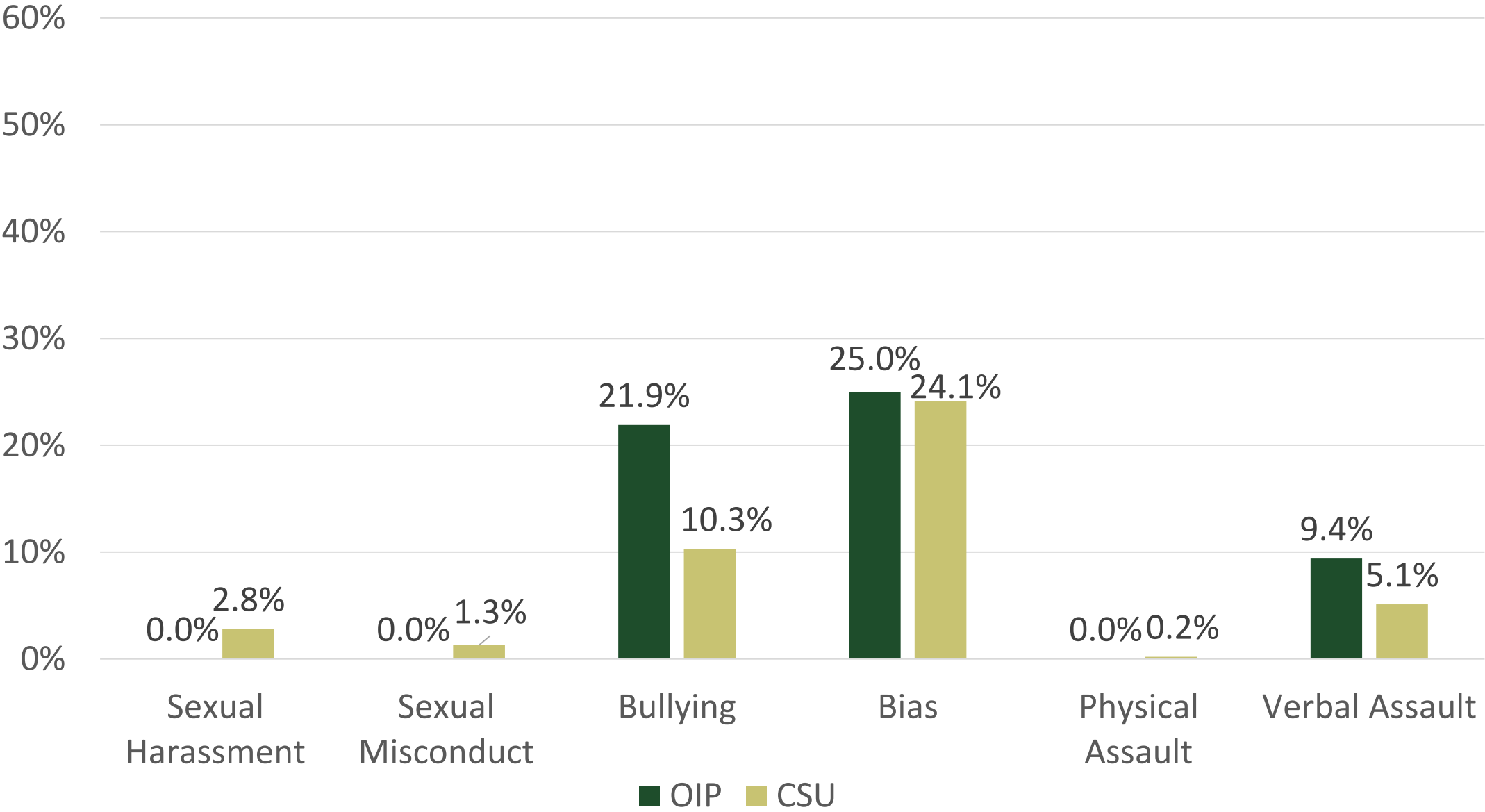
Leadership and Accountability Items

	Division	Dept.
• Items asked each for Division Level and Unit Level		
• Leadership adequately addresses inappropriate behavior	- (35%)	- (41%)
• 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	- (39%)	- (39%)
• Leaders hold all employees to the same standards		-

OIP Leadership's Accountability

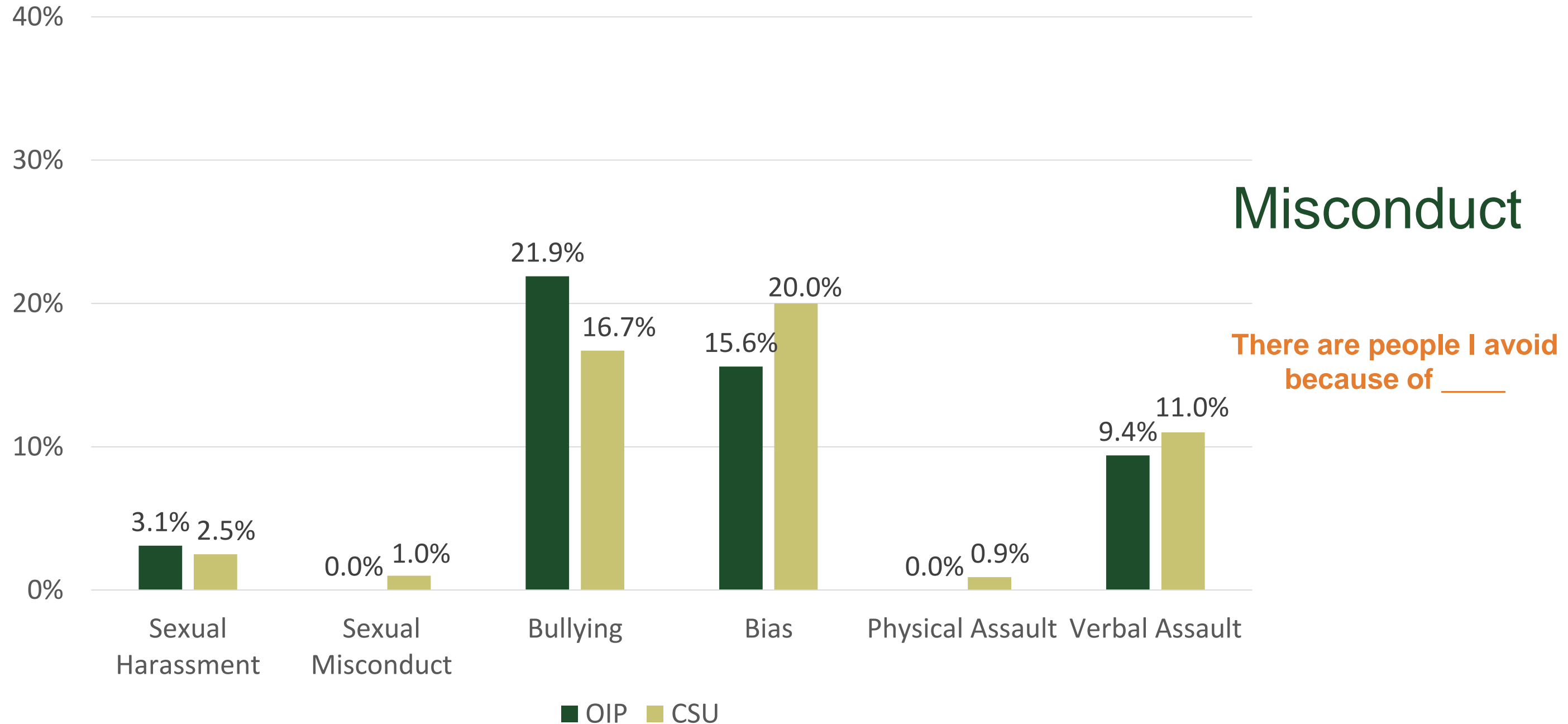


Percentage of respondents who indicated misconduct at in their division



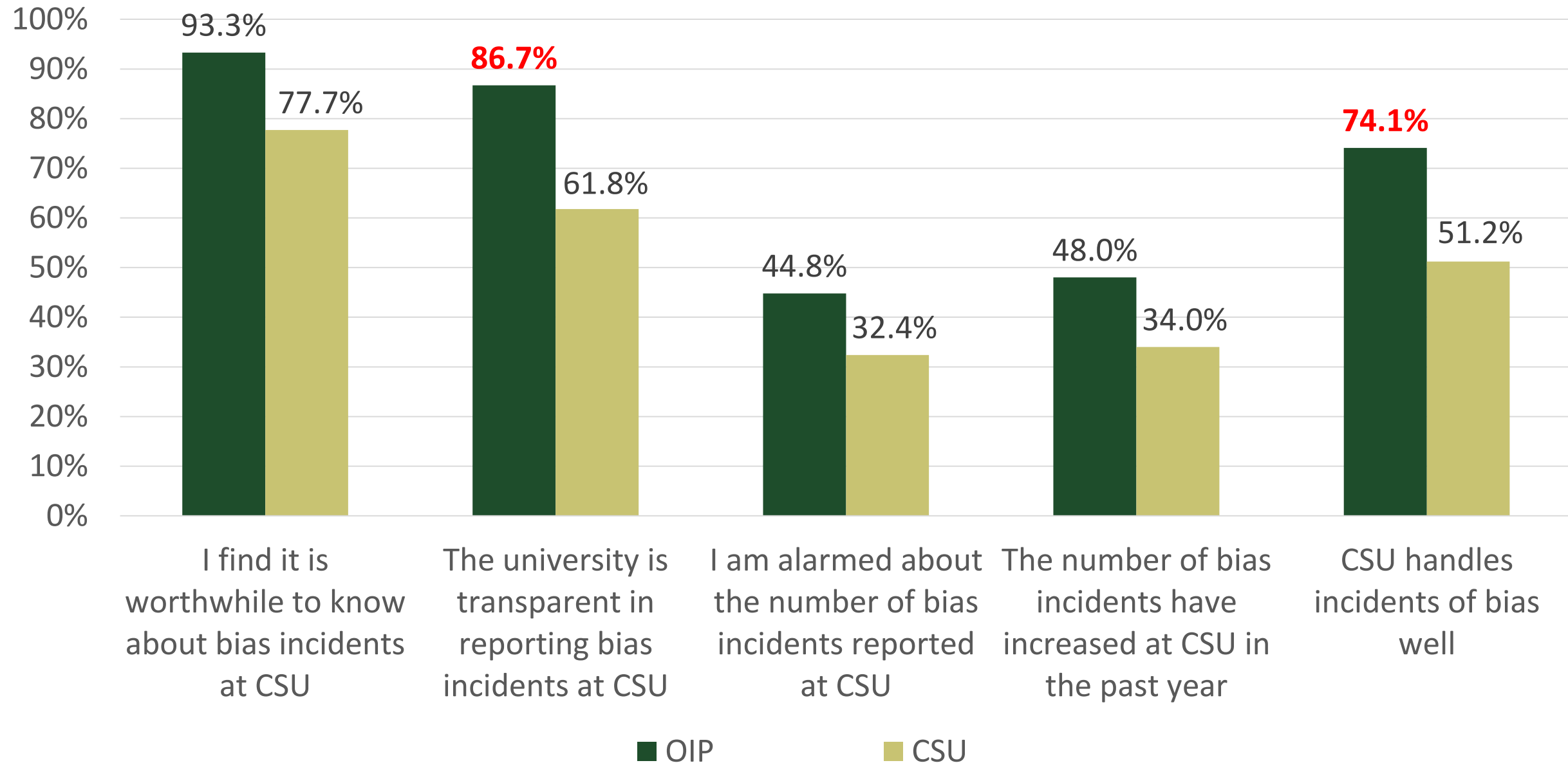
Misconduct

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



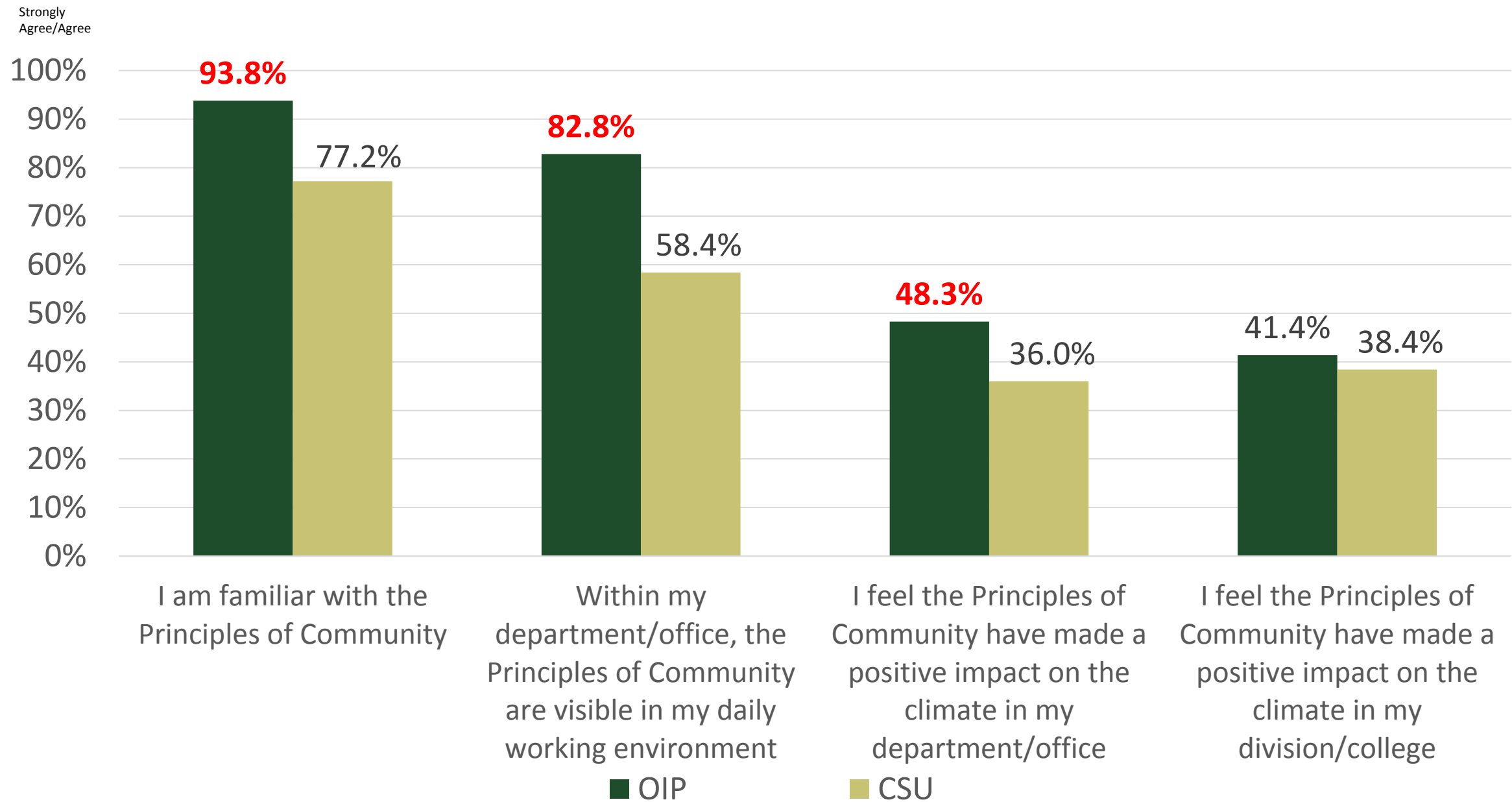
Percentage of respondent agreement to items related to perceptions of bias incidents

Strongly Agree/Agree



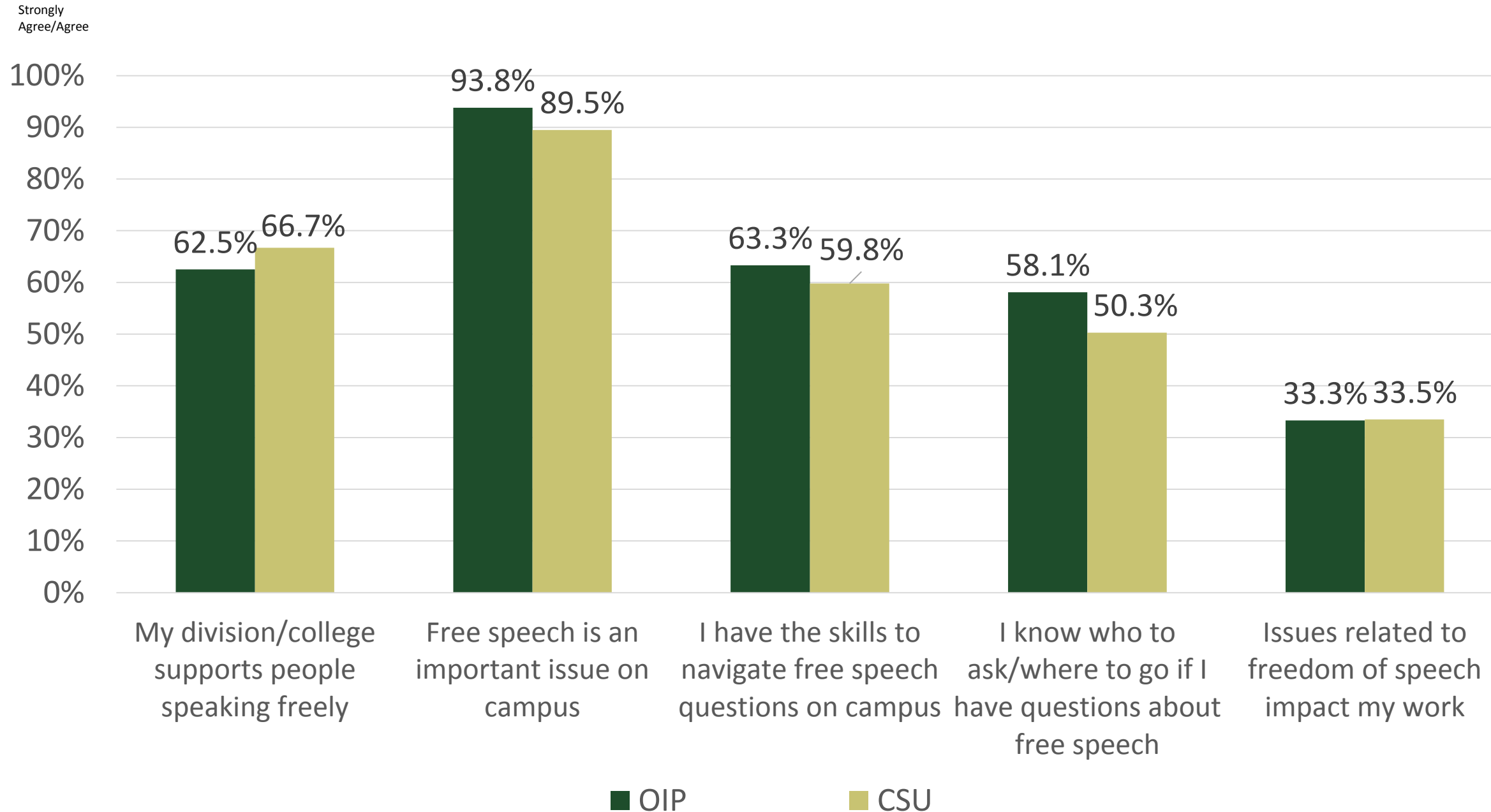
Bias

Percentage of respondent agreement to items related to Principles of Community



Principles of Community

Percentage of respondent agreement to items related to freedom of speech



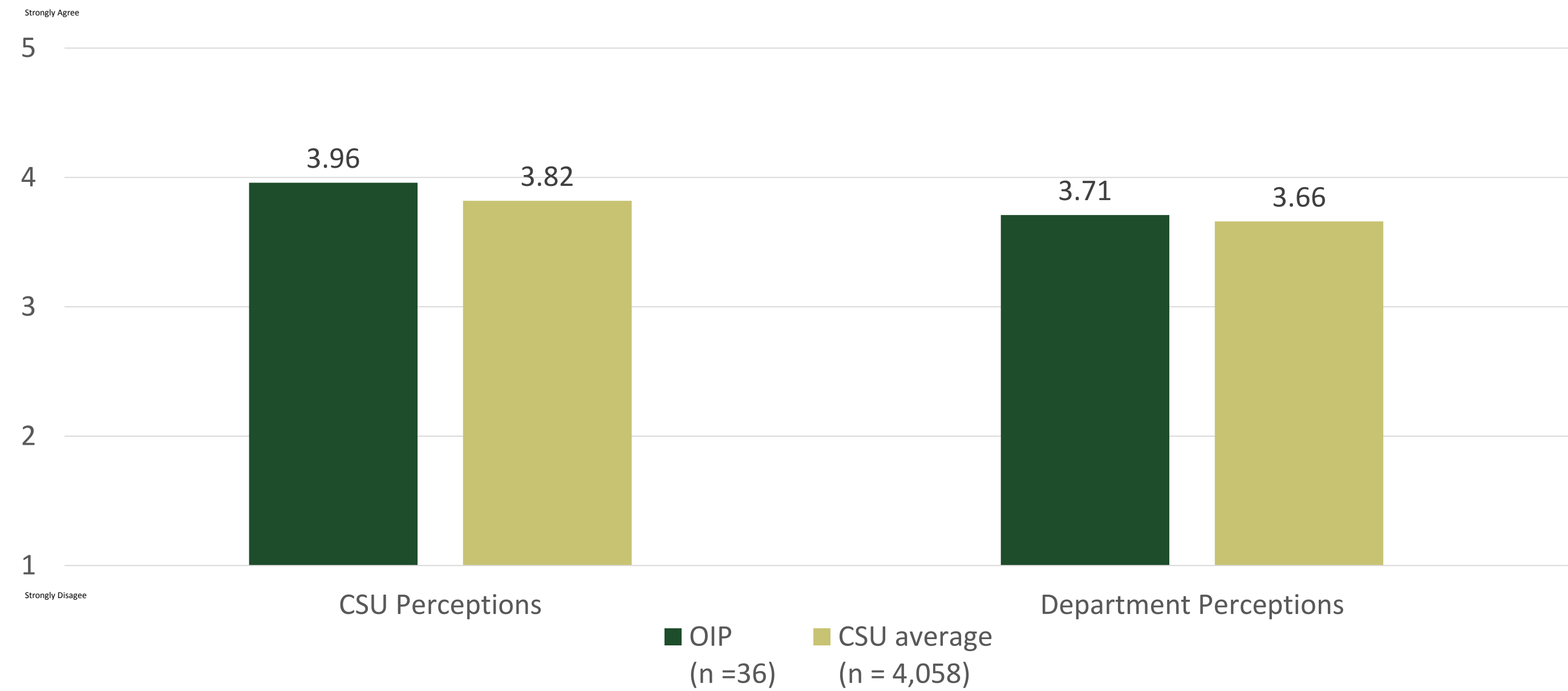
Freedom of Speech

OIP Perception Items

- Items asked each for CSU and Department/Unit

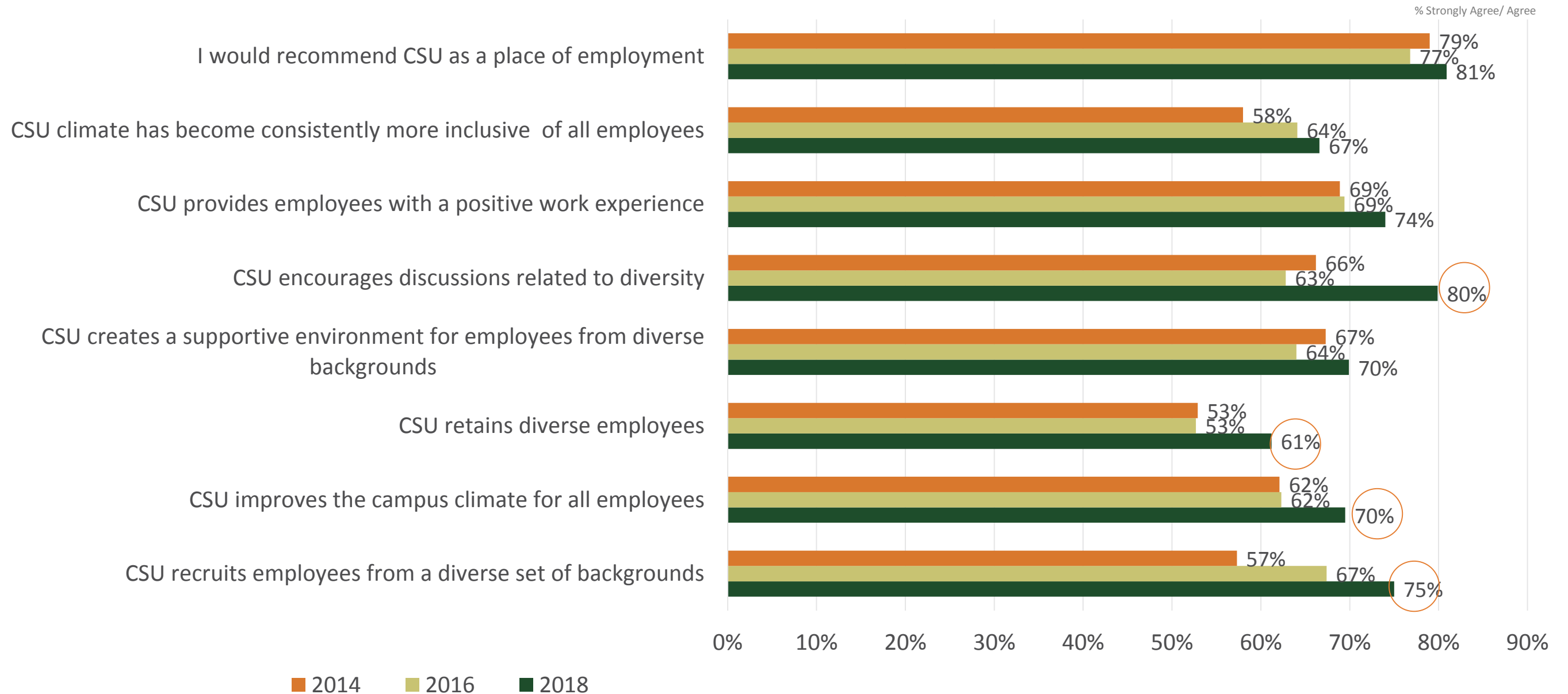
	CSU	Dept.
– Recruits employees from a diverse set of backgrounds		-
– Improves the campus climate for all employees		
– Retains diverse employees		-
– Creates a supportive environment for employees from diverse backgrounds		
– Encourages discussions related to diversity	+ (100%)	+ (97%)
– Provides employees with a positive work experience		
– Climate has become consistently more inclusive of all employees		+
– I would recommend as a place of employment		

OIP Perceptions



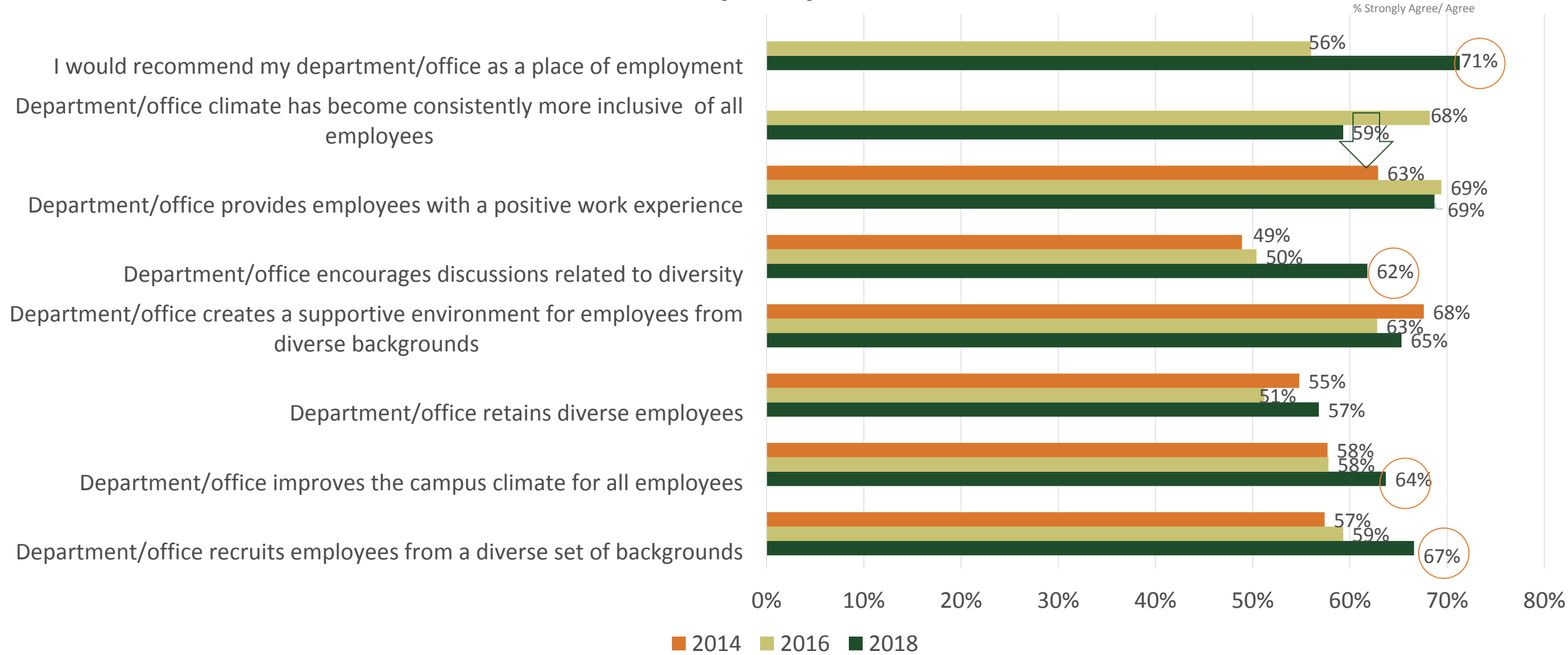
CSU Perceptions over Time

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



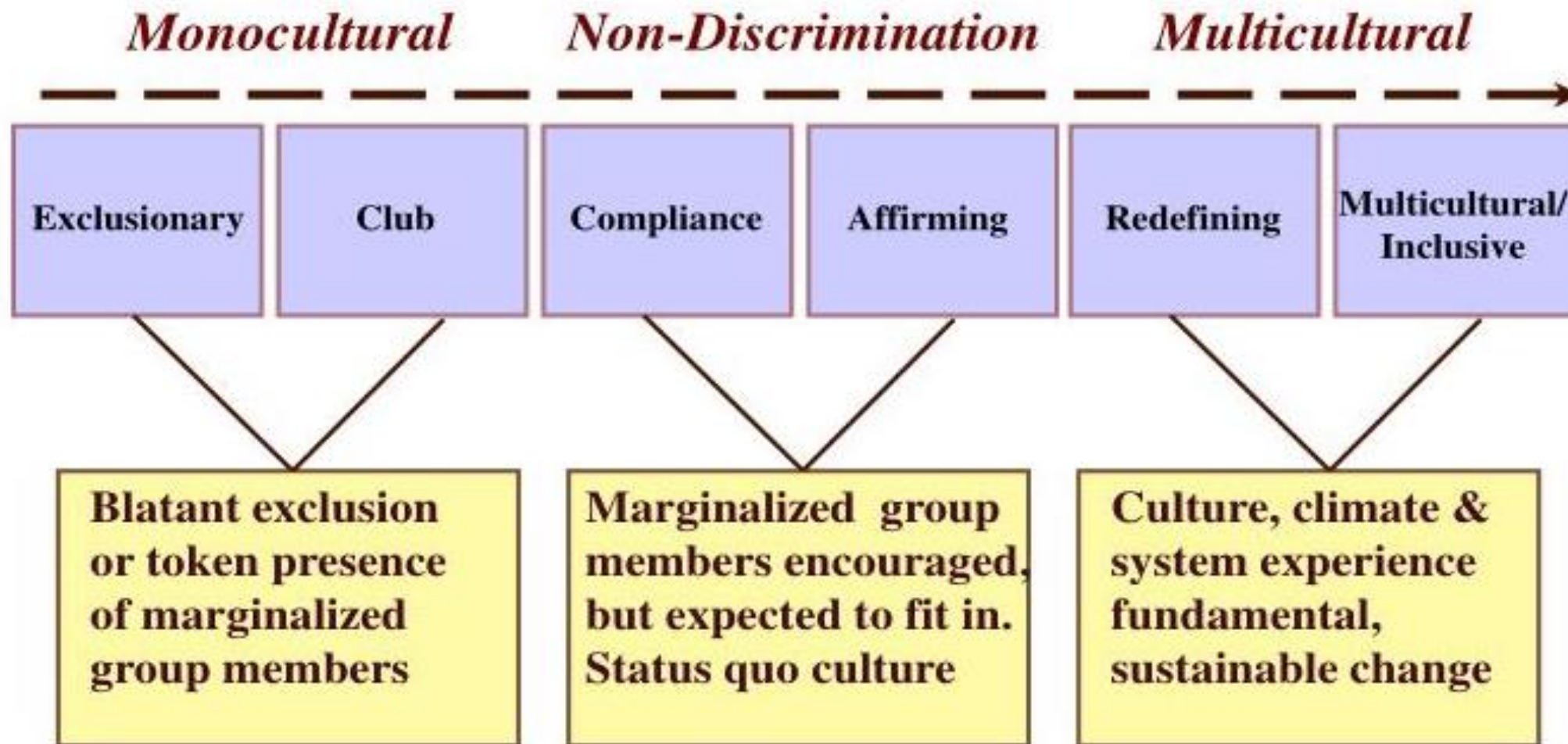
Discriminatory Attitudes & Work Stressors

- Perceived Discriminatory Attitudes in Department/Office:
 - 50% Job title (CSU: 31%)
 - 46% Employment classification (CSU: 29%)
 - 39% Parental status (CSU: 9%)
 - 39% Age (CSU: 19%)
 - 29% Gender (CSU: 17%)
 - 25% Political Affiliation (CSU: 20%)
 - 14% indicated no discriminatory attitudes present (CSU: 36%)
- Top 3 Work Stressors in OIP
 - 67% Lack of growth /promotion (CSU: 29%)
 - 63% Low salary (CSU: 47%)
 - 27% Workload (CSU: 33%)
 - 27% Affordable housing near work (CSU: 13%)

Key Findings for OIP

- Valuing diversity is a strength!
 - OIP had more favorable perceptions of their Department's Diversity Culture compared to CSU
- OIP had less favorable perceptions of their Department's Culture, Department Leadership's Accountability and Favoritism
 - Specifically, items related to communication and inequities in the treatment of employees
- OIP respondents perceived higher respect for religion and liberal perspectives in their departments compared to the average CSU respondent
- Women had less favorable responses compared to men when examining their perceptions of Leadership's Accountability of their department
- More perceptions of bullying (22%) and verbal assault (9.4%) in their division compared to CSU (10% and 5% respectively)
- Almost half of OIP respondents indicated POC made a positive impact in their department compared to 36% of all respondents

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

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