

# 2018 Employee Climate Survey

## Presentation for President's Council on Culture

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Assessment Group for Diversity Issues

4.10.19

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

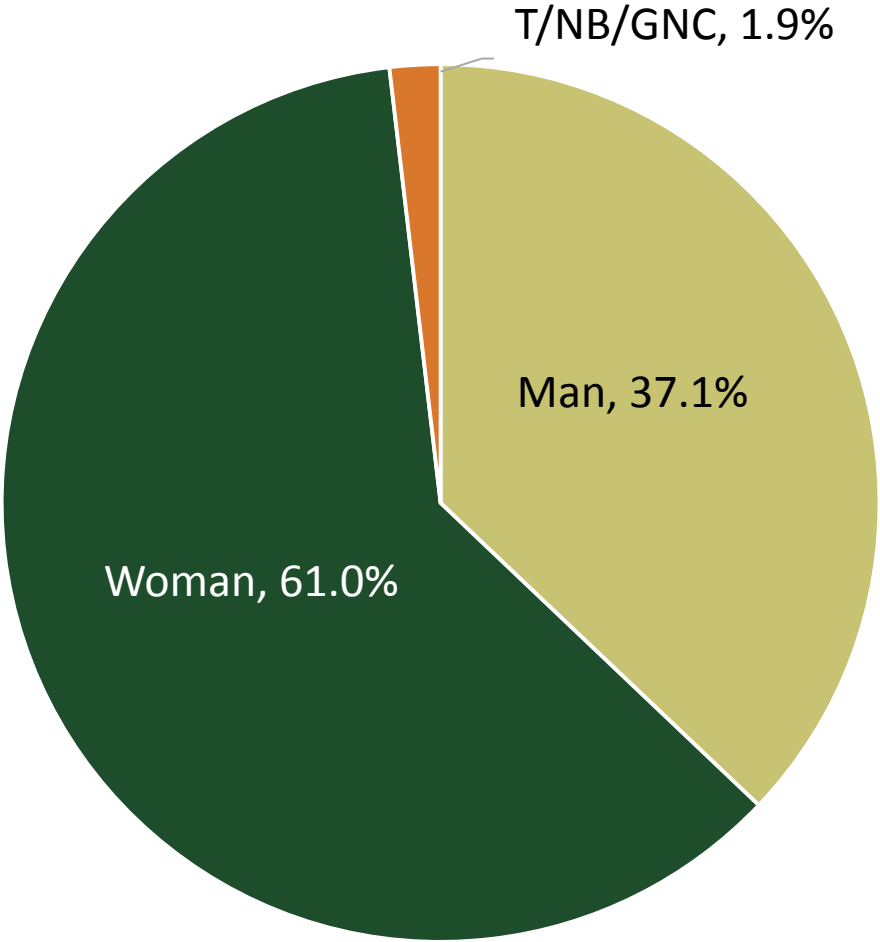
# CSU Response Rate Over Time

	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%

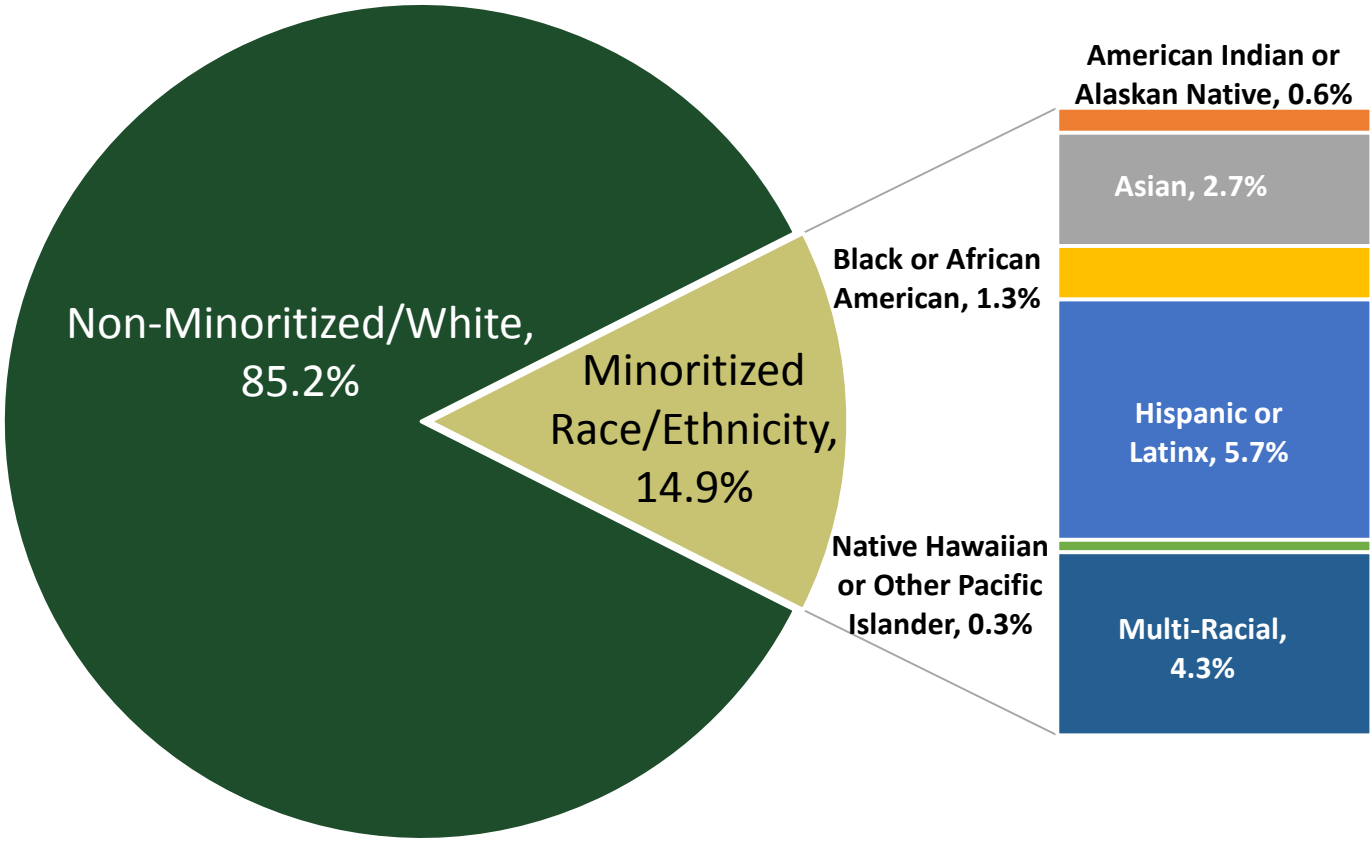
# Response Rates

Division	Response Rate	College	Response Rate
Enrollment and Access	83.9%	Veterinary Medicine and Biomedical Sciences	75.5%
Graduate School or International Programs	80.6%	Agricultural Sciences	74.7%
University Advancement	79.0%	Health and Human Sciences	69.5%
Student Affairs-Health Network & Wellness Programs	70.8%	Natural Sciences	58.5%
Student Affairs-All other units	68.5%	Warner College of Natural Resources	49.8%
External Relations	64.9%	Business	48.9%
University Operations	63.0%	Liberal Arts	48.5%
Research	61.4%	Walter Scott, Jr. College of Engineering	35.2%
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%	Total (n = 4,058)	58.5%

# Employee Characteristics

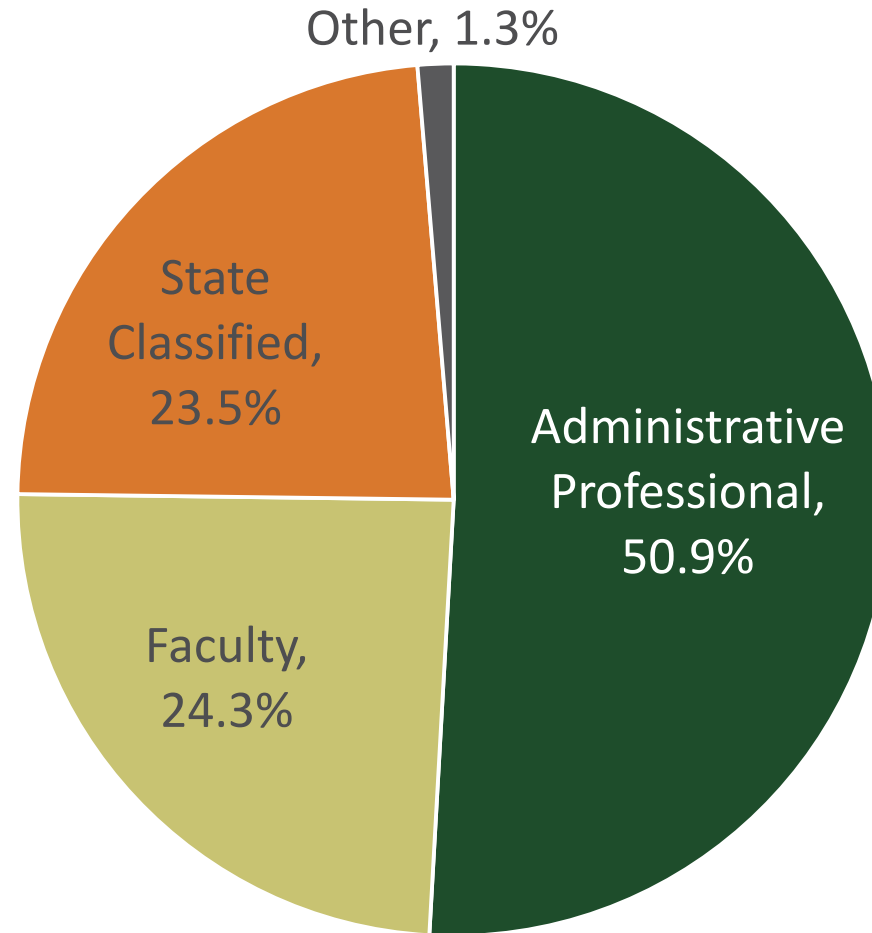


Gender



Race/Ethnicity

# Employee Characteristics



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

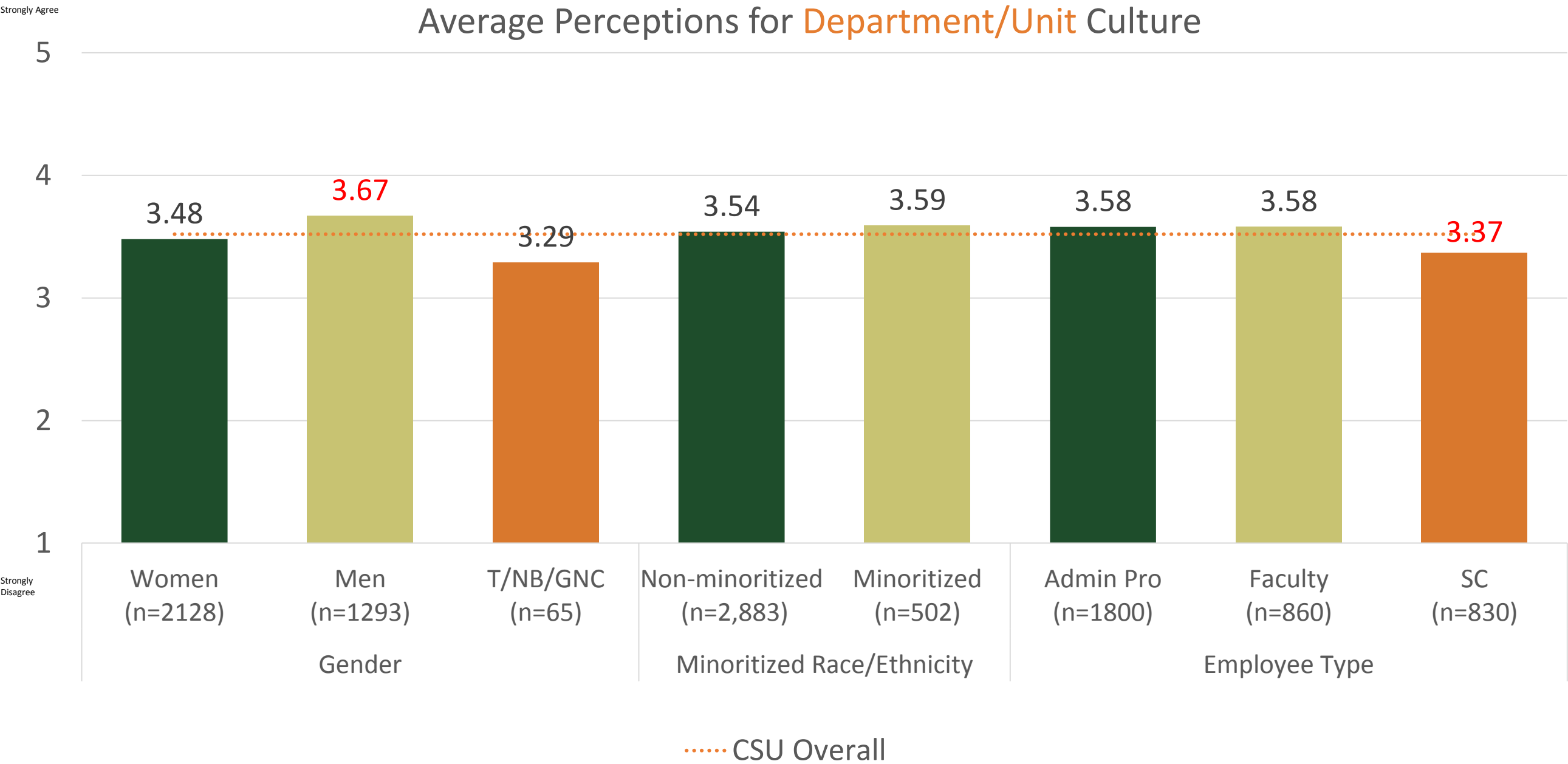
# Culture Items

## Department/Unit Culture

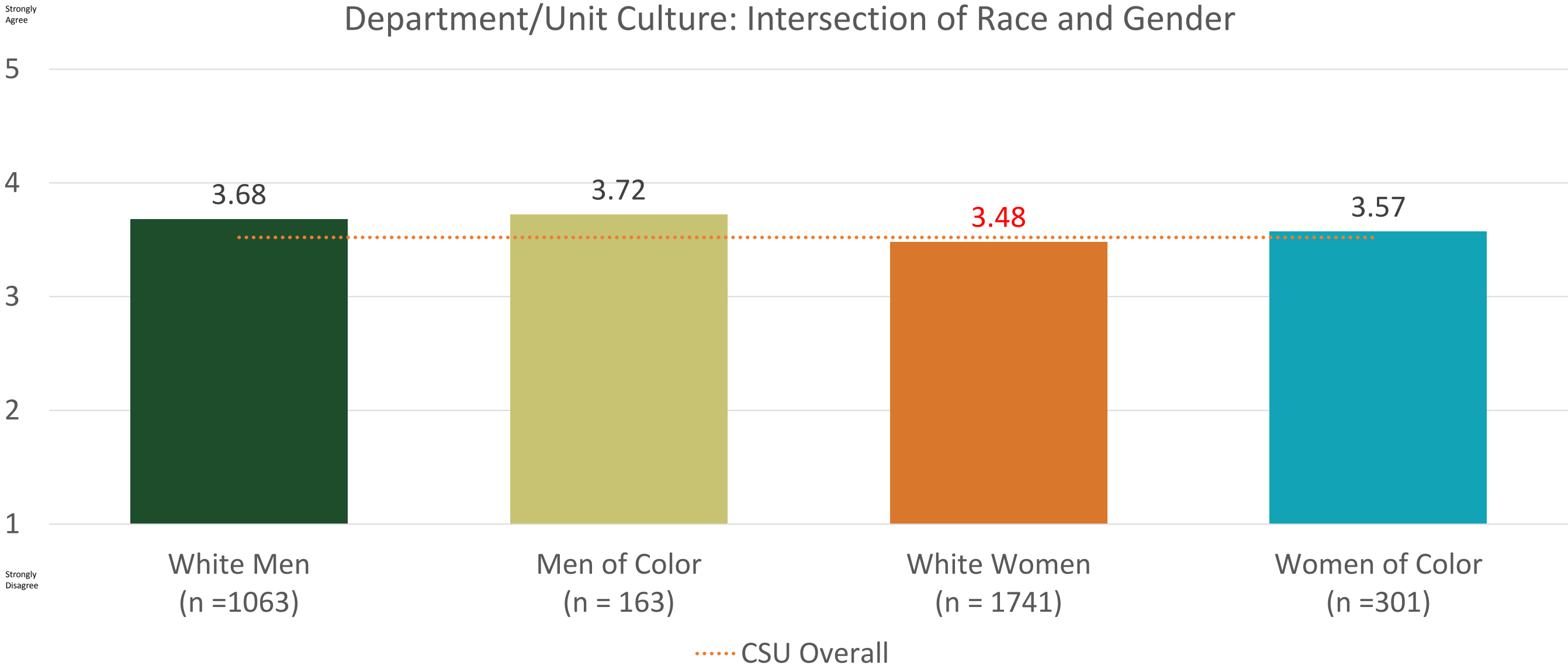
Strongly Agree/Agree

- 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



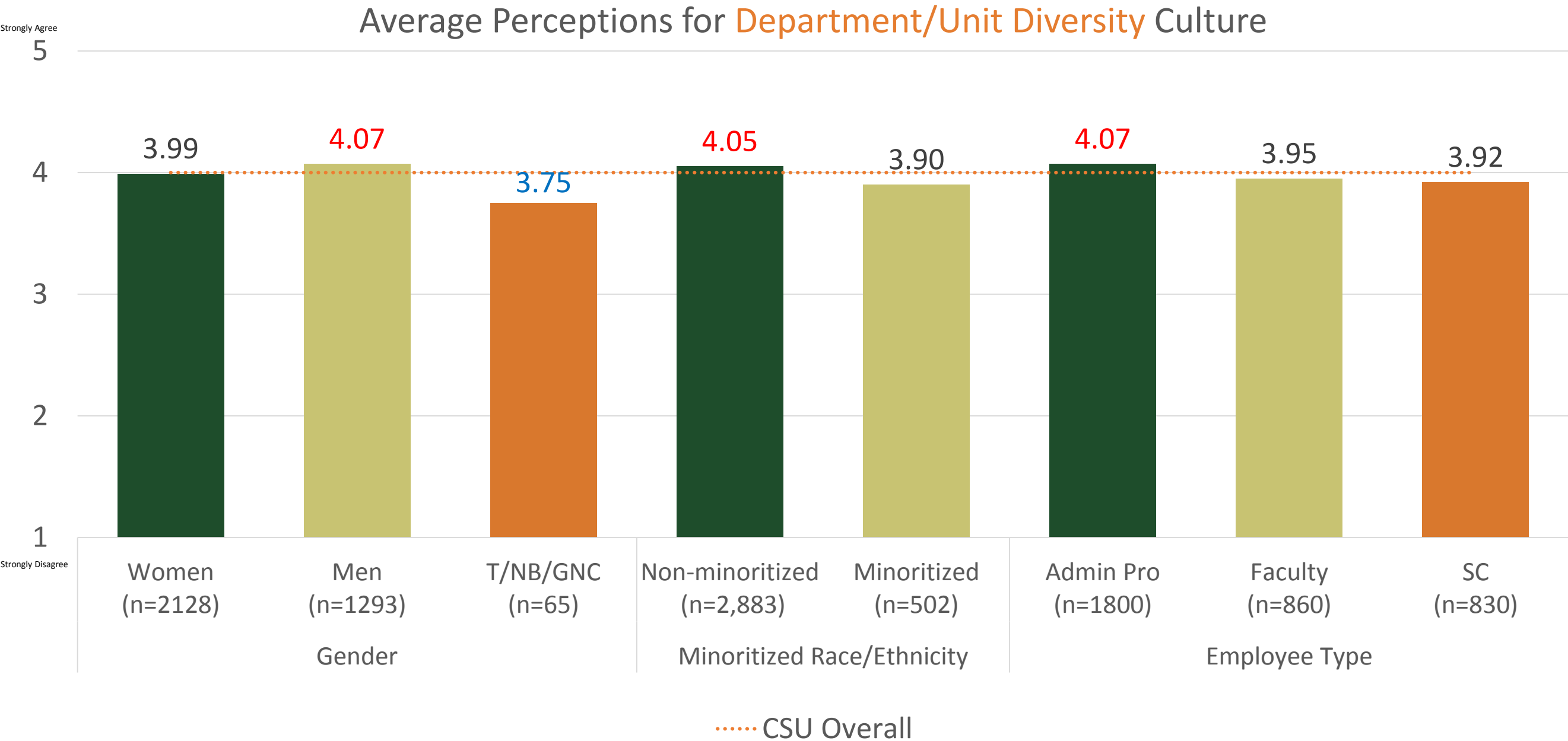
# Culture



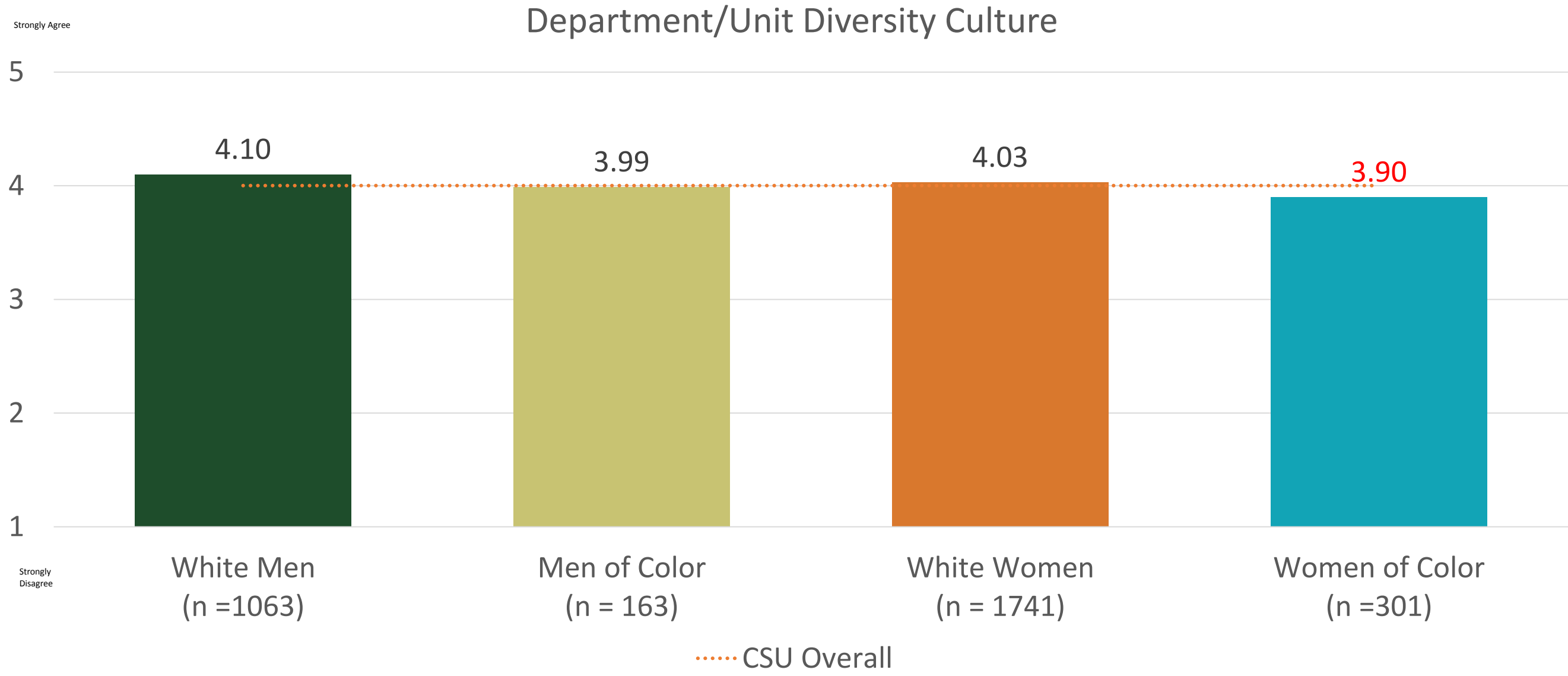
# Culture Items

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



# Culture



# Culture Items

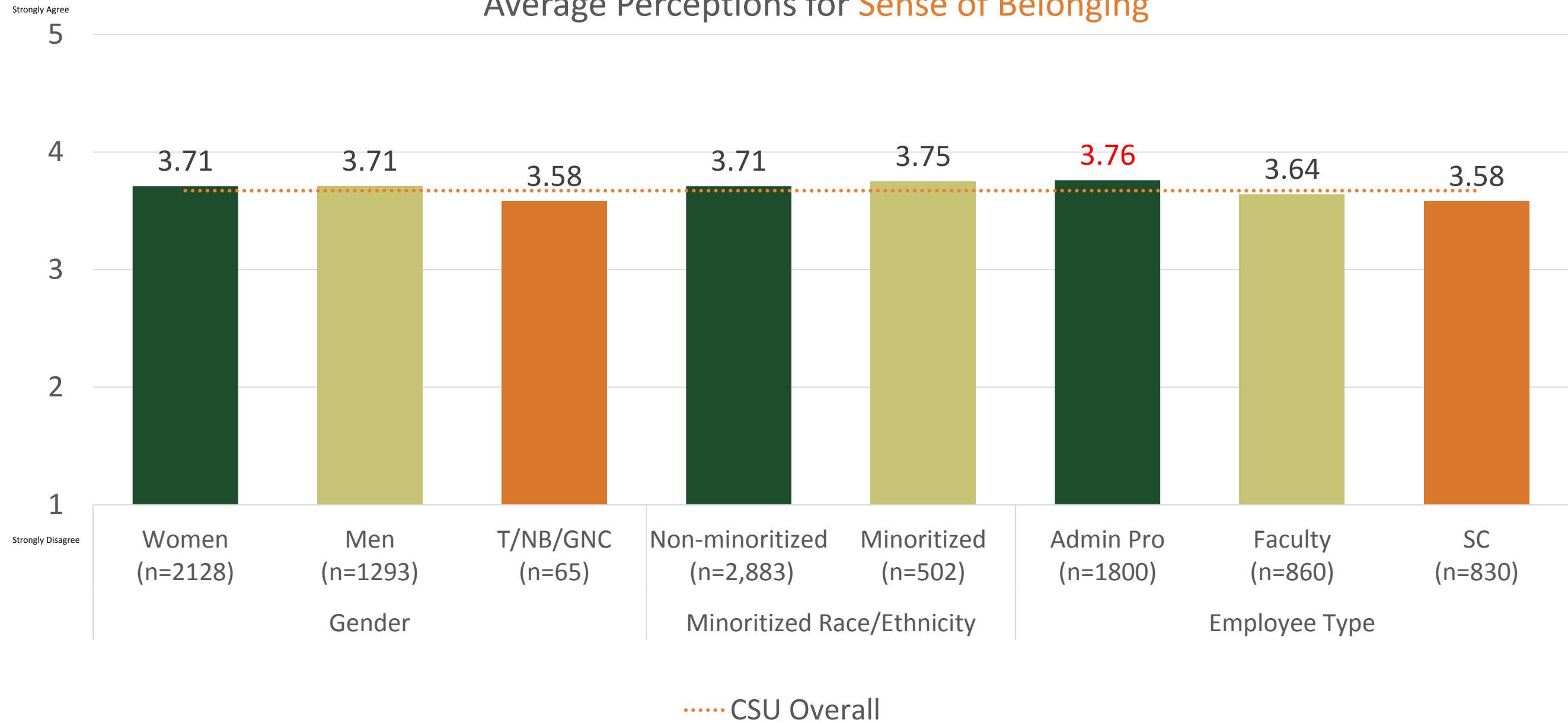
## Sense of Belonging

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%

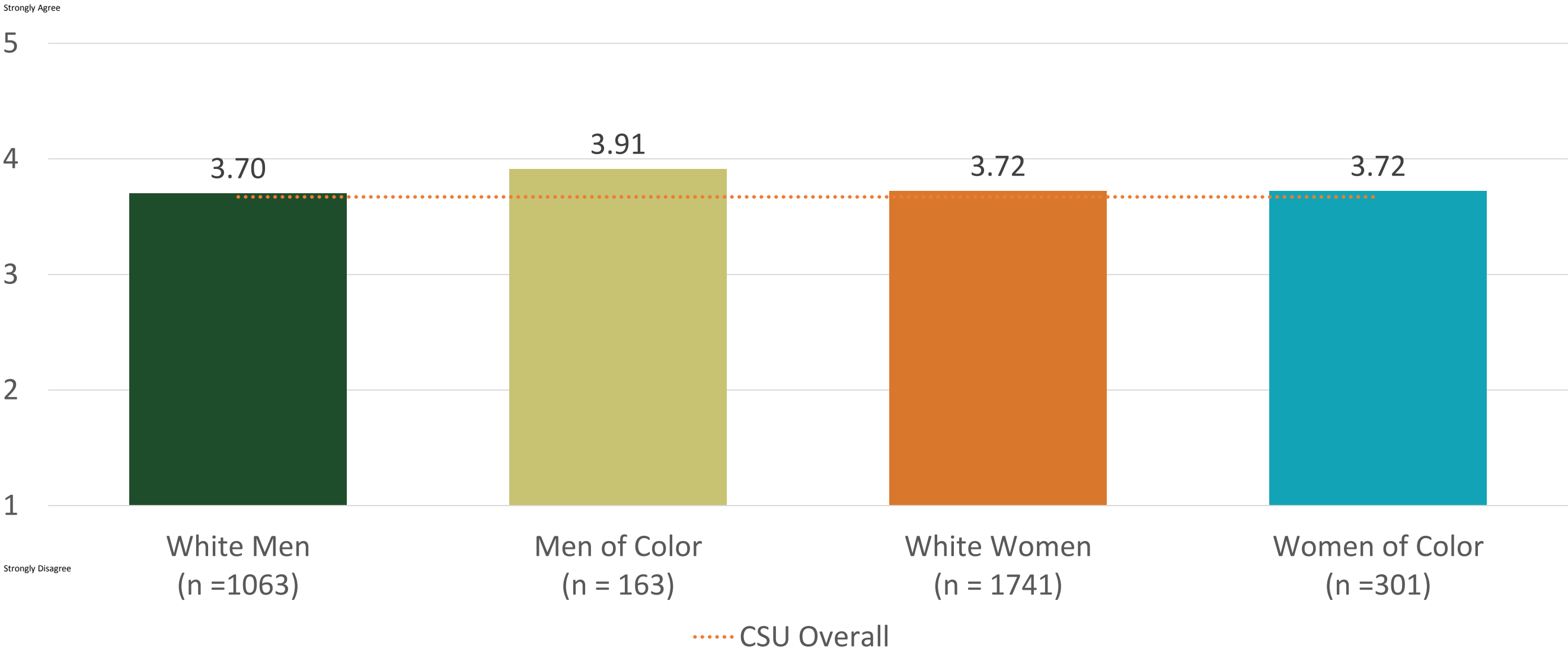
# Culture

Average Perceptions for **Sense of Belonging**



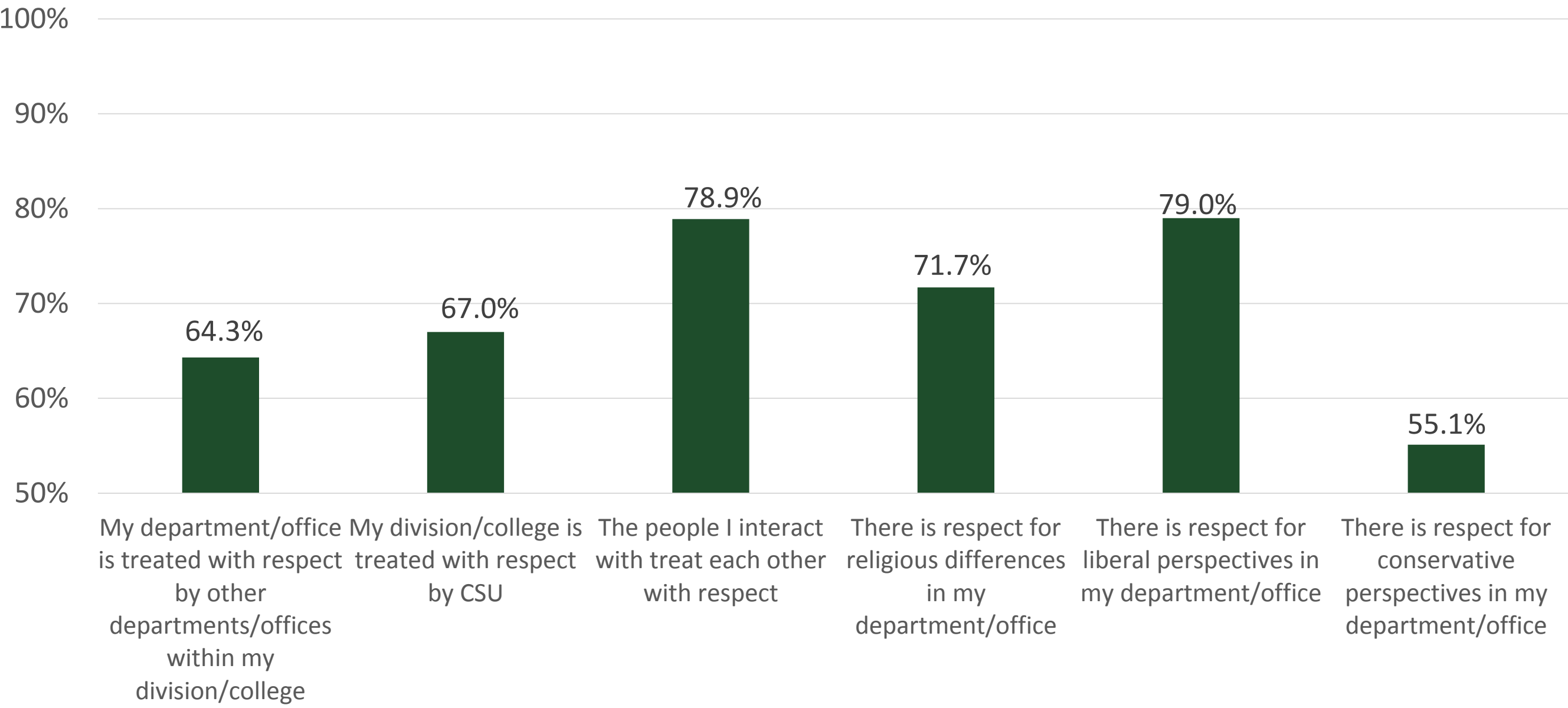
# Culture

Sense of Belonging: Intersection of Race and Gender



# Respect

Strongly Agree/Agree

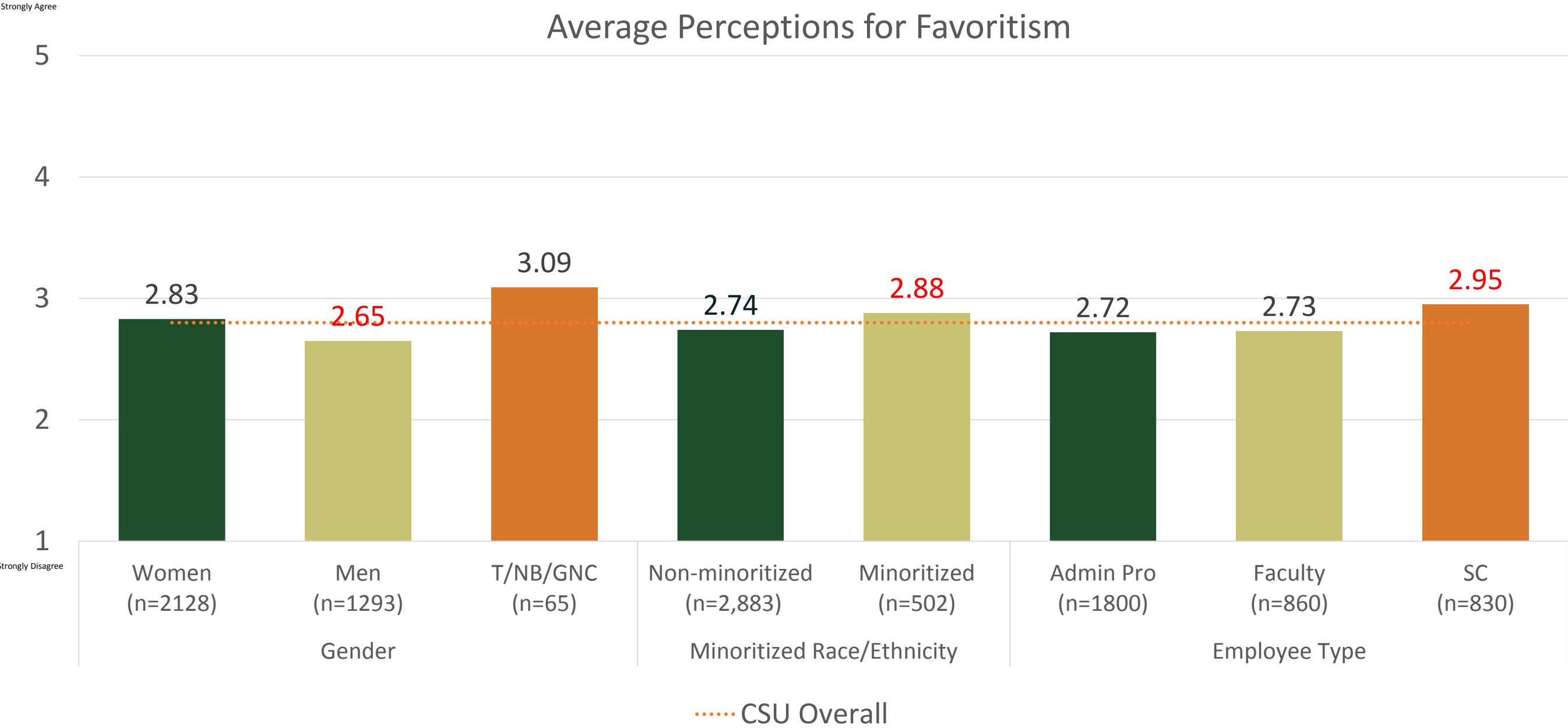


# Favoritism Items

Strongly Agree/Agree

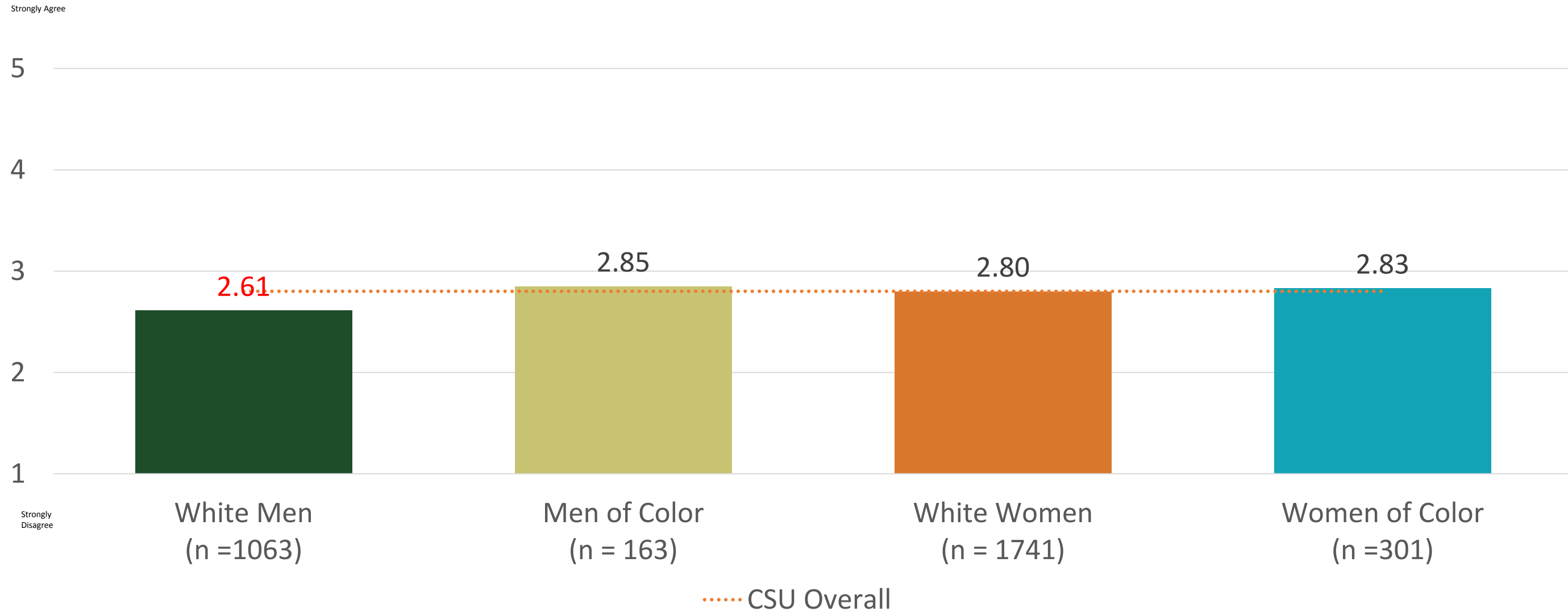
- Favoritism plays a role in who gets recognized within my department/office 37.9%
- Favoritism plays a role in who gets resources in my department/office
- Favoritism plays a role in who gets professional development opportunities
- Favoritism plays a role in who gets promoted in my department/office 32.3%
- Favoritism plays a role in who gets hired in my department/office 25.6%

# Favoritism



# Favoritism

## Favoritism: Intersection of Race and Gender

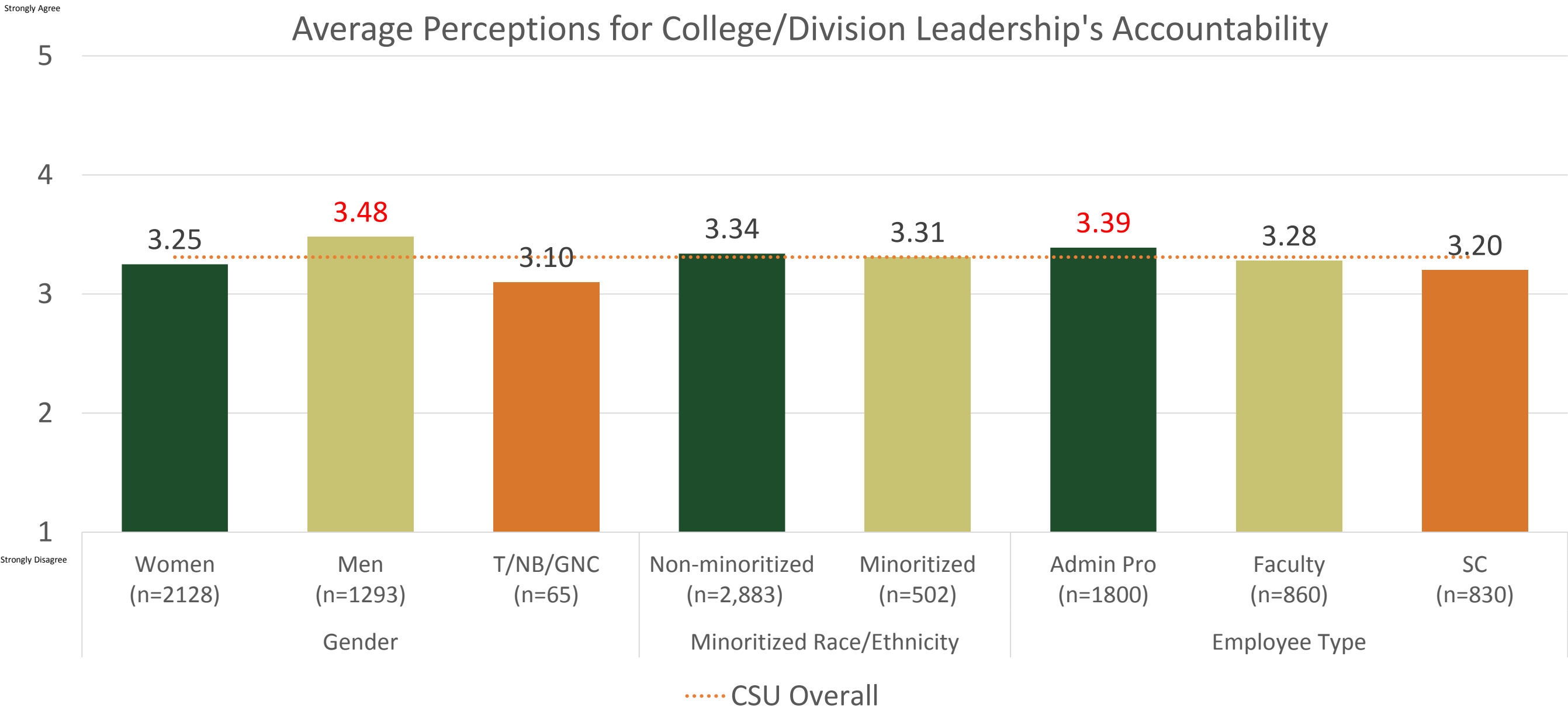


# Leadership and Accountability Items

Items asked each for Division and Department/Unit

	<u>Division/College</u>	<u>Dept./Unit</u>
• 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

Strongly Agree

## Average Perceptions for Department/Unit Leadership's Accountability

5

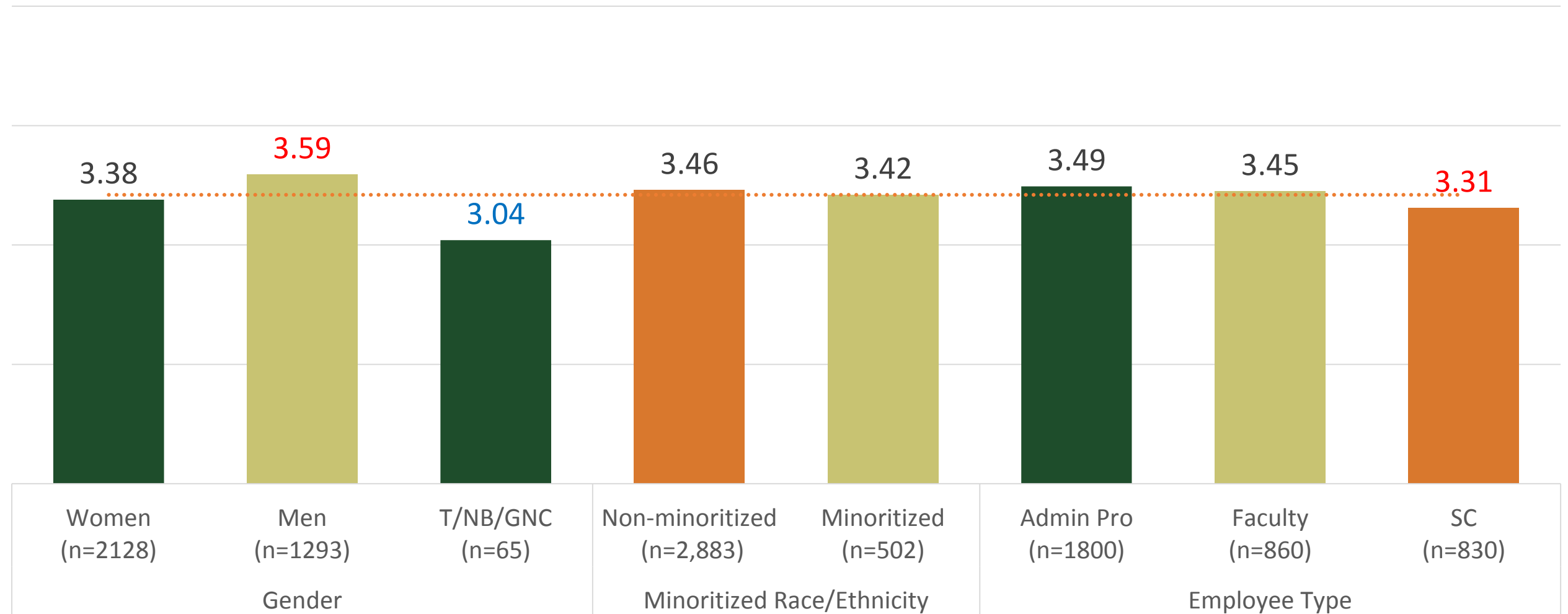
4

3

2

1

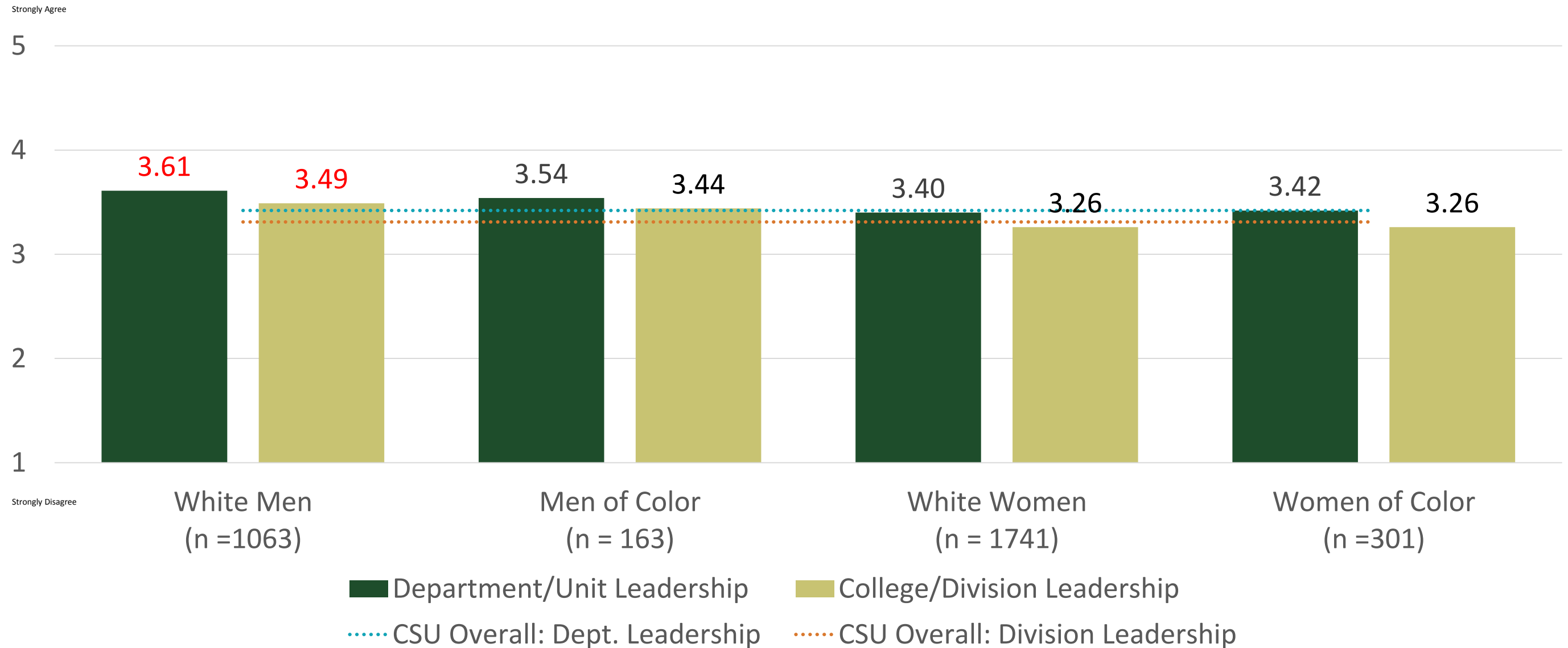
Strongly Disagree



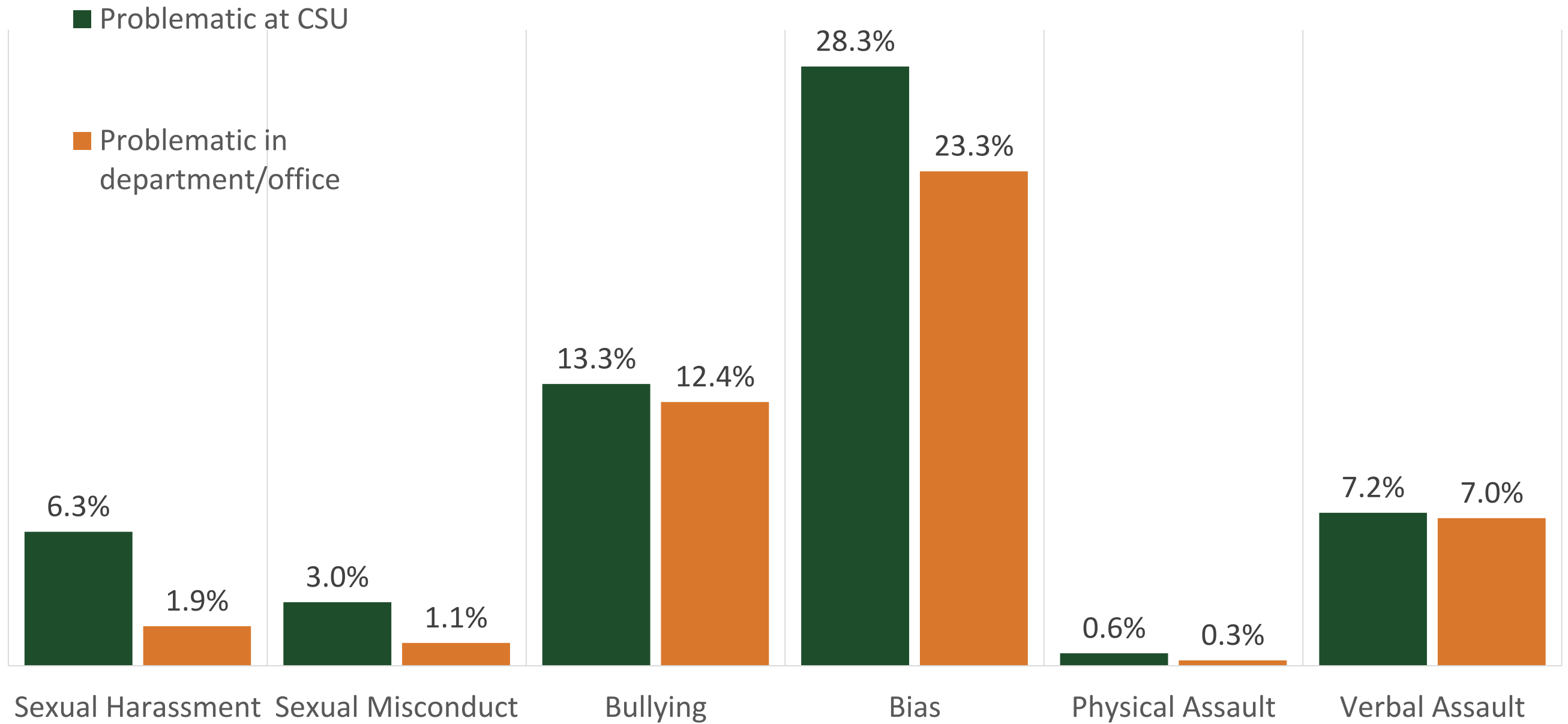
..... CSU Overall

# Leadership & Accountability

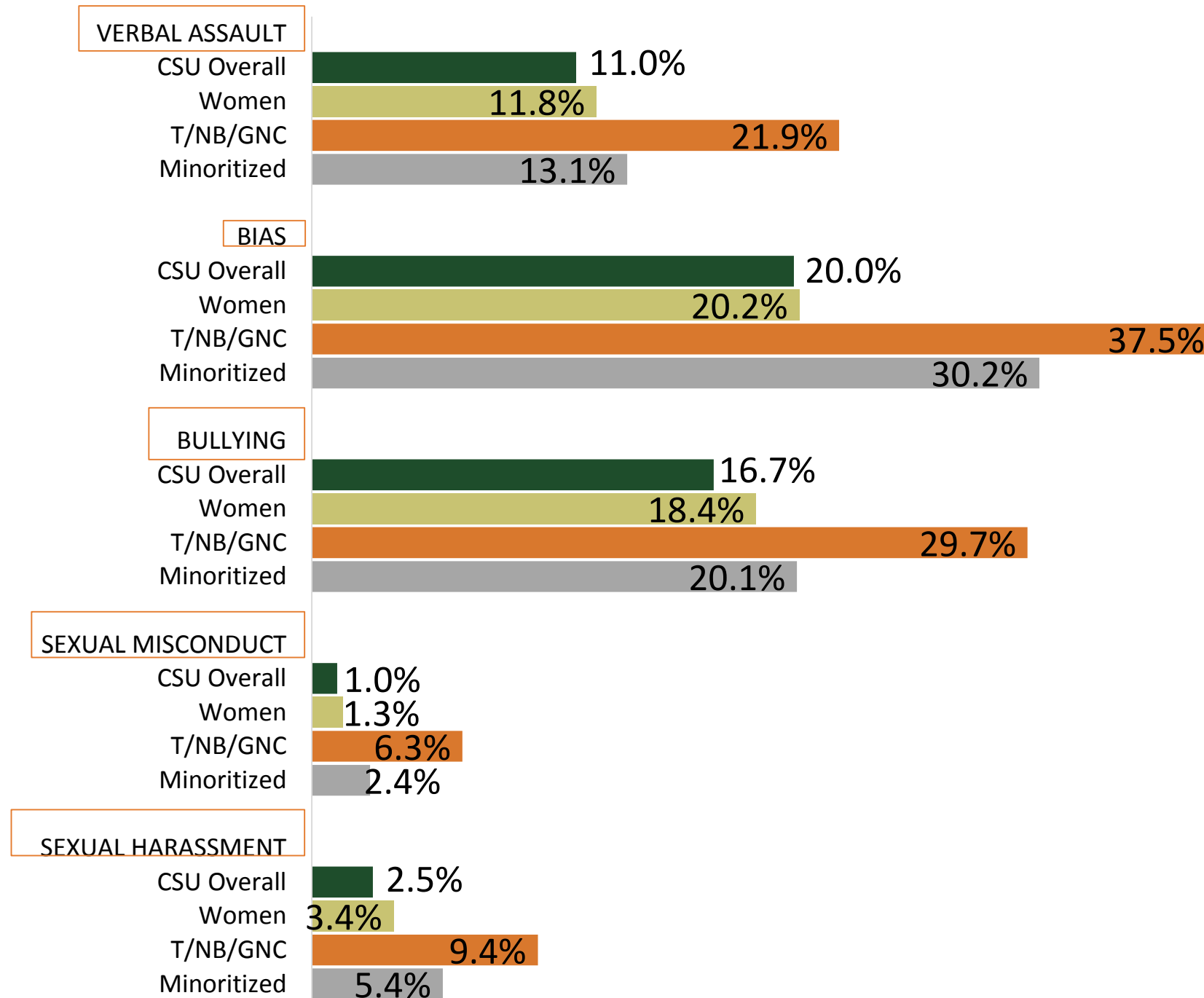
## Leadership's Accountability: Intersection of Race and Gender



# Misconduct



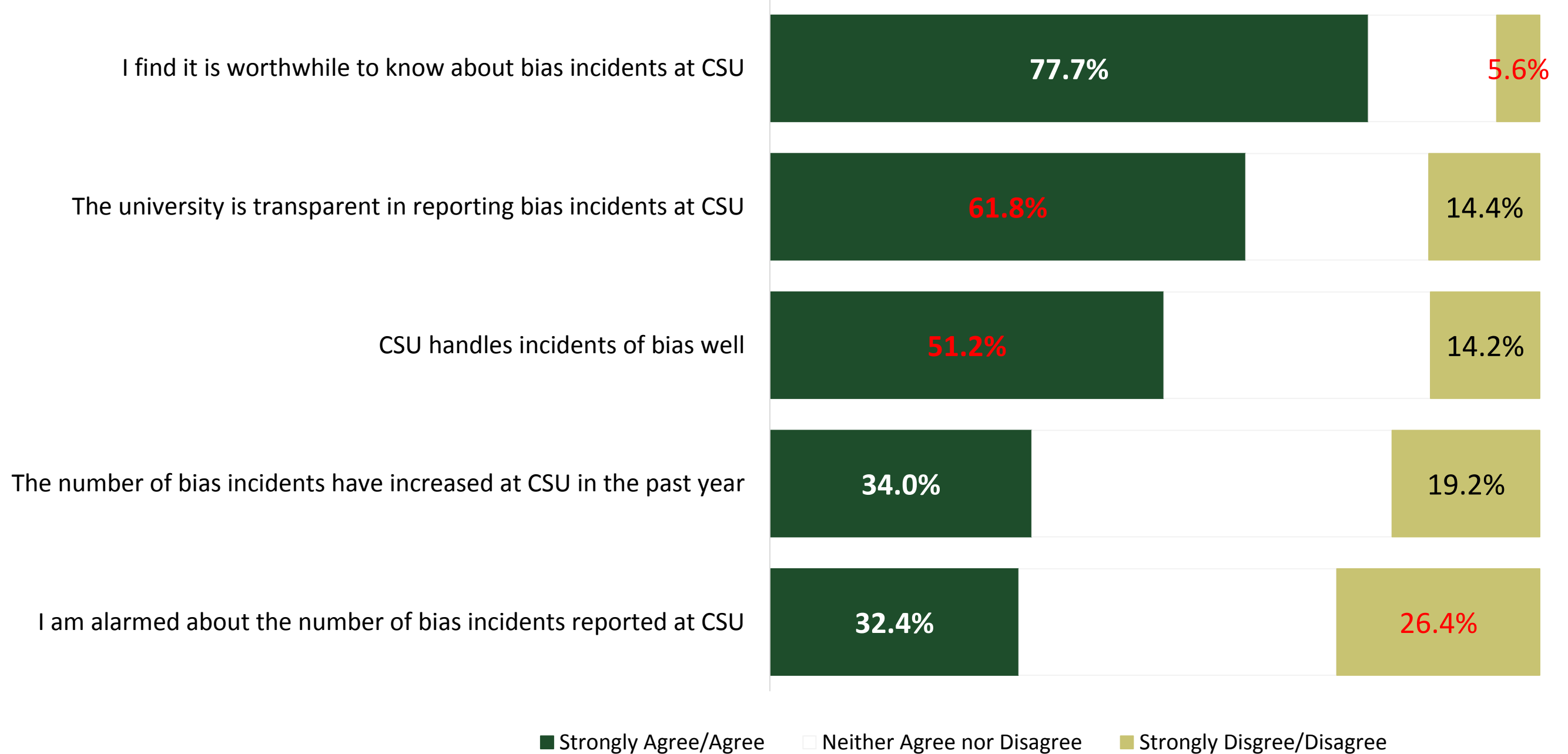
There are people at CSU I avoid because I fear:



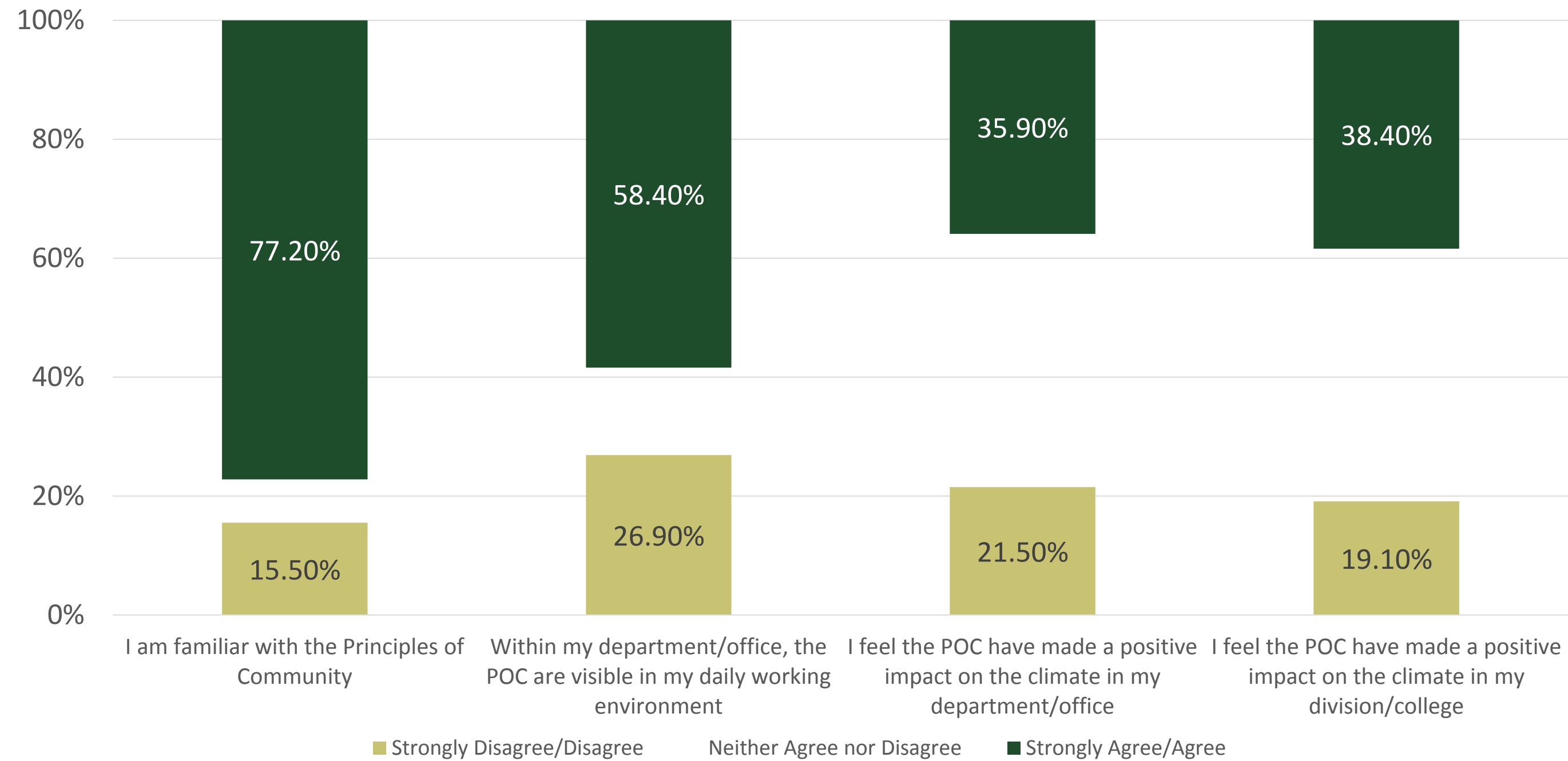
Misconduct

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

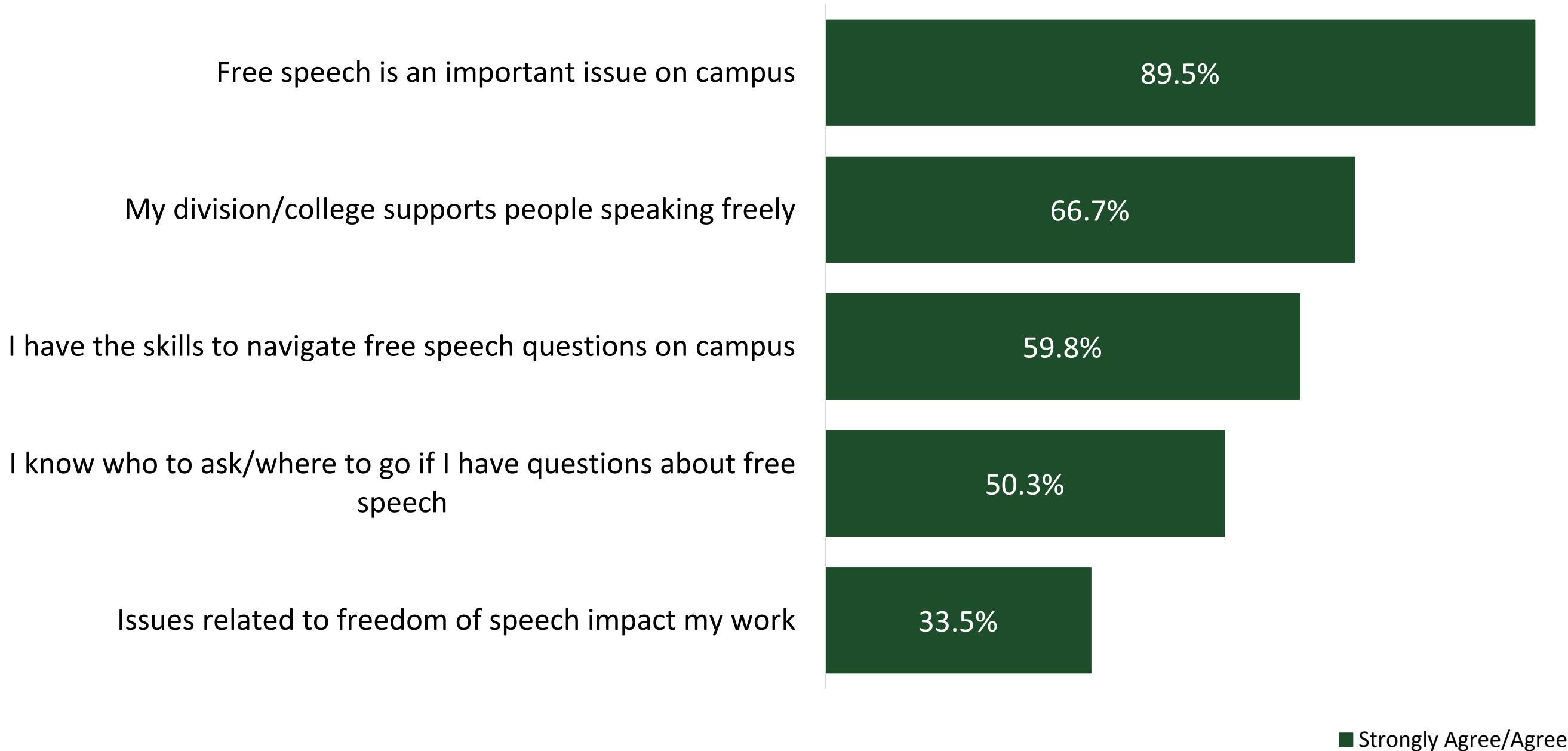
# Bias



# Principles of Community



# Freedom of Speech

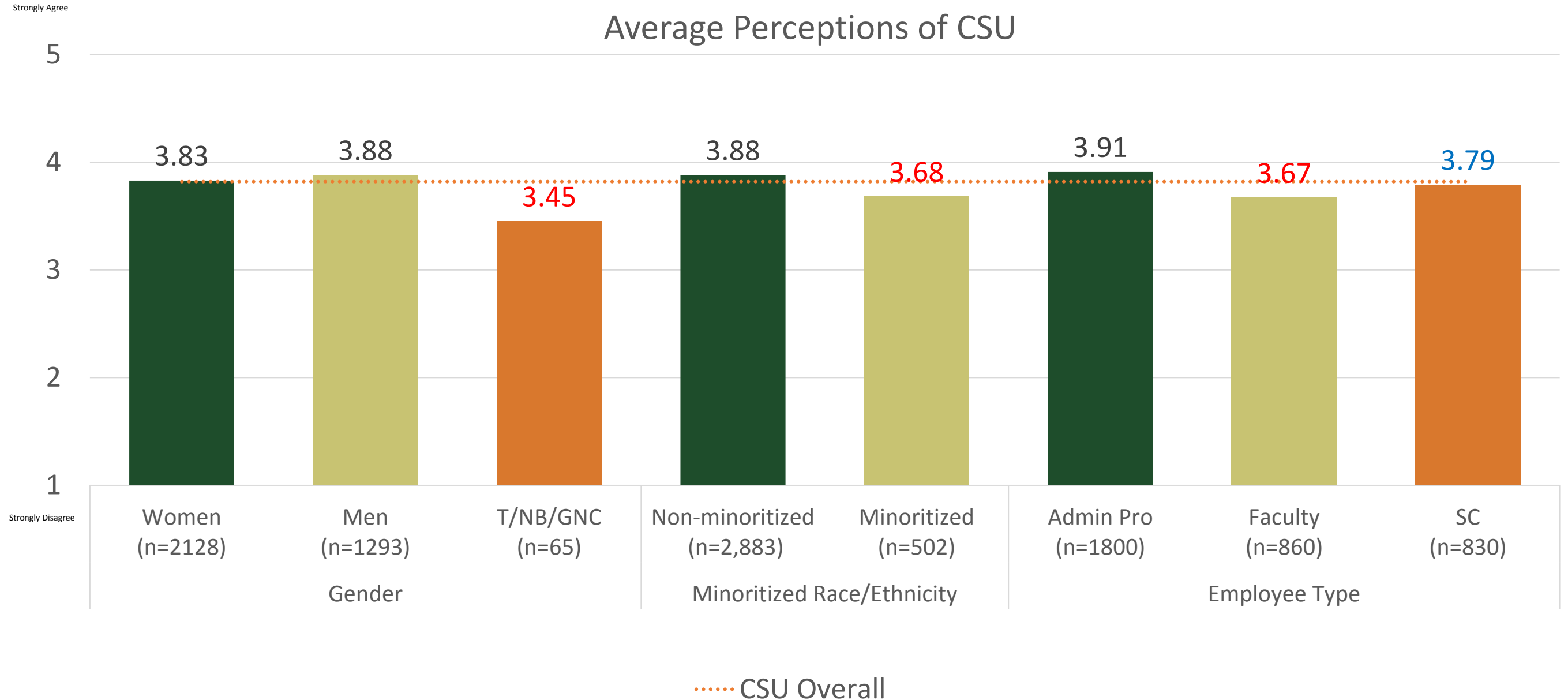


# Perception Items

Items asked each for CSU and Department/Unit

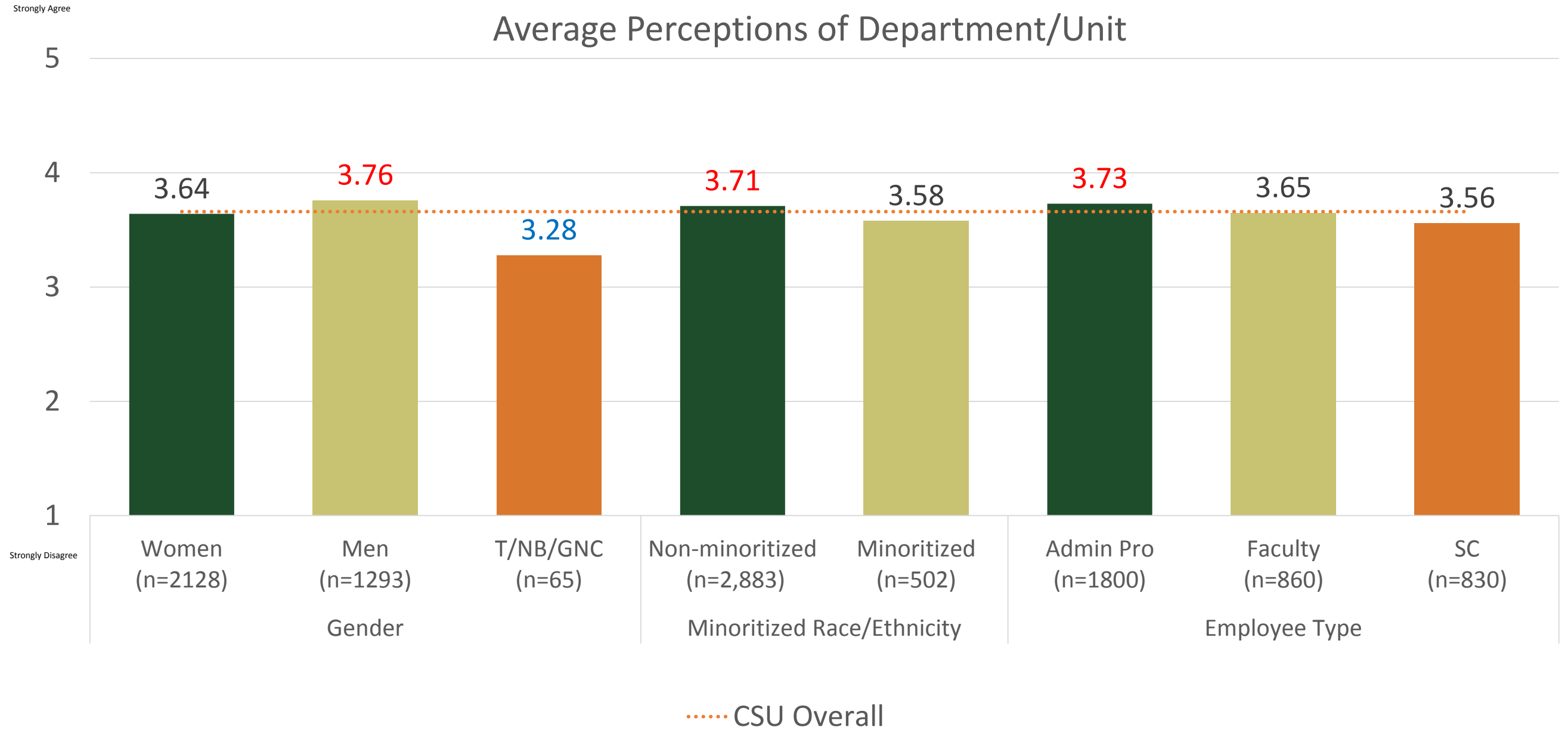
- I would recommend as a place of employment
- Encourages discussions related to diversity
- Recruits employees from a diverse set of backgrounds
- Provides employees with a positive work experience
- Creates a supportive environment for employees from diverse backgrounds
- Improves the campus climate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

# Perceptions of CSU



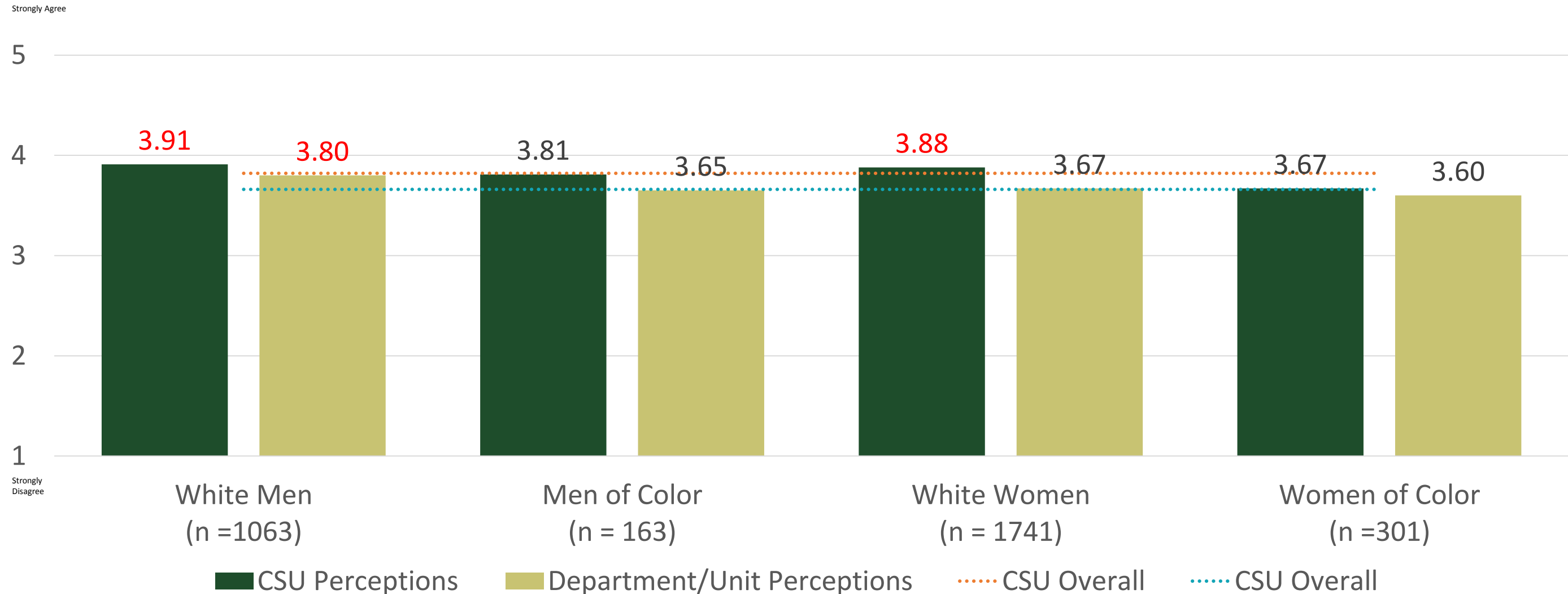
# Perceptions of Department/Unit

Average Perceptions of Department/Unit



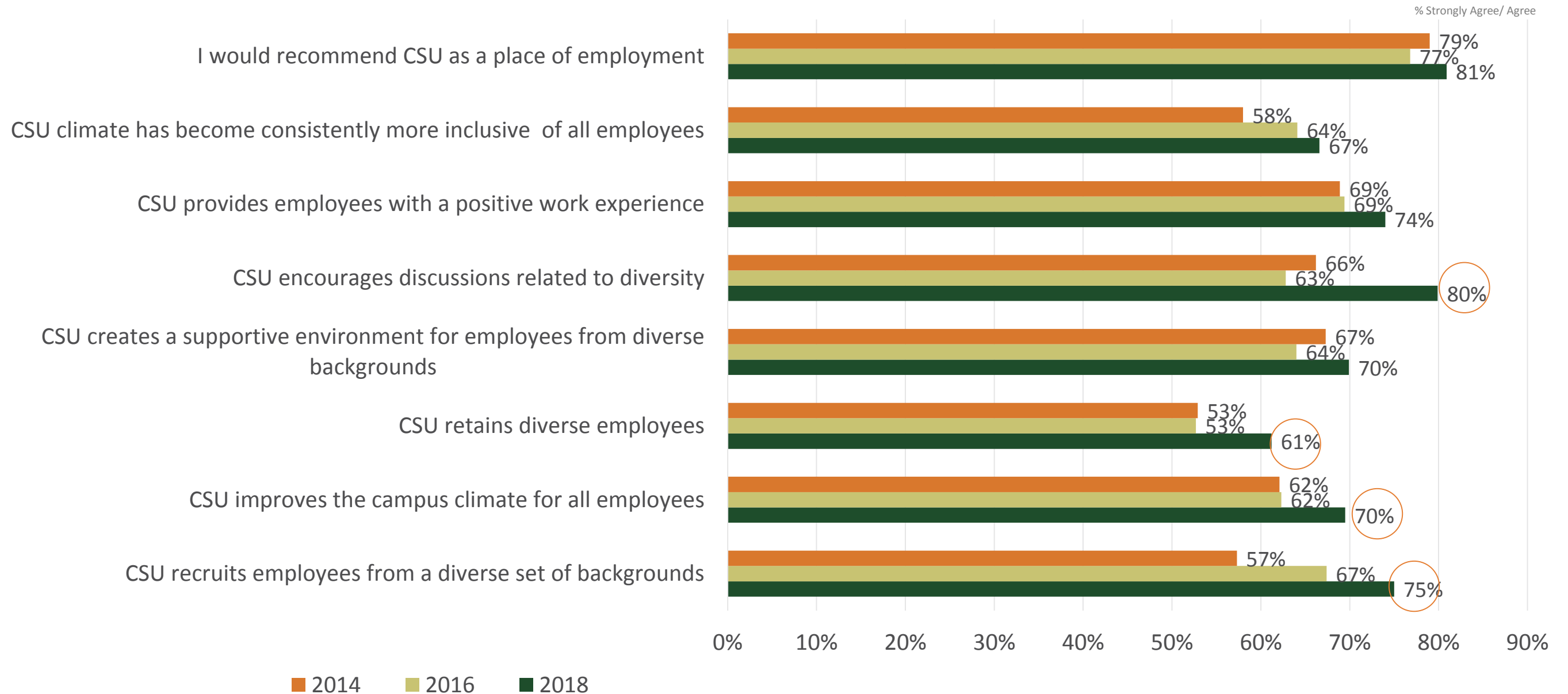
# Perceptions of CSU and Department/Unit

Perceptions: Intersection of Race and Gender



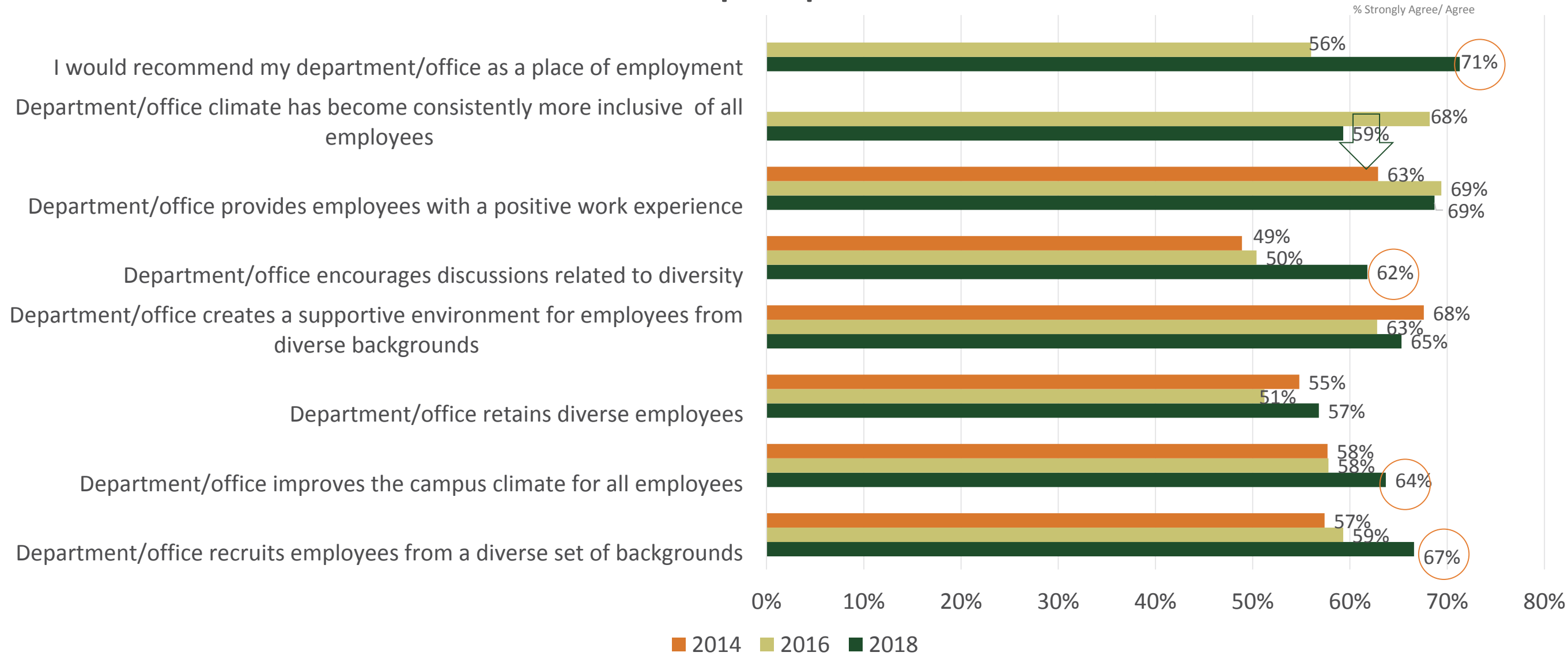
# CSU Perceptions over Time

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

# Work Stressors

- Top 3 Work Stressors
  - 47% Low salary
  - 33% Workload
  - 29% Lack of growth /promotion
  - 29% Work/life balance
  - 21% Office/department climate
  - 18% Email overload
  - 17% Lack of budget/funding/resources



# Three words to describe division/college culture

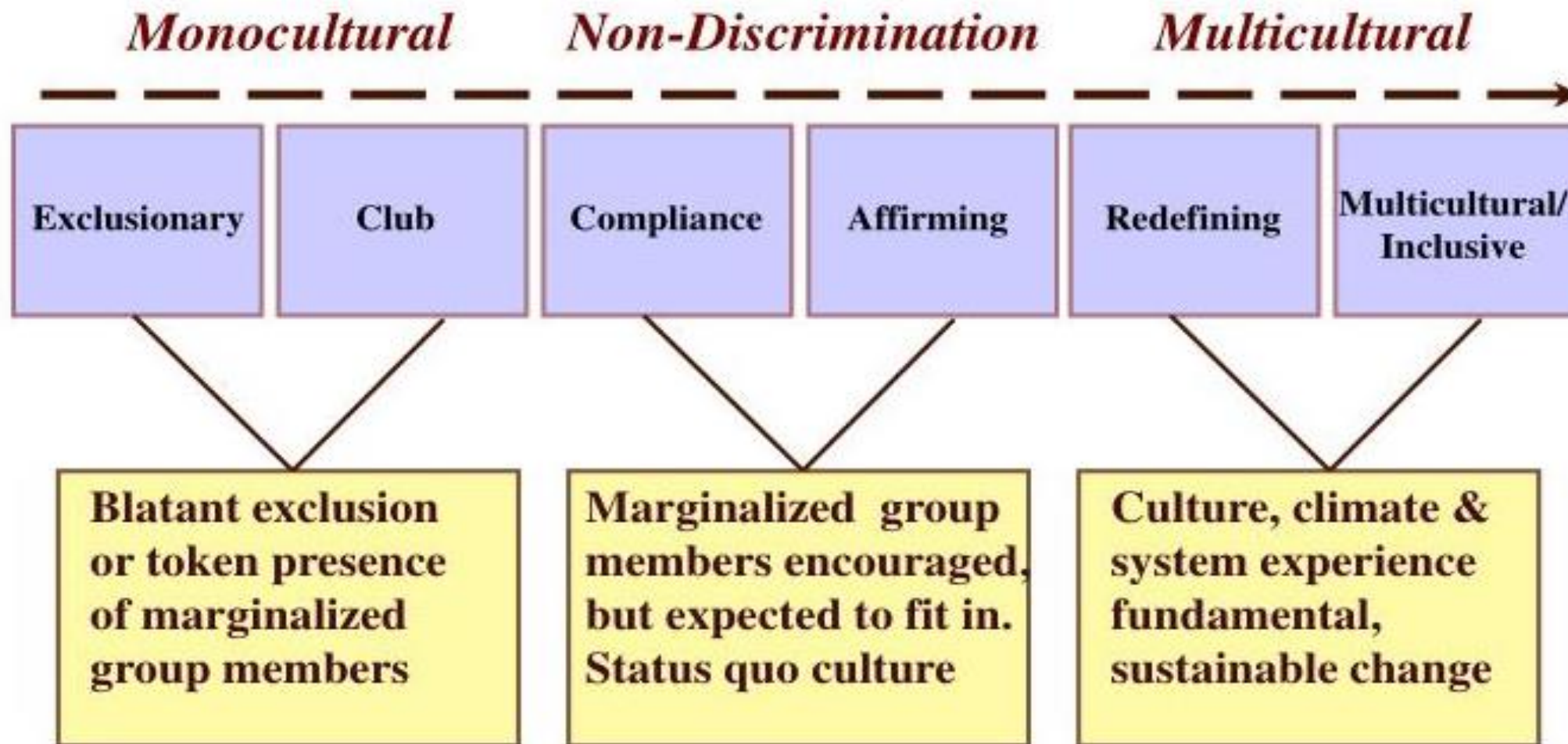
# Key Findings

- 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\*



\*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/>