

2018 Employee Climate Survey

Presentation for the Division of Student Affairs

Assessment Group for Diversity Issues

3.27.19

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% (n=138)
Student Affairs-All other units	68.5% (n=198)
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% (n = 147)
Total (n = 4,058)	58.5%

SA = 483 Respondents

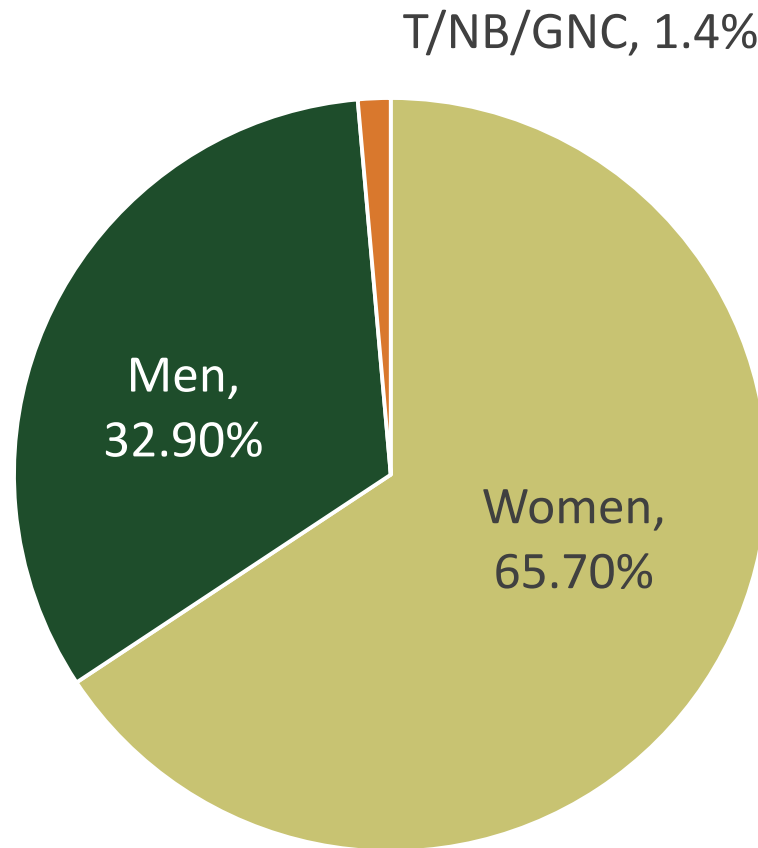
Employee Characteristics

HEALTH NETWORK	%
Campus Recreation	14.4%
Health Network Counseling	20.8%
Health Network Medical	56.0%
Prefer not to disclose	8.8%
Total	125 (27.8%)

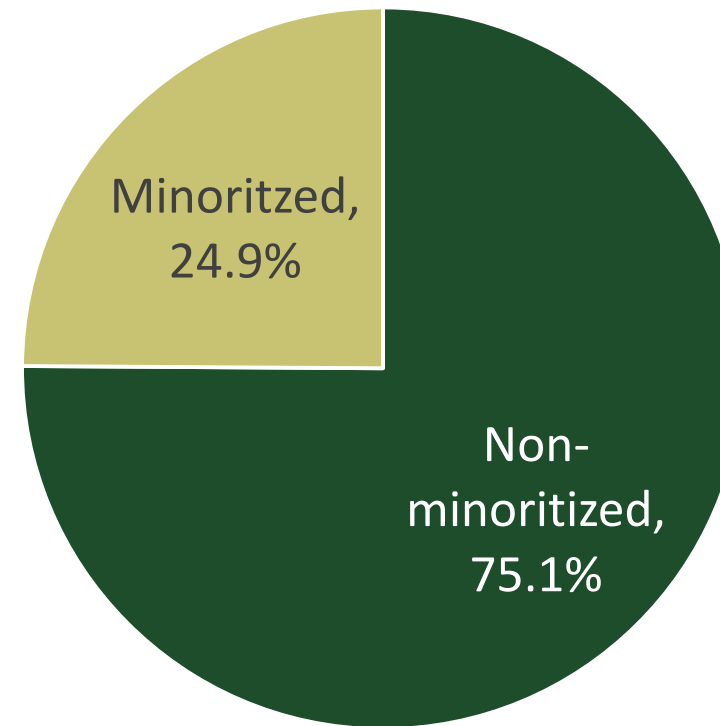
HOUSING AND DINING	%
Apartment Life or Conference & Event Services or HDS Technology Services or Mountain Campus	17.6%
Housing and Dining Administration	14.0%
Housing and Dining Facilities	27.2%
Residence Life	14.0%
Residential Dining	18.4%
Prefer not to disclose	8.8%
Total	136 (30.2%)

STUDENT AFFAIRS	%
Academic Support: Orientation & Transition Programs, Academic Advancement Center, Student-Athlete Support Services	6.9%
Bookstore	7.9%
Campus Life: Student Resolution Center, Student Case Mgt. & Referral Coordination, Off-Campus Life, Adult Learners & Veterans Services, Student Legal Services	8.5%
Career Center	10.1%
Collaborative for Student Achievement	16.4%
Lory Student Center or Student Leadership, Involvement & Community Engagement or Student Organizations	16.9%
Lory Student Center-Dining Services	3.7%
Office of the VP for Student Affairs or Support & Safety Assessment	10.6%
Student Diversity Programs:	10.6%
Prefer not to disclose	8.5%
Total	189 (42%)

Respondent Characteristics for SA

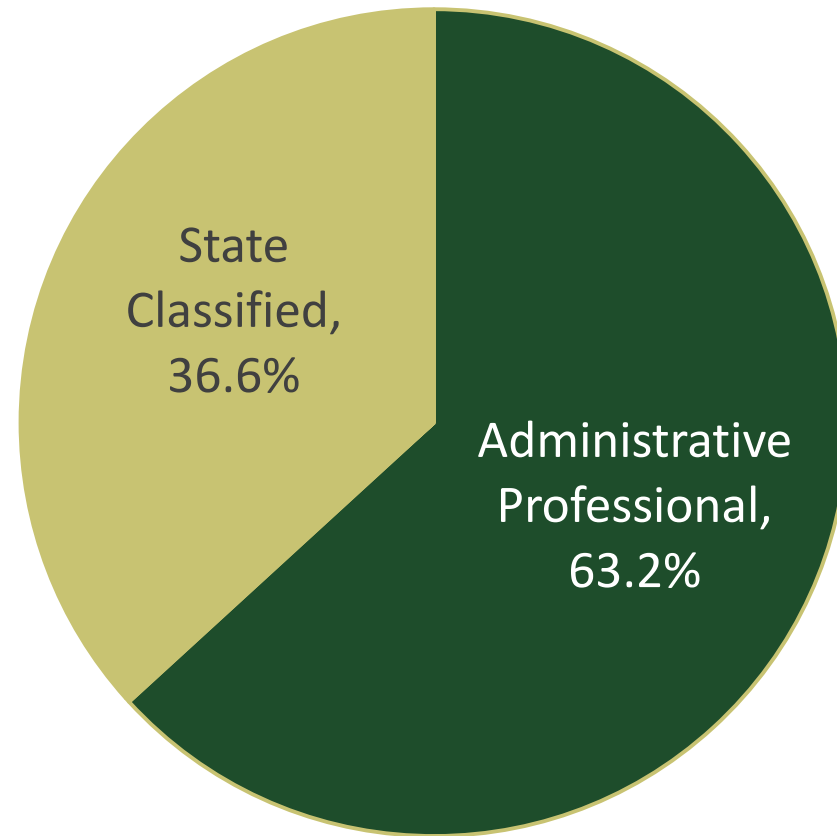


Gender



Minoritized
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

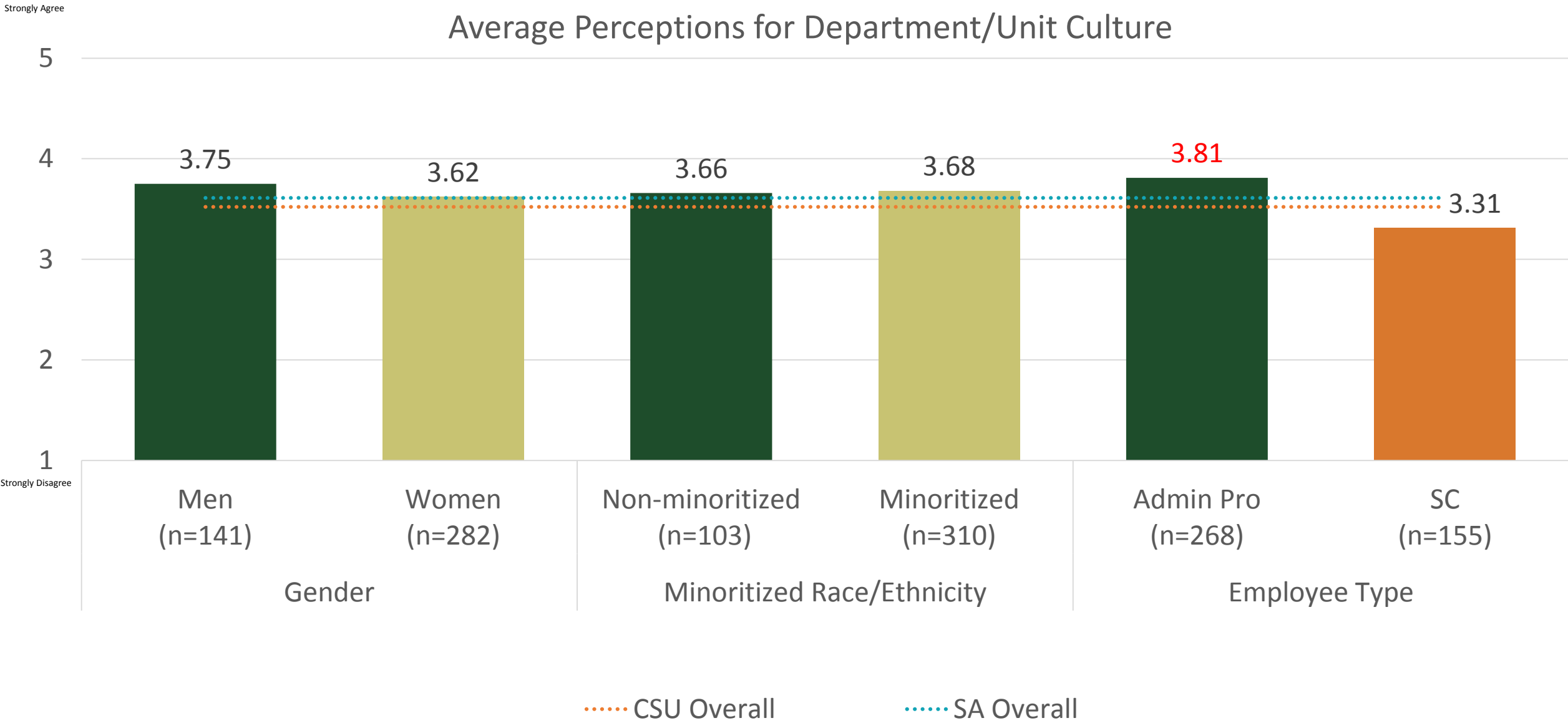
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

Culture Items

Department 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

SA Culture

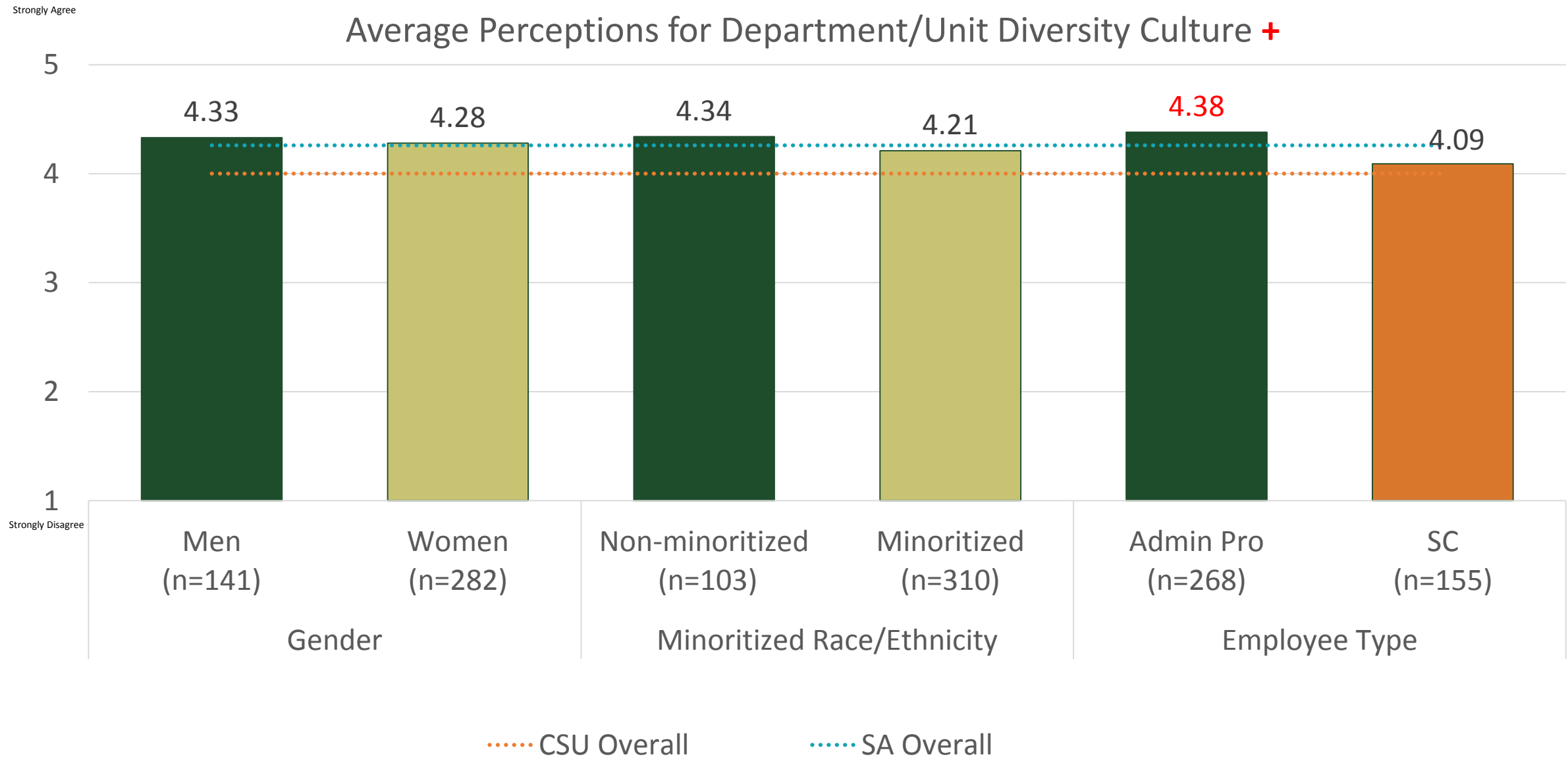


Culture Items

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 +

SA Culture

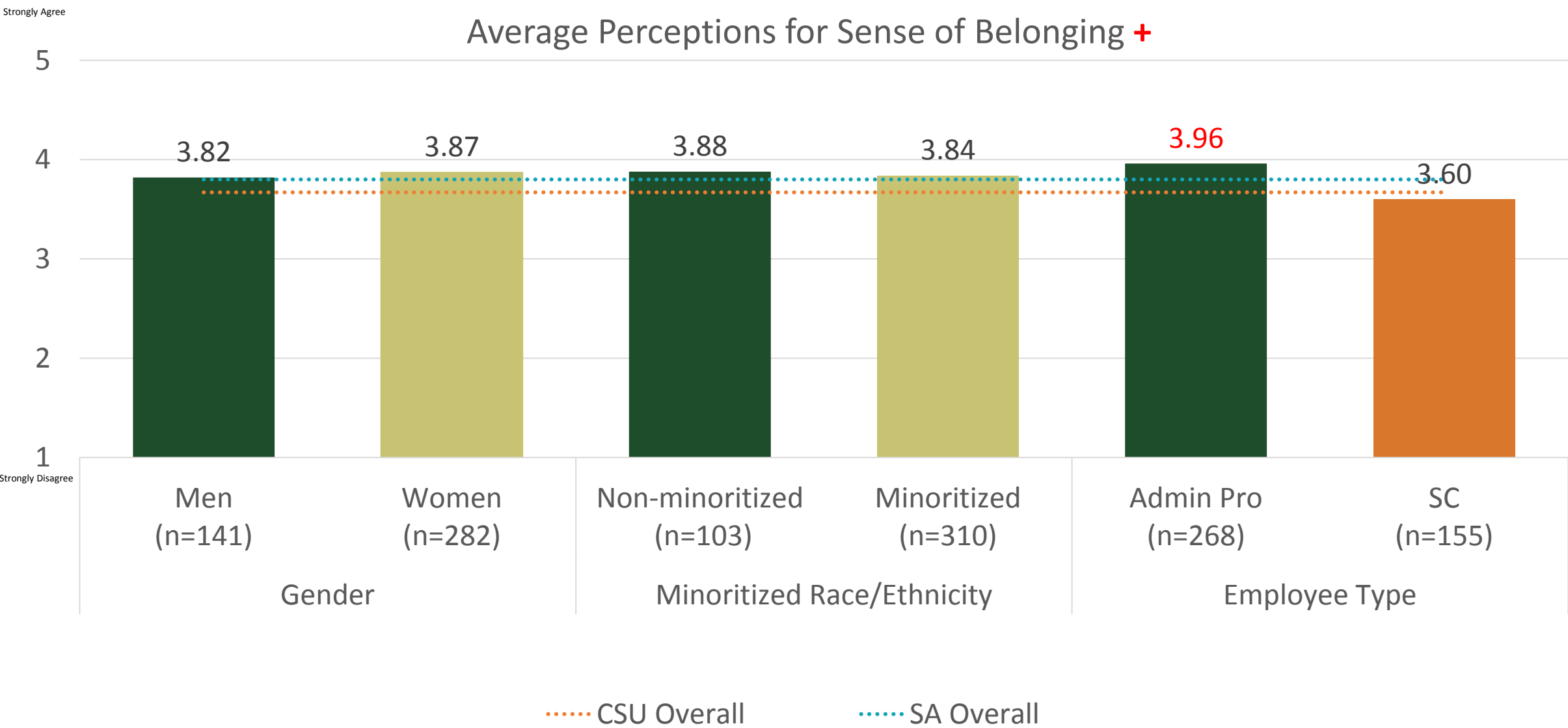


Culture Items

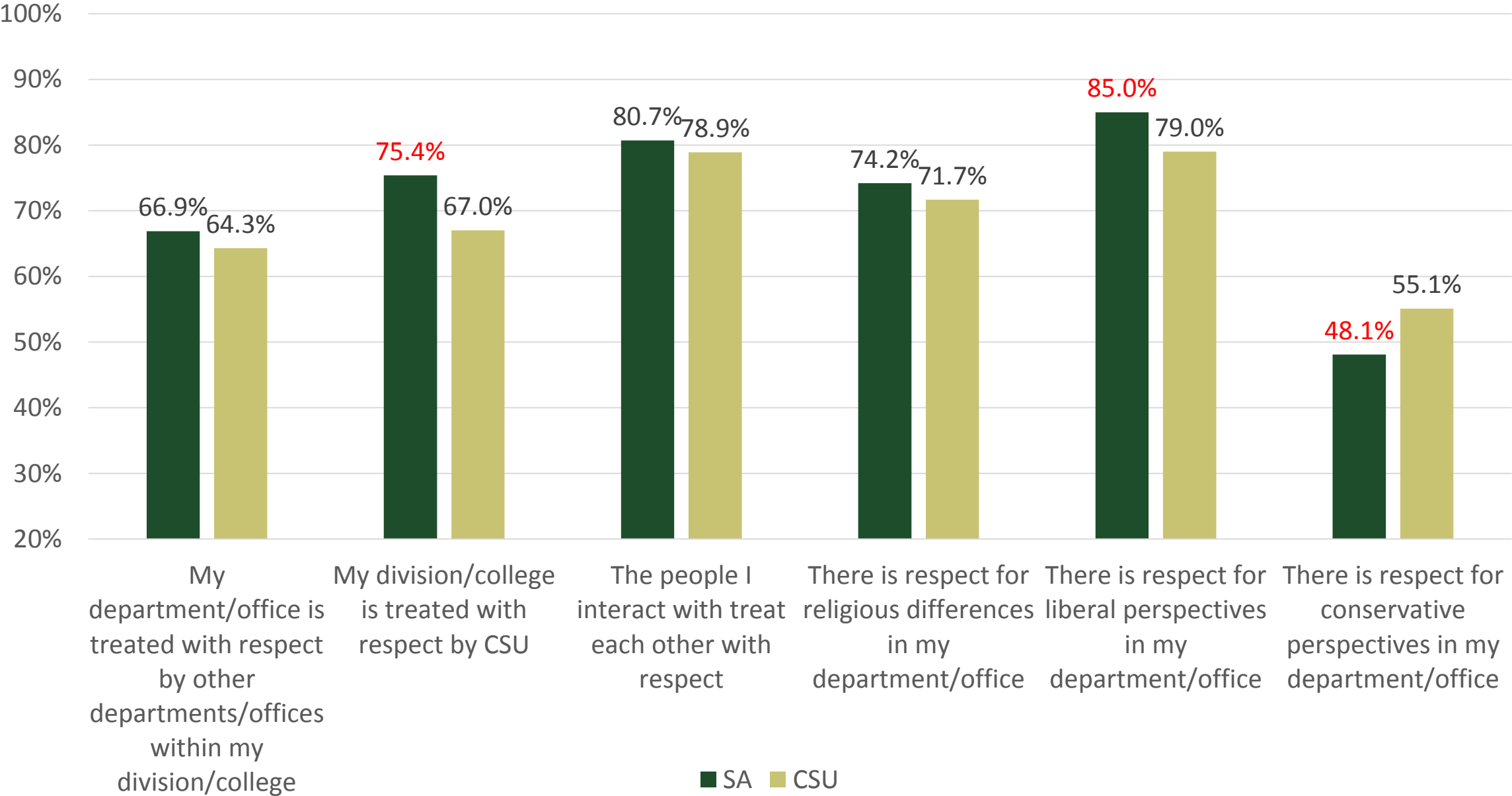
Sense of Belonging

- 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 +

SA Culture



Strongly Agree/Agree



Respect

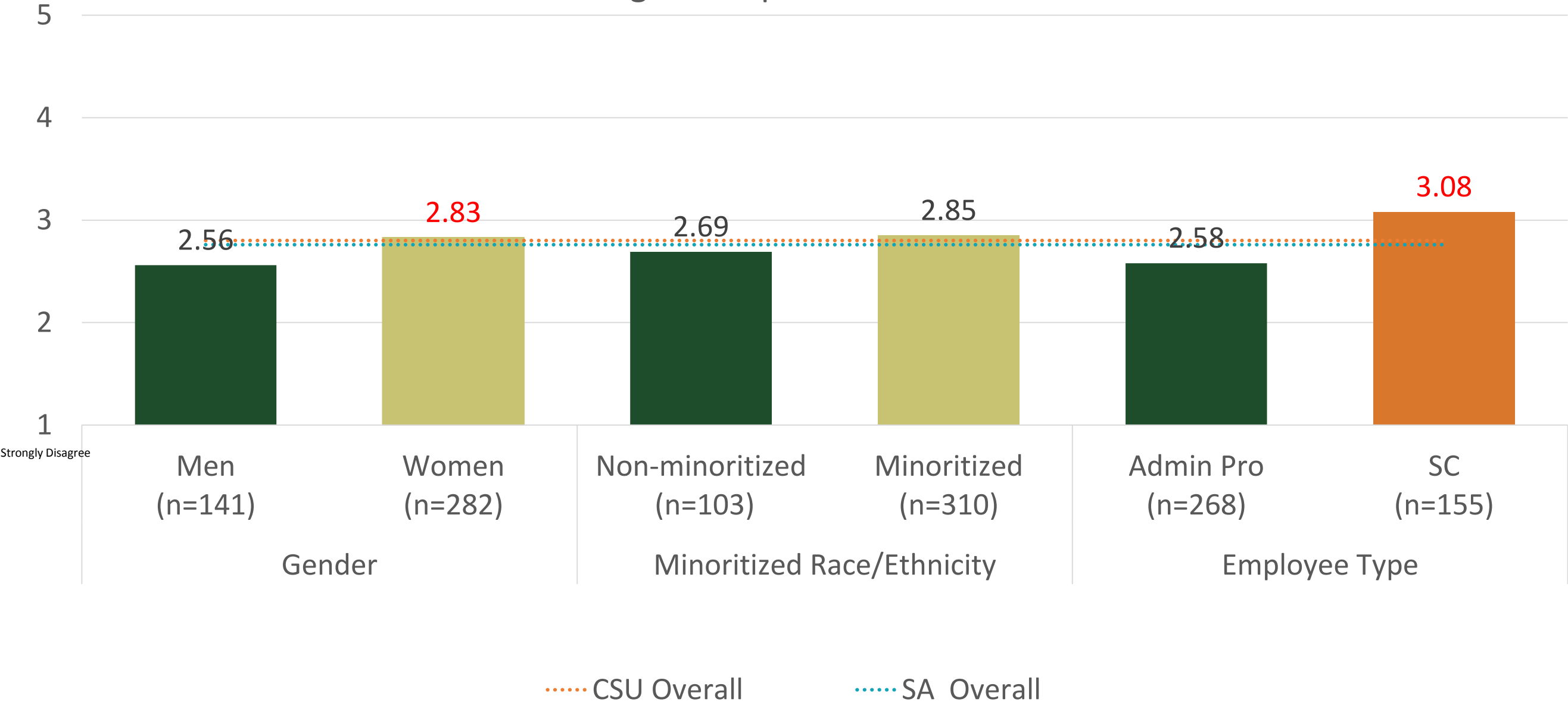
Favoritism Items

- 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

SA Favoritism

Strongly Agree

Average Perceptions for Favoritism



Leadership and Accountability Items

- Items asked each for Division and Department/Unit

College

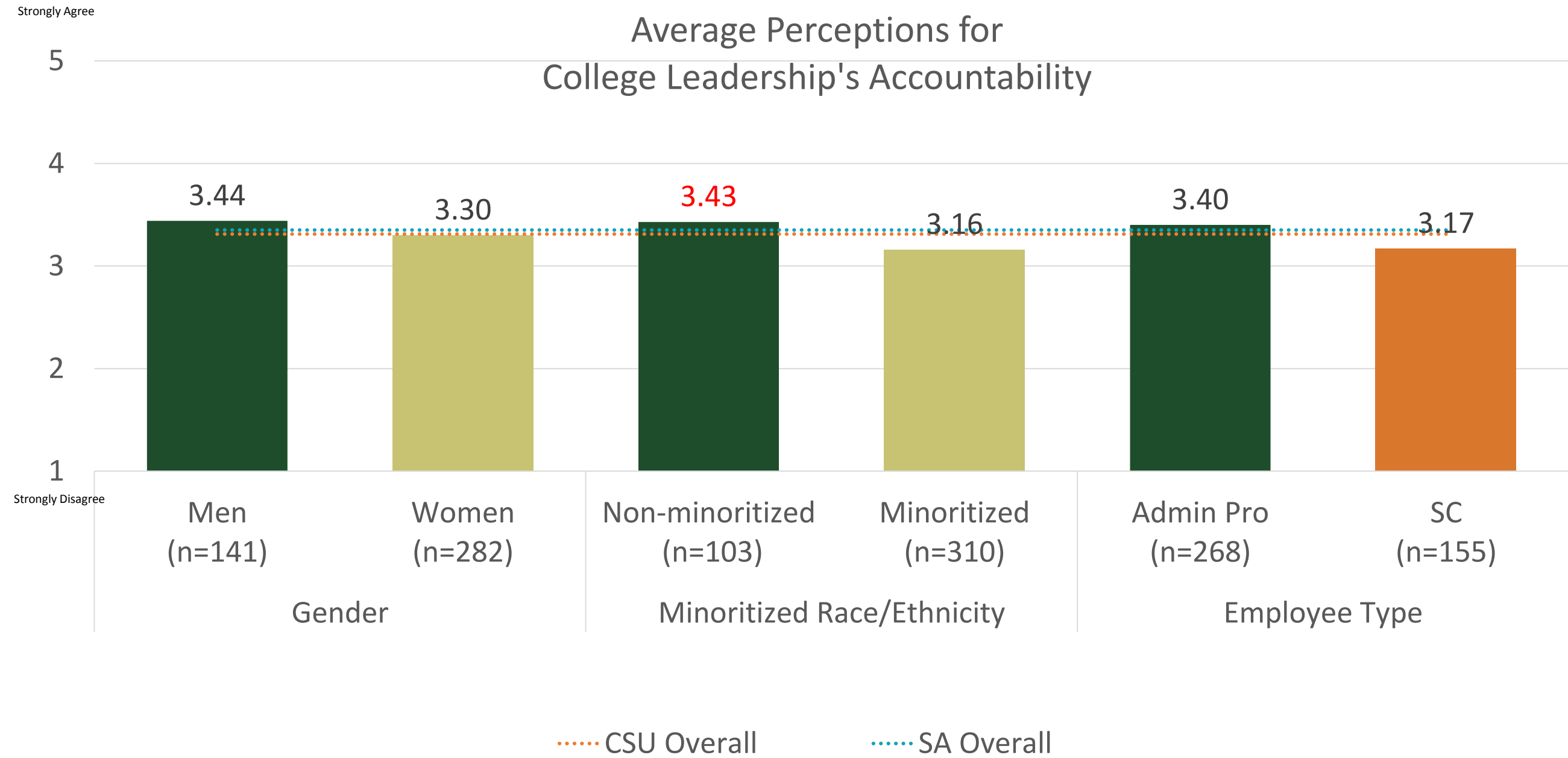
Dept.

- 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

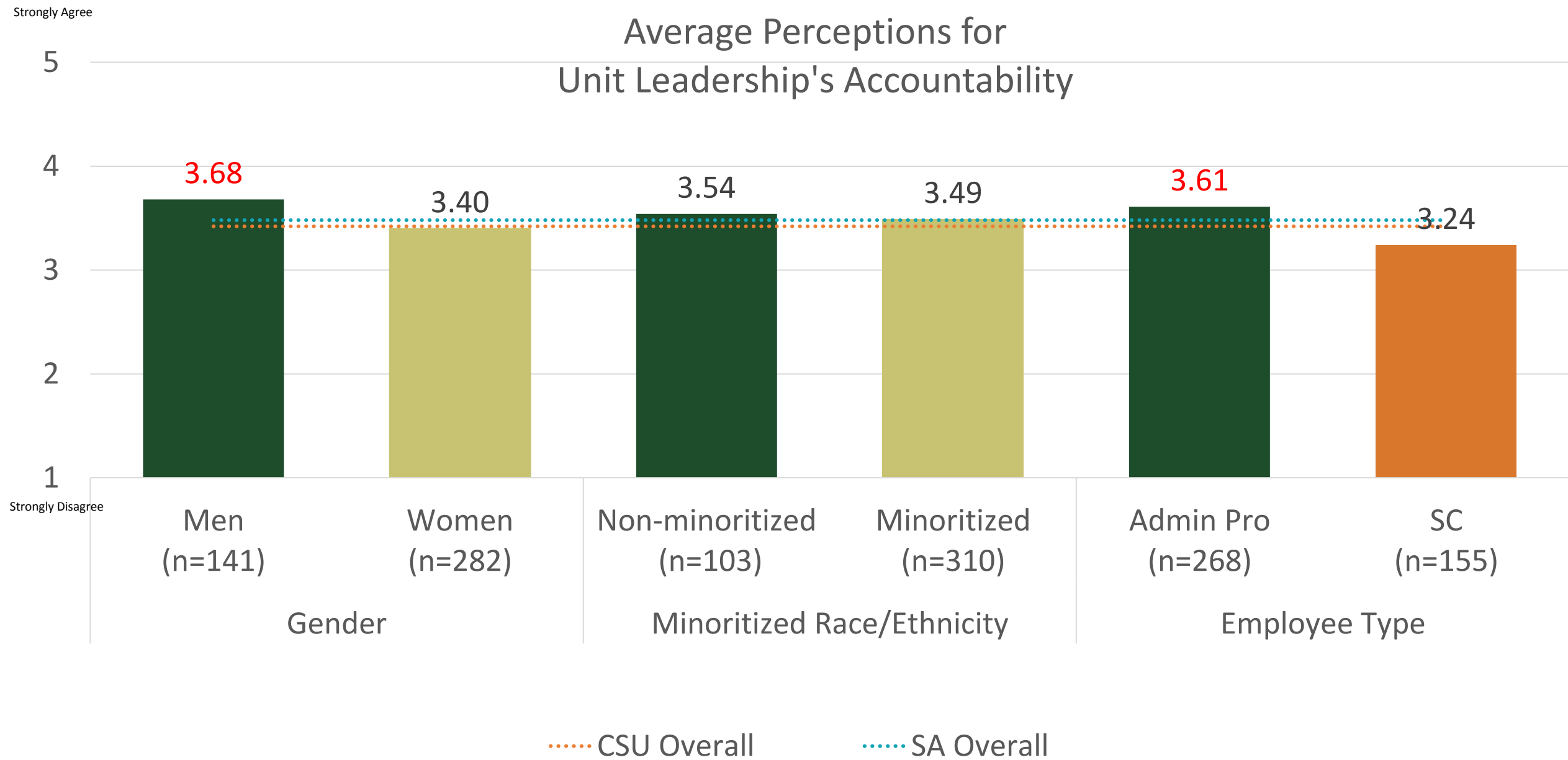
+

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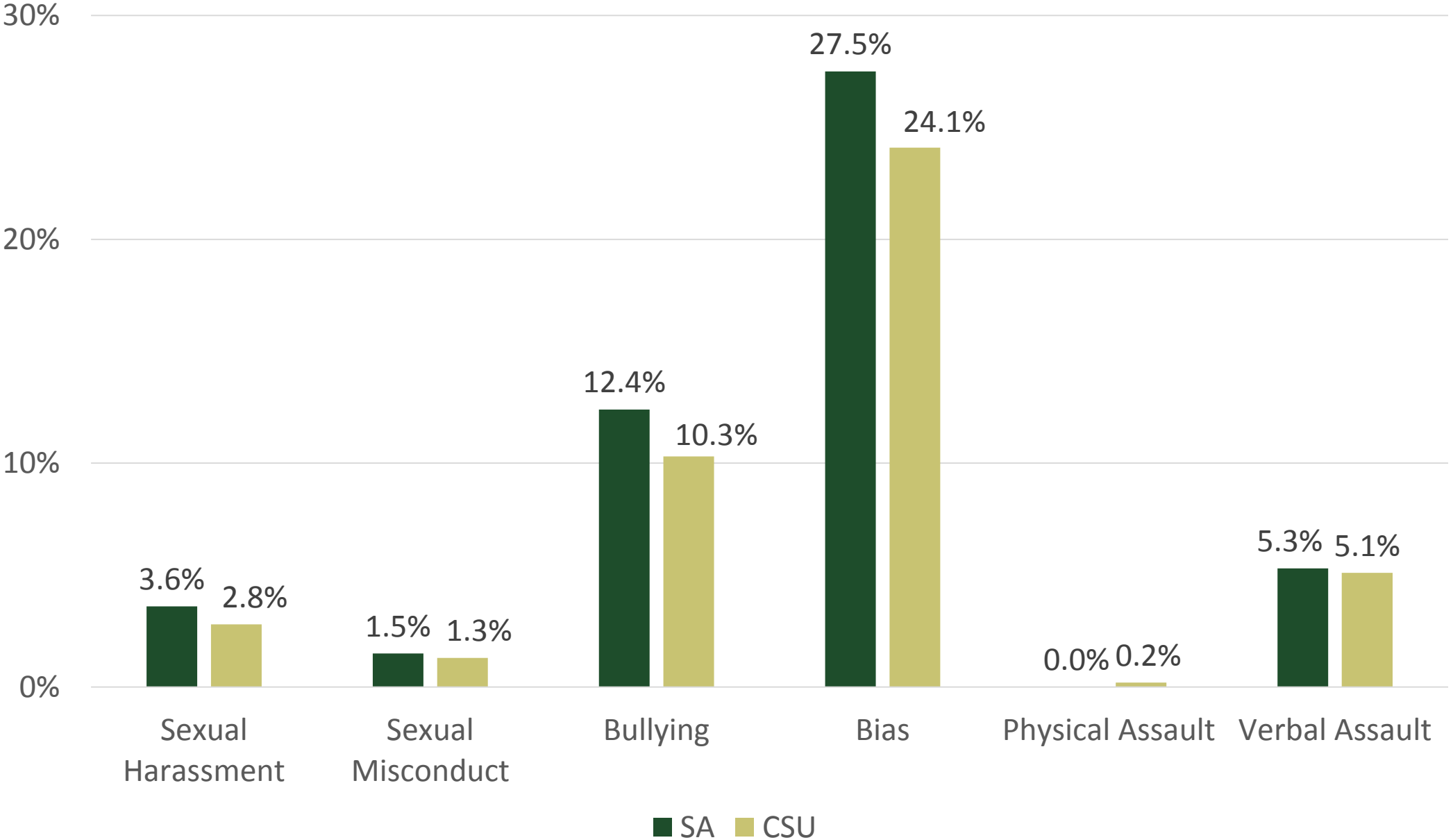
SA Leadership & Accountability



SA Leadership & Accountability

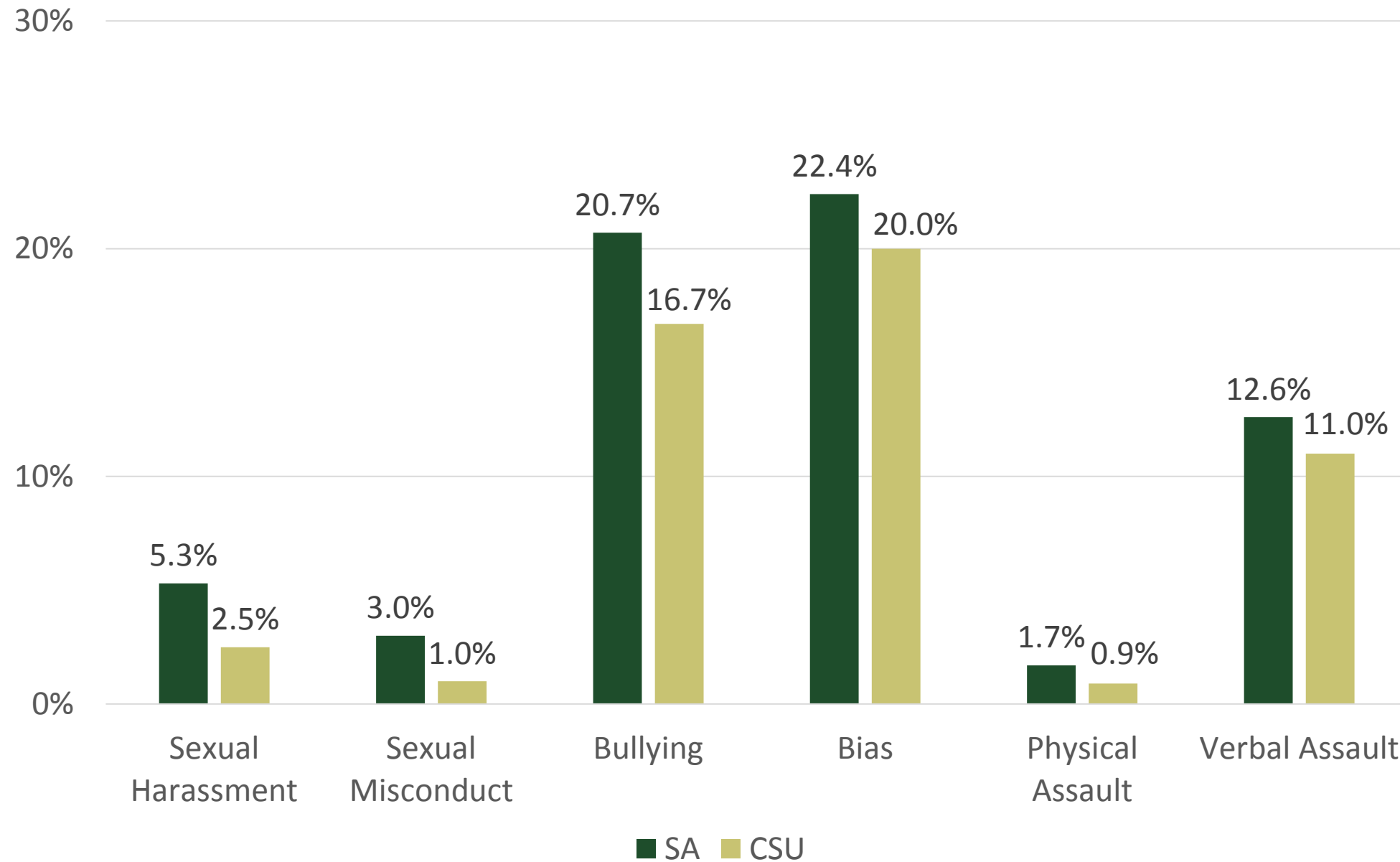


Percentage of respondents who indicated misconduct as problematic in their division



Misconduct

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

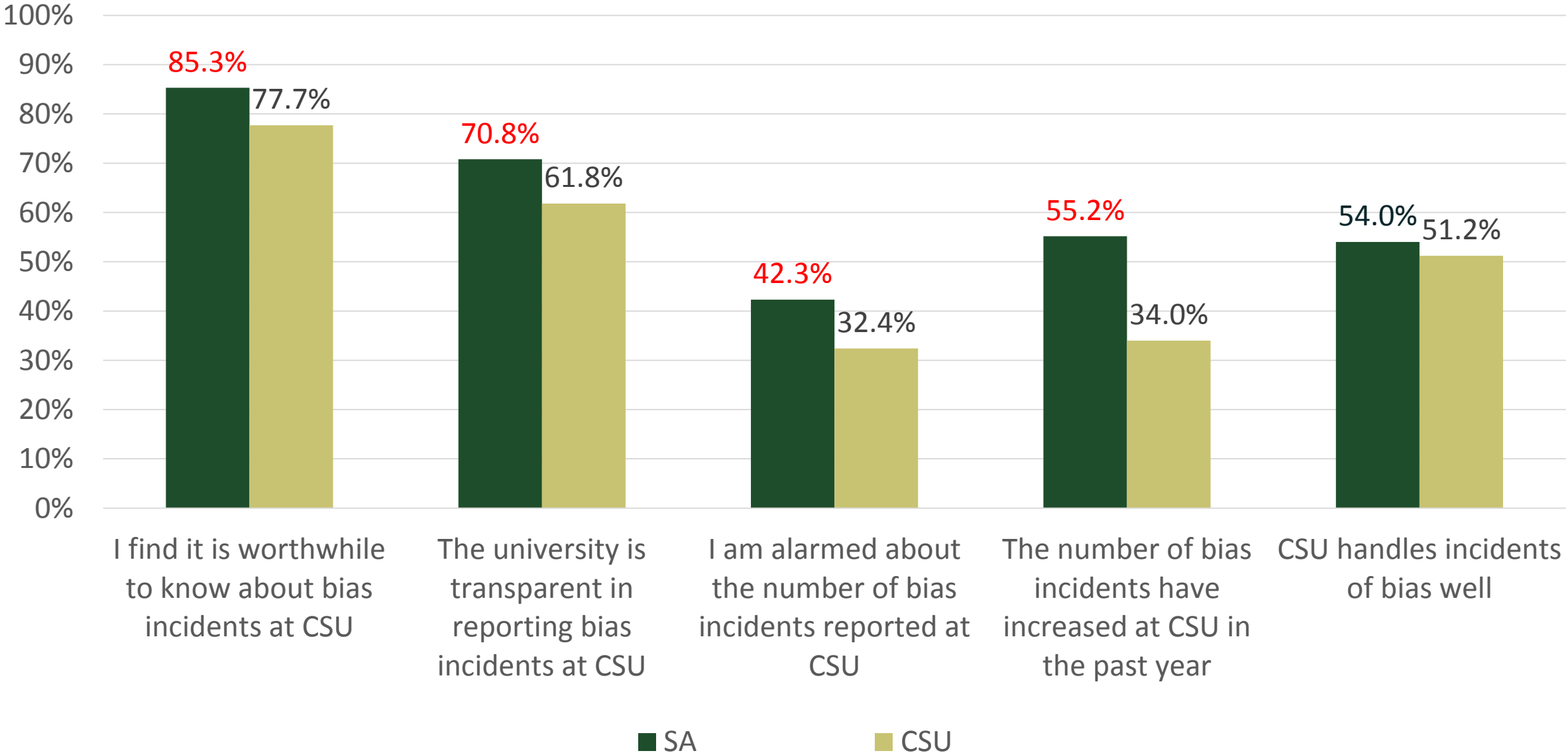


Misconduct

There are people I avoid because of _____

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

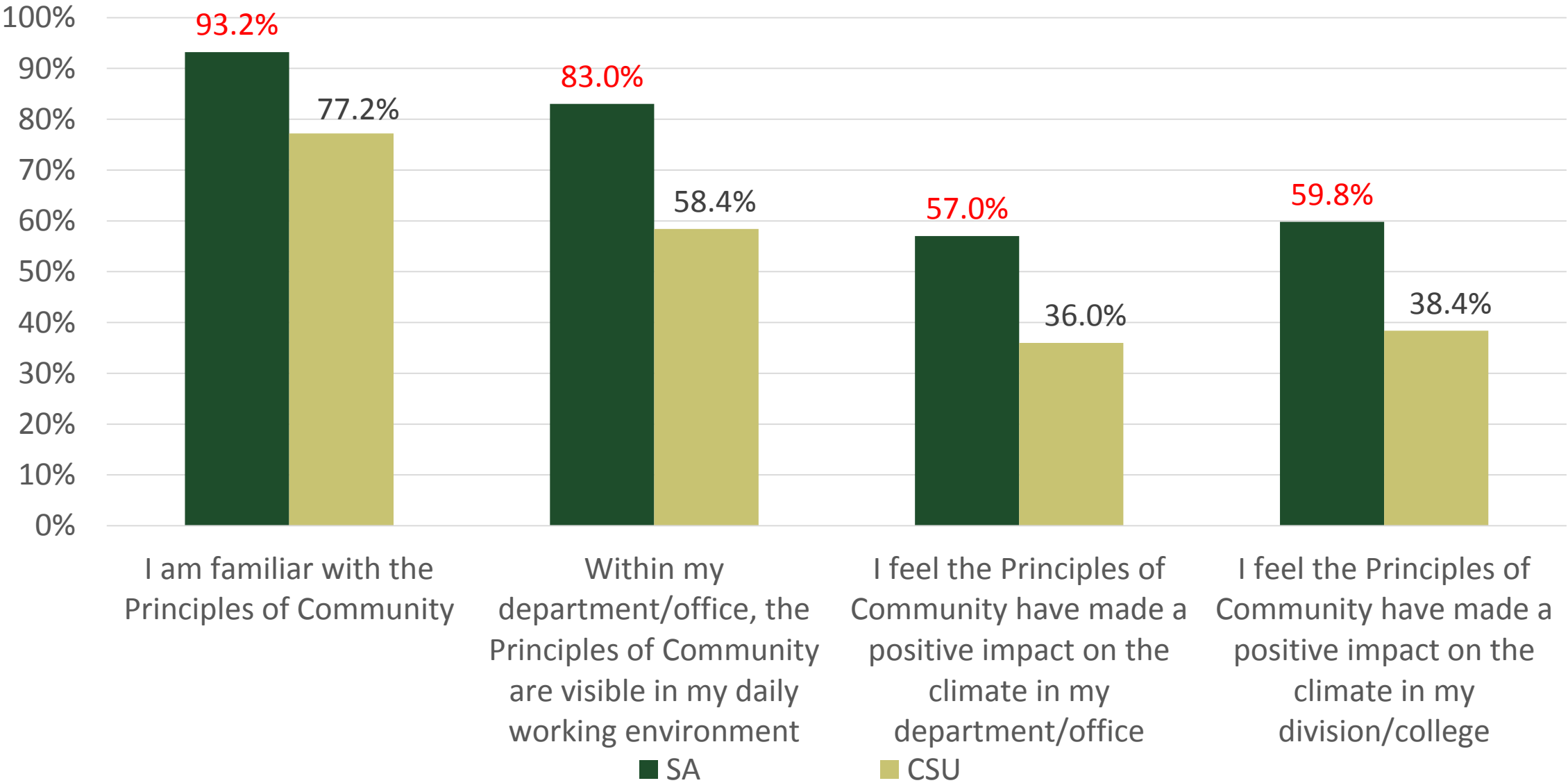
Strongly Agree/Agree



Bias

Percentage of respondent agreement to items related to Principles of Community

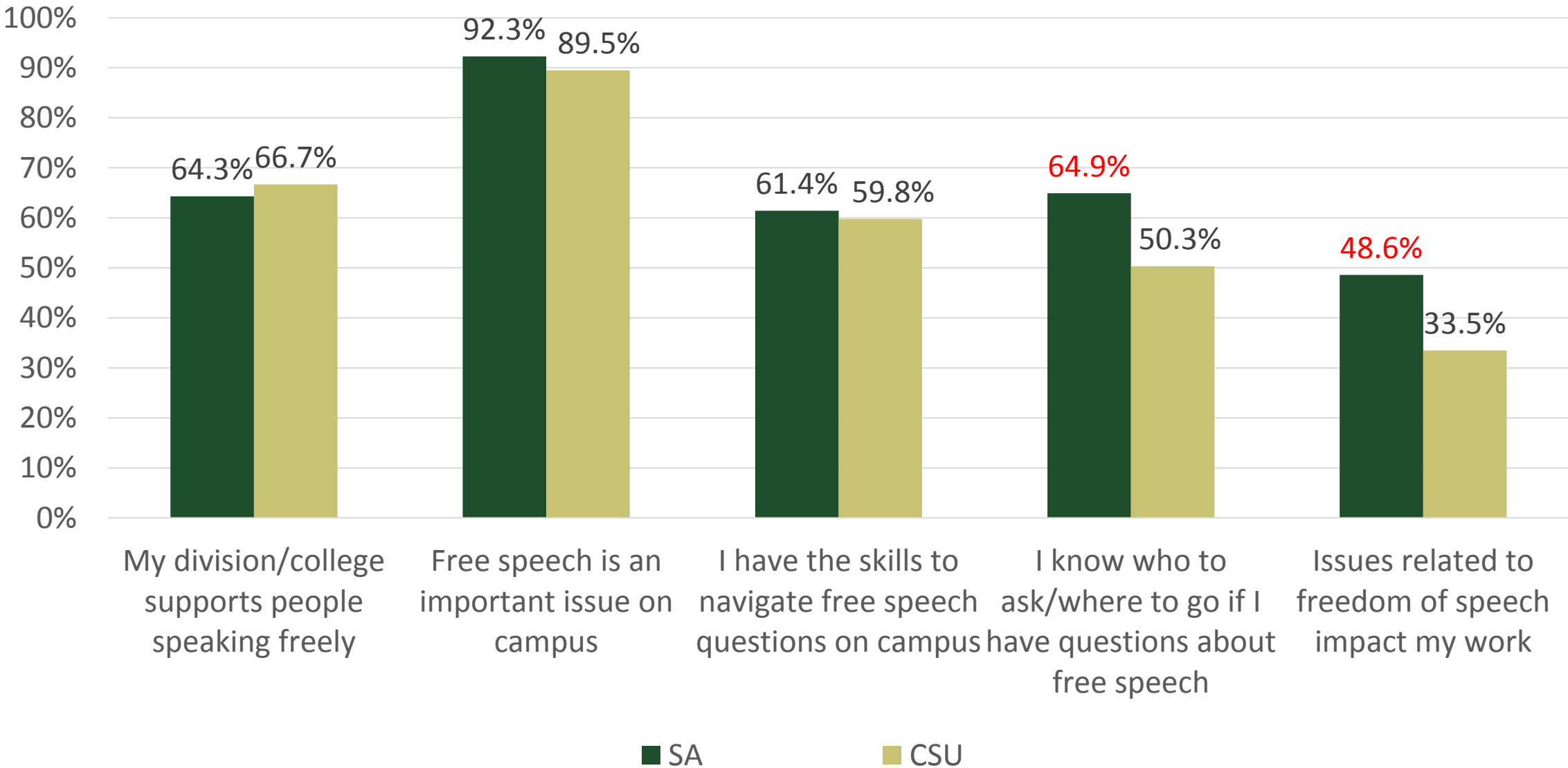
Strongly Agree/Agree



Principles of Community

Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree



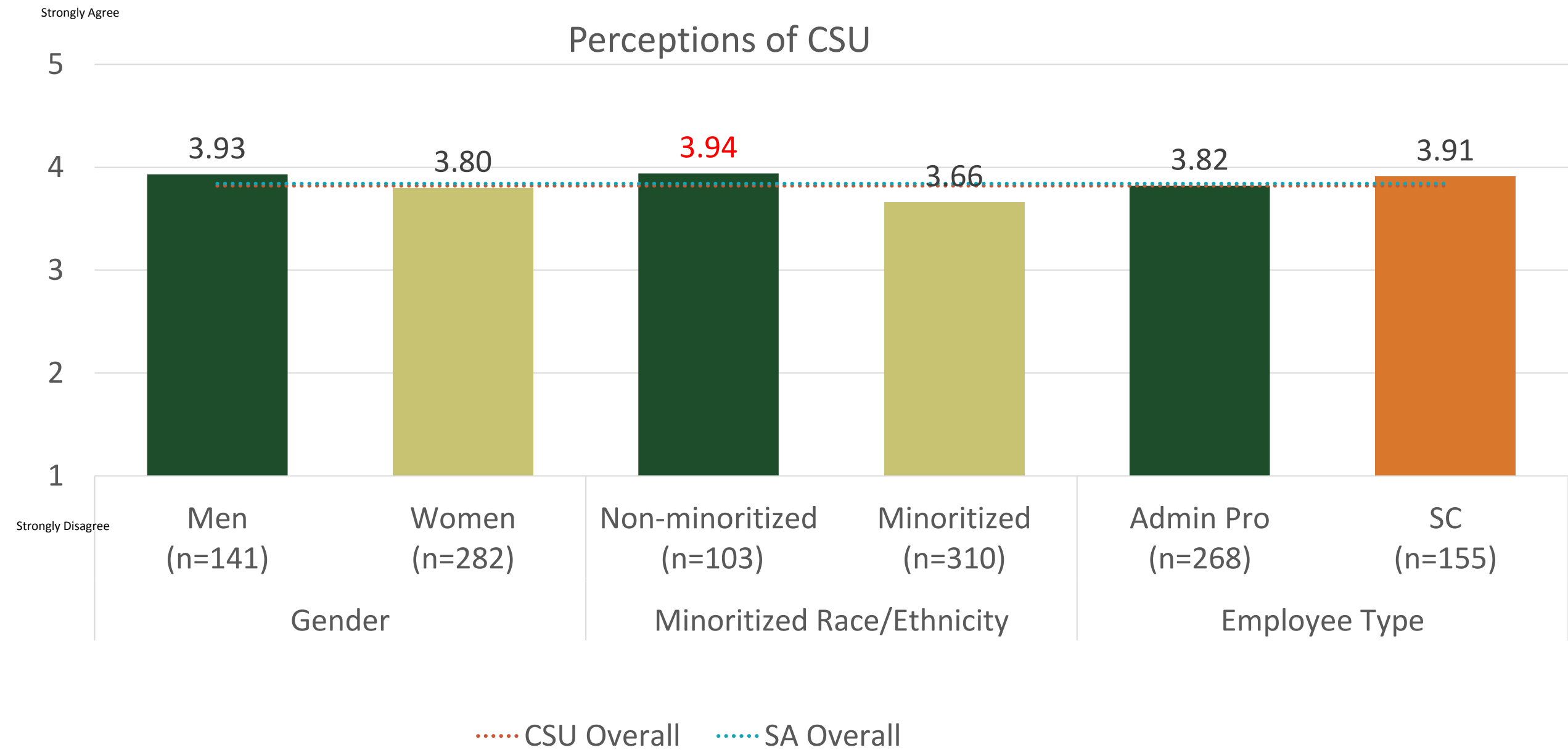
Freedom of Speech

Perception Items

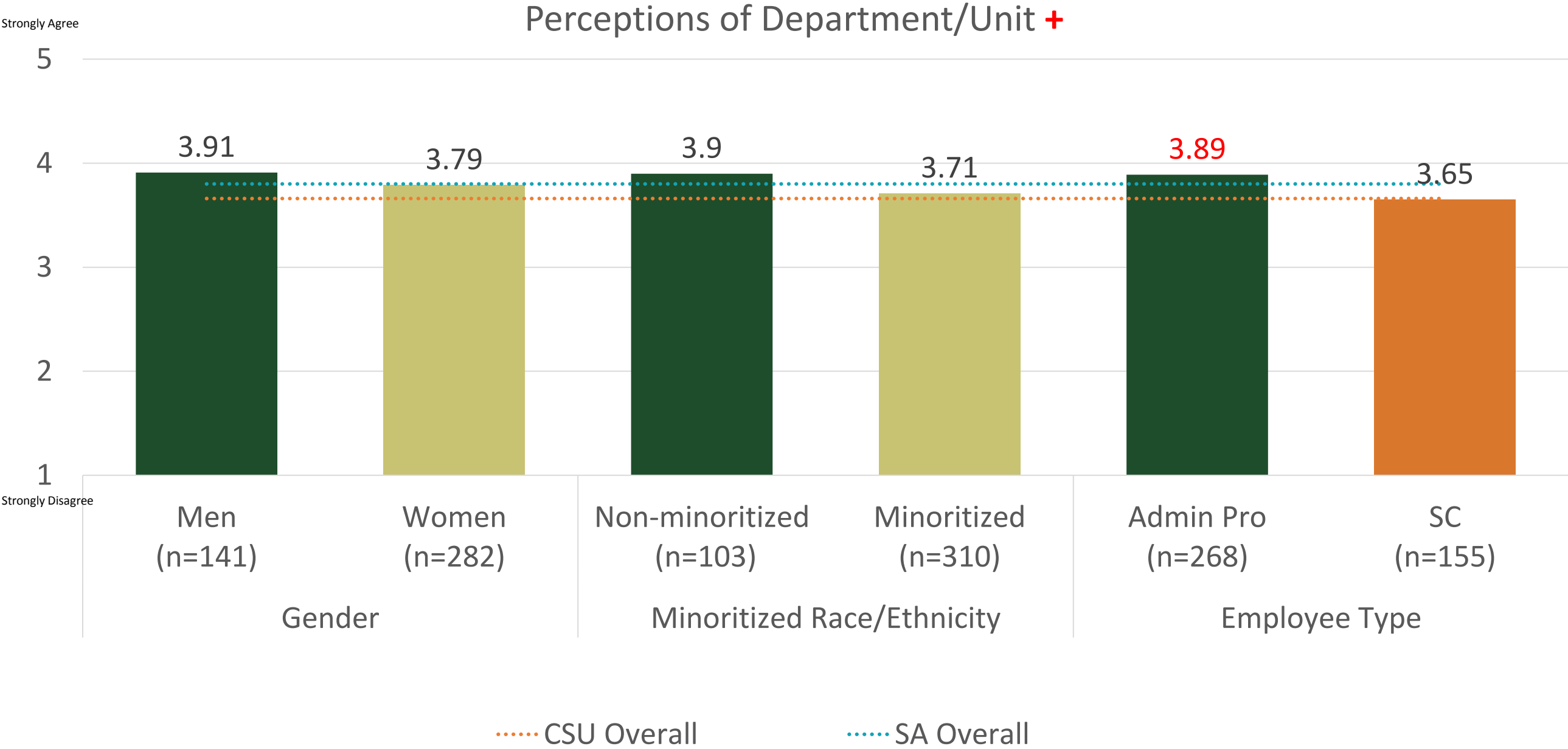
- Items asked each for CSU and Department/Unit

	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	+	

SA Perceptions of Department

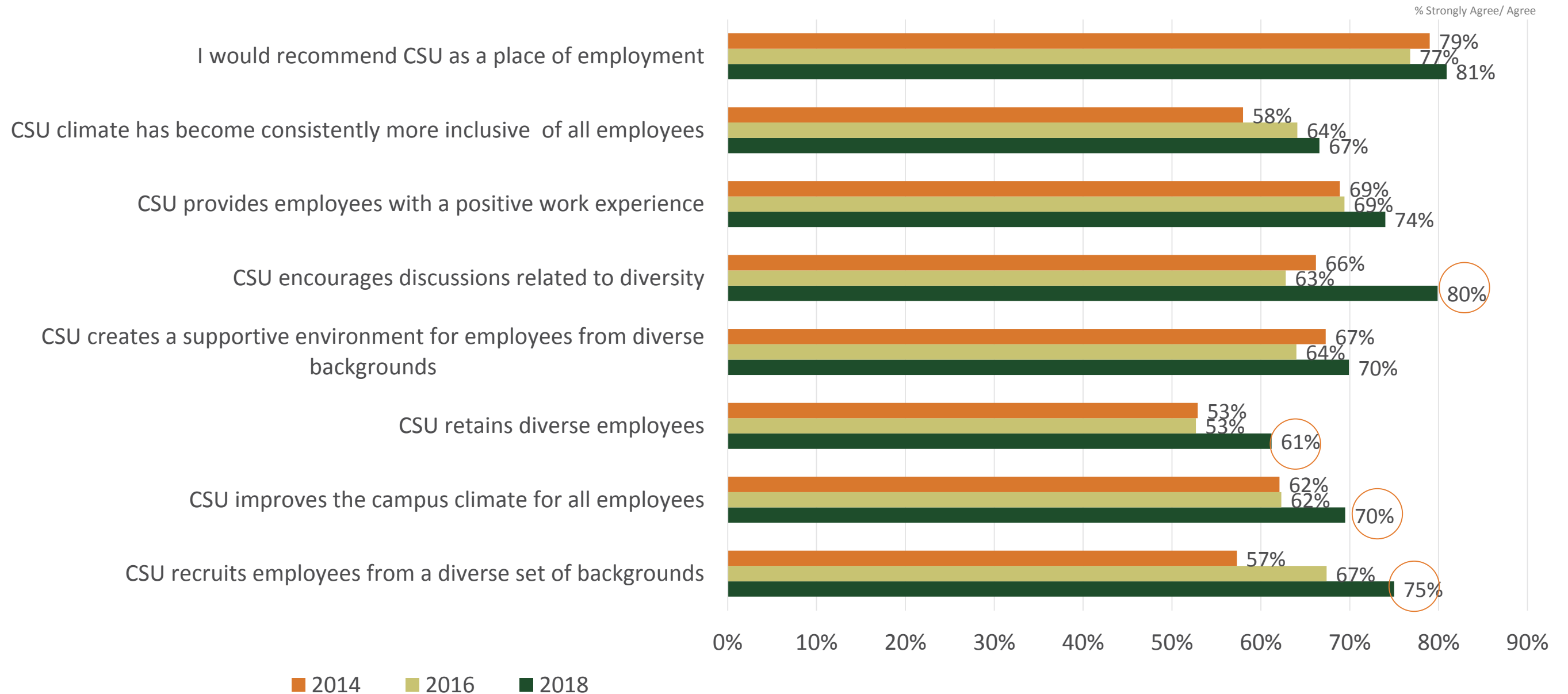


SA Perceptions of CSU



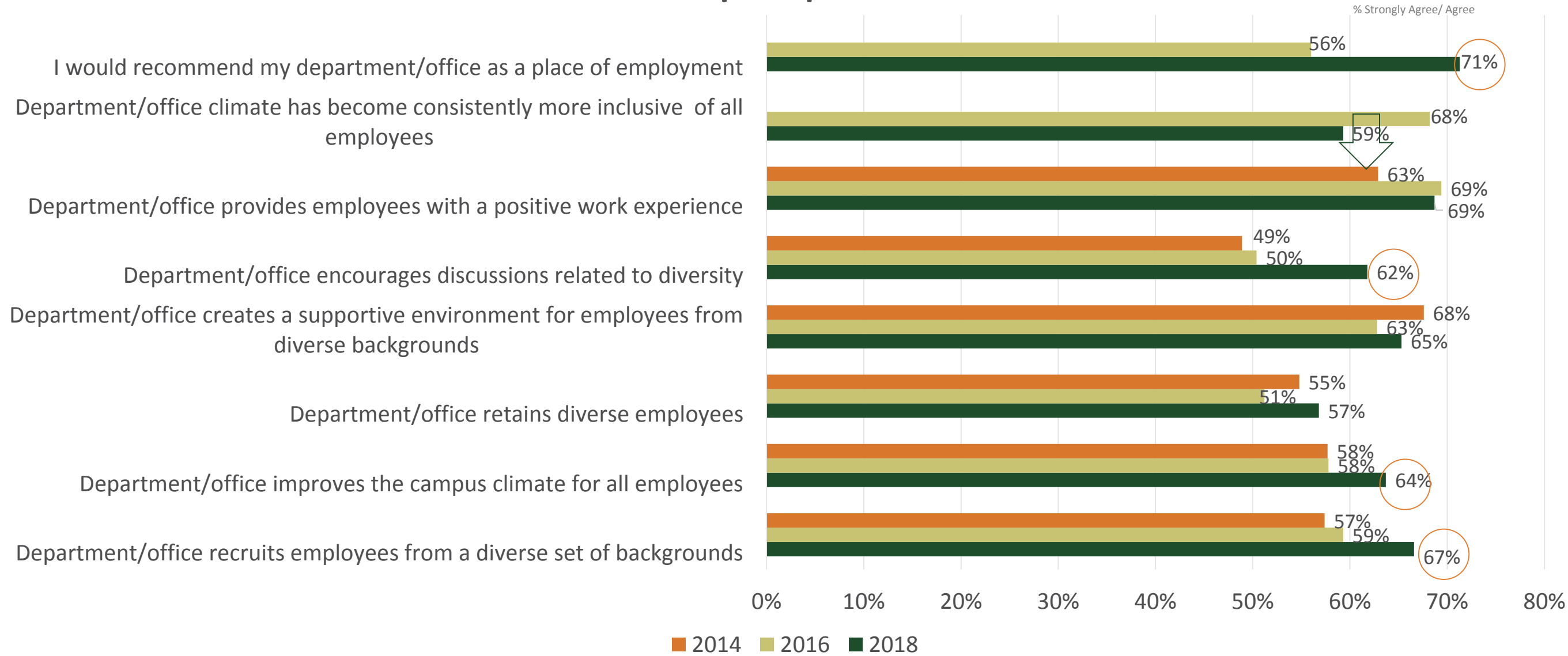
CSU Perceptions over Time

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

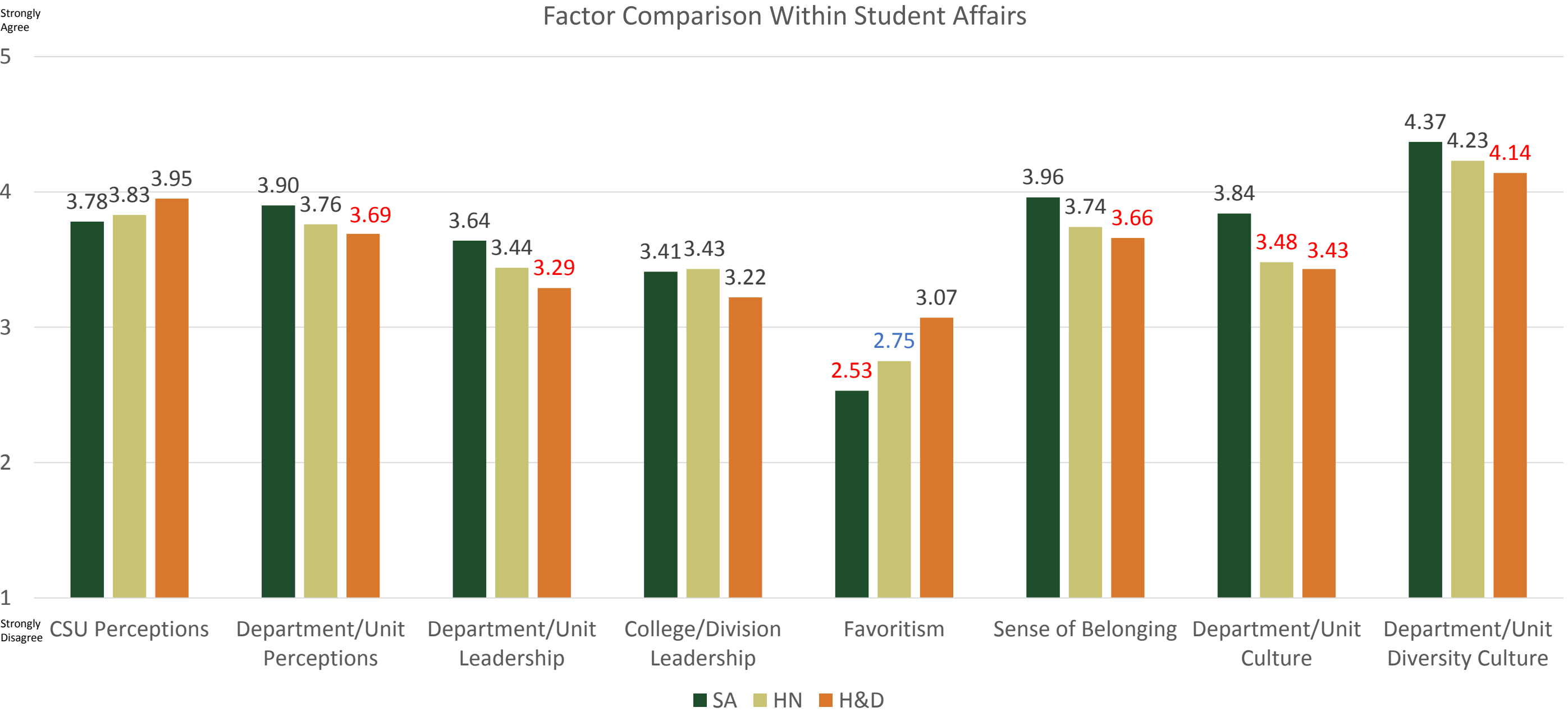


Department/Unit Perceptions over Time

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



Factor Comparison Within Student Affairs



- Perceived Discriminatory Attitudes in Department/Office:
 - 33% indicated no discriminatory attitudes present (CSU: 36%)
 - 29% Employment classification (CSU: 29%)
 - 29% Job title (CSU: 31%)
 - 27% Political Affiliation (CSU: 20%)
 - 22% Age (CSU: 19%)
 - 15% Gender (CSU: 17%), 12% Appearance (CSU: 9%)
- Top 3 Work Stressors in SA
 - Low salary (53%), workload (33%), lack of growth /promotion (30%)
 - Work/life balance (28%), office/department climate (18%)



Three words to describe SA culture



Three words to describe the Health Network culture



Three words to describe Housing and Dining culture

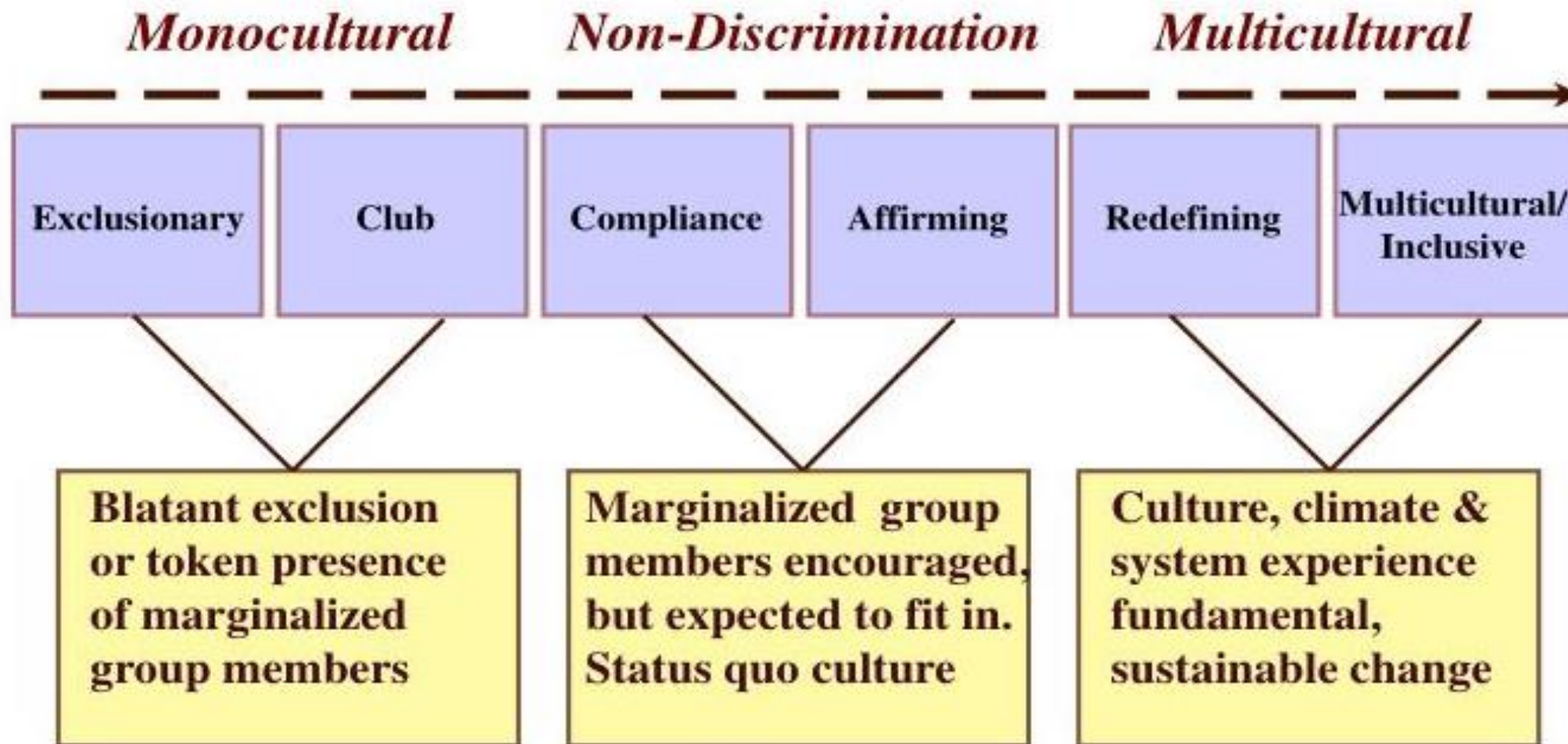
Key Findings for SA

- Student Affairs had higher perceptions compared to CSU overall for Unit Perceptions, Sense of Belonging, and Unit Diversity Culture
- Student Affairs had similar perceptions for CSU Perceptions, Division and Unit Leadership, Favoritism, and Unit Culture
- Women had less favorable responses compared to men when examining their perceptions of Leadership's Accountability of their Department/Unit and perceptions of Favoritism
- Respondents of a minoritized race/ethnicity had less favorable perceptions of CSU overall and of Division Leadership's Accountability compared to respondents of a non-minoritized race/ethnicity

Key Findings for SA

- State Classified respondents had less favorable perceptions in most areas compared to Administrative Professional respondents
 - Department/Unit Perceptions, Department/Unit Leadership, Favoritism, Sense of Belonging, Department/Unit Culture, Department Unit Diversity Culture, and all items related to Respect and Principles of Community
 - Although not significant, notably lower perceptions of Division Leadership
 - SC and AP had similar perceptions of CSU Perceptions
- SA respondents agreed more to all items related to Principles of Community compared to CSU overall
 - 93% of all SA respondents were familiar with POC, 83% indicated they were visible in their unit, and 57% felt they have made an impact on their department

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/>