

# 2018 Employee Climate Survey

## Presentation for Warner College of Natural Resources

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Assessment Group for Diversity Issues

9.17.19

For more information and full results: <https://diversity.colostate.edu/2018-employee-climate-survey/>



Colorado State University

# CSU Employee Climate Assessment

- Purpose
  - Assess the current CSU climate
- 2018 Focus
  - Provide results at the division/college level
- Biennial assessment
  - Survey
  - Open ends
  - Open forums
  - Focus groups

# CSU Employee Climate Assessment

- Results
  - Provide a picture of employment experiences and perceptions in aggregate
  - 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
  - Establish a starting point to help know where to direct efforts

# Methodology

- Instrument development
  - Solicited topic areas employees wanted covered
  - Offered division-specific questions
- Administered Fall 2018
  - Online
  - Hard copy
  - Diversity symposium

# Methodology

- Results are reported in aggregate and no identifying information reported
- Email invitation and reminders came from Vice President or Dean
- Survey advertised through Source, CSU President, Councils, Diversity symposium
- Offered small incentives and division level results

# 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

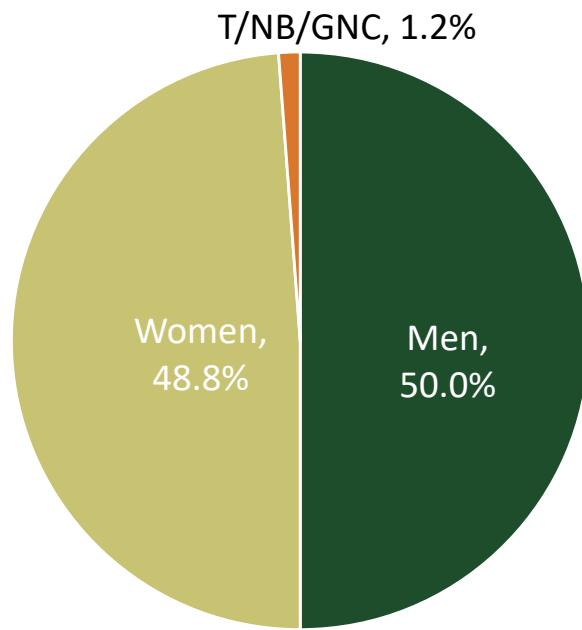
College	Response Rate
Veterinary Medicine and Biomedical Sciences	75.5%
Agricultural Sciences	74.7%
Health and Human Sciences	69.5%
Natural Sciences	58.5%
<b>Warner College of Natural Resources</b>	<b>49.8% (n=200)</b>
Business	48.9%
Liberal Arts	48.5%
Walter Scott, Jr. College of Engineering	35.2%
Total (n = 4,058)	58.5%

# Department Response Rates

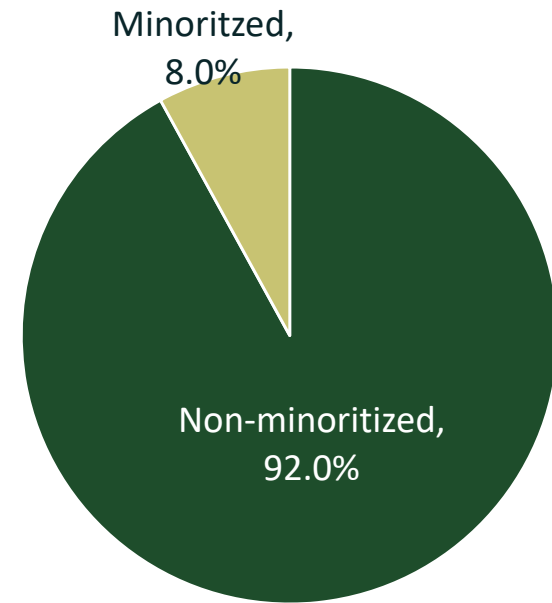
WCNR Department	# of Respondents	% of WCNR Respondents	Dept. Response Rate
Forest & Rangeland Stewardship	31	15.5%	75.6%
Colorado State Forest Service	26	13.0%	25.5%
Natural Resource Ecology Laboratory	22	11.0%	31.9%
Human Dimensions of Natural Resources	18	9.0%	60.0%
Dean's Office/Warner College of Natural Resources	17	8.5%	50.0%
Fish, Wildlife and Conservation Biology	16	8.0%	50.0%
Ecosystem Science and Sustainability	13	6.5%	37.1%
Colorado Natural Heritage Program	12	6.0%	46.2%
Geosciences	12	6.0%	36.4%
Prefer not to specify/Missing	33	16.5%	
<b>Total</b>	<b>200</b>	<b>100%</b>	<b>49.8%</b>



# Respondent Characteristics for WCNR

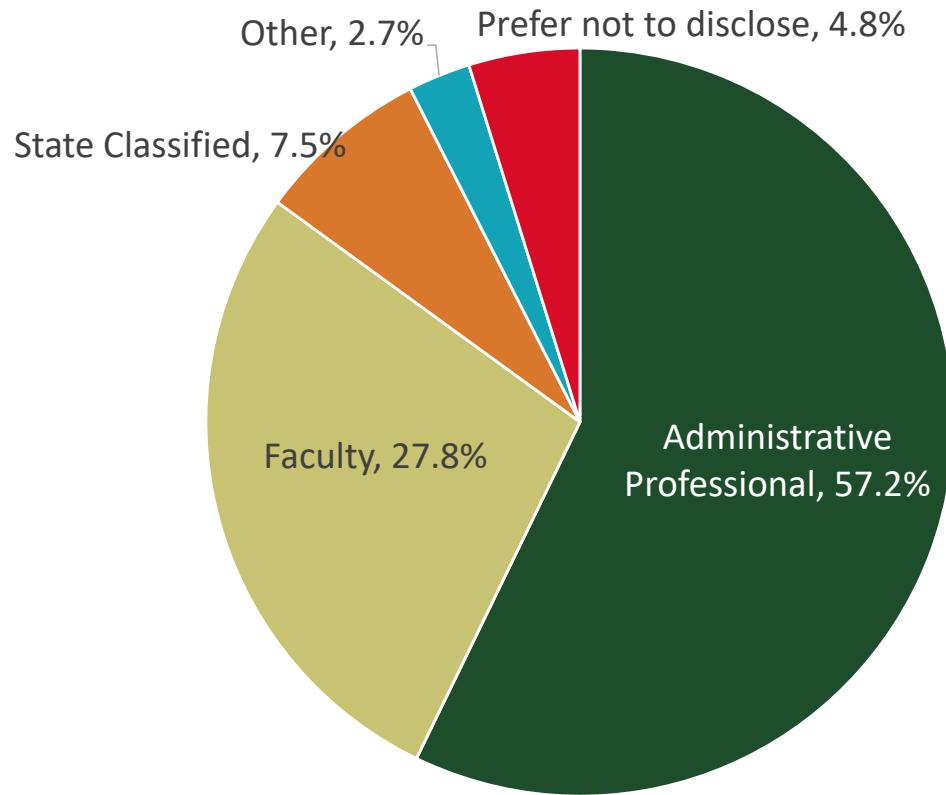


Gender



Racially Minoritized

# Employee Category



# 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

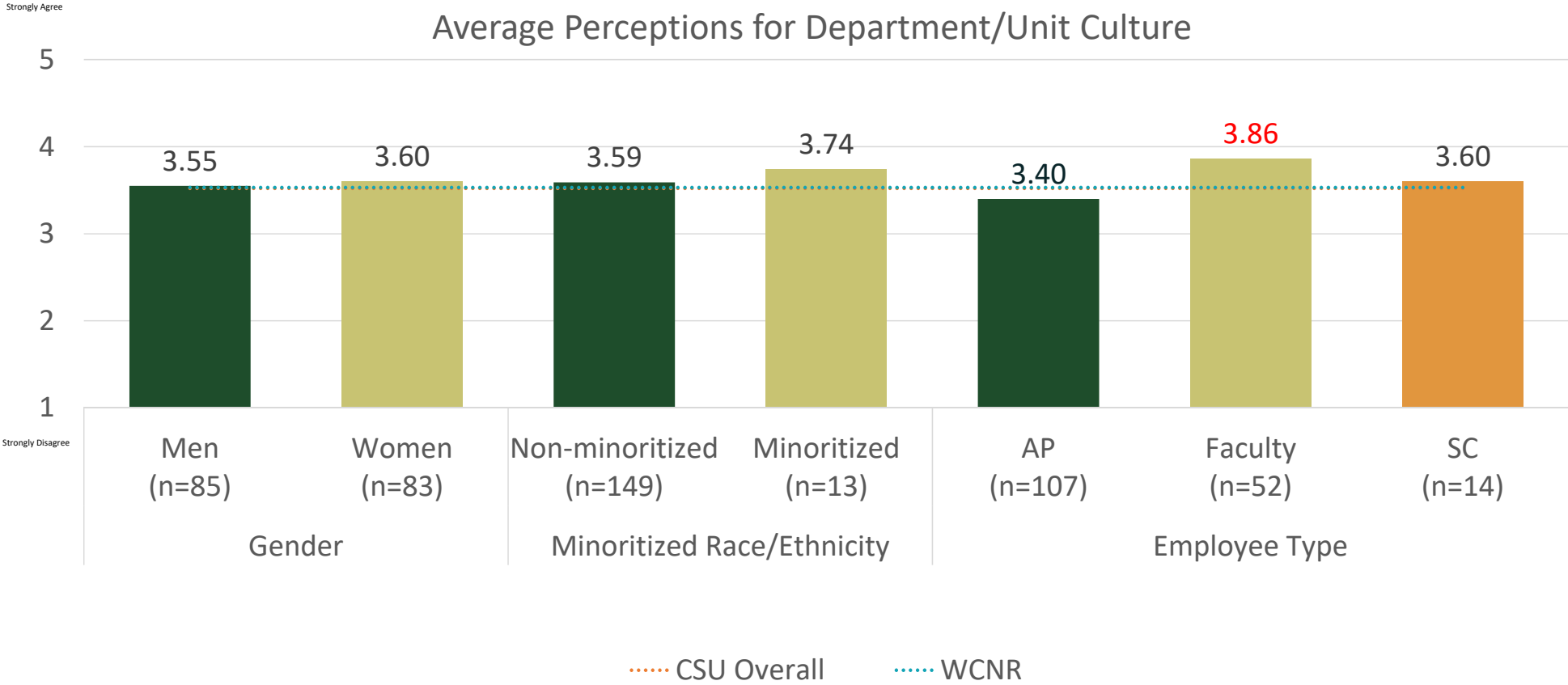
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

# 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

# WCNR Culture

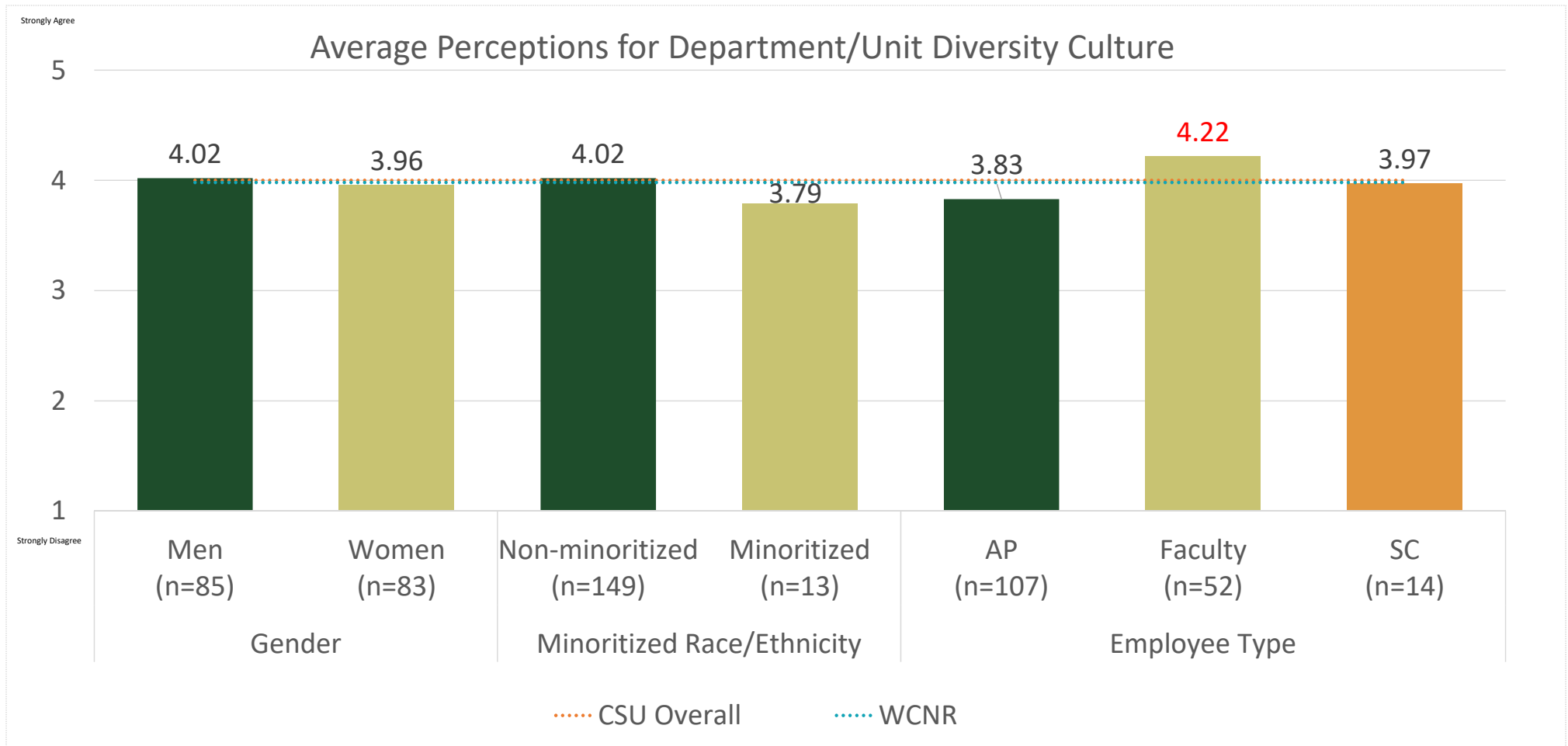


# Culture Items

## 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

# WCNR Culture



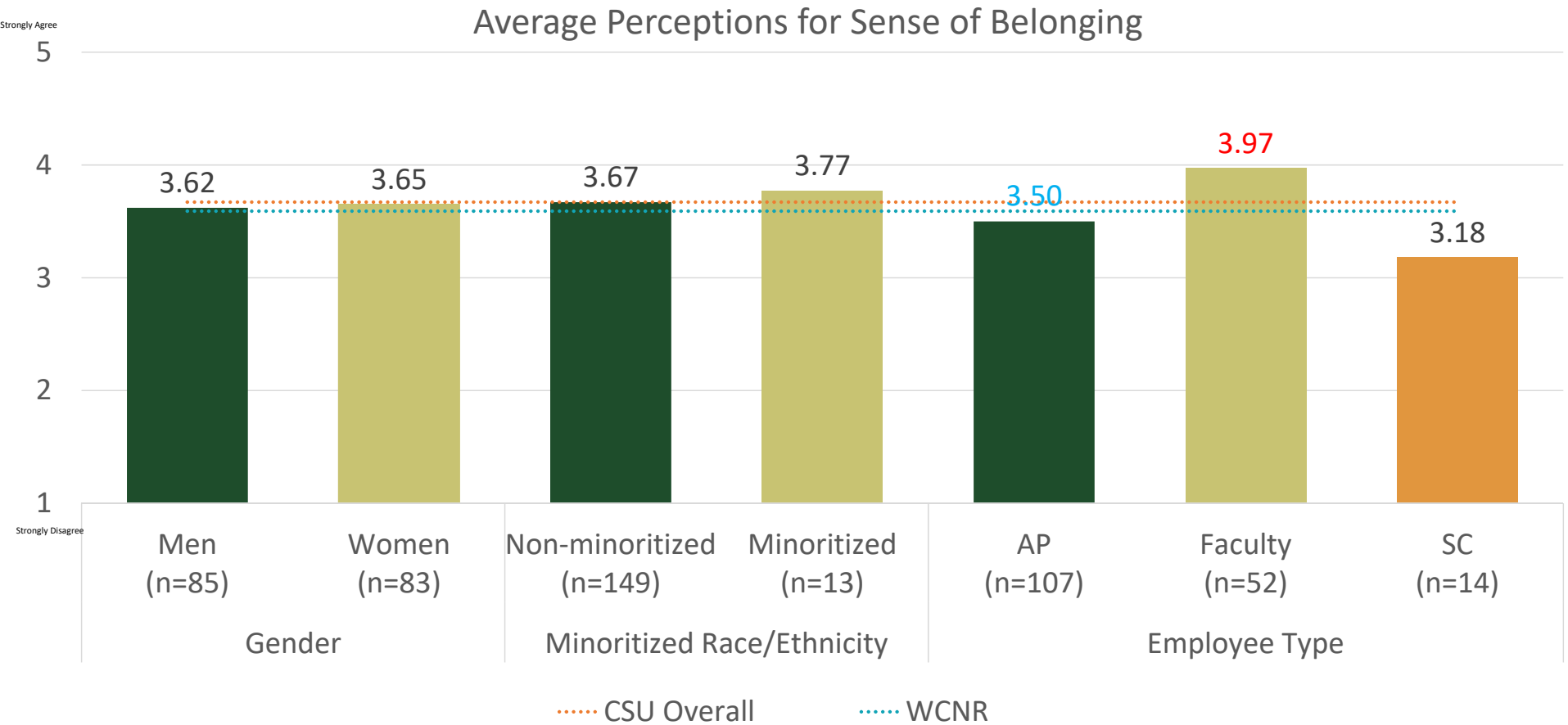
# Culture Items

## 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

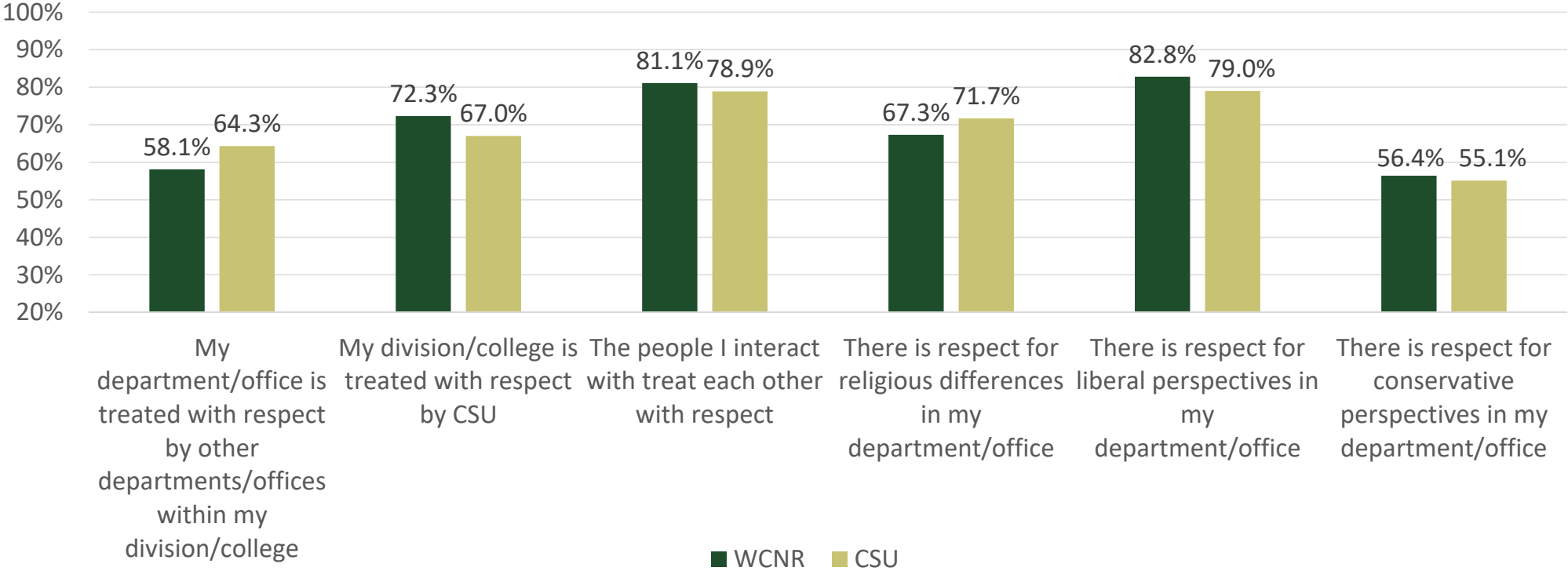


# WCNR Culture



# Respect

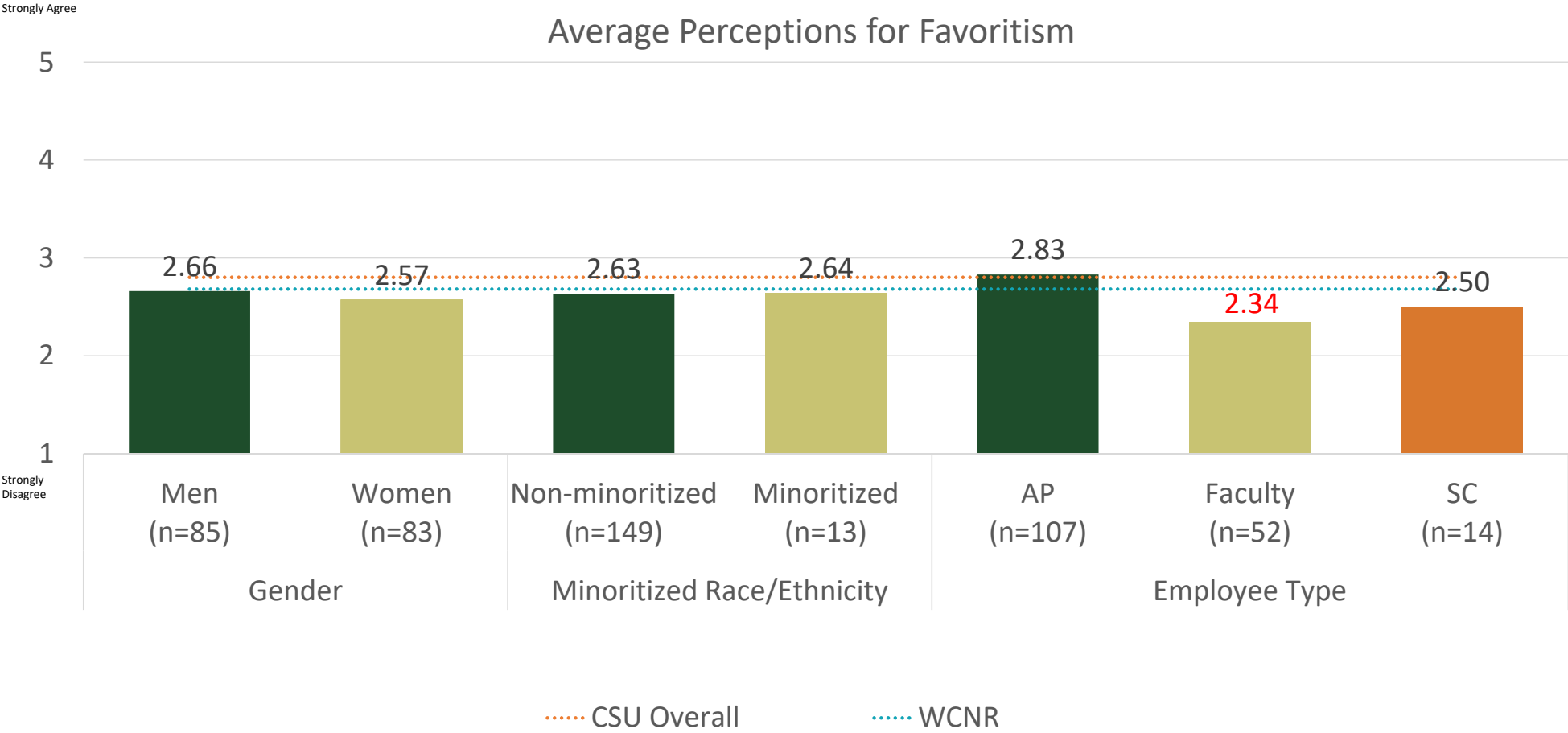
Strongly Agree/Agree



# 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

# WCNR Favoritism



# Leadership and Accountability Items

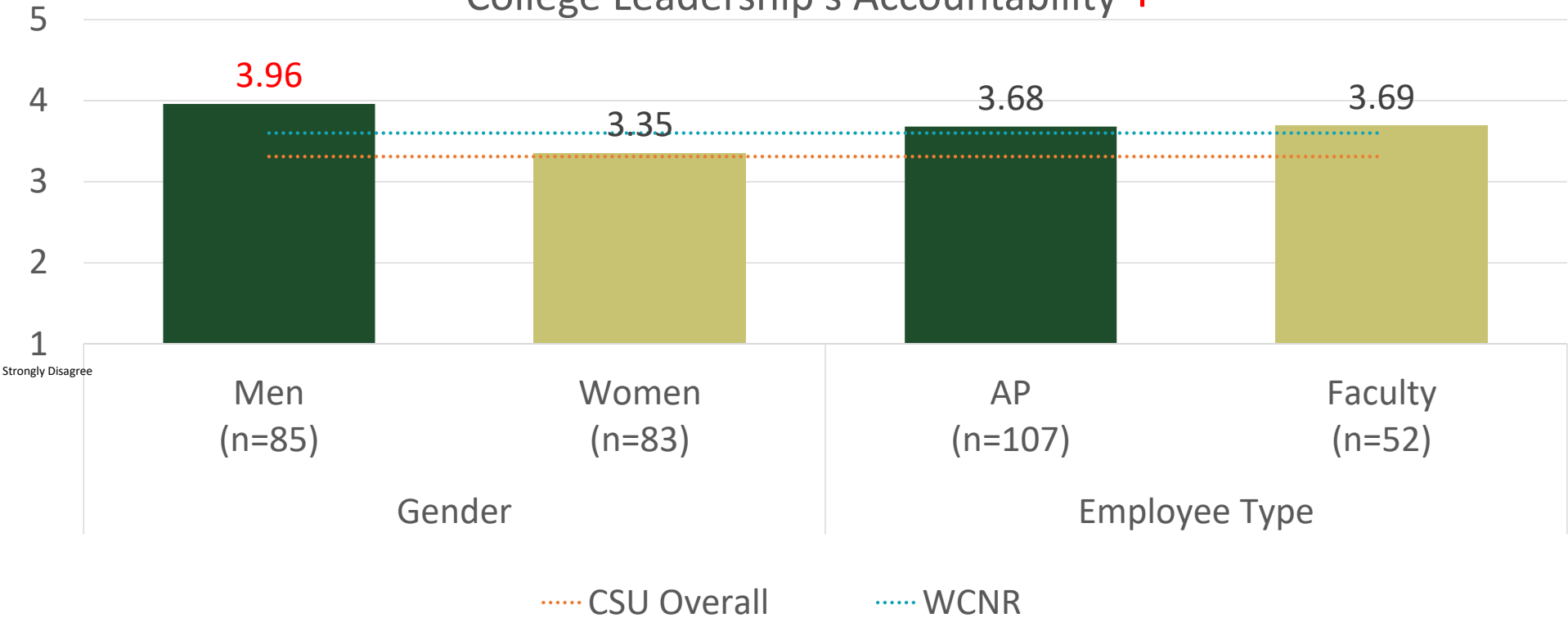
- Items asked each for College and Department

	<i>College</i>	<i>Dept.</i>
– 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	+	

# WCNR Leadership & Accountability

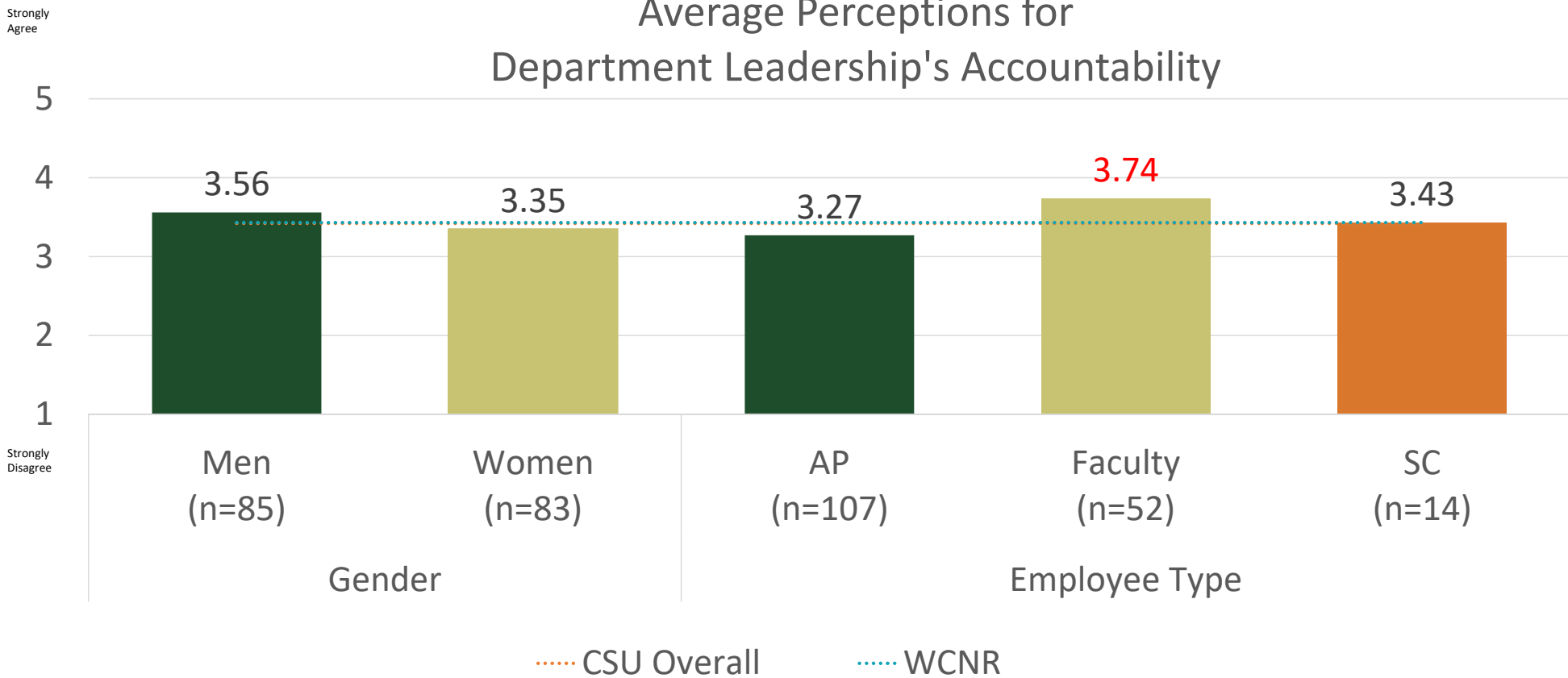
Strongly Agree

Average Perceptions for  
College Leadership's Accountability +

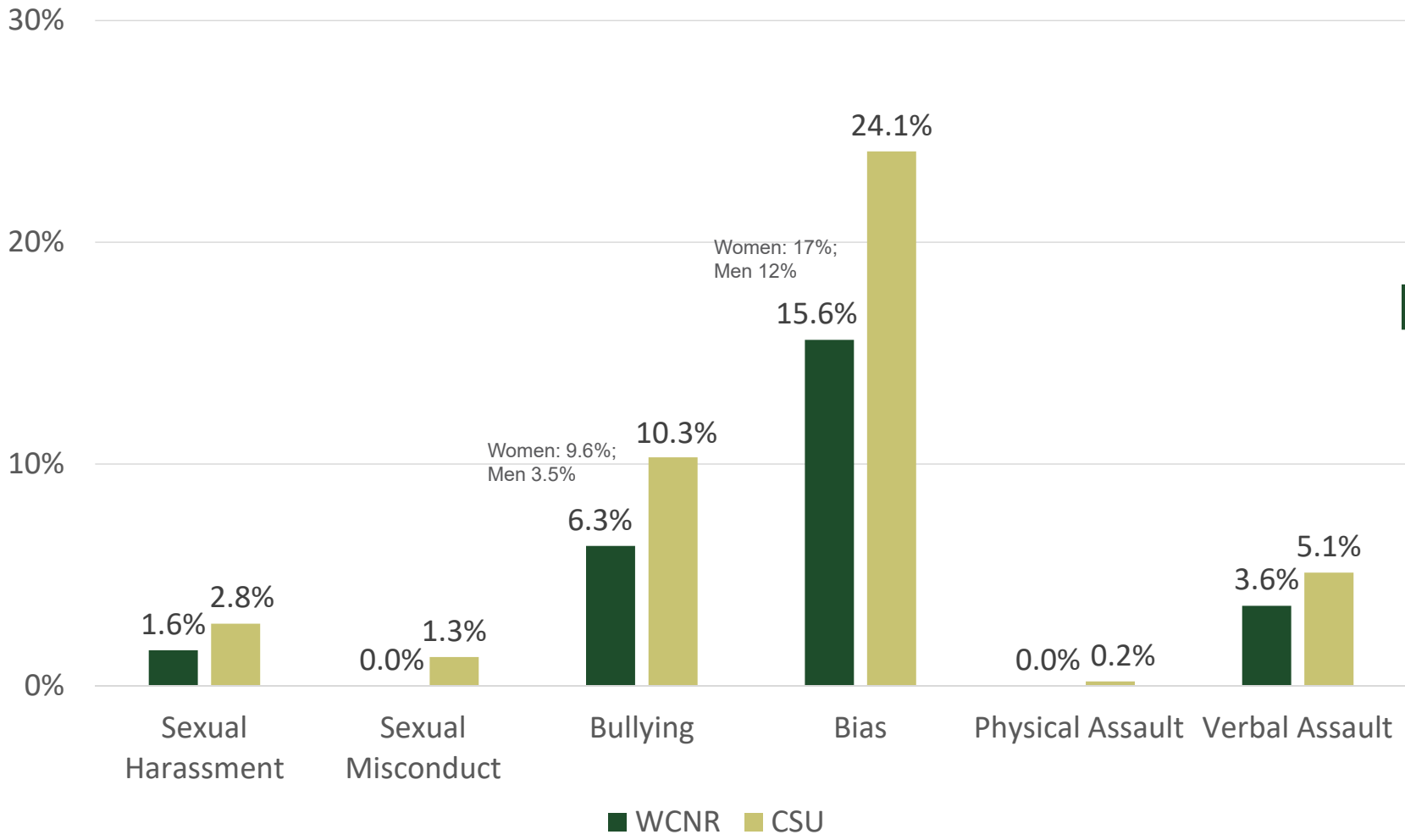


# WCNR Leadership & Accountability

Average Perceptions for Department Leadership's Accountability



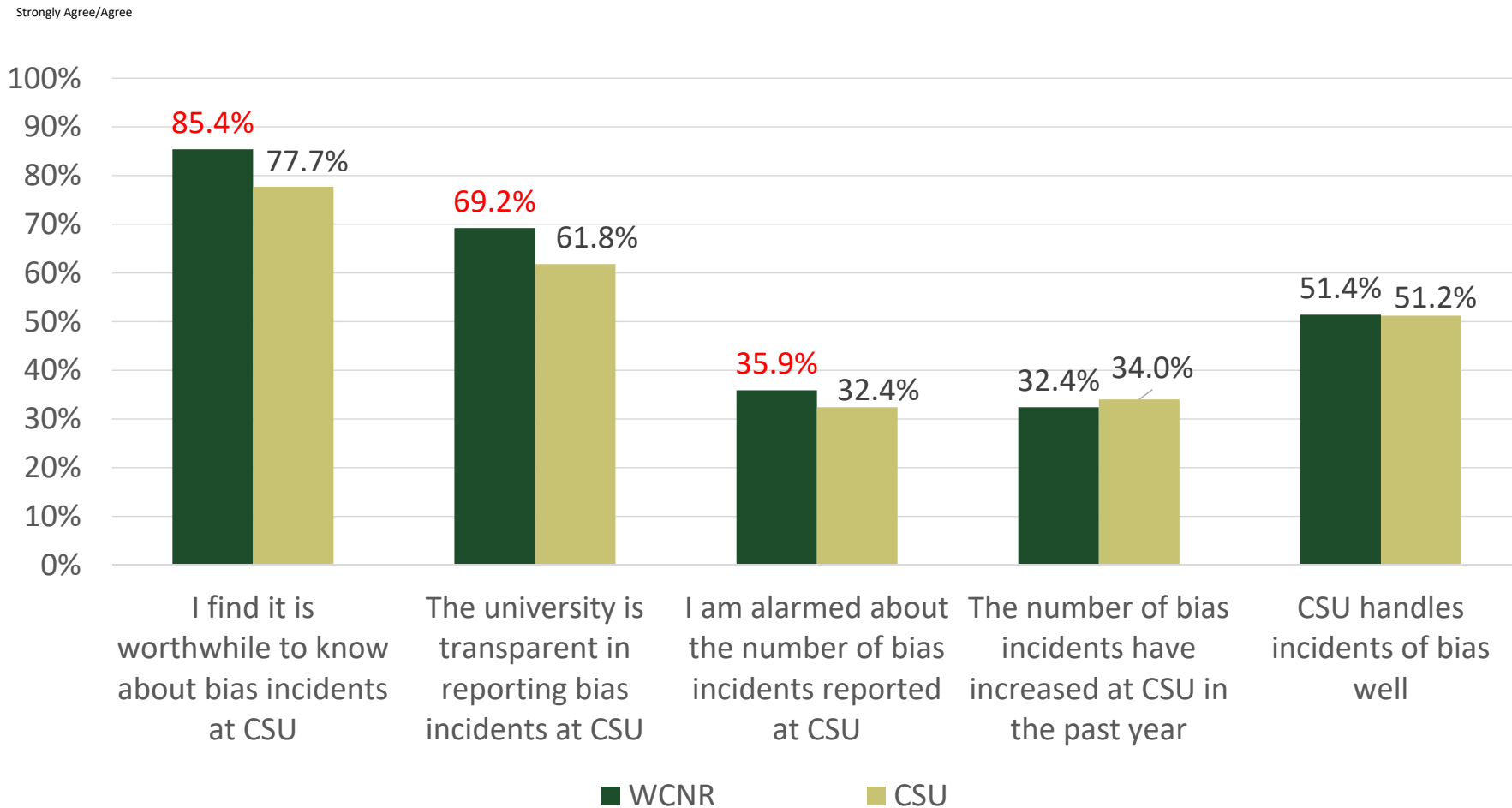
Percentage of respondents who indicated misconduct in their division



Misconduct

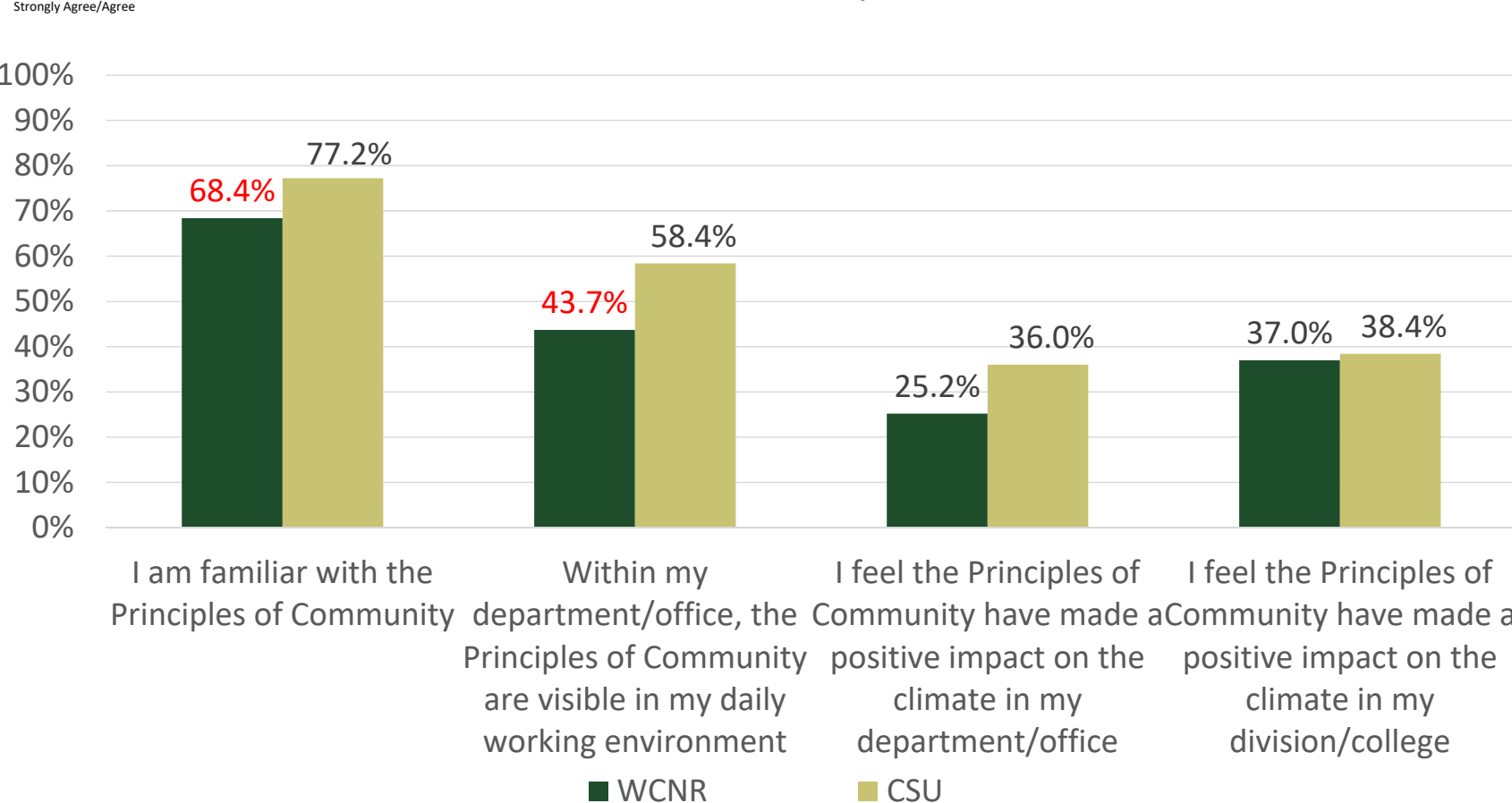


## Percentage of respondent agreement to items related to perceptions of bias incidents



Bias

## Percentage of respondent agreement to items related to Principles of Community

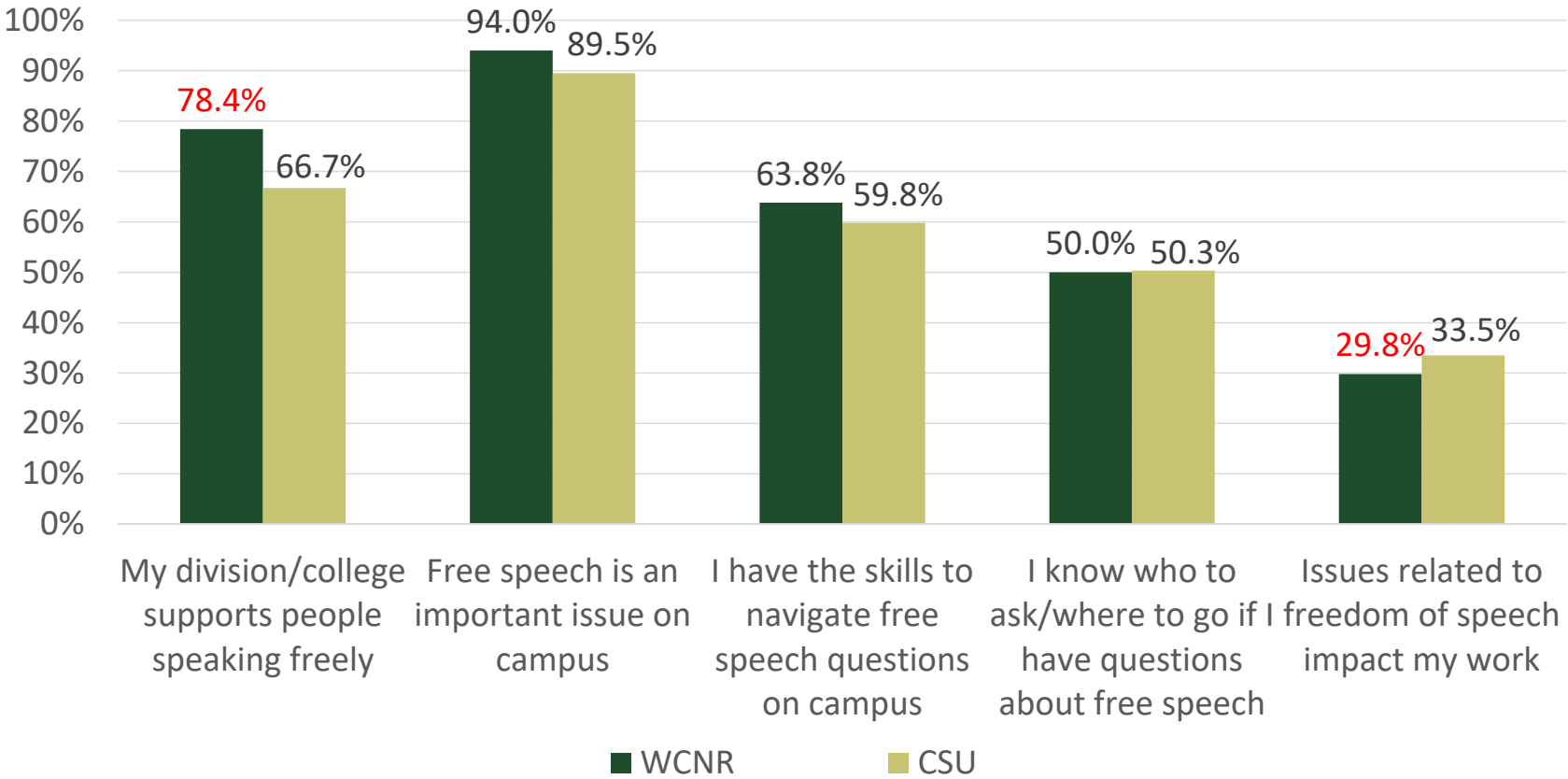


Principles of Community

## Percentage of respondent agreement to items related to freedom of speech

Strongly Agree/Agree

# Freedom of Speech

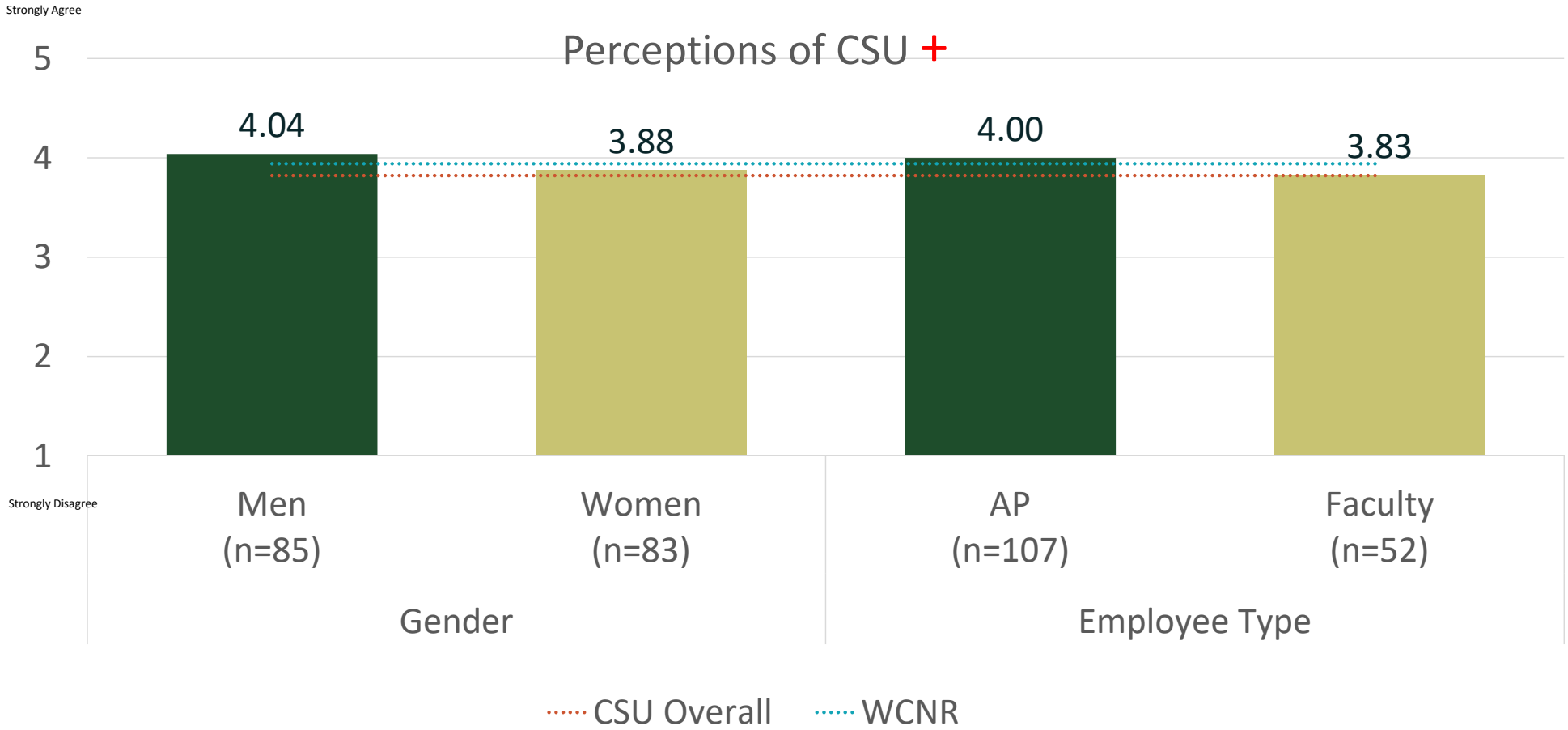


# Perception Items

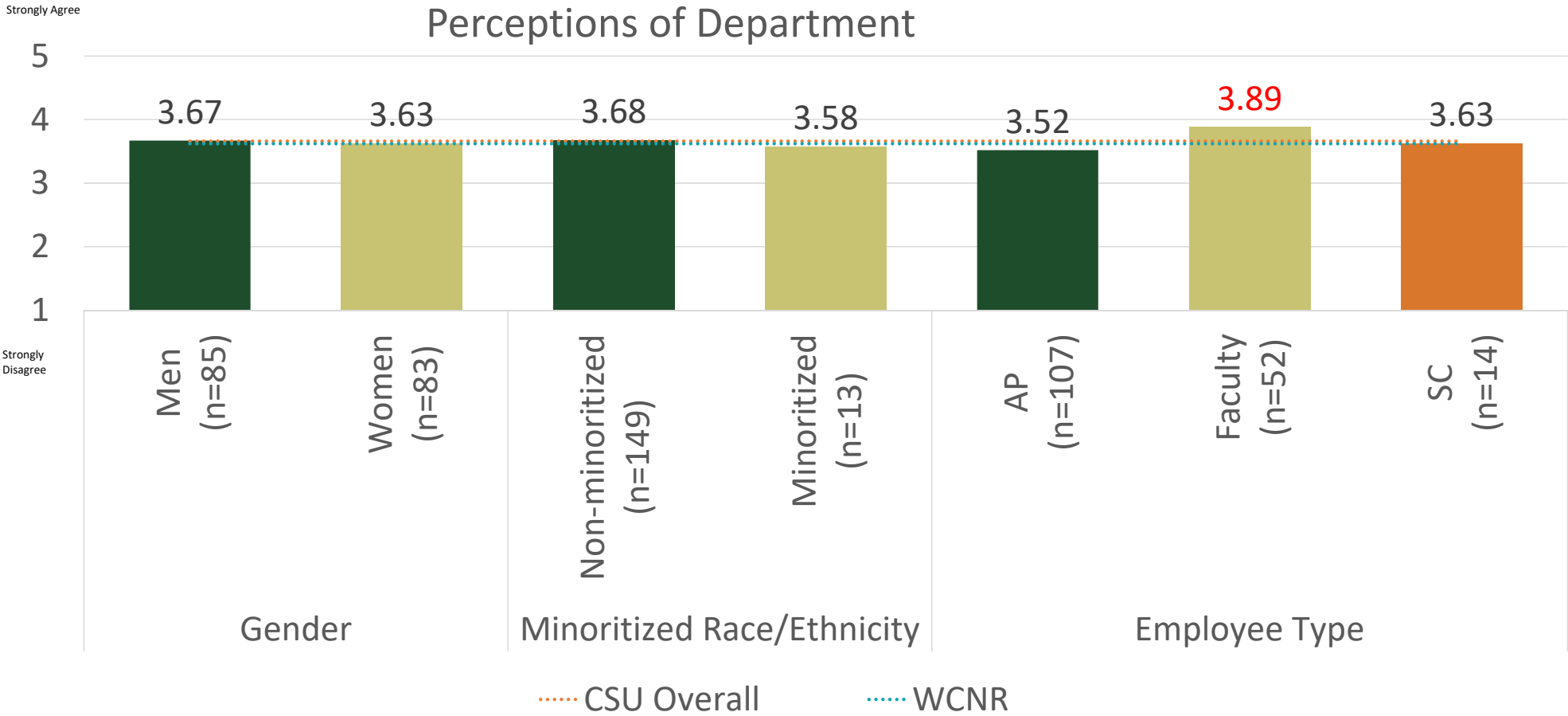
- Items asked each for CSU and Department

	<i>CSU</i>	<i>Dept.</i>
– 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		

# WCNR Perceptions

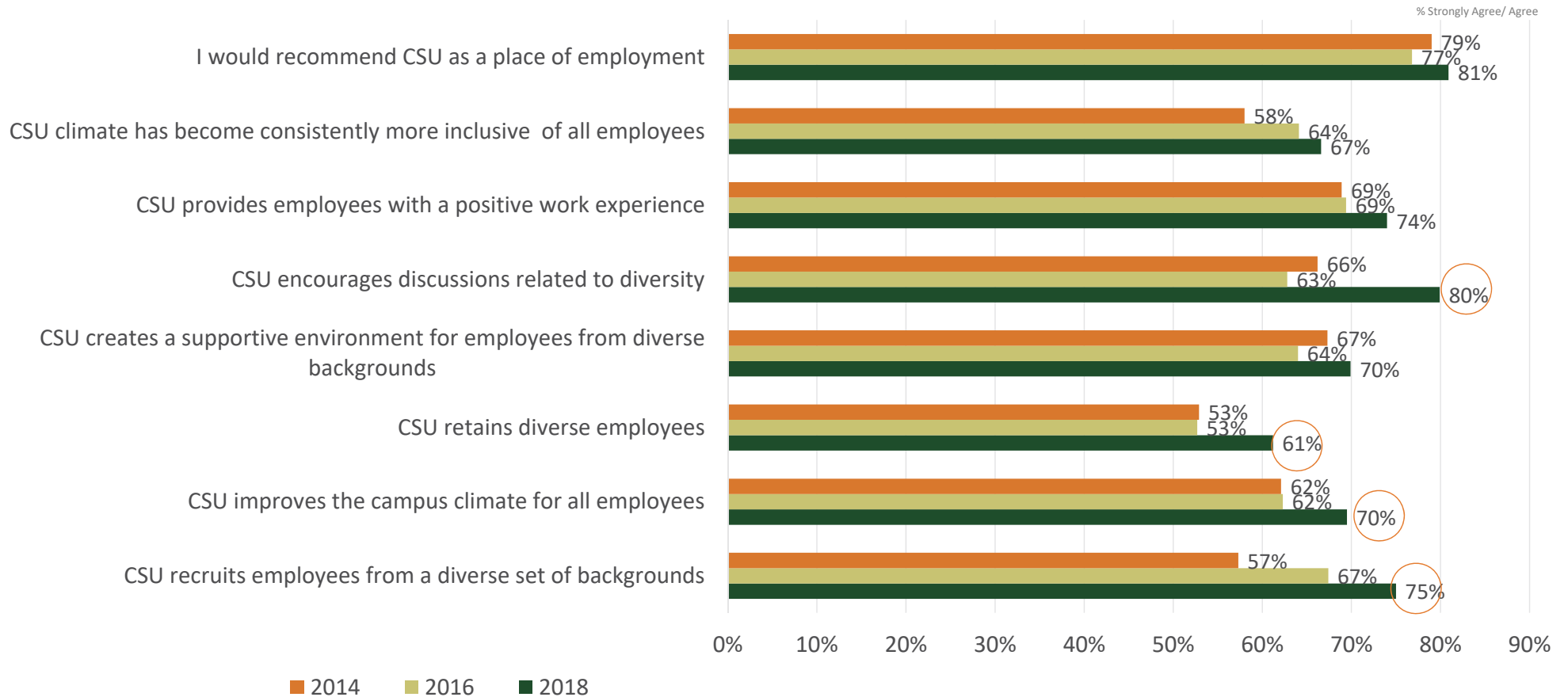


# WCNR Perceptions



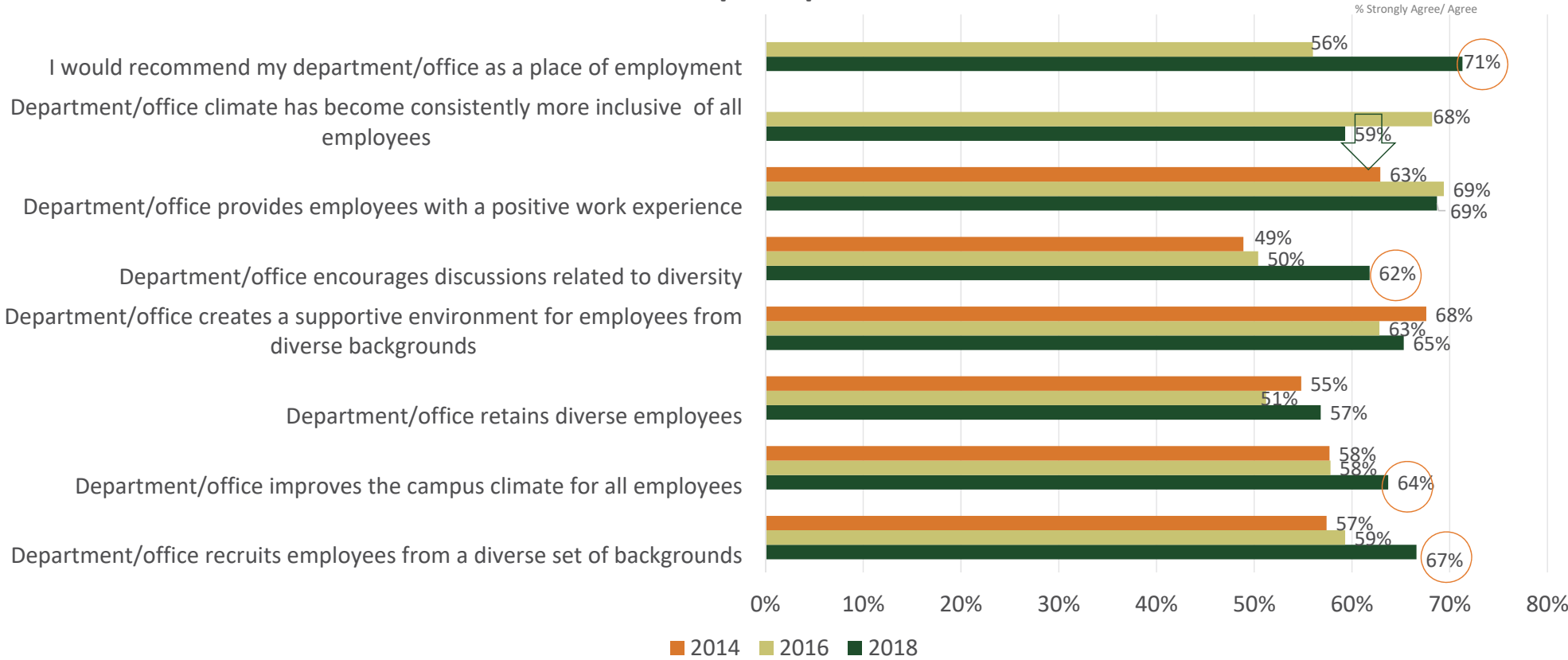
# CSU Perceptions over Time

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

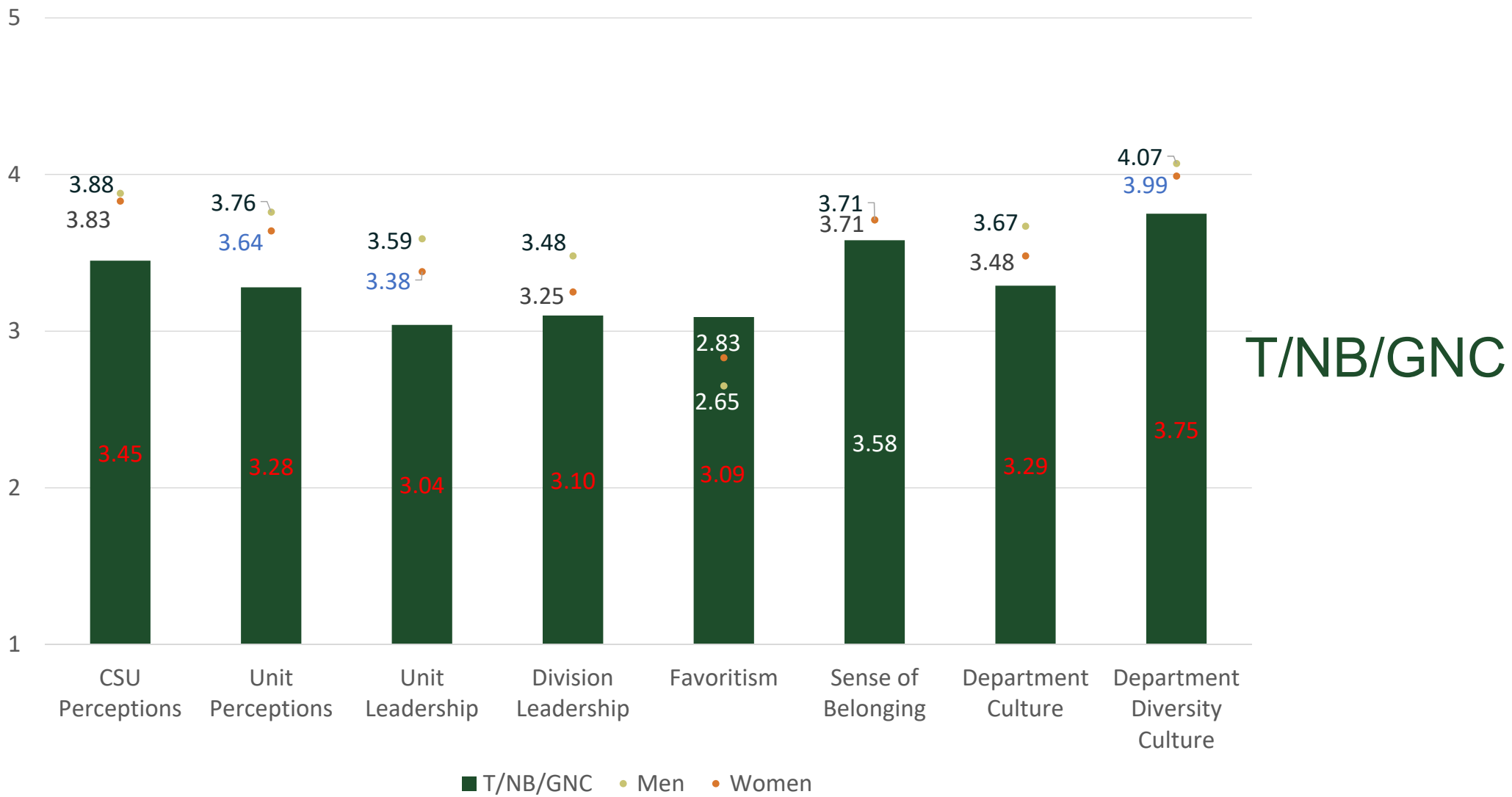


# Department/Unit Perceptions over Time

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







# Discriminatory Attitudes

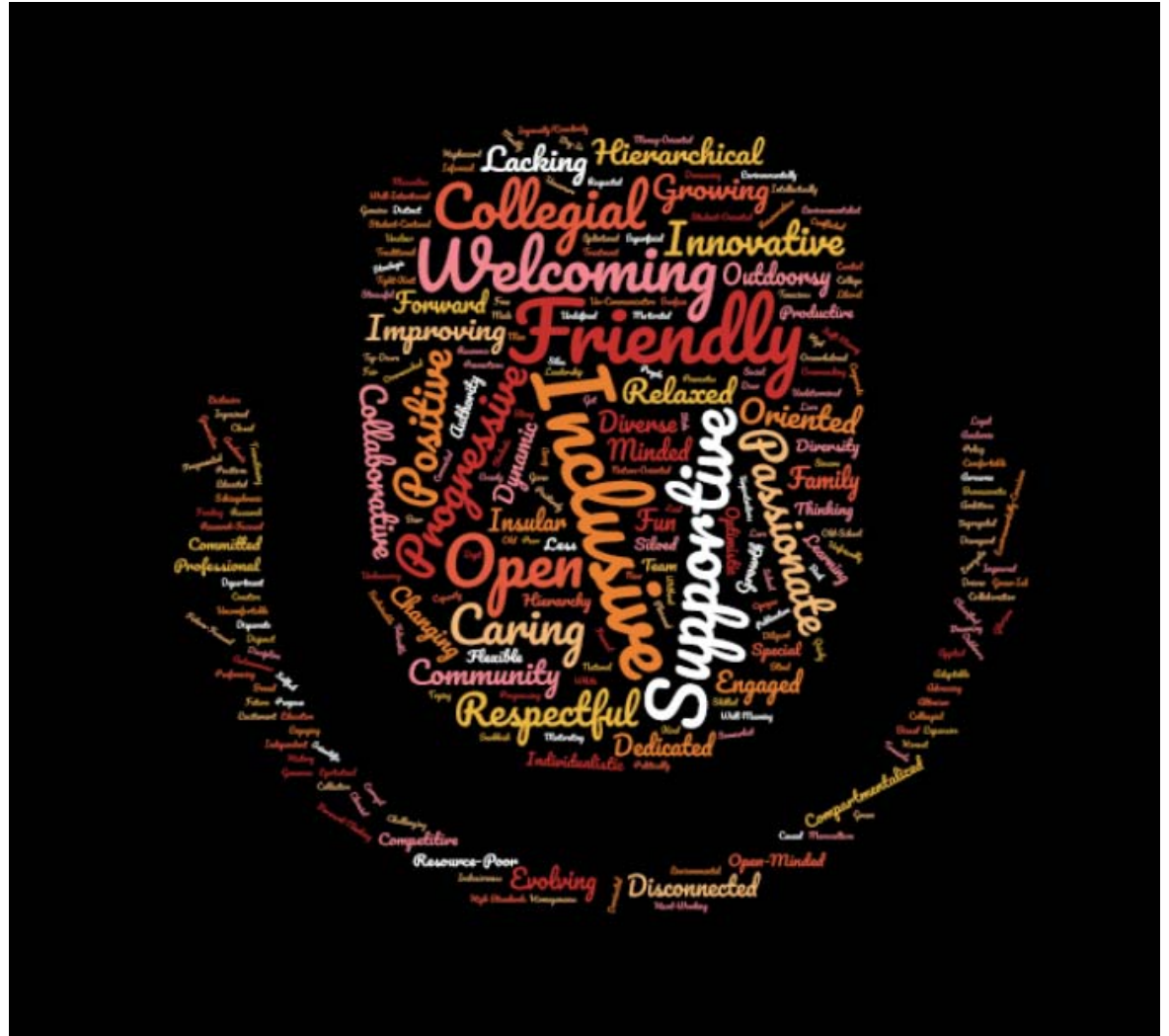
- Perceived Discriminatory Attitudes in Office:
  - 38% Employment classification (CSU: 29%)
  - 34% Job title (CSU: 31%)
  - 32% indicated no discriminatory attitudes present (CSU: 36%)
  - 21% Political Affiliation (CSU: 20%)
  - 19% Gender (CSU: 17%)
  - 19% Age (CSU: 19%)

# Work Stressors

- Top 3 Work Stressors
  - 44% Low salary (CSU: 47%)
  - 38% Work/life balance (CSU: 29%)
  - 28% Workload (CSU: 33%)
  - 24% Lack of resources/Budget/Funding (CSU: 17%)
  - 24% Lack of growth /promotion (CSU: 29%)
  - 22% Email overload (CSU: 17.7%)
  - 20% Job security (CSU: )
  - 19% Department climate (CSU: 20.6%)

# Three words to describe WCNR culture

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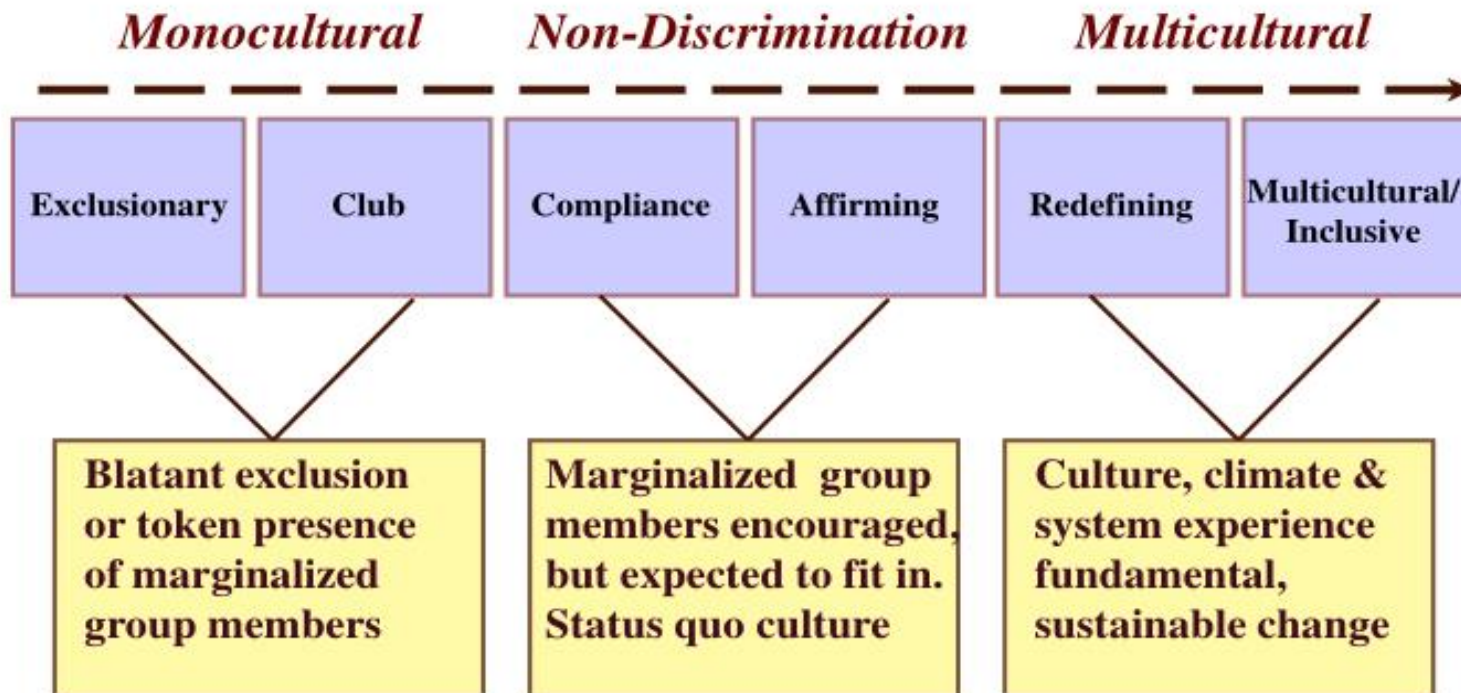
# Key Findings for WCNR

- On average, WCNR respondents had more favorable results than the average CSU respondent for
  - CSU Perceptions
  - College Leadership's Accountability
- Faculty respondents had more favorable perceptions of their department's culture (department culture, department's diversity culture, and sense of belonging), department's leadership accountability, favoritism and general department perceptions compared to administrative professionals respondents
- Faculty respondents had more favorable perceptions of their sense of belonging compared to state classified respondents

# Key Findings for WCNR

- Women respondents had less favorable perceptions of college leadership's accountability compared to men respondents and reported more perceptions of bullying and bias within WCNR than men
- Only 68% of WCNR respondents agreed they were familiar with the POC (CSU: 77%); 44% of respondents indicated the POC are visible in their department compared to 58% of all CSU respondents
- 53% of respondents agreed their department recruits employees from a diverse set of backgrounds, which is 14 PP lower than 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/>