

2018 Employee Climate Survey

Presentation for Walter Scott, Jr. College of Engineering

Assessment Group for Diversity Issues

7.08.19

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

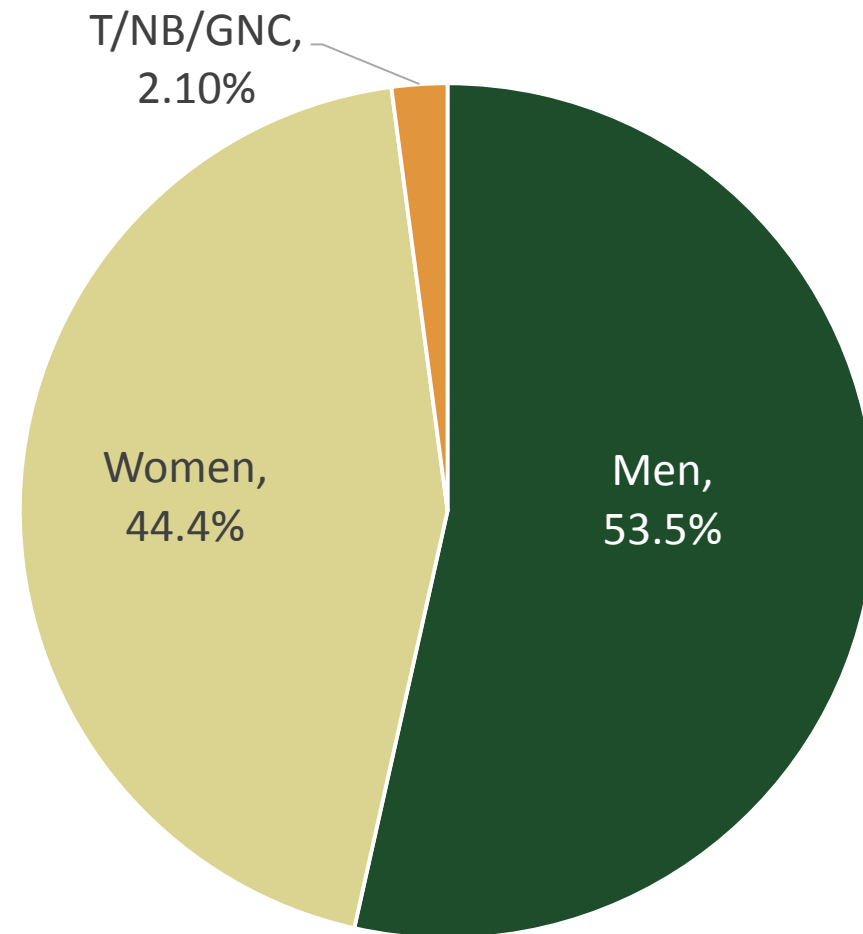
CSU Response Rate Over Time

	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%

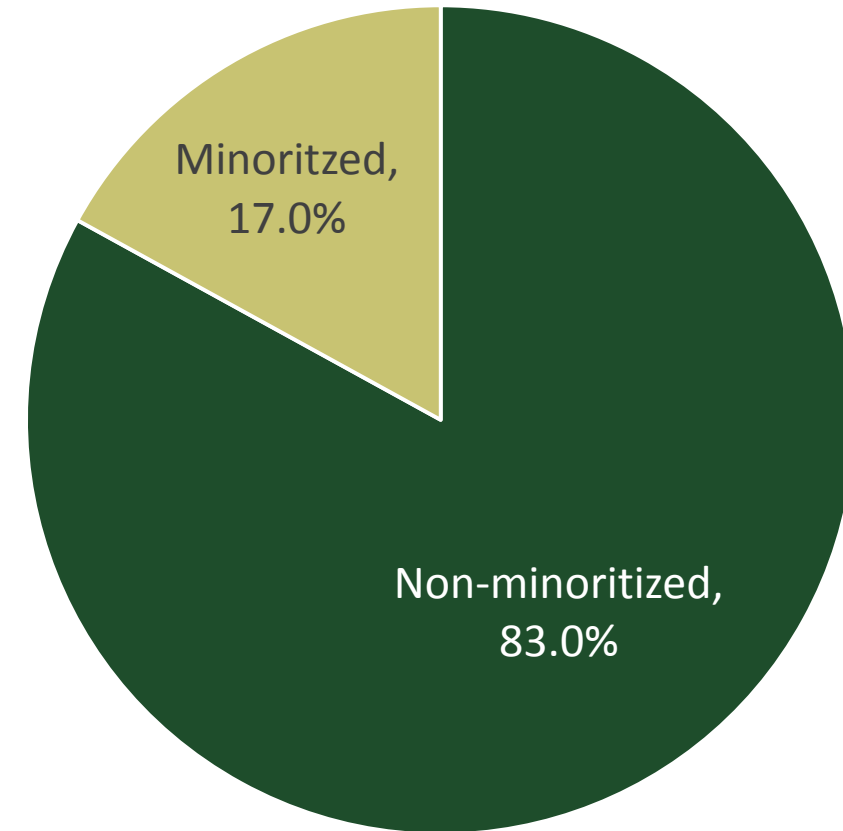
College Response Rates

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% (n=163)
Total (n = 4,058)	58.5%

Respondent Characteristics for Operations

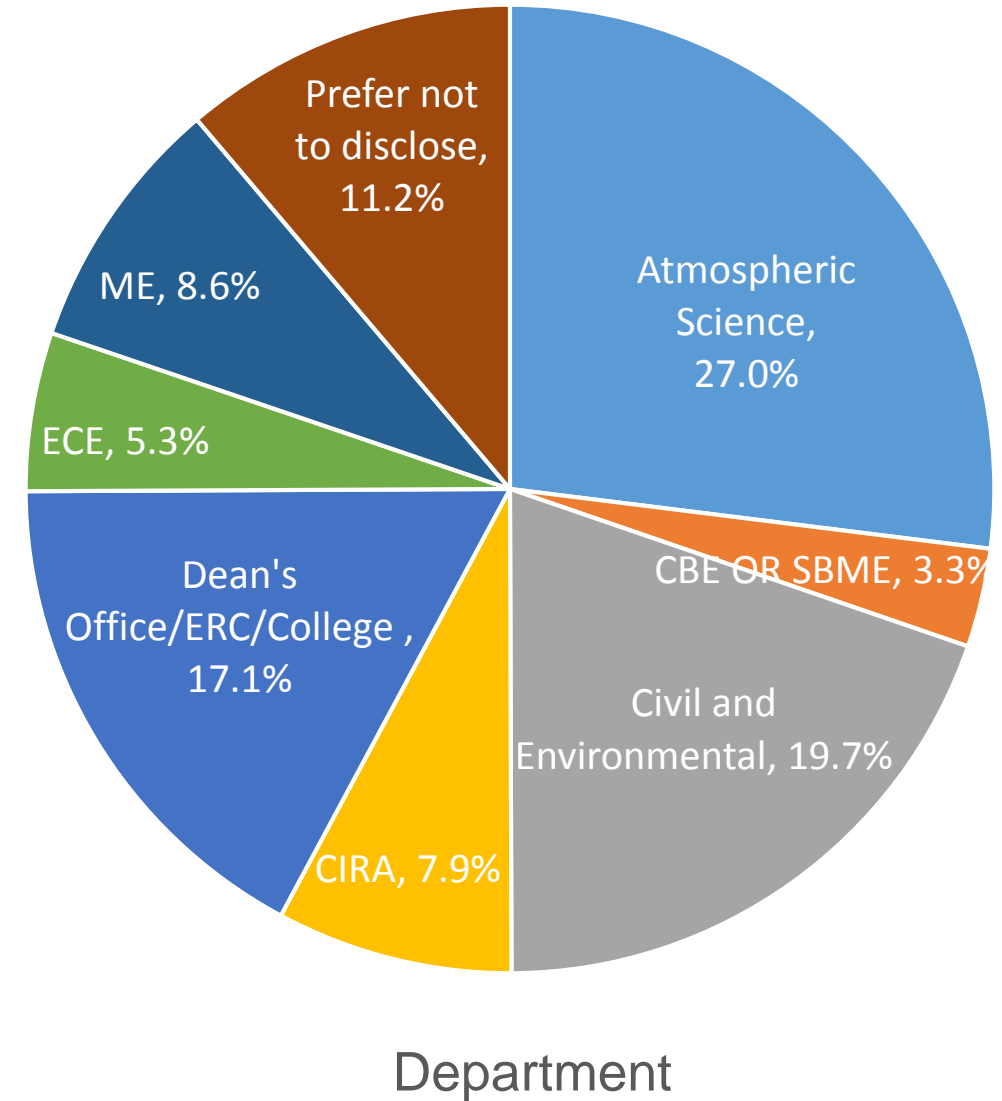
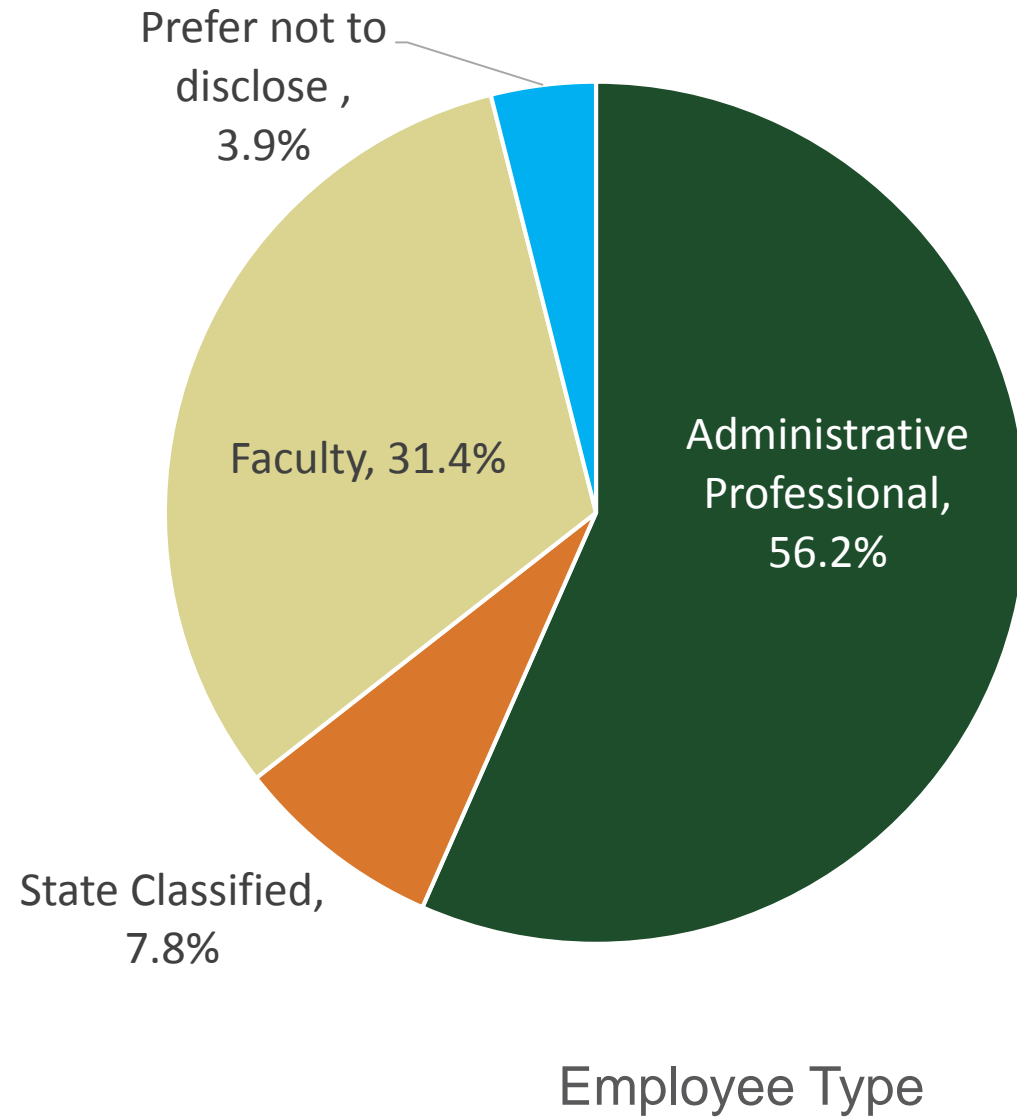


Gender



Minoritized
Race/Ethnicity

Employee Characteristics



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

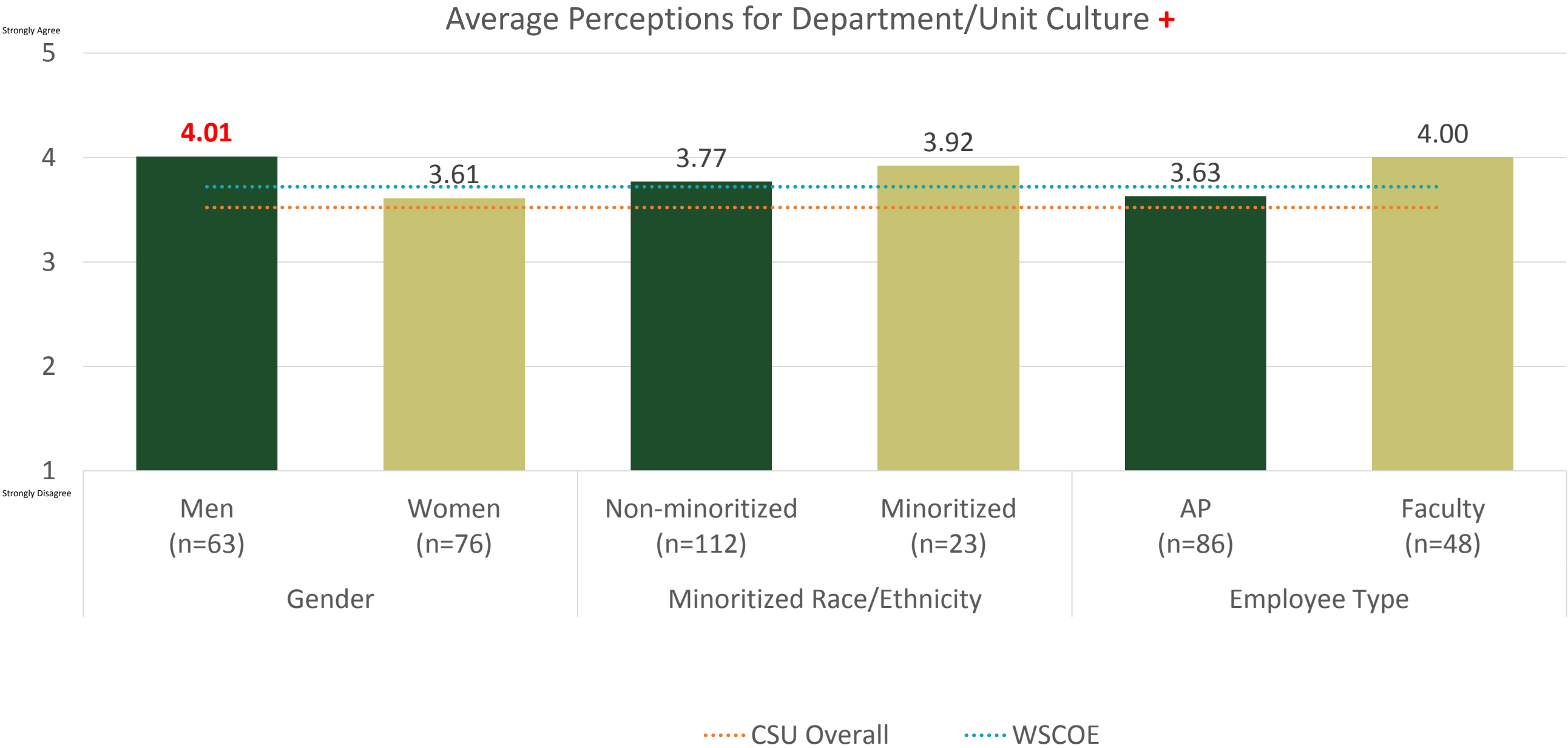
Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree

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

WSCOE Culture

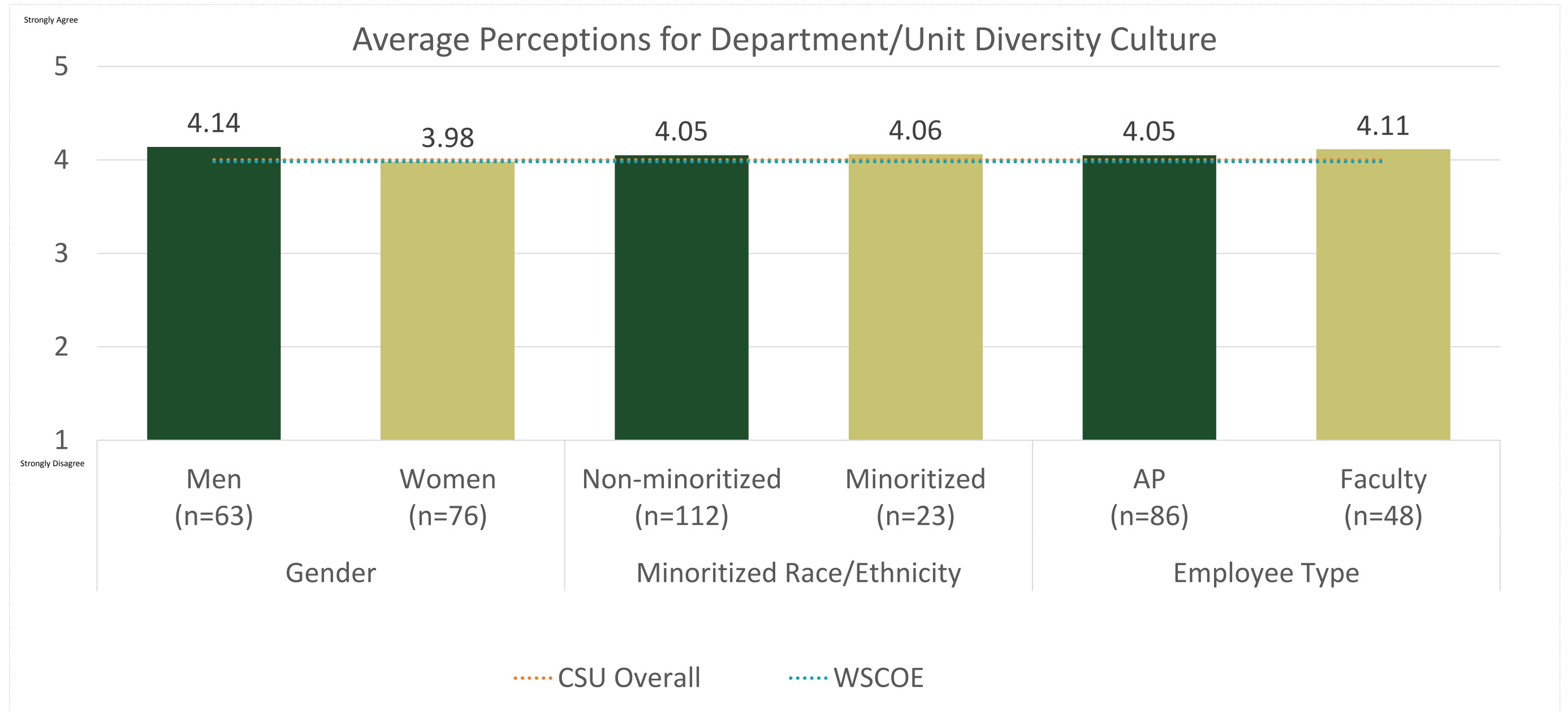


Culture Items

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

WSCOE Culture



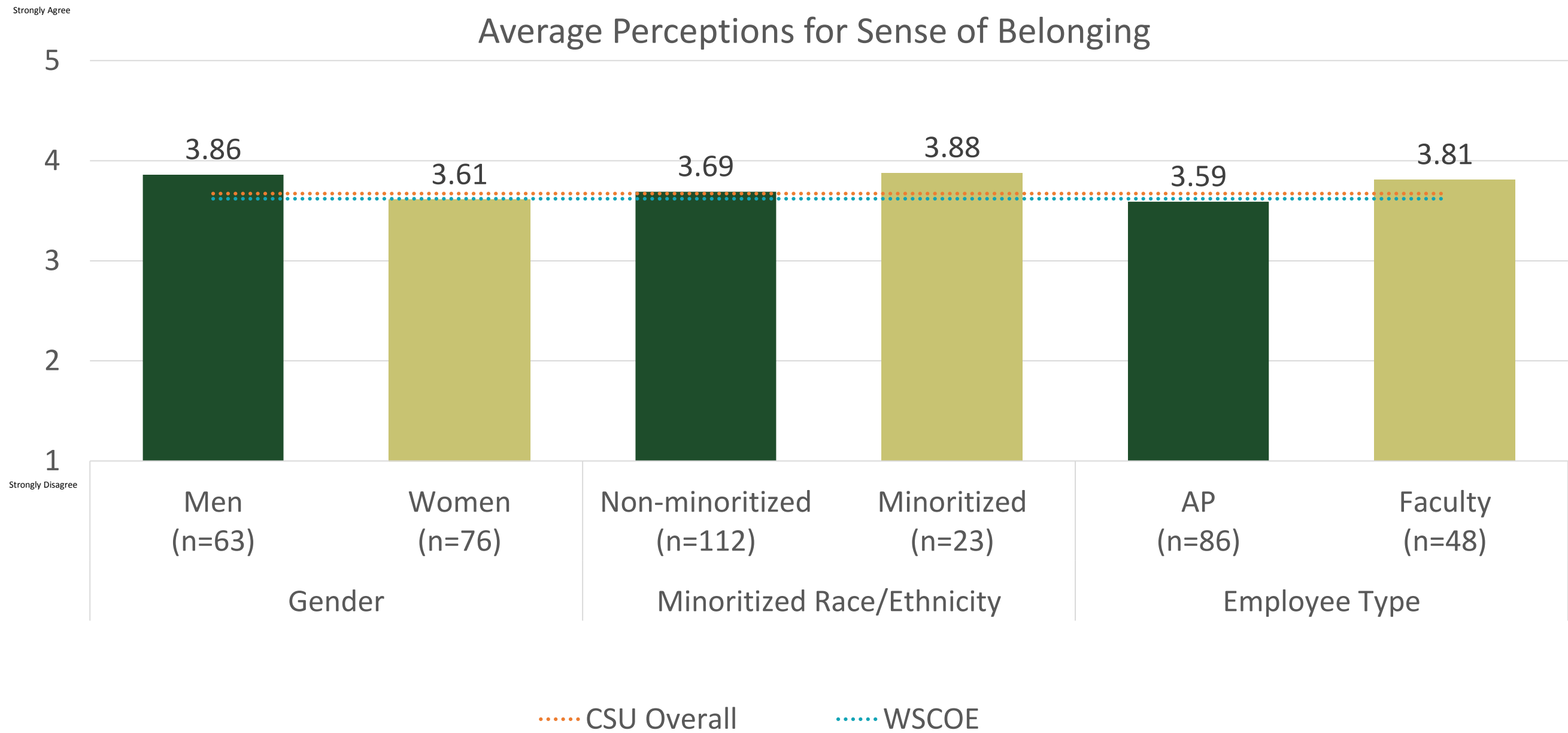
Culture Items

Sense of Belonging

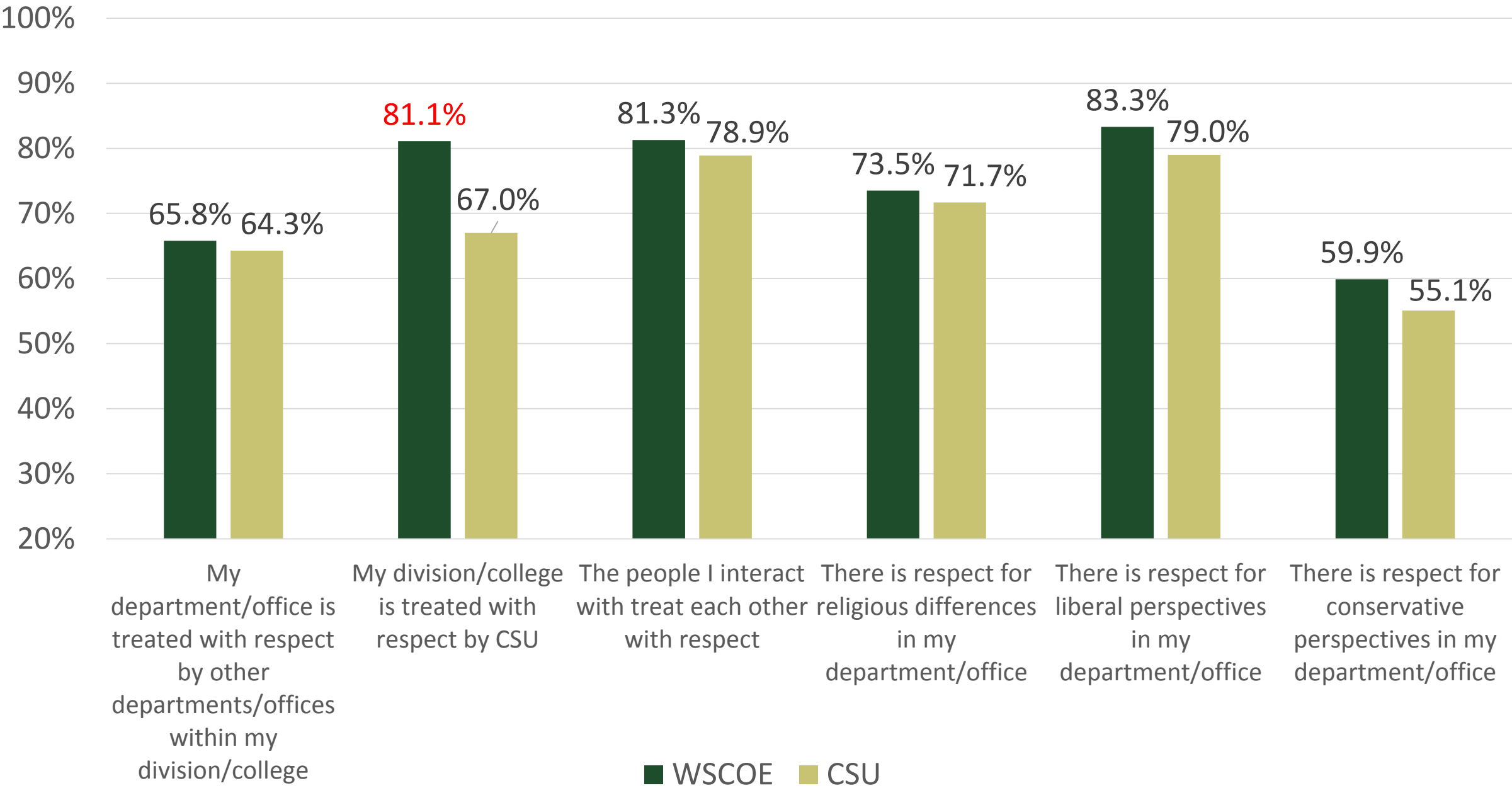
- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division/college
- I feel a strong sense of belonging to my department/unit

WSCOE Culture

Average Perceptions for Sense of Belonging



Strongly Agree/Agree

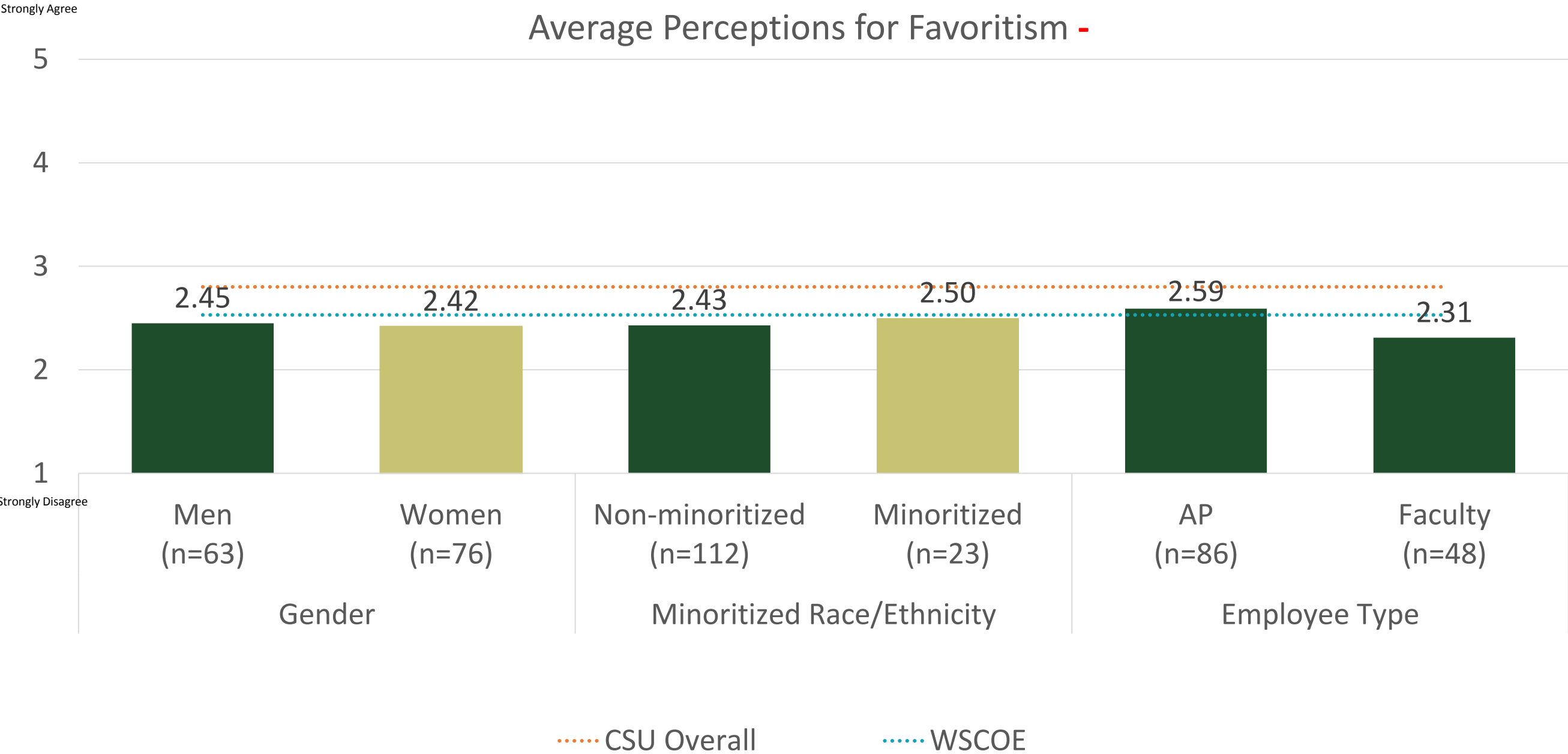


Respect

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 -

WSCOE Favoritism

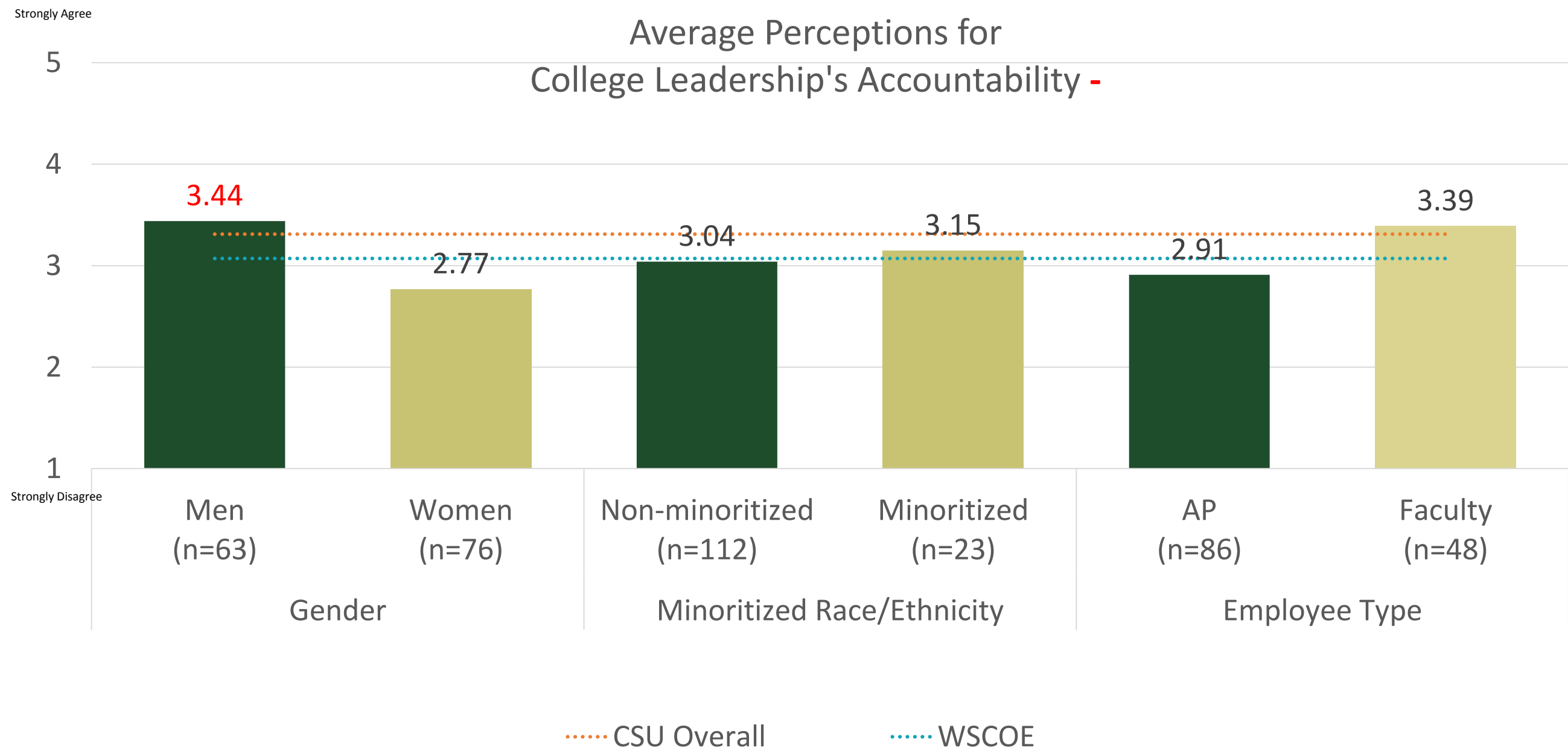


Leadership and Accountability Items

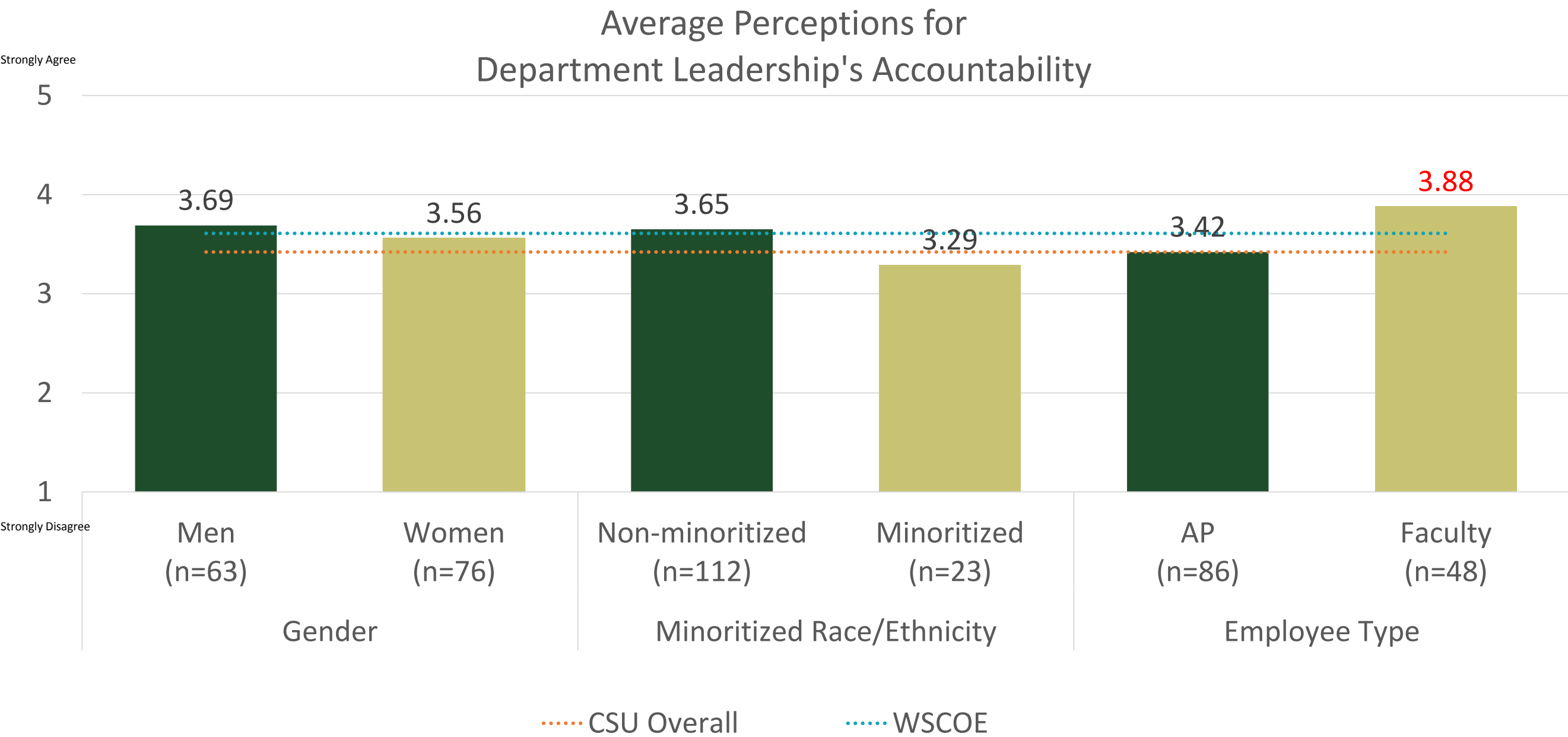
- Items asked each for College and Department

	<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		+

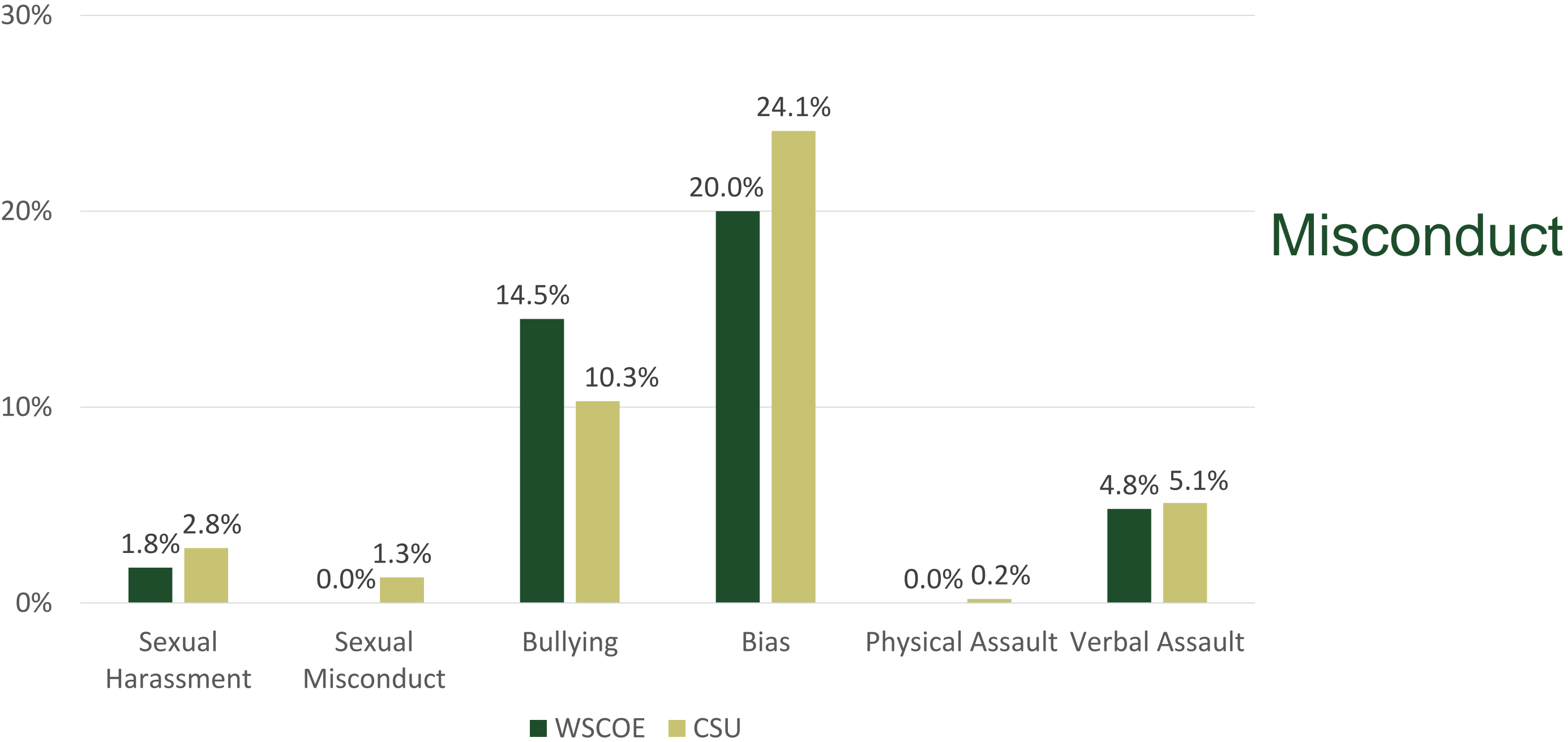
WSCOE Leadership & Accountability



WSCOE Leadership & Accountability

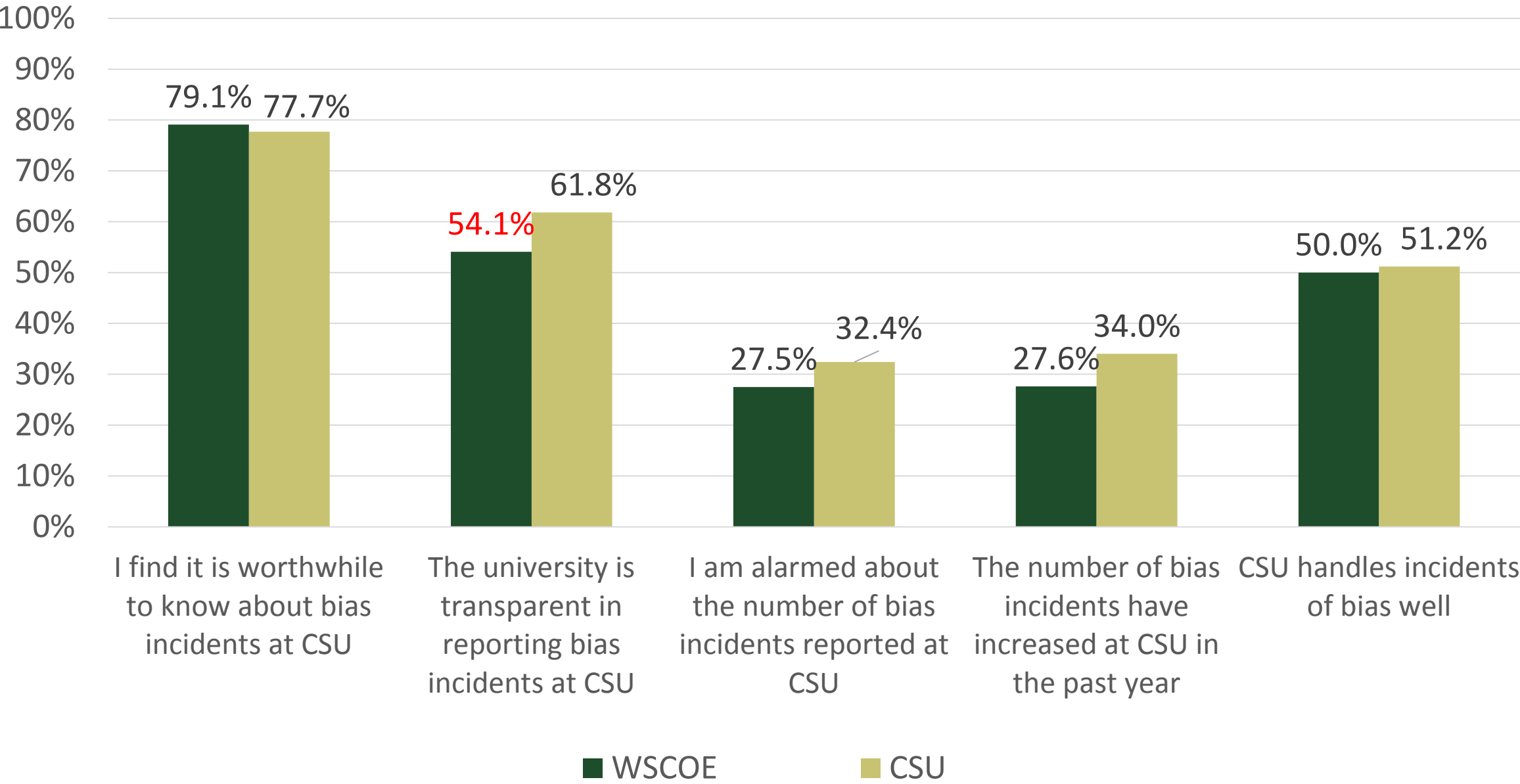


Percentage of respondents who indicated misconduct in their division



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

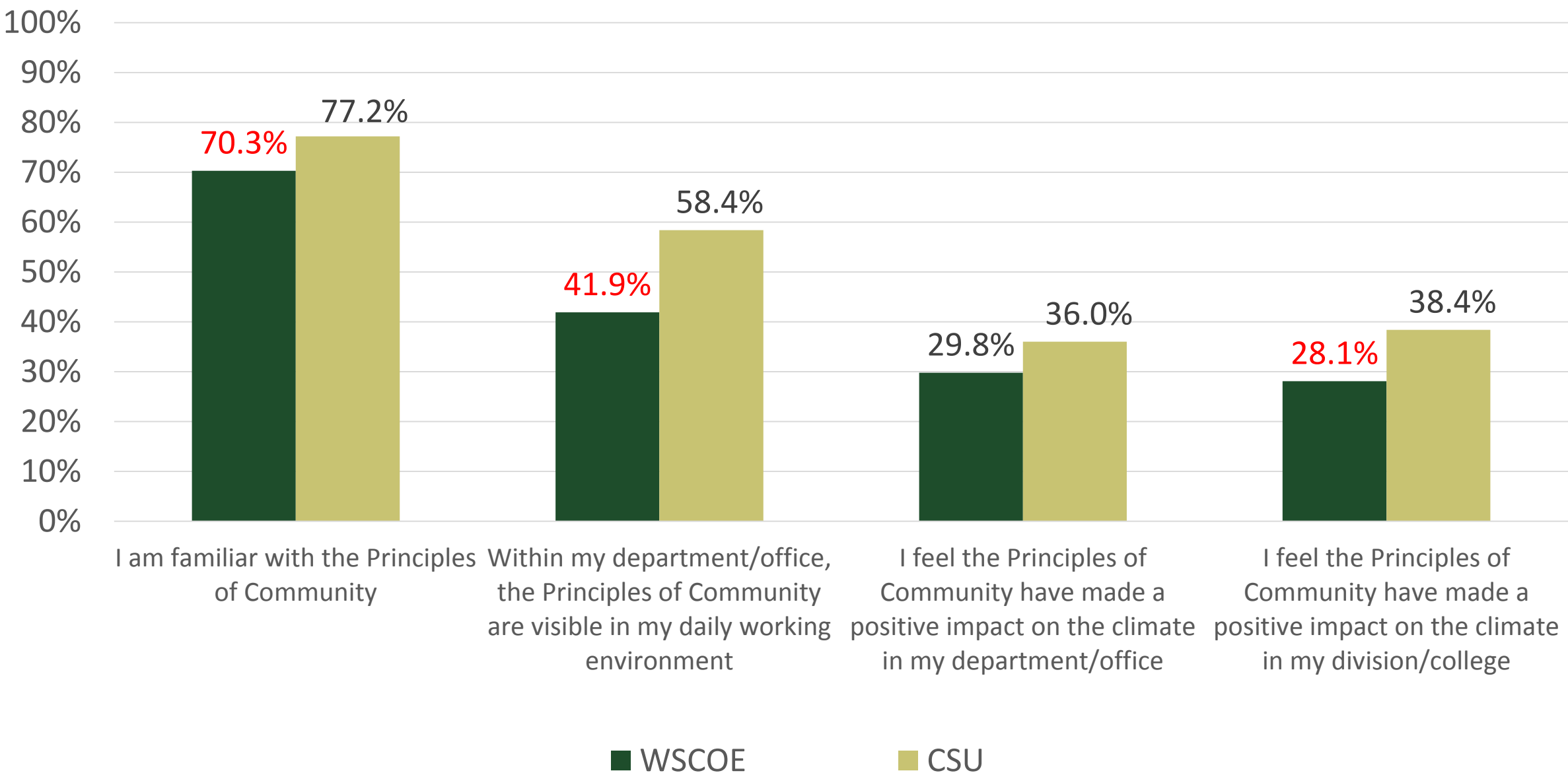
Strongly Agree/Agree



Bias

Percentage of respondent agreement to items related to Principles of Community

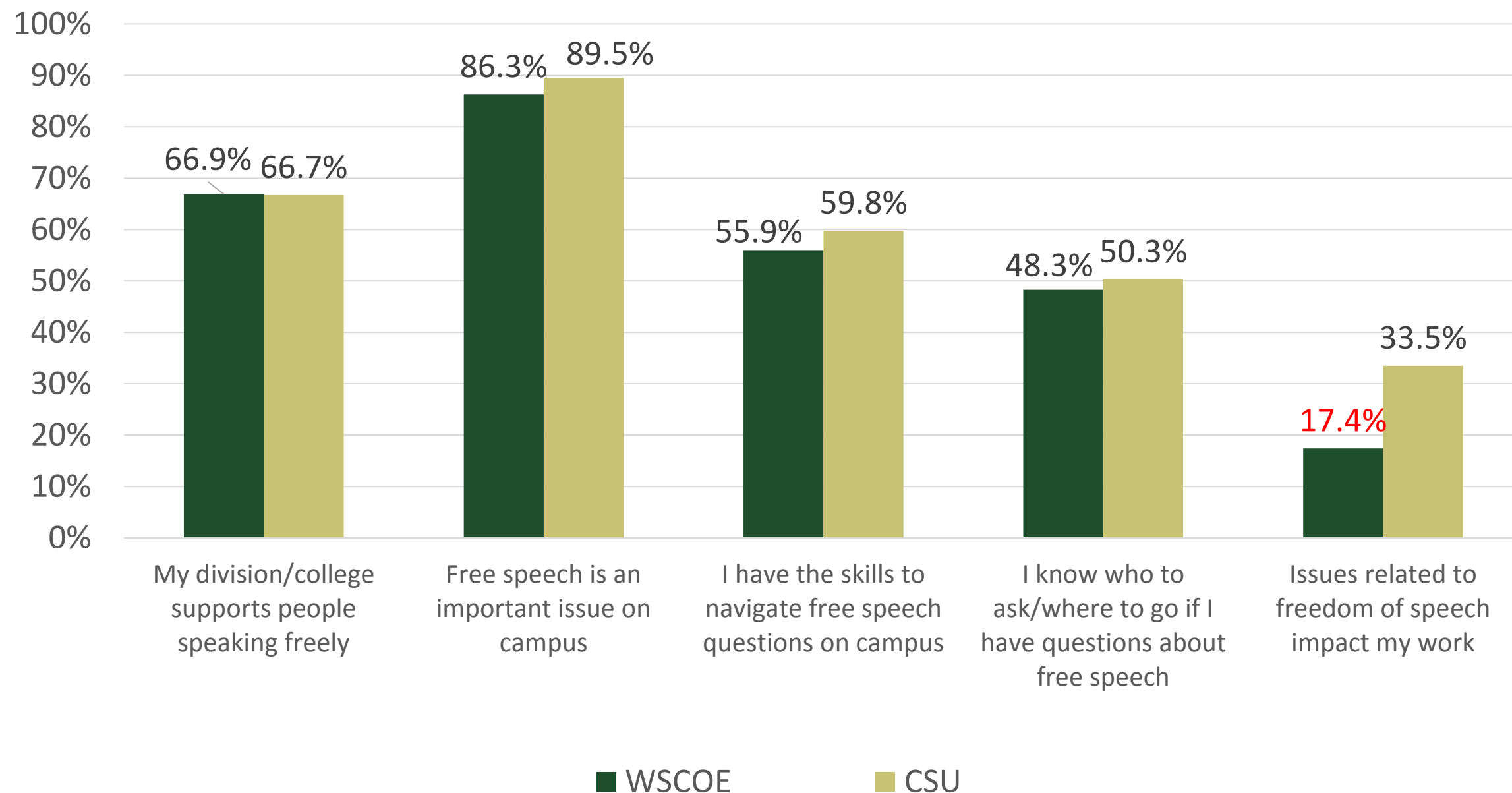
Strongly Agree/Agree



Principles of Community

Percentage of respondent agreement to items related to freedom of speech

Strongly
Agree/Agree



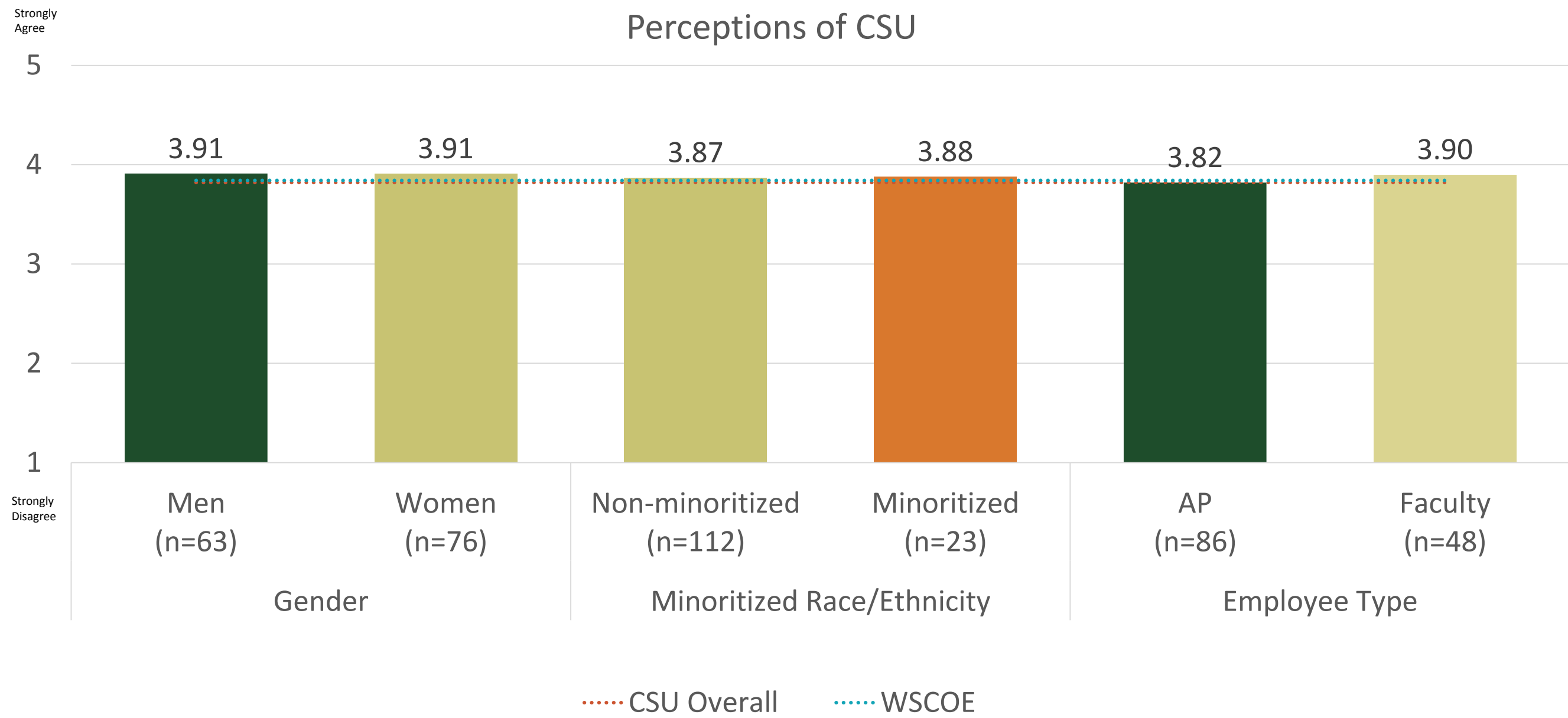
Freedom of Speech

Perception Items

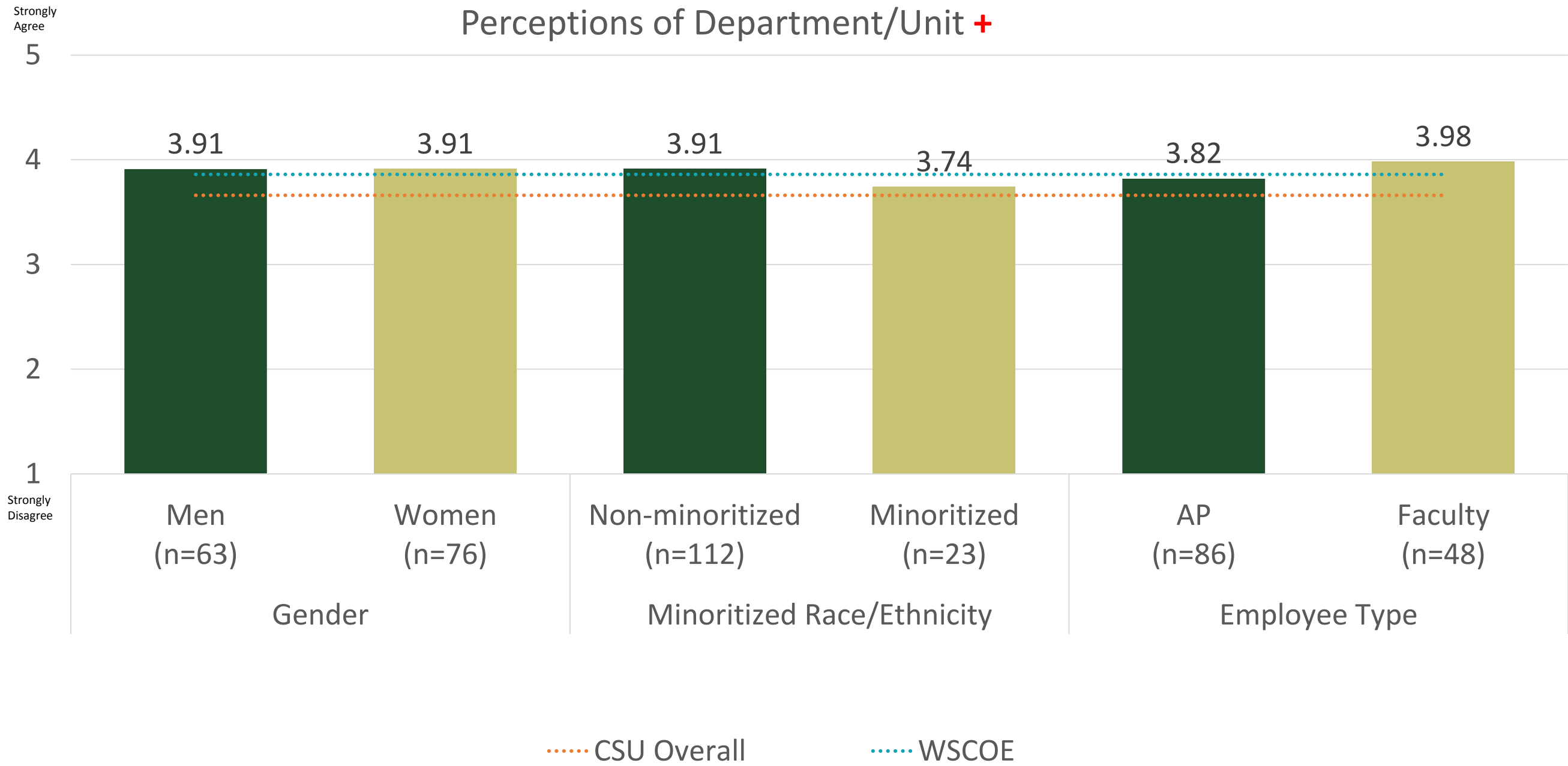
- Items asked each for CSU and Department/Unit

	<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		+

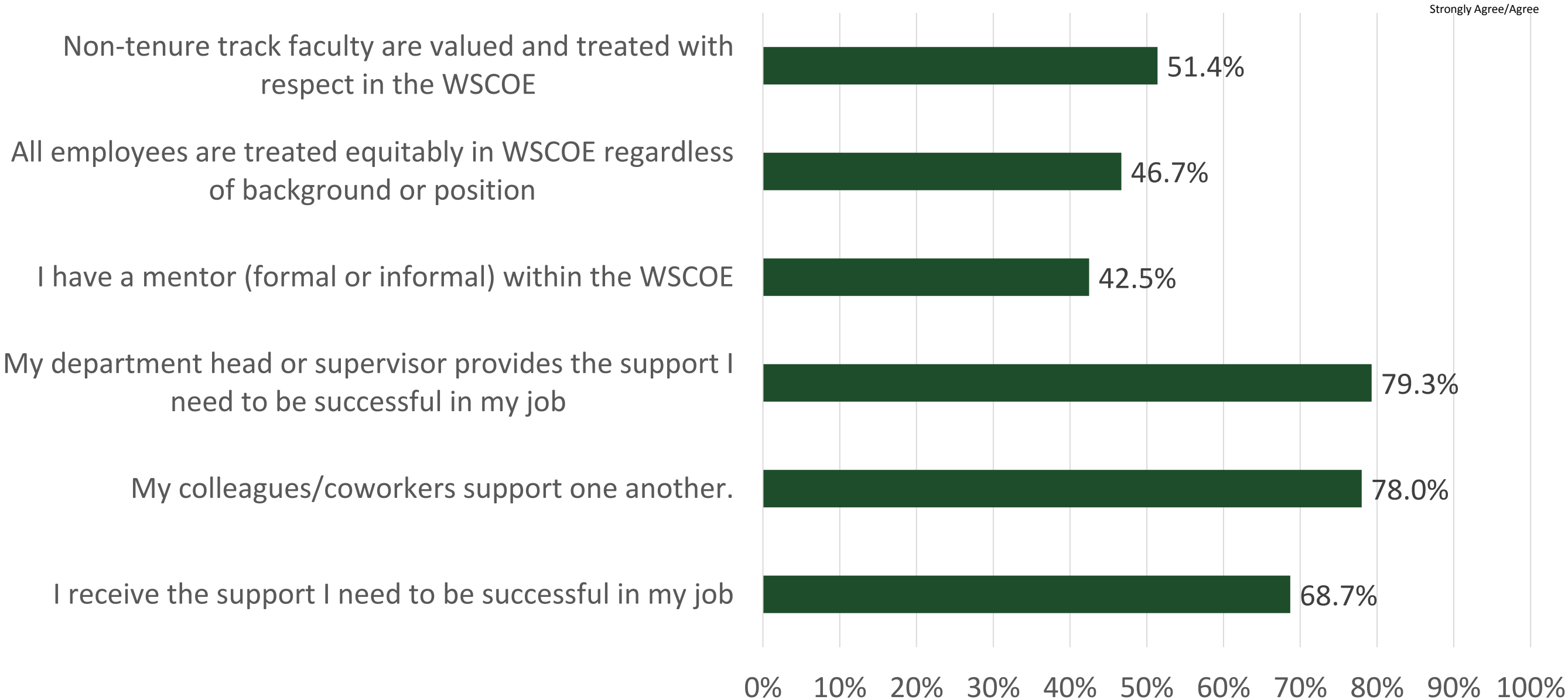
WSCOE Perceptions



WSCOPE Perceptions

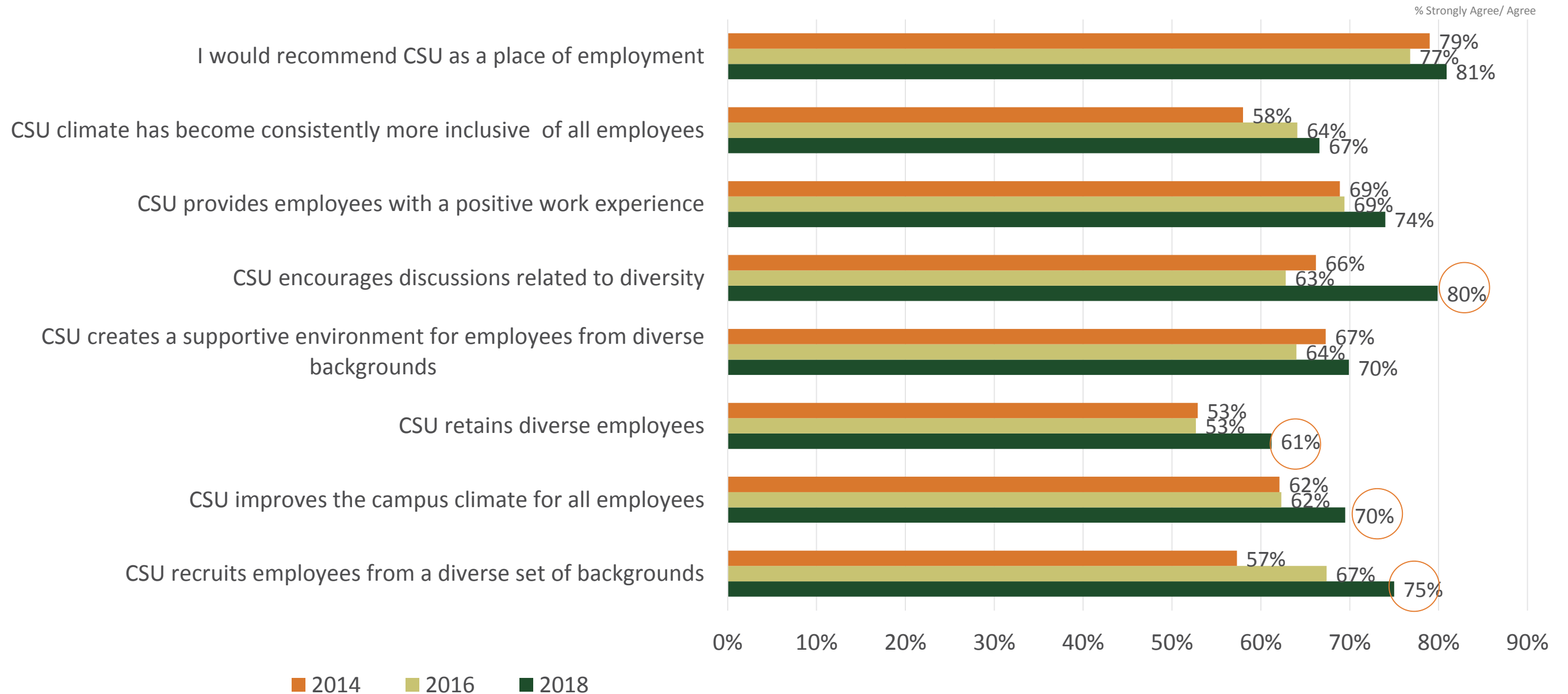


WSCOEE Unique Questions



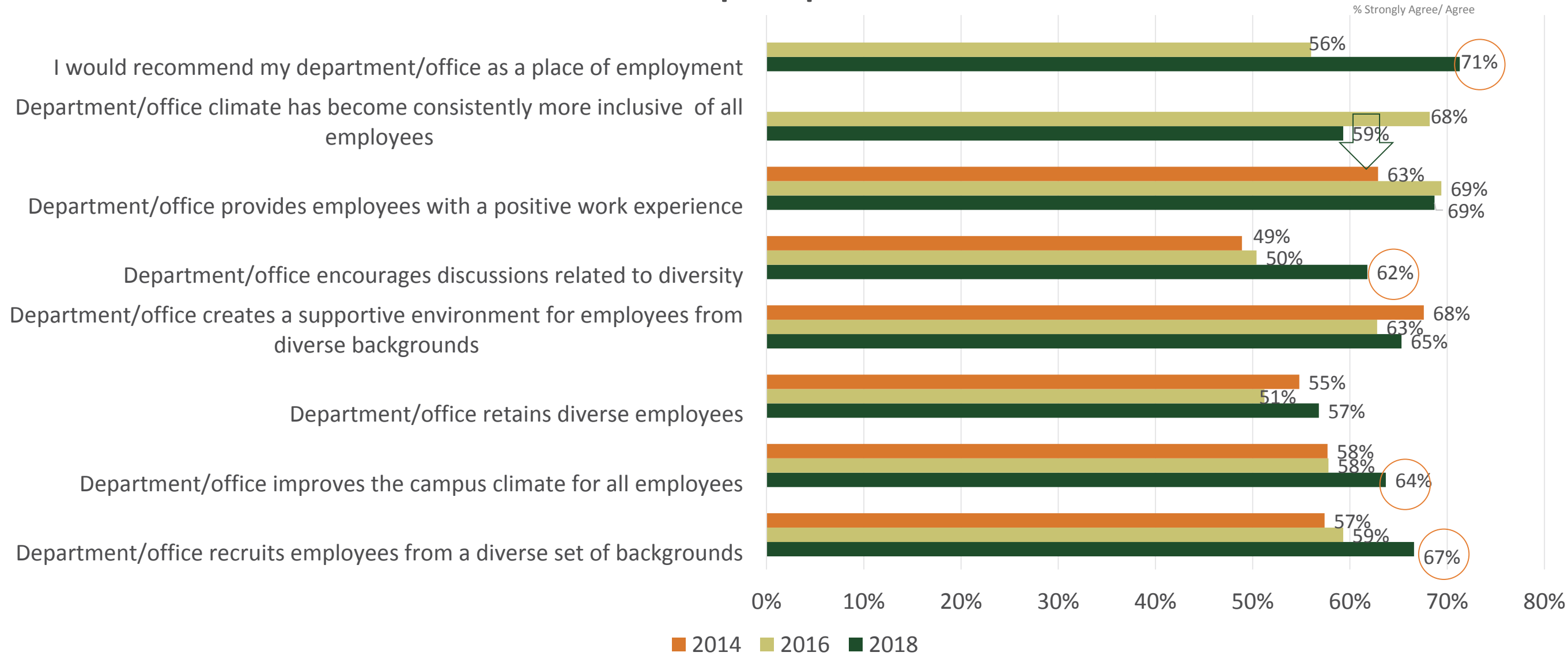
CSU Perceptions over Time

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:
 - 35.9% indicated no discriminatory attitudes present (CSU: 36%)
 - 34.4% Job title (CSU: 31%)
 - 32.8% Employment classification (CSU: 29%)
 - 20.3% Gender (CSU: 17%)
 - 15.6% Political Affiliation (CSU: 20%)
 - 14.8% Age (CSU: 19%)

Work Stressors

- Top 3 Work Stressors
 - 40% Workload (CSU: 33%)
 - 34.5% Work/life balance (CSU: 29%)
 - 29.7% Low salary (CSU: 47%)
 - 26.9% Lack of growth /promotion (CSU: 29%)
 - 22.1% Lack of resources/Budget/Funding (CSU: 17%)
 - 22.1% Email overload (CSU: 17.7%)
 - 15.9% Department climate (CSU: 20.6%)



Three words to describe WSCOE culture

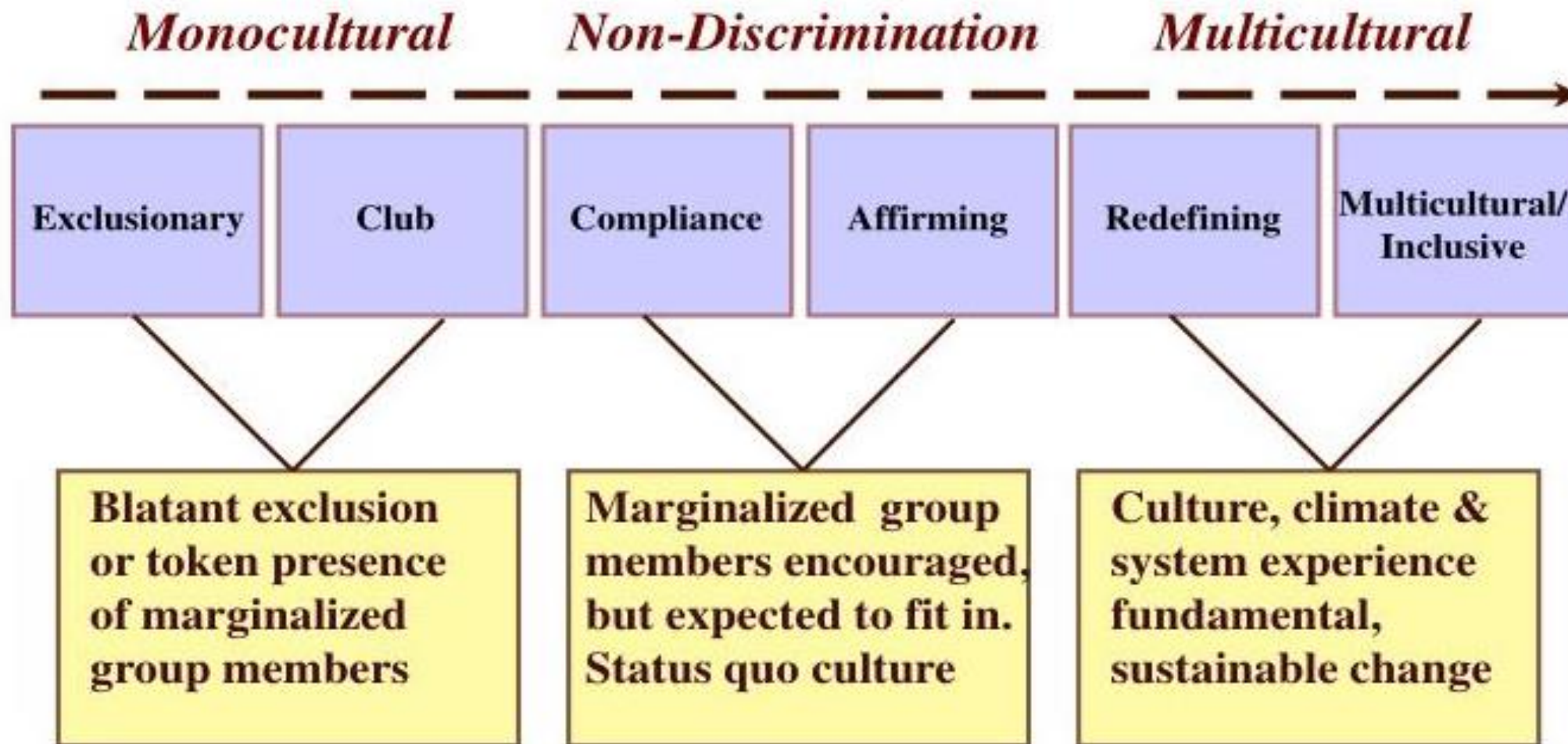
Key Findings for WSCOE

- WSCOE had significantly more favorable results than the average CSU respondent for
 - Perceptions of their department
 - Favoritism
 - Department culture
- WSCOE had significantly lower perceptions of College leadership's accountability compared to the average CSU respondent
- Women had less favorable college leadership's accountability and perceptions of department culture compared to men
- There were no significant differences by minoritized race/ethnicity
- Administrative professional respondents had significantly lower responses to leadership's accountability at the department level compared to faculty respondents
 - On average, state classified respondents had less favorable responses to items

Key Findings for WSCOE

- Only 42% of respondents indicated the POC are visible in their department compared to 58% of all CSU respondents
- Women (25%) and respondents of a minoritized race/ethnicity (22%) higher bias reports compared to men (8%) and non-minoritized respondents (18%) respectively
- 81% of respondents agreed WSCOE is treated with respect by CSU compared to 67% of all CSU about their respective division
- Only 17% strongly agree employees are treated equitably in WSCOE regardless of background or position
 - Women responded less favorably to this item compared to men
- 14.4% strongly agree they have a mentor and only 15% strongly agree non-tenure track faculty are valued and treated with respect in WSCOE

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/>