



CSU Graduate School Employee Climate Survey 2018: Unique Questions

The 2018 CSU Employee Climate Assessment is a biennial assessment conducted in the fall to assess employee perceptions related to their department/unit, division/college, and CSU. The full assessment comprises of three main components: the survey, focus groups, open forums, and open ended results. Divisions were also given the opportunity to conduct a fourth component, which allowed them to ask a few additional questions unique to their division. Divisions submitted these questions to be included and were only asked to their division's respondents.

This sub report focuses on the results of the questions unique to the CSU Graduate School and only respondents in the division were asked to complete these questions. Please visit the [2018 Employee Climate Survey website](#) for the complete university report, specialized reports, the focus group report, the open end analysis, links to past results, and presentations.

Four items (see Table A1) were asked on a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree) and one question was asked asking students to check all that apply (see Table 2). Respondents could choose a non-evaluative response such as "Don't know/NA." These responses, along with missing data, have been excluded from all analyses. Data are reported only when there is a large enough response pool (number of respondents to a survey item) to ensure respondent anonymity. Any potentially identifying data has been kept confidential and will not be reported.

Please indicate your level of agreement with the following statements using the five-point scale below.

Table A1.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
I feel comfortable raising concerns to my supervisor	9.1%	0.0%	0.0%	36.4%	54.5%	11	4.27
The culture in the Graduate School is welcoming	9.1%	9.1%	0.0%	27.3%	54.5%	11	4.09
The culture in the Graduate School is respectful	9.1%	9.1%	0.0%	27.3%	54.5%	11	4.09
Communication between my co-workers and myself is friendly	0.0%	9.1%	0.0%	63.6%	27.3%	11	4.09

How could the Graduate School enhance professional development opportunities for employees? (Select all that apply)

Table A2.

	#	%
Provide more professional development opportunities	2	18.2%
Offer more trainings relevant to my particular job	2	18.2%
Offer more support from supervisors for participation	2	18.2%
Allocate time to complete professional development opportunities	2	18.2%
Provide more funding for professional development opportunities	2	18.2%
Reward/recognize professional development participation	4	36.4%
Offer more online professional development opportunities	2	18.2%
Ensure opportunities are available/offered to all employees	4	36.4%
Nothing, I am satisfied with professional development within the Graduate School	3	27.3%

Total: 11 Respondents