



University Operations

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 University Operations 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.

One item (see Tables A1, B1, and B3) was asked on a five-point Likert agreement scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree) and five items (see Tables A2, B2, and B4) were asked on a five-point Likert safety scale (1 = Very Unsafe, 2 = Unsafe, 3 = Neither Safe nor Unsafe, 4 = Safe, 5 = Very Safe). Three additional questions were asked that were check box and select all that apply (see Tables A3-5. 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.

Thinking about your immediate work environment during the past twelve months, 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)	
My unit leadership considers a safe physical working environment to be important	3.9%	4.4%	8.3%	46.6%	36.8%	408	4.08

Please rate your perception of safety in the following areas of you physical environment using the five-point scale below.

Table A2.

	Very Unsafe	Unsafe	Neither Safe nor Unsafe	Safe	Very Safe	Total (N Avg)	
Building entrance locks and locking schedules	2.2%	6.7%	9.2%	55.7%	26.2%	404	3.97
Physical surroundings (e.g., sidewalks, curbs, bike paths, crosswalks, restrooms, stairwells)	2.7%	9.3%	10.3%	55.4%	22.3%	408	3.85
Adequate outdoor lighting on campus	2.3%	10.4%	10.9%	53.9%	22.5%	386	3.84
Safety procedures and protective equipment in laboratories	5.2%	12.5%	22.0%	40.5%	19.8%	232	3.57
Safe building environments (e.g., air quality, temperature, noise, water quality)	3.0%	14.4%	15.4%	50.9%	16.4%	397	3.63

Thinking of the past year, where if anywhere, have you experienced interpersonal conflict in your job? (Select all that apply)

Table A3.

	#	%
Internal to your specific department (e.g. immediate supervisor, coworkers, etc.)	177	40.4%
Internal to the VPUO Division	32	7.3%
External to the VPUO Division (e.g. clients/customers, employees in other divisions, etc.)	75	17.1%
I have not experienced interpersonal conflict in the past year	167	38.1%

In the past five years, please select your experiences, if any, working with CSU search committees and search panels when making a hire. (Select all that apply)

Table A4.

	#	%
I have participated in a search committee for an Administrative Professional	109	24.9%
I have participated in a selection panel for State Classified personnel	147	33.6%
I have served as a search chair	28	6.4%
I have not served on a search committee or selection panel in the past five years	194	44.3%

In the past five years, please select all the following search related training classes through the Office of Equal Opportunity you have attended. (Select all that apply)

Table A5.

	#	%
Search chair training	57	13.0%
Search committee member training	53	12.1%
EO Coordinator training	28	6.4%
Diversity in the Search Process training	29	6.6%
Nuts and Bolts for Support Staff training	25	5.7%
I have not attended any search related training classes	292	66.7%

Table B1. Mean comparison scores by employee characteristics. (Agreement scale 1 = Strongly Disagree and 5 = Strongly Agree)

	Gender Category				Minoritized Race/Ethnicity				Employee Category			
	Men		Women		Non-minoritized		Minoritized		Admin Pro		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
My unit leadership considers a safe physical working environment to be important	4.03 _a	185	4.19 _a	165	4.08 _a	291	4.05 _a	65	4.34 _a	108	3.98 _b	272

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

Means and percentages are reported only for items with $n \geq 10$.

Table B2. Mean comparison scores by department/unit. (Safety scale 1 = Very Unsafe and 5 = Very Safe)

	Gender Category				Minoritized Race/Ethnicity				Employee Category			
	Men		Women		Non-minoritized		Minoritized		Admin Pro		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Building entrance locks and locking schedules	4.00 _a	182	4.00 _a	165	3.96 _a	289	3.91 _a	64	4.12 _a	110	3.91 _b	266
Physical surroundings (e.g., sidewalks, curbs, bike paths, crosswalks, restrooms, stairwells)	3.91 _a	185	3.77 _a	168	3.78 _a	293	3.97 _a	65	3.95 _a	110	3.81 _a	272
Adequate outdoor lighting on campus	3.88 _a	180	3.79 _a	154	3.80 _a	274	3.89 _a	65	4.01 _a	104	3.79 _b	258
Safety procedures and protective equipment in laboratories	3.68 _a	126	3.32 _b	65	3.52 _a	152	3.57 _a	49	3.45 _a	42	3.57 _a	171
Safe building environments (e.g., air quality, temperature, noise, water quality)	3.73 _a	177	3.49 _b	166	3.59 _a	284	3.69 _a	64	3.67 _a	108	3.62 _a	263

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

Means and percentages are reported only for items with $n \geq 10$.

Table B3. Mean comparison scores by department/unit. (Agreement scale 1 = Strongly Disagree and 5 = Strongly Agree)

	Bus. and Fin. Services		Central Rec.		Env. Health Services		Facilities		HR & EO		P&T		Prefer not to disclose		Procurement; Risk Management; T&O; Budgets; Office of the VP; Policy & Compliance; Ombudsman	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
	My unit leadership considers a safe physical working environment to be important	3.86 _{a,c}	37	4.36 _{a,b}	14	4.31 _{a,b}	13	3.90 _a	183	4.4 _b	3 2	4.3 _{1a,b}	1 6	4.41 _{b,c}	1 7	4.62 _{b,d}

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

Means and percentages are reported only for items with $n \geq 10$.

Table B4. Mean comparison scores by department/unit. (Safety scale 1 = Very Unsafe and 5 = Very Safe)

	Bus. and Fin. Services		Central Rec.		Env. Health Services		Facilities		HR & EO		P&T		Prefer not to disclose		Procurement; Risk Management; T&O; Budgets; Office of the VP; Policy & Compliance; Ombudsman	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Building entrance locks and locking schedules	3.89 _{a,c,e,f,g}	38	4.43 _{a,b}	14	4.08 _{a,c,e,f,g}	13	3.86 _{c,f,g}	182	4.18 _{a,c,d,e}	33	4.31 _{b,e}	16	3.53 _f	15	4.16 _{b,d,g}	31
Physical surroundings (e.g., sidewalks, curbs, bike paths, crosswalks, restrooms, stairwells)	3.74 _a	38	3.57 _a	14	3.85 _{a,b}	13	3.81 _a	185	3.91 _{a,b}	33	4.31 _b	16	3.94 _{a,b}	16	3.84 _{a,b}	32
Adequate outdoor lighting on campus	3.79 _a	34	3.92 _a	13	4.23 _a	13	3.83 _a	179	3.80 _a	30	4.13 _a	15	3.73 _a	15	3.83 _a	29
Safety procedures and protective equipment in laboratories	* _a	*	* _a	*	3.50 _a	12	3.45 _a	124	* _a	*	* _a	*	3.10 _a	10	3.18 _a	11
Safe building environments (e.g., air quality, temperature, noise, water quality)	3.21 _a	38	3.07 _a	14	3.62 _{a,b}	13	3.73 _b	176	3.52 _{a,b}	33	3.94 _{b,c}	16	3.81 _{b,d}	16	3.48 _{a,b}	31

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.
Means and percentages are reported only for items with $n \geq 10$.