

# **2016 Employee Climate Survey**

## **Prepared for Administrative Professional Council**

### **Assessment Group for Diversity Issues**

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**Colorado  
State**  
University

- This year's survey was designed to assess the current campus climate of the university
- Results are intended to
  - Provide an overall picture of CSU's employment experiences and perceptions
  - Further CSU's commitment to institutional accountability
  - Inform policies, initiatives, and opportunities that will provide an exceptional and equitable work environment
  - Provide a small benchmark for longitudinal data collection and comparison for perceptions of diversity

- Climate Survey designed by the Assessment Group for Diversity Issues
- Administered via Campus Labs in Fall 2016
  - Spanish and hard copy versions available
  - 15 minutes to complete
  - Anonymous
  - Results are reported in aggregate and no identifying information reported (e.g. small cell sizes)
  - Email initiation sent by President Frank
  - Two week follow-up reminder sent by councils to their employee listserv

# Response Rate Summary Table

Employee Category	# of Respondents	# of CSU Employees	Response Rate
All Employees	2,191	7,224	30.3%
Administrative Professional	1,181	3696	32.0%
Faculty	345	1,846	18.7%
State Classified	662	1,682	39.4%
Unknown	3		

*Note: Respondents may not have completed the entire survey; therefore, respondent counts will vary depending on the topic/question.*

Employee Characteristics	#	AP	CSU
<b>Gender</b>	<b>n = 2,191</b>	<b>n = 1,181</b>	<b>n = 7224</b>
Female	63.5%	63.3%	52.4%
Male	34.9%	35.5%	47.6%
Transgender, Non-Binary, Self-Identify	1.6%	1.3%	
<b>Underrepresentation Status (Race &amp; Ethnicity)</b>			
Underrepresented	13.8%	14.1%	14.9%
Non-Underrepresented	86.2%	85.9%	85.1%
<b>Employee Category</b>			
Administrative Professional (includes RA and postdocs)	54.0%		51.2%
Faculty	15.8%		25.6%
State Classified	30.3%		23.3%
<b>Years Employed at CSU</b>			
Two years or less	19.7%	21.2%	
3 to 5 years	21.4%	24.2%	
6 to 10 years	20.5%	21.4%	
11 to 15 years	14.6%	13.0%	
16 or more years	23.7%	20.3%	

- 8.9% are not full-time appointment
- 7.2% work off-campus
- Approximately a quarter of respondents each are in their 30s (26%), 40s (23%), and 50s (25%)
  - 14% are 60+
  - 12% are under 30
- 38.4% are a primary caretaker of a minor and/or an adult
- 40% are CSU Alumni

\*Valid percent reported (excludes missing data)

- Workload
- Work Respect
- Leadership
- Search Committee
- Physical Campus Environment
- Diversity in Your Work Environment
- Campus Trainings
- Campus and Department Perceptions
- Personal and Employee Characteristics



Construct	Factors	#	Mean	Std. Dev.	# of Items	Cronbach's Alpha	Variance Explained	
Workload*	Work Overload	2,155	3.11	1.09	5	0.95	52.32%	71.40%
	Time Demands & Expectations	2,124	2.85	1.03	4	0.86	10.87%	
Work Respect		2,049	3.79	0.98	4	0.91	72.90%	
Leadership	Executive Leadership	1,411	3.11	0.83	8	0.91	46.28%	56.60%
	Accountability Standards	1,672	3.03	0.88	4	0.81	10.32%	
Physical Environment		1,884	3.72	0.72	8	0.87	46.85%	
Campus Perceptions	CSU	1,326	3.66	0.71	8	0.91	10.98%	59.85%
	Department/Unit	1,523	3.51	0.87	8	0.93	48.87%	

*\*Items worded in support of construct. A higher mean can be interpreted as a more negative response.*

*\*\*All questions were asked on a five-point Likert scale (1= Strongly Disagree & 5= Strongly Agree)*

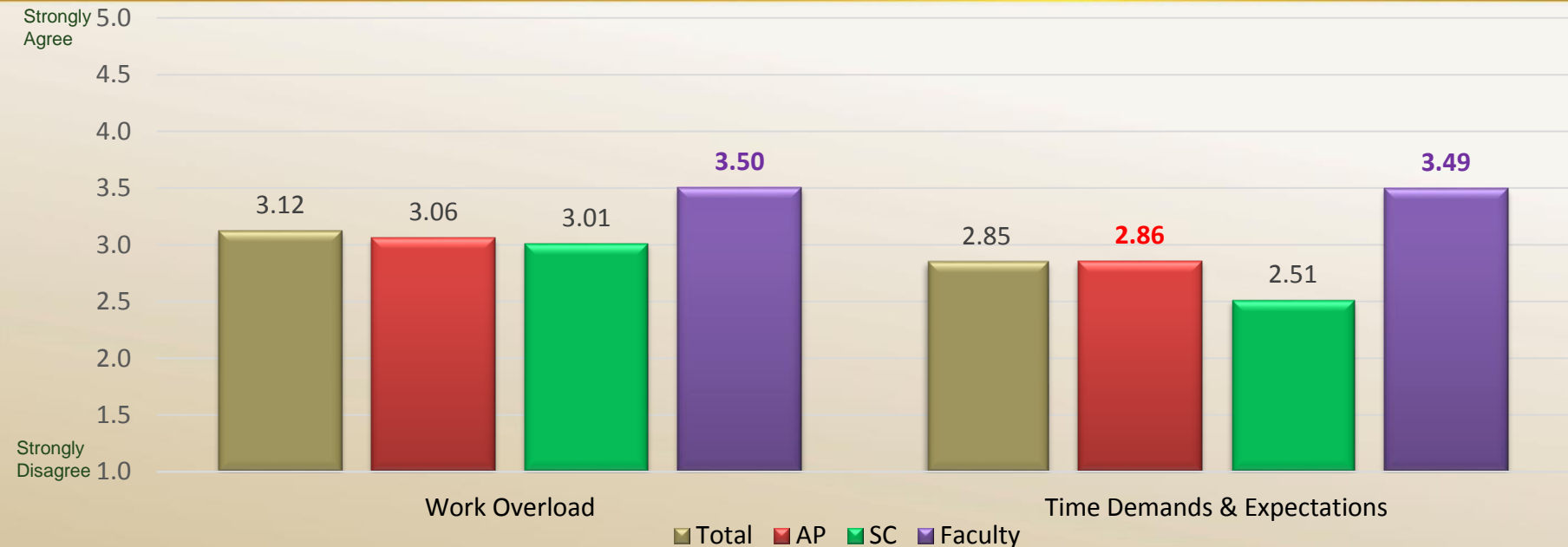
- **Work Overload**

- The amount of work I have to do interferes with the quality I want to maintain (45% Agree (Strongly Agree/Agree), Admin. Pro (AP): 43%)
- My workload is too heavy (39% Agree, AP: 38%)
- I don't have time to finish my job (37% Agree, AP: 35%)
- I'm rushed in doing my job (43% Agree, AP: 41%)
- I feel overburdened in my job (41% Agree, AP: 42%)

- **Time Demands & Expectations**

- I am expected to work more than 40 hours a week (40% Agree, AP: 42%)
- I feel pressure to be reachable for work purposes throughout the day and evening (40% Agree, AP: 42%)
- I have to stay too many extra hours at my job (31% Agree, AP: 31%)
- I am expected to put my job ahead of my family or personal life (18% Agree, AP: 42%)



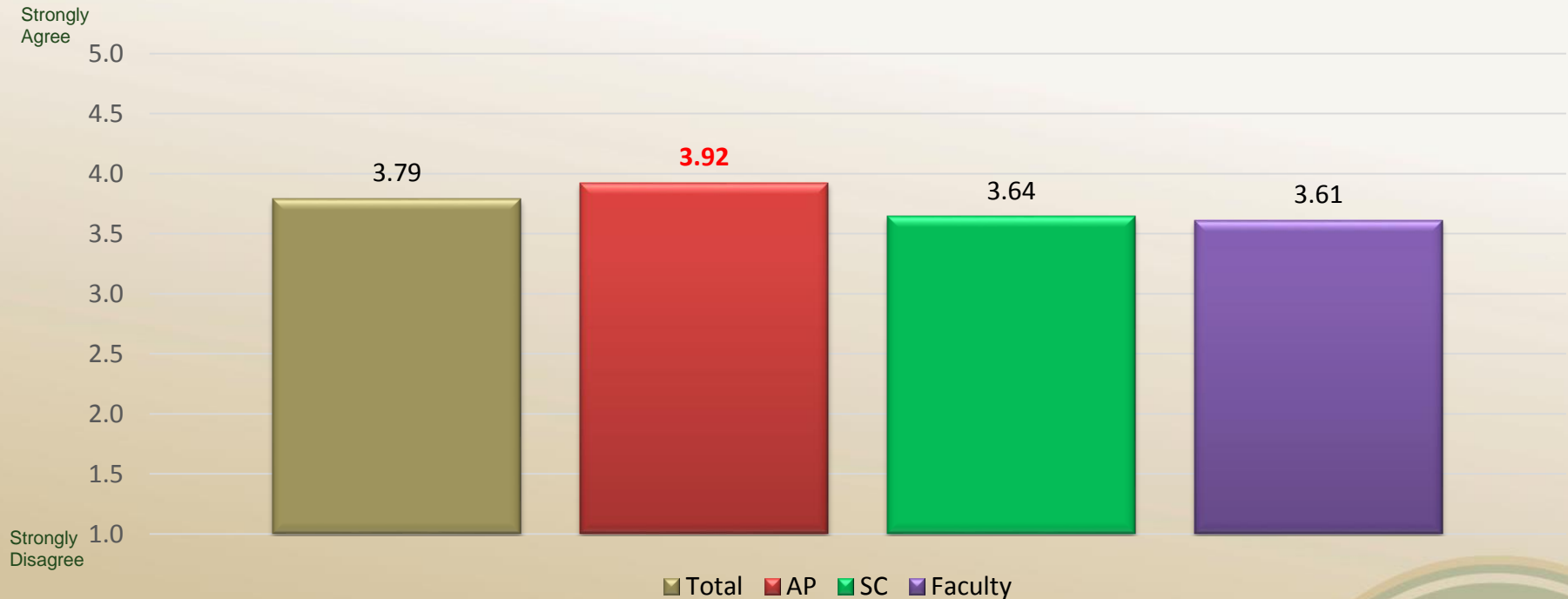


- On average, **faculty** report significantly higher means for Work Overload and Time Demands & Expectations than **Administrative Professional** and **Staff Classified** (effect sizes respectively: Work Overload = .42 & .45; Time Demands & Expectations = .65 & .99)
- Administrative Professional** have significantly higher mean scores for Time Demands & Expectations than **Staff Classified** (effect size = .35), but Work Overload does not significantly differ

# Work Respect

- My work contribution is appreciated (69% Agree, **AP: 75%**)
- I am cared about at work (67% Agree, **AP: 74%**)
- I am treated with respect at work (75% Agree, **AP: 80%**)
- My supervisor supports me and advocates on my behalf (68% Agree, **AP: 72%**)

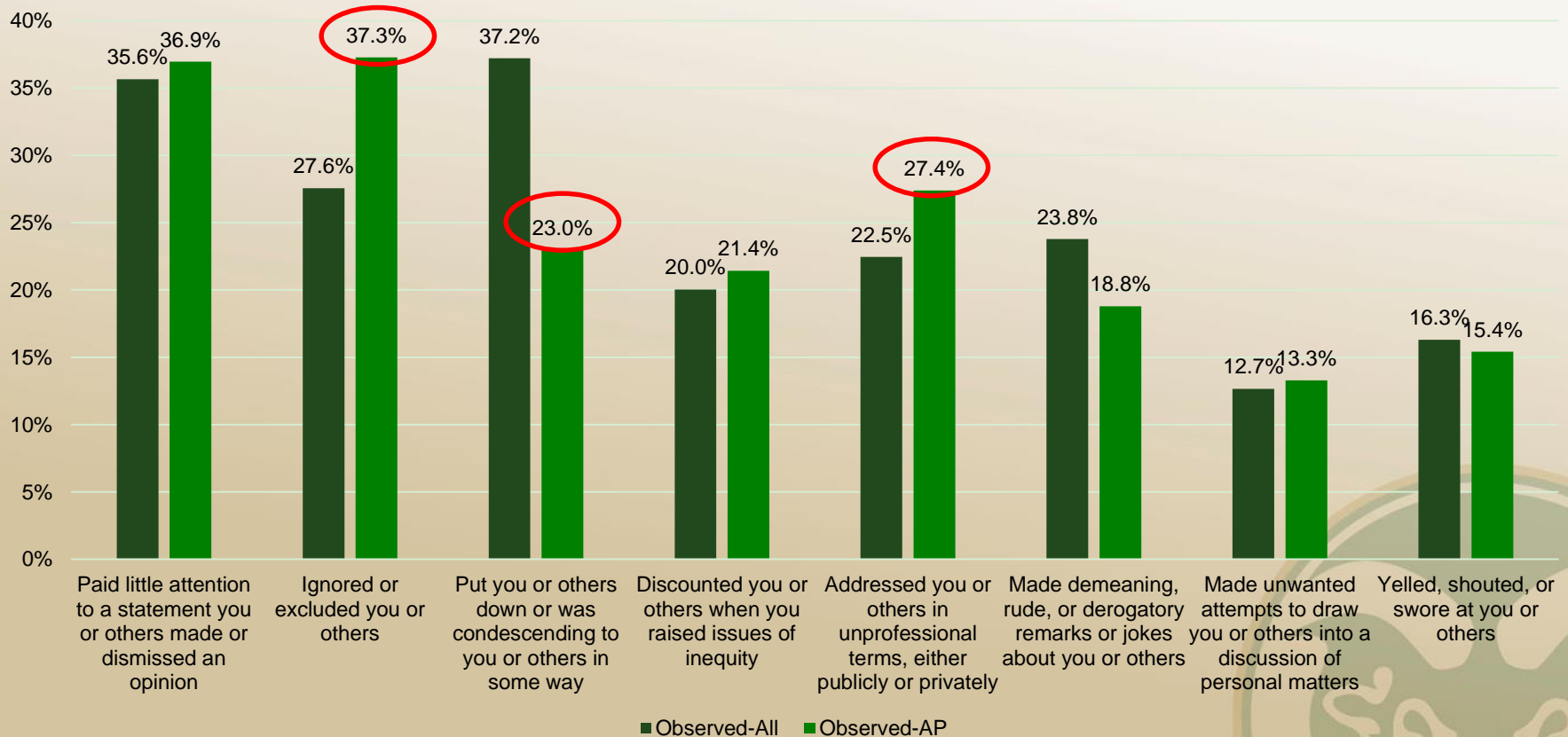




- **Administrative Professionals** have significantly higher mean scores for Work Respect than **Staff Classified** or **Faculty** (effect sizes = .29 and .31 respectively)

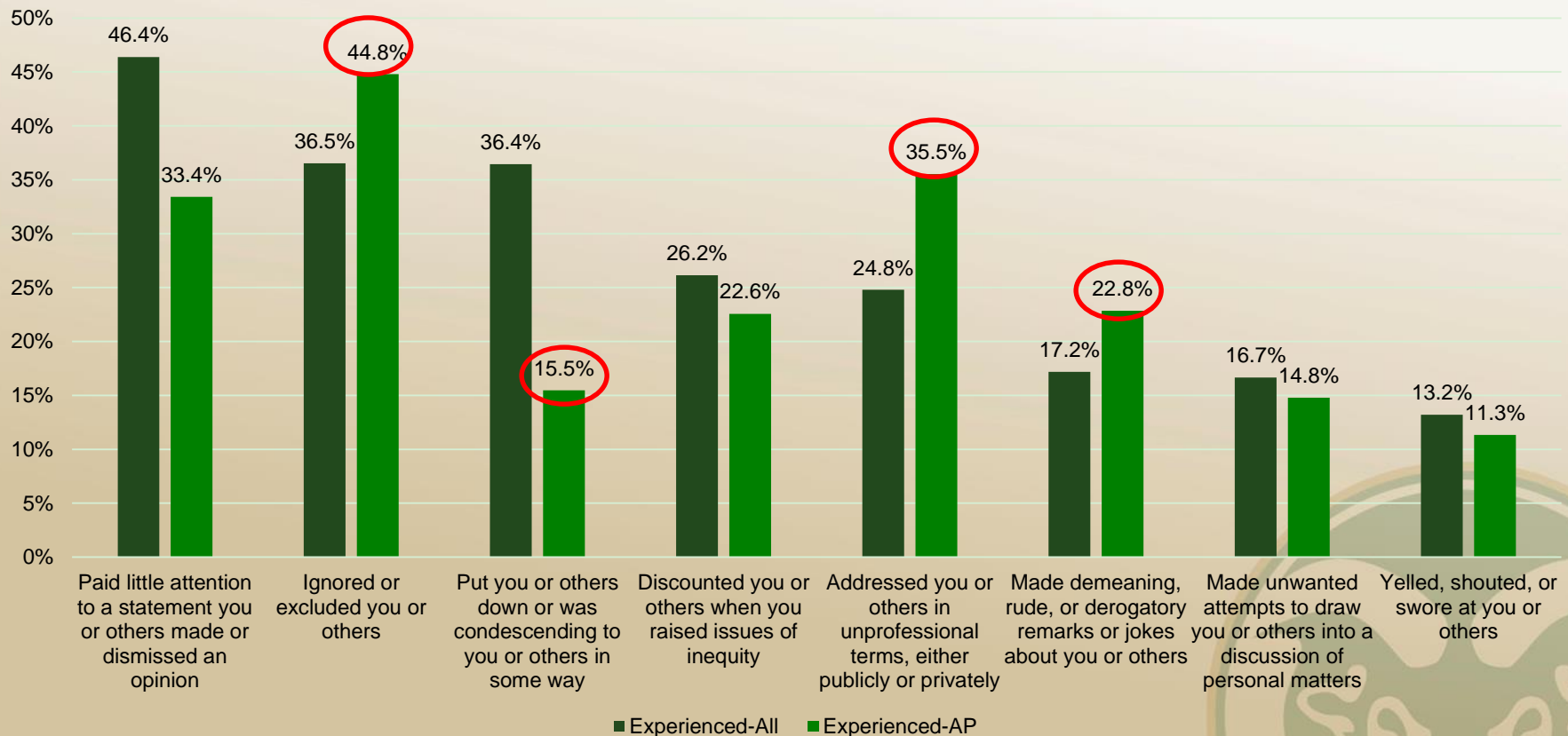
# Disrespectful Experiences: Observed

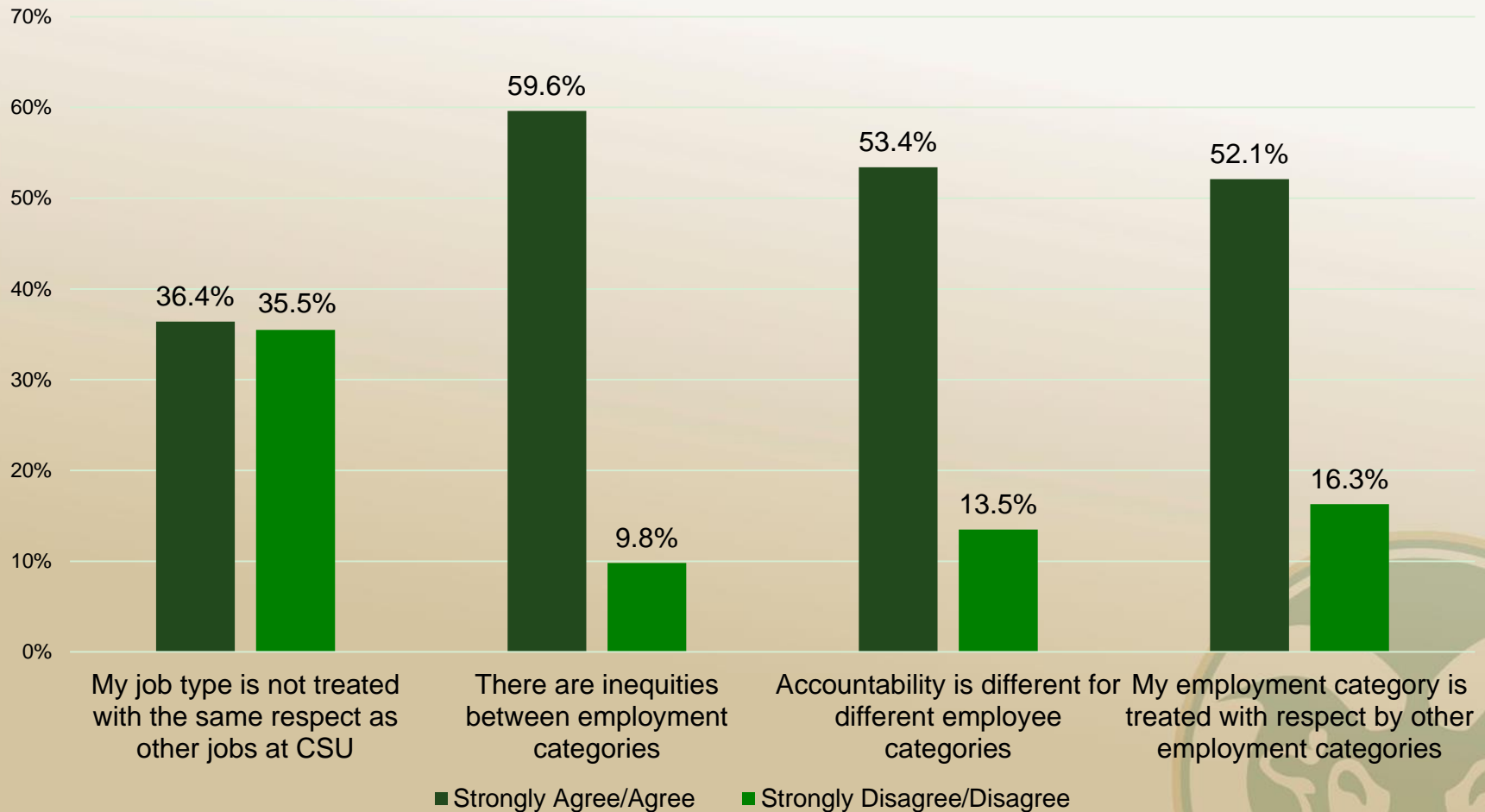
*An individual or a group of individuals...*



# Disrespectful Experiences: Experienced

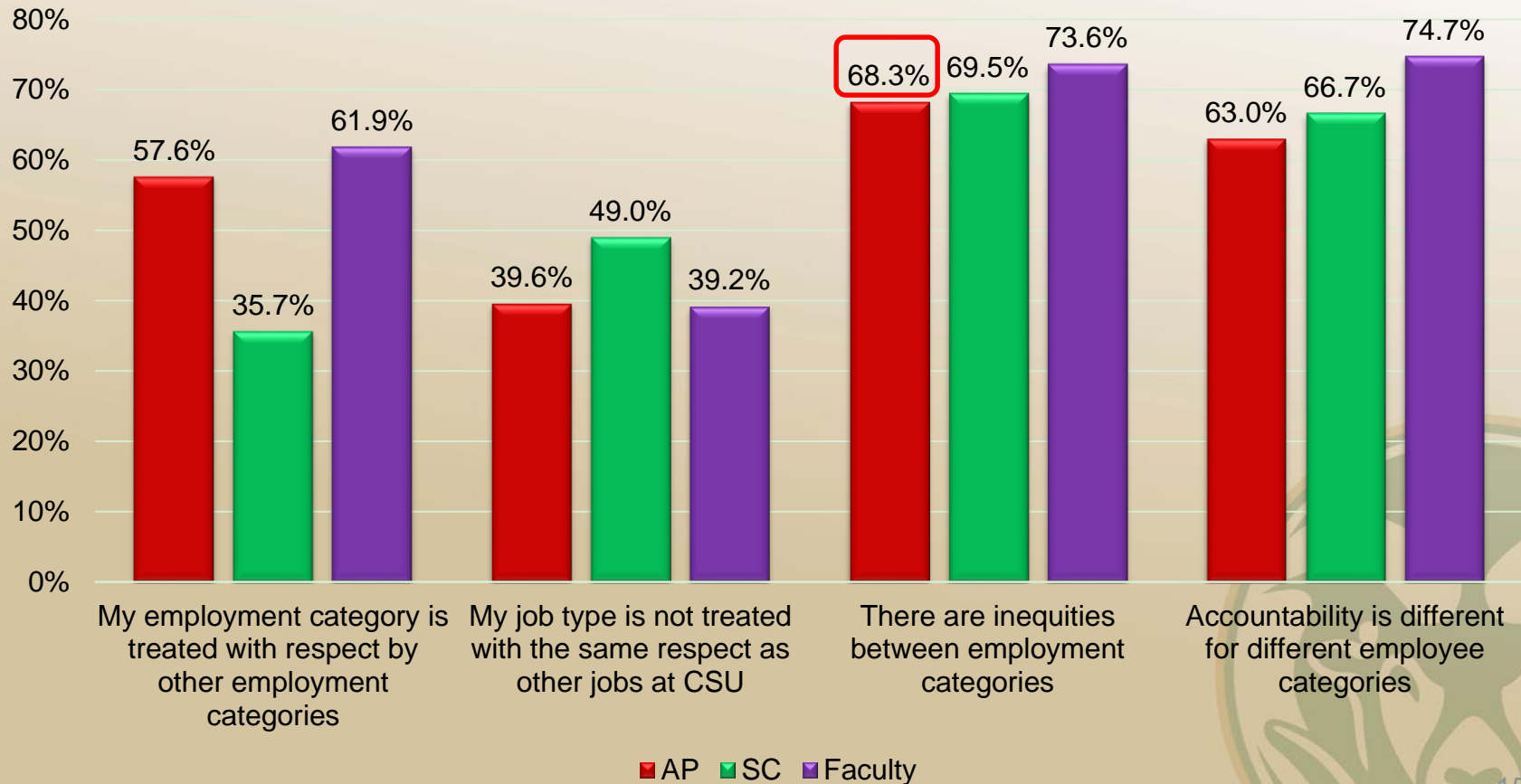
*An individual or a group of individuals...*







## Percent who responded Strongly Agree and/or Agree

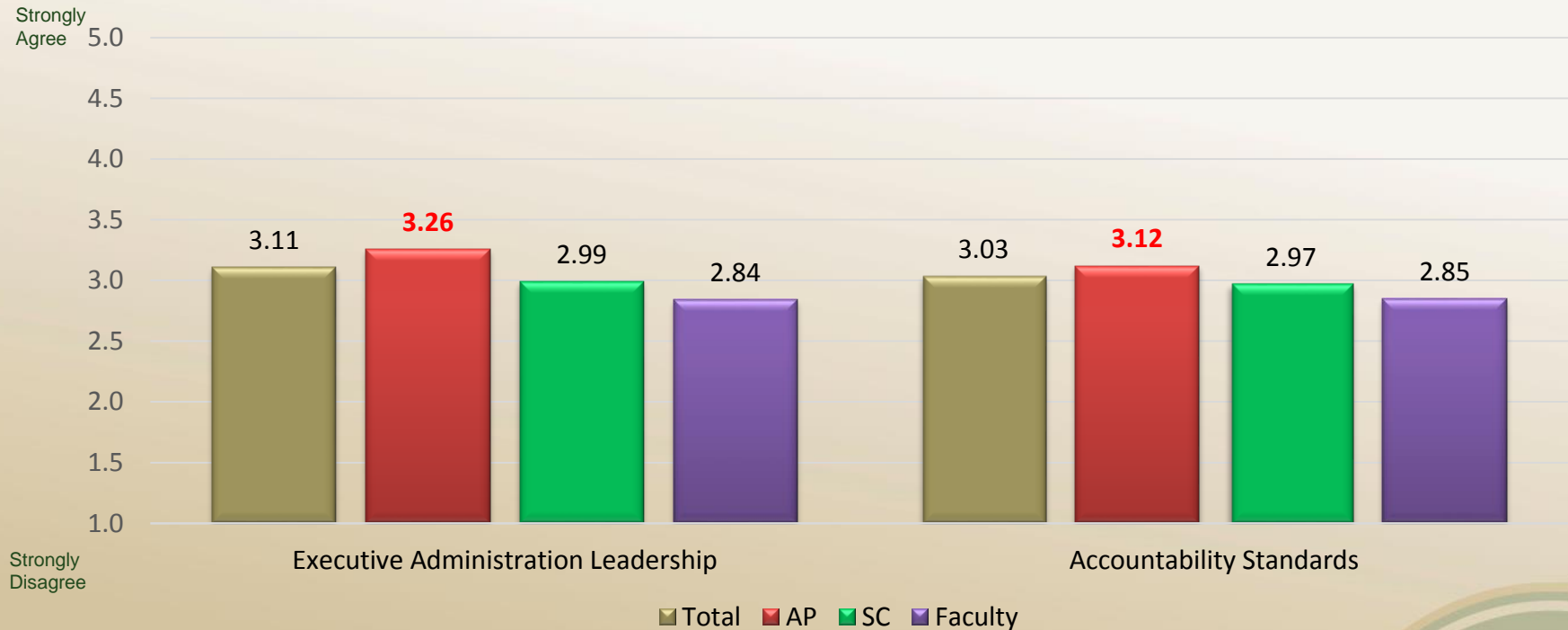


- **Executive Leadership**

- CSU leadership communicates institutional goals
- CSU's strategic goals are taking CSU in a positive direction
- CSU leadership is transparent in decision-making
- CSU is committed to shared governance
- CSU's major strategic initiatives are broadly communicated
- University leaders are held accountable for CSU's outcomes
- CSU leadership acts ethically and honestly in the workplace
- University leaders address issues of inequities

- **Accountability Standards**

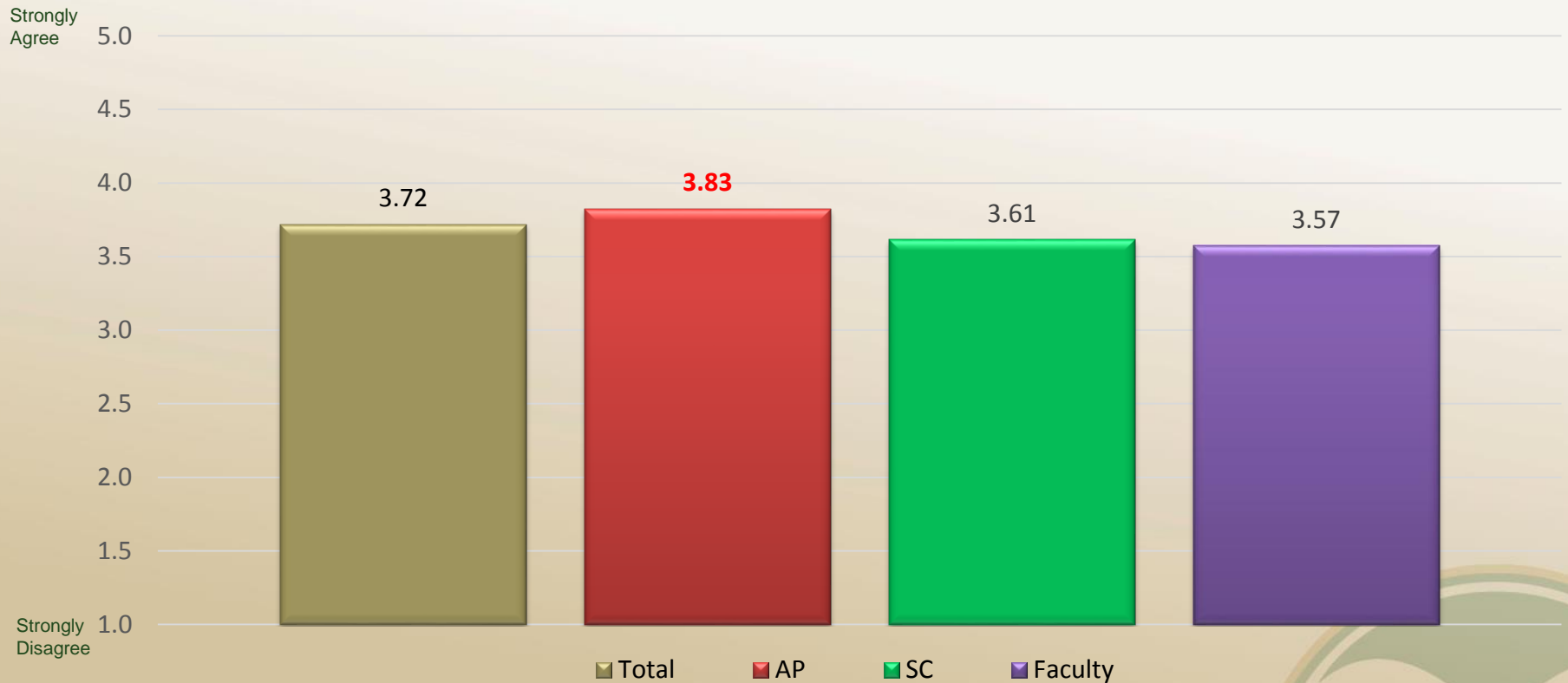
- Employees are held accountable for negative or inappropriate behavior in the workplace
- Employees are held accountable for poor performance in the workplace
- University leaders adequately address negative or inappropriate behavior in the workplace
- Employees in my immediate work environment act ethically and honestly in the workplace



- **Administrative Professionals** have significantly higher mean scores for their perceptions of Executive Leadership and Accountability Standards than **Staff Classified** or **Faculty** (effect sizes respectively: EL = .34 and .49; AS = .20 and .30)
- **AP:** “CSU is committed to shared governance”
  - 39% Strongly Agree/Agree and 22% Strongly Disagree/Disagree

- My physical environment supports my successful completion of tasks  
(18% Disagree, **AP: 15%**)
- I am physically comfortable in my work space  
(16% Disagree, **AP: 14%**)
- My physical environment promotes collaboration  
(23% Disagree, **AP: 20%**)
- I have the proper equipment and resources available to complete my work  
(15% Disagree, **AP: 10%**)
- My physical environment is welcoming of employees from different backgrounds  
(10% Disagree, **AP: 10%**)
- My physical environment meets my personal needs (access, bathroom, prayer, lactation)  
(9% Disagree, **AP: 8%**)
- My physical environment (e.g. signage, construction hazards, lighting, parking) supports my sense of safety  
(13% Disagree, **AP: 10%**)
- Employees respect shared space (e.g. classrooms)  
(10% Disagree, **AP: 7%**)

# Physical Environment



- Administrative Professionals** have significantly higher mean scores for perceptions of their Physical Environment than **Staff Classified** or **Faculty** (effect sizes = .30 and .35 respectively)



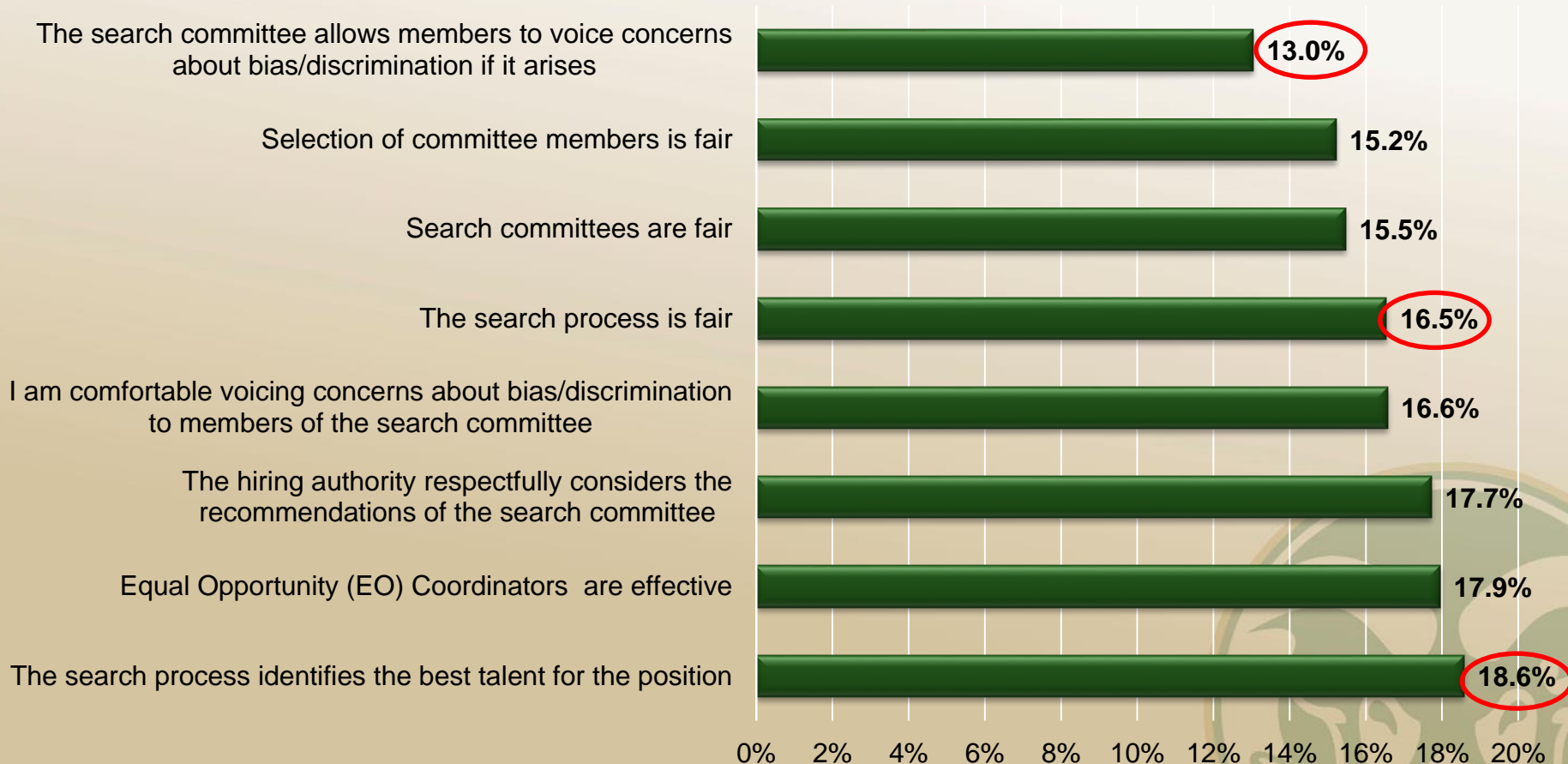
- 51.1% of respondents have served on a search committee in the past five years
  - 33.3% of State Classified, 63.6% of Faculty, and 60.1% of Administrative Professional

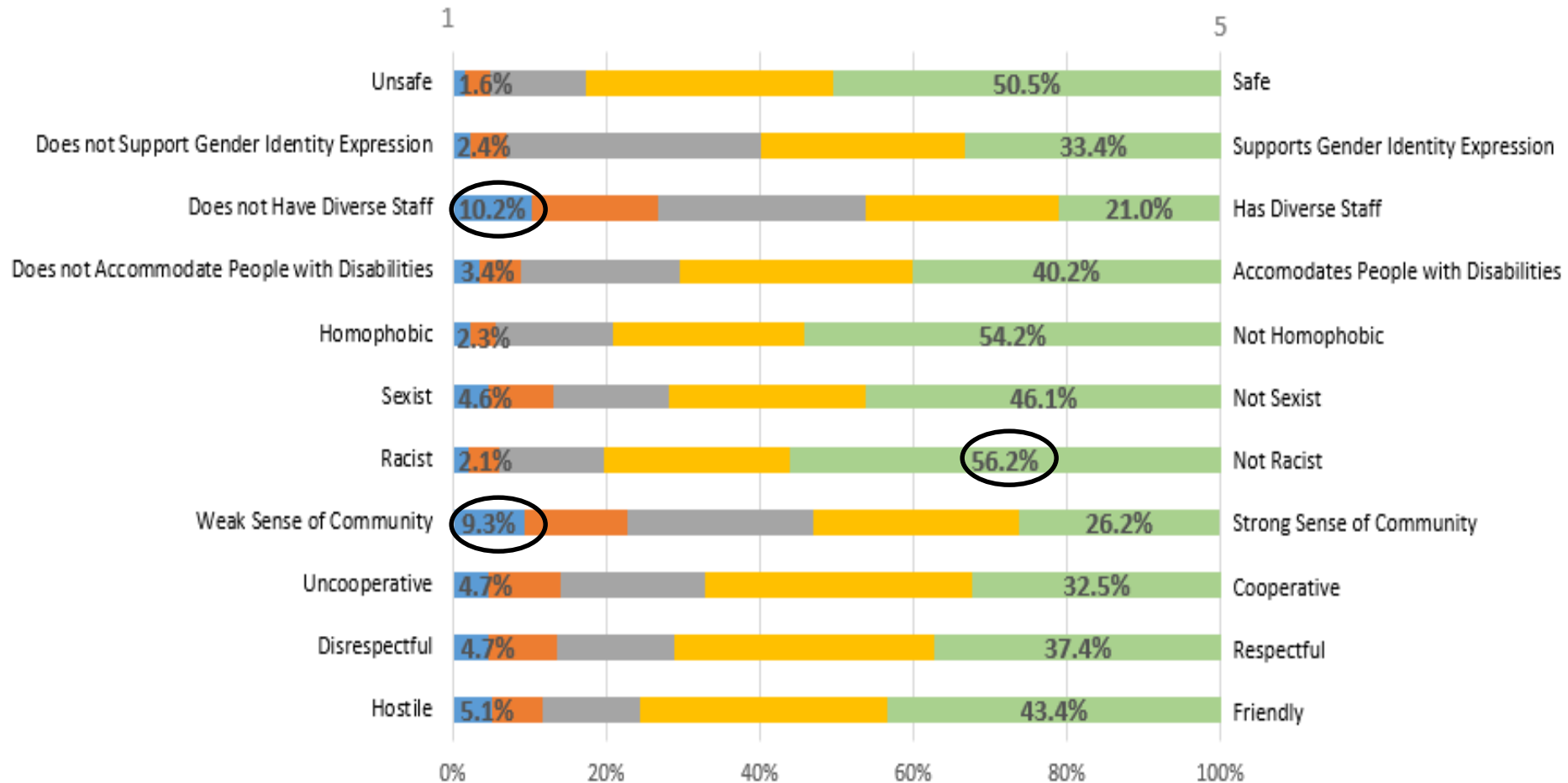
## Percent who responded Strongly Agree and/or Agree



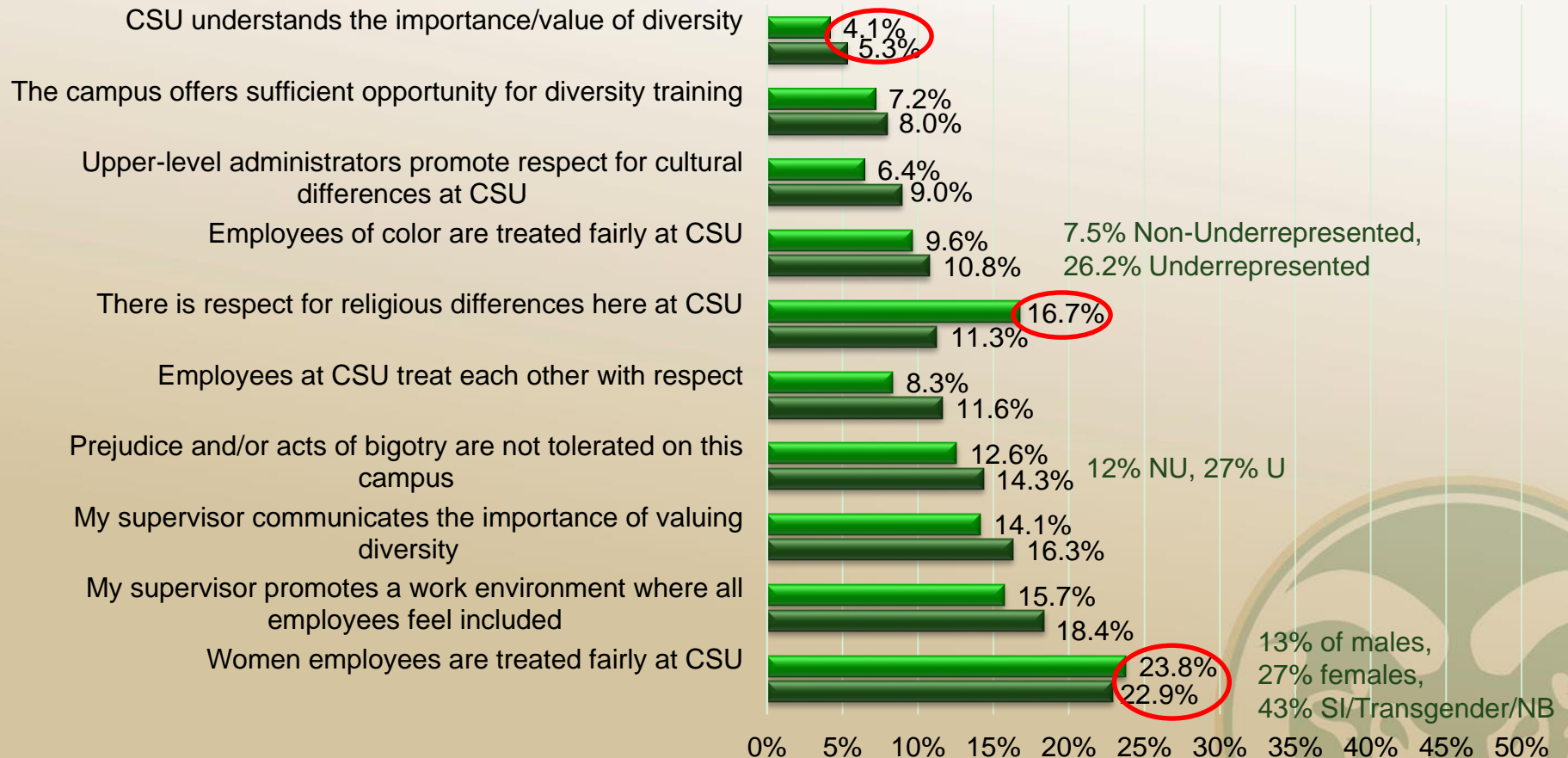


## Percent who responded Strongly Disagree and/or Disagree

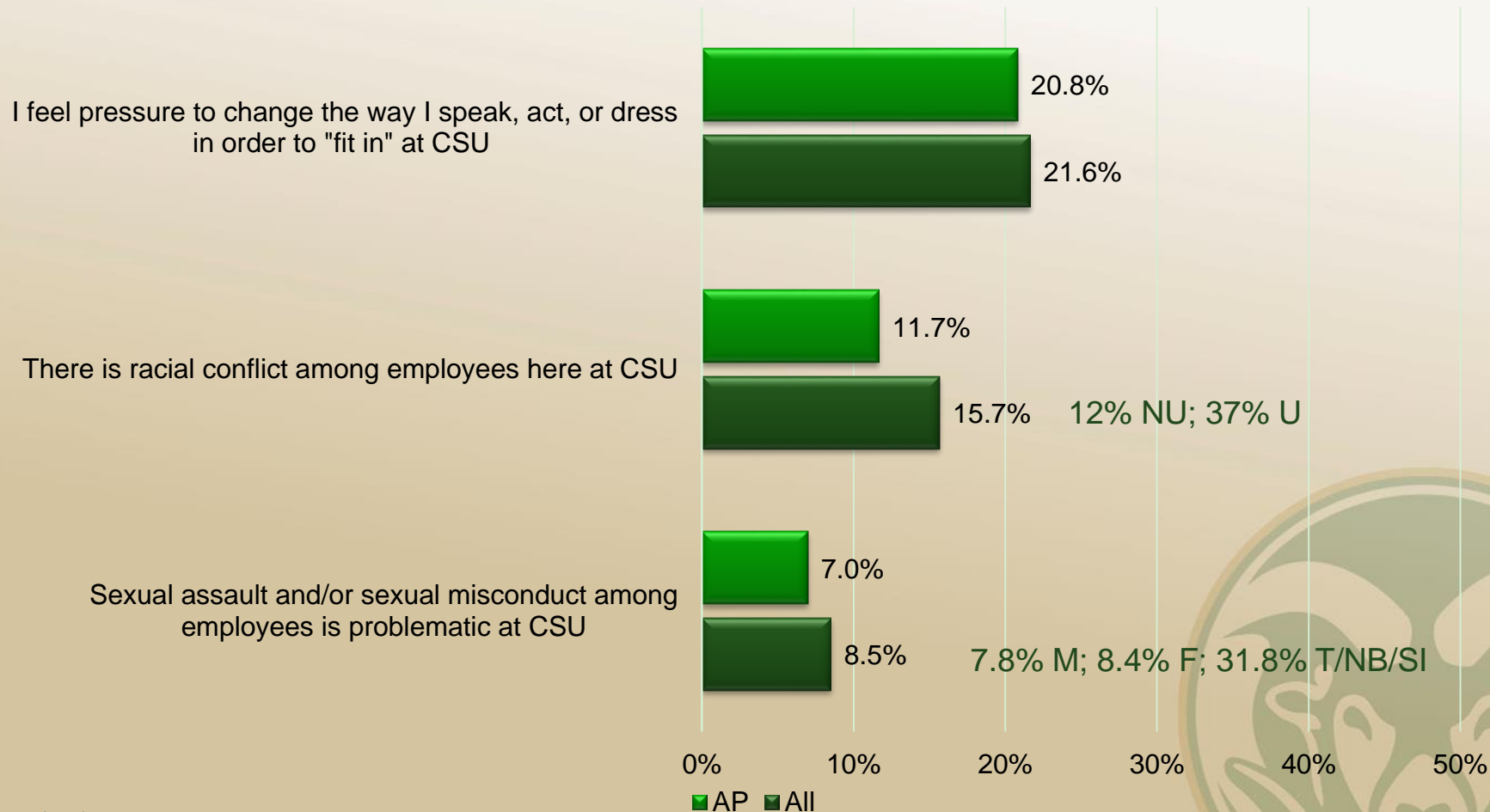




## Percent who responded Strongly Disagree and/or Disagree

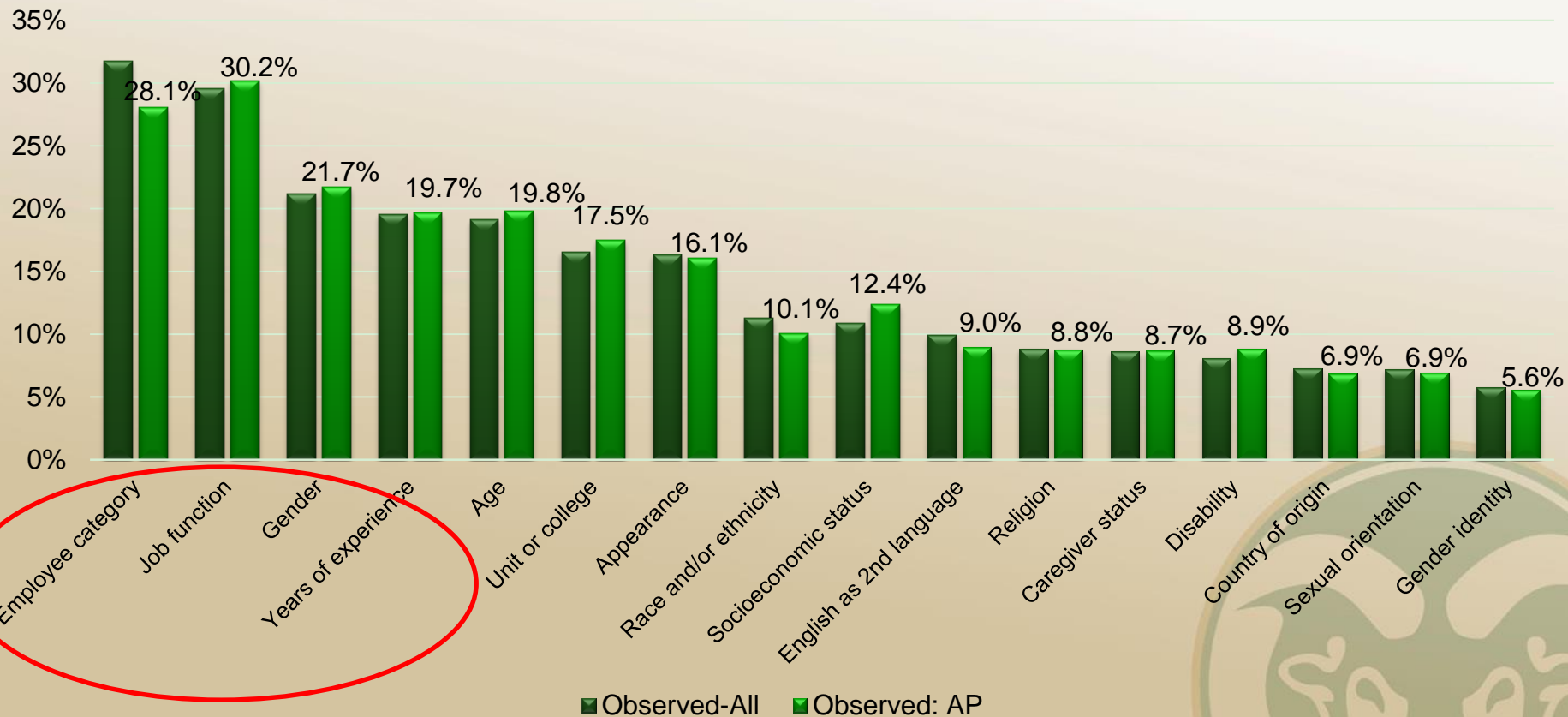


## Percent who responded Strongly Agree and/or Agree



# Negative Treatment or Behavior: Observed

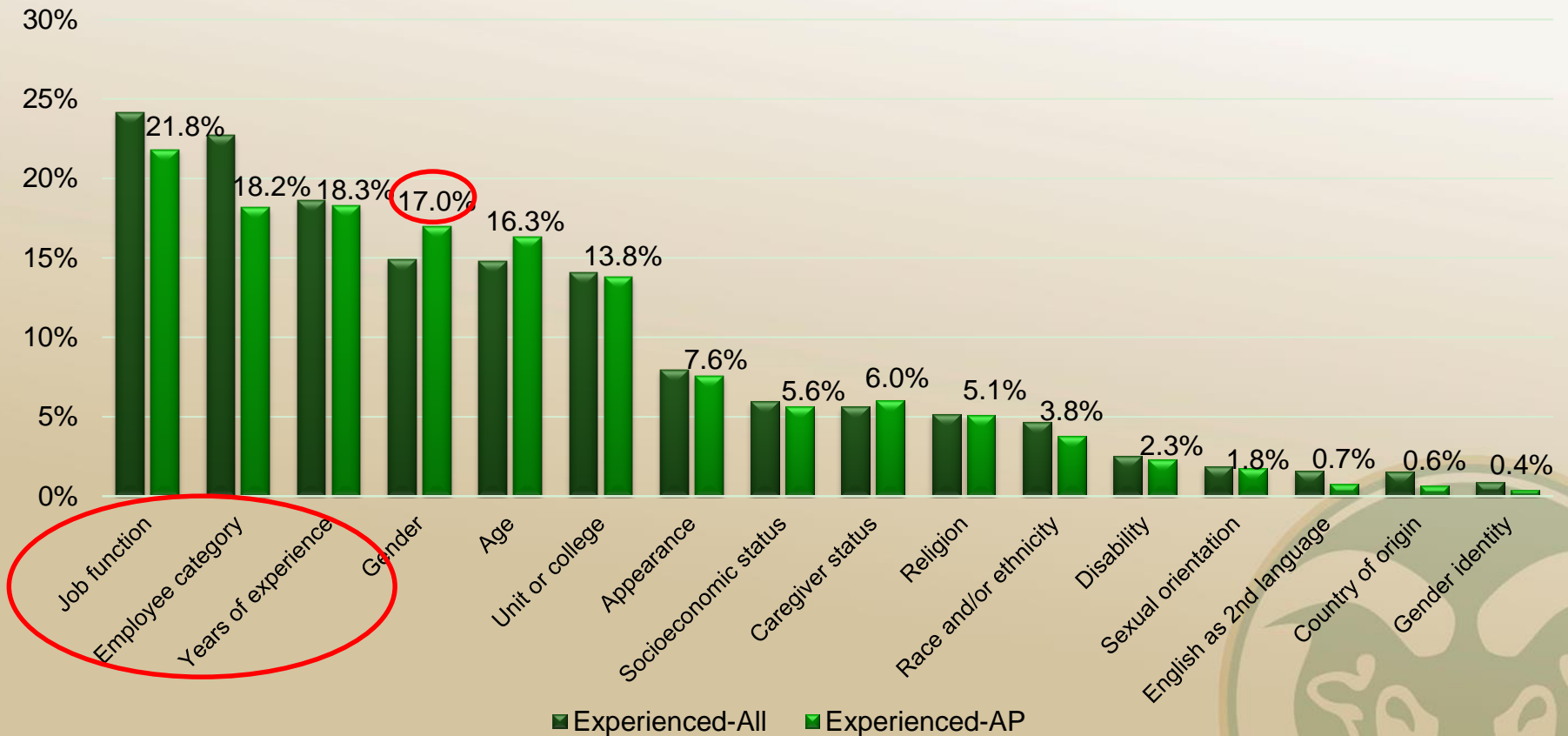
*I observed negative treatment or behavior based on:*





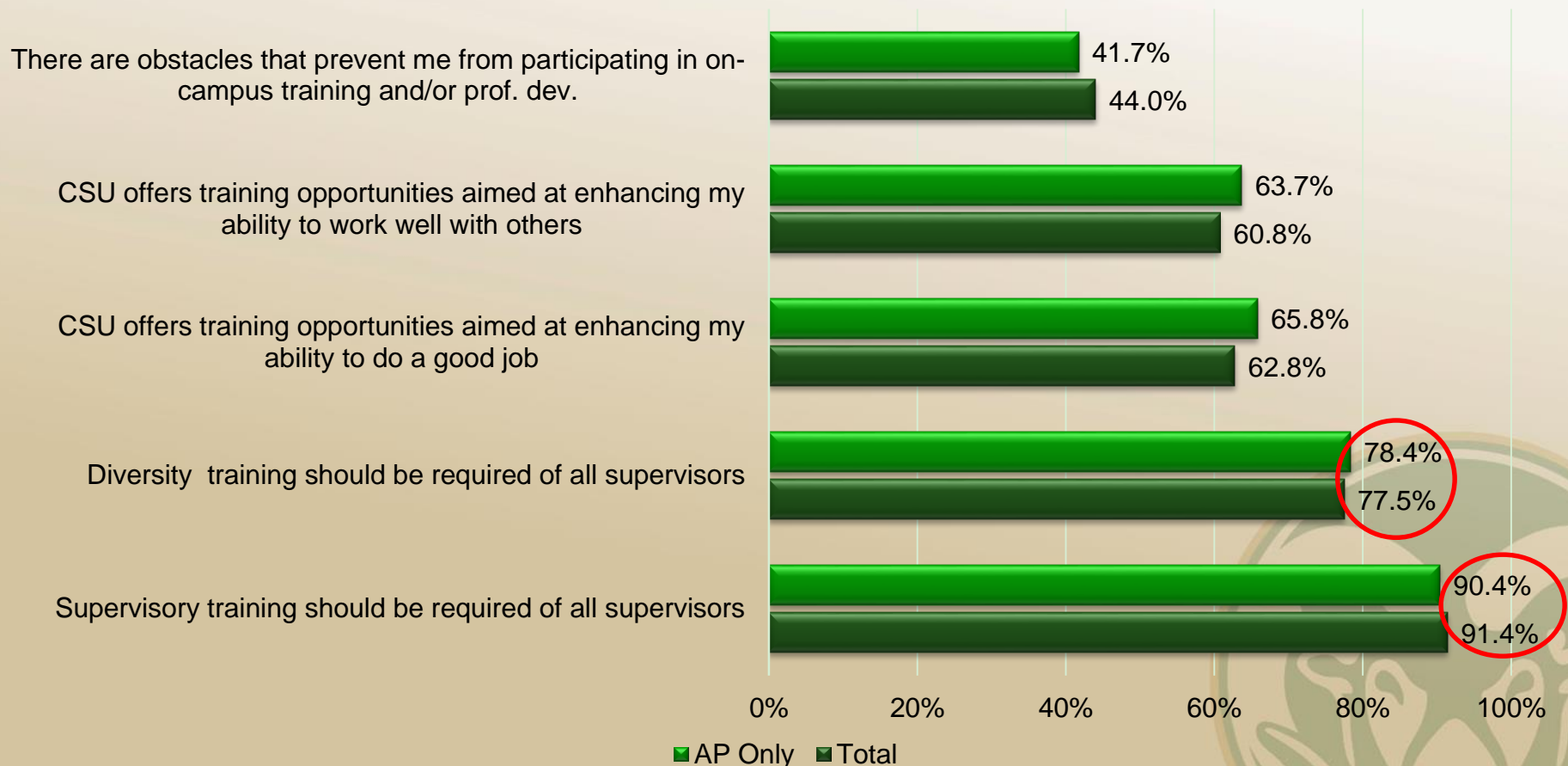
# Negative Treatment or Behavior: Experienced

*I experienced negative treatment or behavior based on:*



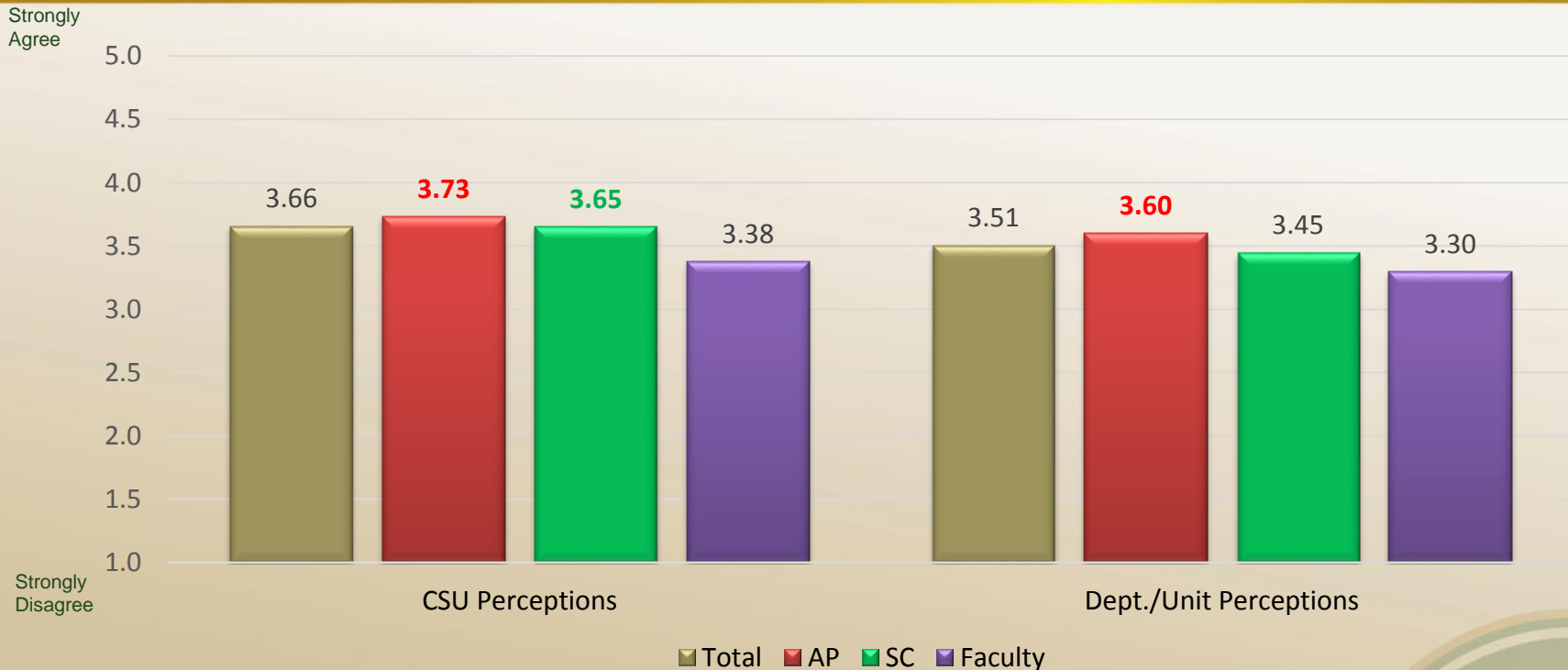


## Percent who responded Strongly Agree and/or Agree



- Perceptions were asked for both CSU and Unit/Department
  - Creates a supportive environment for employees from diverse backgrounds
  - Retains diverse employees
  - Recruits employees from a diverse set of backgrounds
  - Improves the campus climate for all employees
  - Climate has become consistently more inclusive of all employees
  - Encourages discussions related to diversity
  - Provides employees with a positive work experience
  - Recommend as a place of employment

# Campus Perceptions



- **Administrative Professional** and **State Classified**, on average, have significantly more favorable CSU climate perceptions than **Faculty** (effect sizes = .34 and .35 respectively)
- **Administrative Professional** have significantly more favorable unit climate perceptions compared to **State Classified** and **Faculty** (effect sizes: CSU = .18 and .46 respectively)

# Average Responses by Gender

Strongly Agree

5

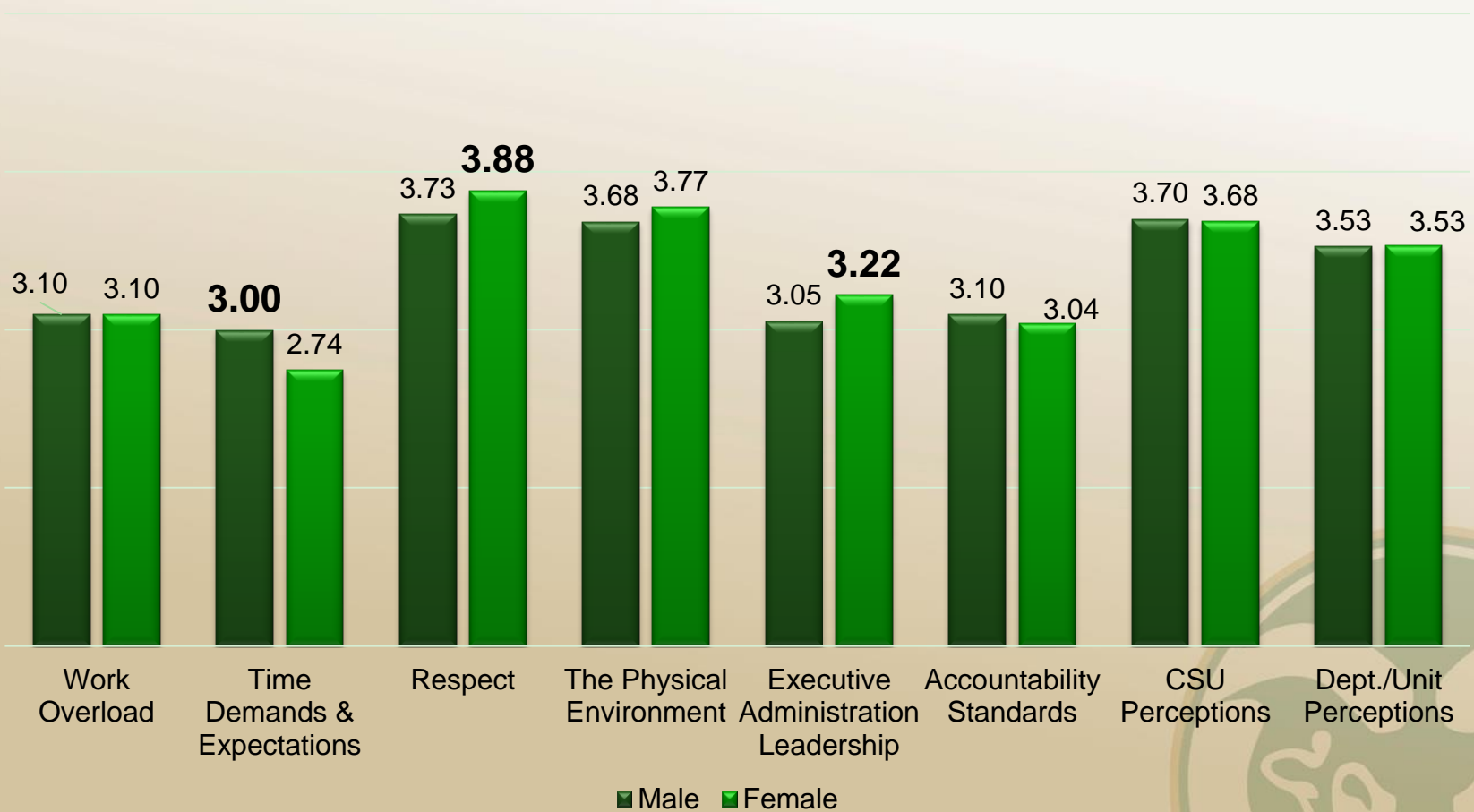
4

3

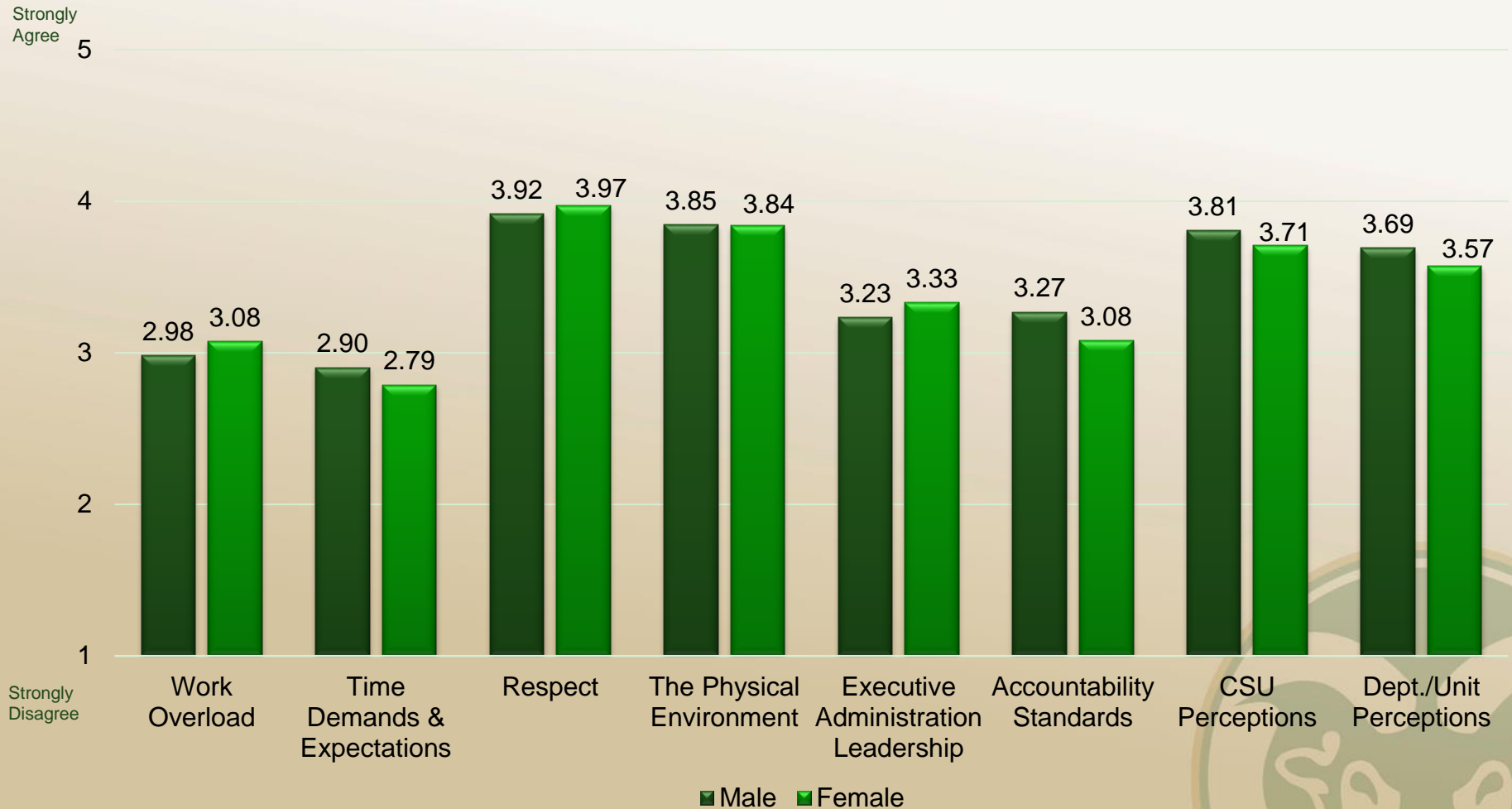
2

1

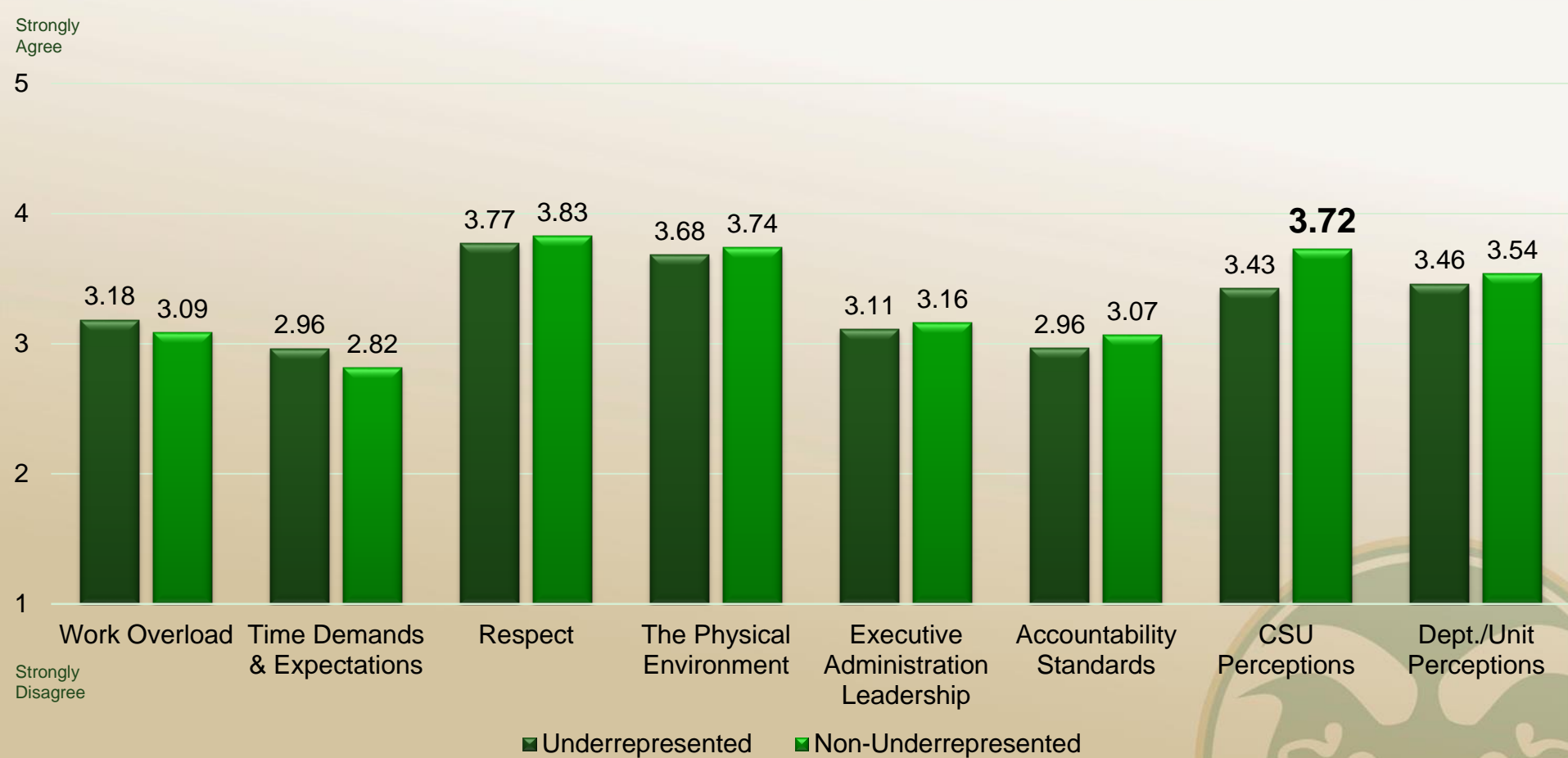
Strongly Disagree



# AP: Average Responses by Gender

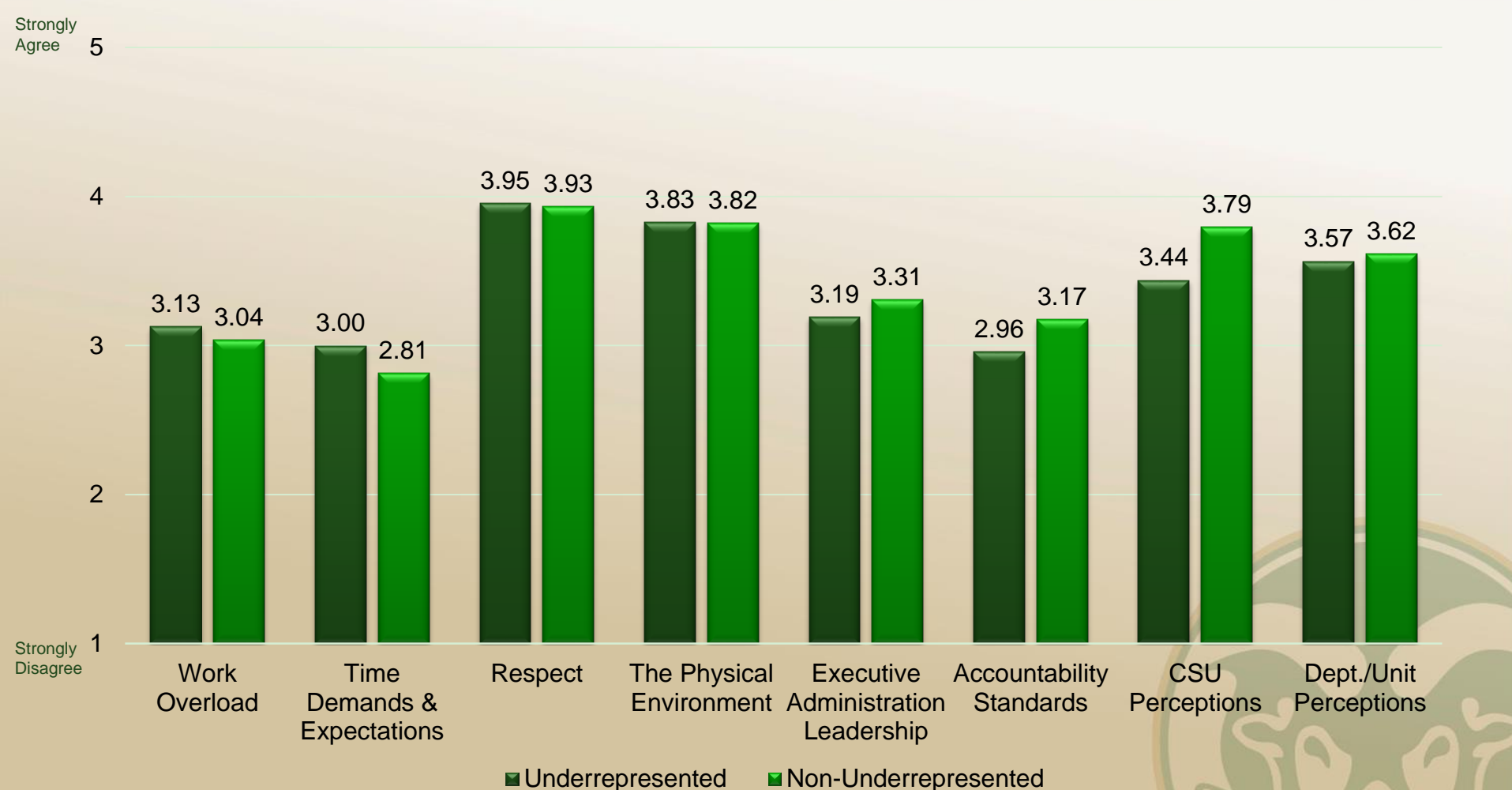


# Average Responses by Underrepresented Status (Race/Ethnicity)



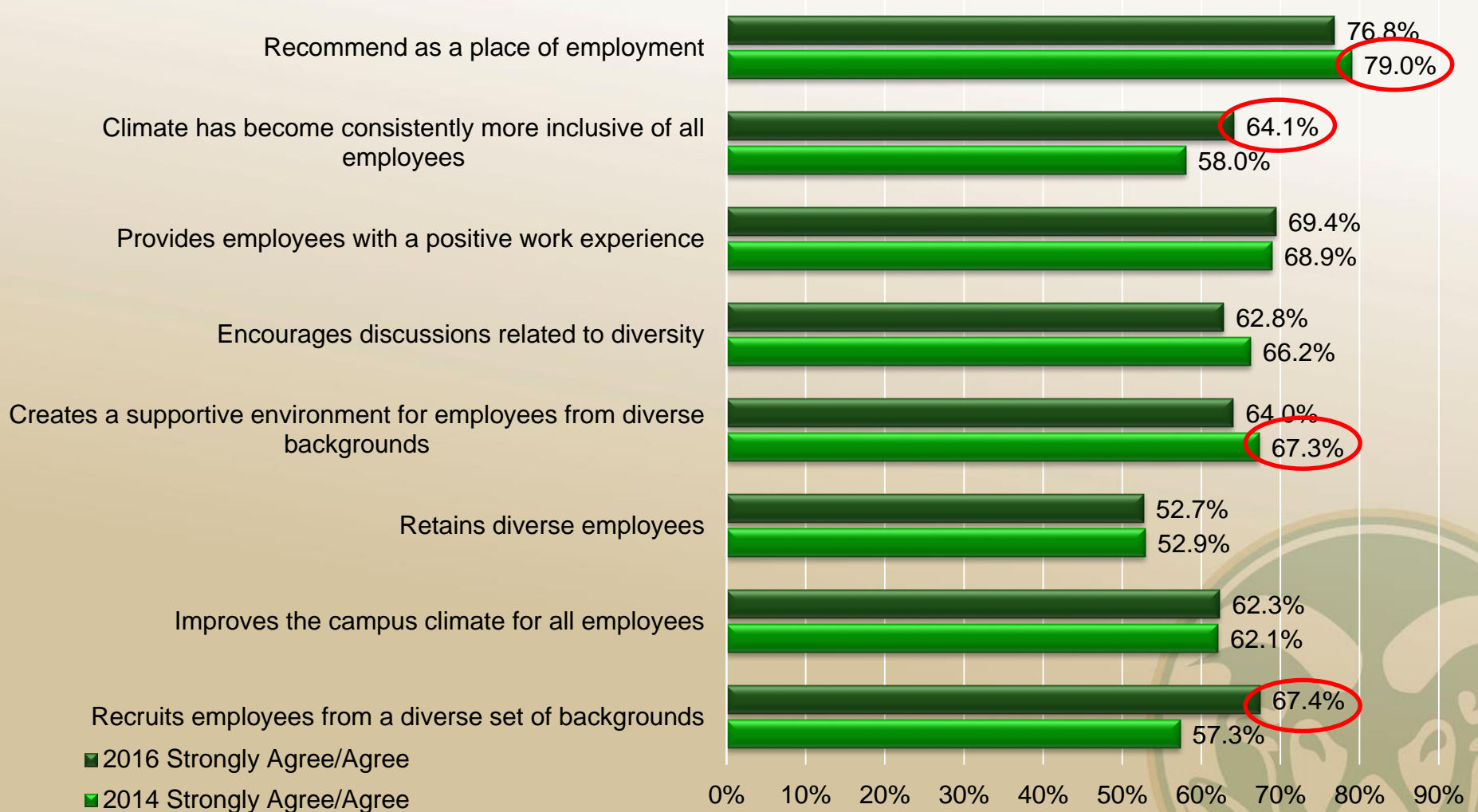


# AP: Average Responses by Underrepresentation Status (Race/Ethnicity)

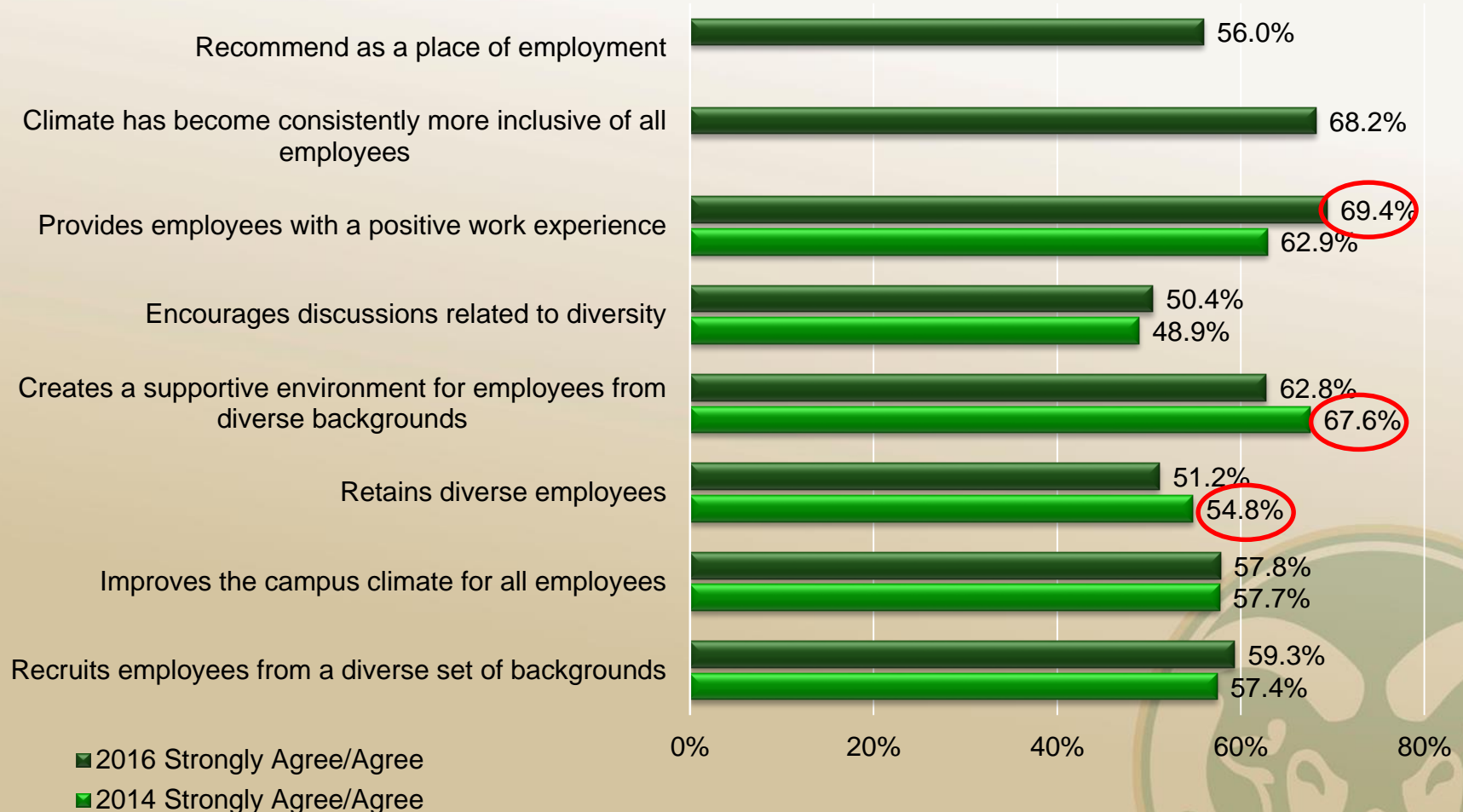


- Overall, 77% (**AP: 84%**) of respondents would agree that they would recommend **CSU** as a place of employment and 56% (**AP: 62%**) would agree they recommend their **department** as a place of employment
- The majority of respondents agree that **CSU's** (64%) and the **department's** (68%) campus climate has become consistently more inclusive of all employees
- 63% of respondents agree that **CSU** encourages discussions related to diversity and half of respondents agree that their **department** encourages these discussions
  - Smaller gap than in 2014 (12.3% vs. 17.3%)

# CSU Campus Perceptions: 2016 vs. 2014



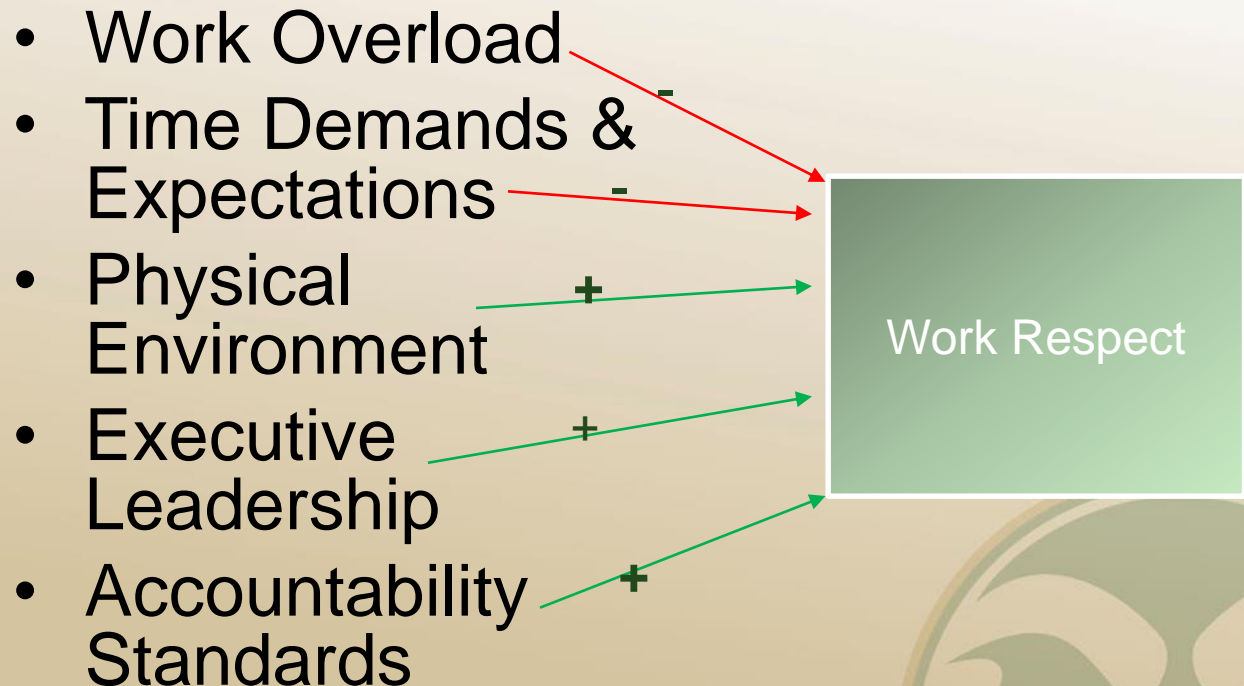
# Department/Unit/Office Perceptions: 2016 vs. 2014



# What impacts employees' perceptions of work respect?

## Covariates

- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status





# What impacts CSU perceptions ?

## Covariates

- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status

- Work Overload
- Time Demands & Expectations
- Physical Environment
- Executive Leadership
- Accountability Standards

CSU Perceptions

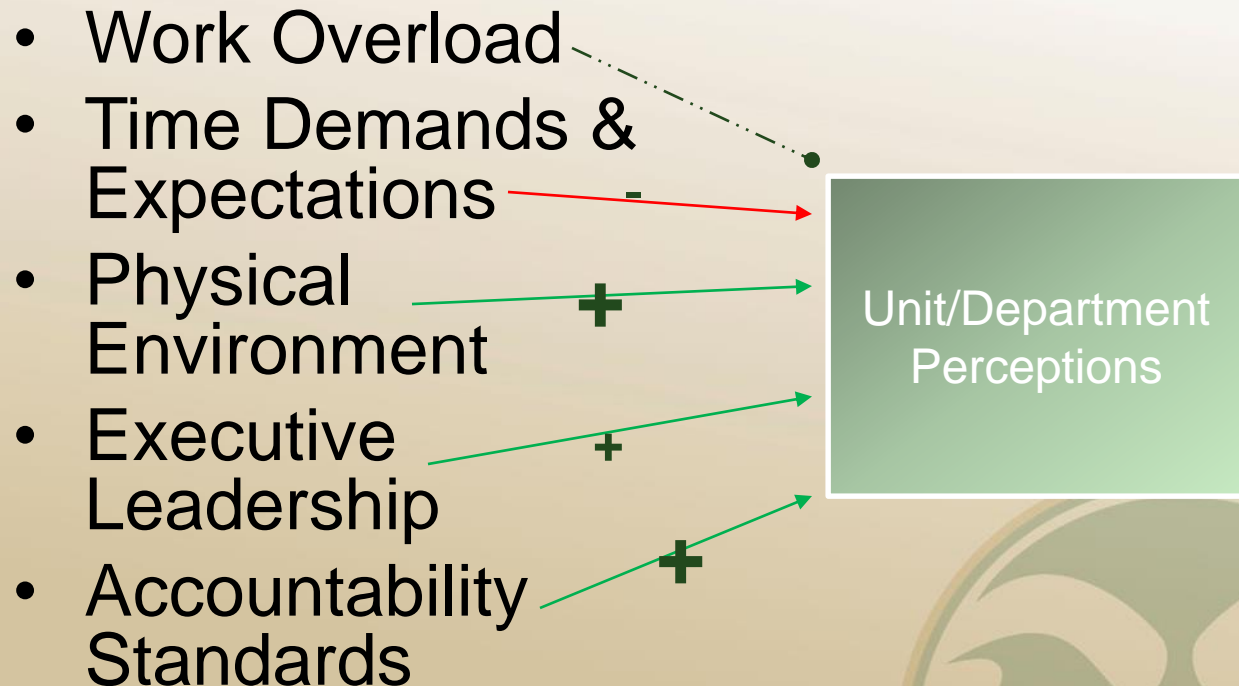




# What impacts unit perceptions ?

## Covariates

- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status



- **CSU alumni** have significantly more positive perceptions of the Executive Leadership and the Campus Climate than non-alumni (effect sizes = .11 and .16 respectively)
- On average, **employees with no dependents** have significantly more favorable mean scores for all constructs except physical environment than employees with dependents (effect sizes < .20)
- Employees who have **worked at CSU for five years or less** have significantly more favorable mean scores for all constructs than those who have worked at CSU for six or more years (effect sizes < .16 -.38)
  - **AP:** All constructs more favorable except Physical Environment and Department Perceptions

- Workload
- Work Respect
- Leadership
- Search Committee
- Physical Campus Environment
- Diversity in Your Work Environment
- Campus Trainings
- Campus and Department Perceptions
- Personal and Employee Characteristics





Questions/Comments?

