

2016 Employee Climate Survey:

Prepared for Human Resource Services

Assessment Group for Diversity Issues

Chair: VP for Diversity, Mary Ontiveros

Committee: Shannon Archibeque-Engle, Paul Doherty, Gene Gloeckner, Chris Henle, Laura Jensen, Dave McKelfresh, Debra Parker, Jennifer Schneider, Paul Thayer, Ria Vigil



**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.

University Operations: 223 employees responded--36.3% RR



Employee Characteristics	Survey	UO	CSU
Gender	n = 2,191	n = 223	n = 7224
Female	63.5%	48.4%	52.4%
Male	34.9%	50.7%	47.6%
Transgender, Non-Binary, Self-Identify	1.6%	< 1%	
Employees of Color			
Underrepresented	13.8%	21.0%	14.9%
Non-Underrepresented	86.2%	79.0%	85.1%
Employee Category			
Administrative Professional (includes RA and postdocs)	54.0%	32.7%	51.2%
Faculty	15.8%	0.0%	25.6%
State Classified	30.3%	67.3%	23.3%
Years Employed at CSU			
Two years or less	19.7%	19.0%	
3 to 5 years	21.4%	21.8%	
6 to 10 years	20.5%	20.4%	
11 to 15 years	14.6%	16.7%	
16 or more years	23.7%	22.2%	

*Valid percent reported (excludes missing data)

- 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

- 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**

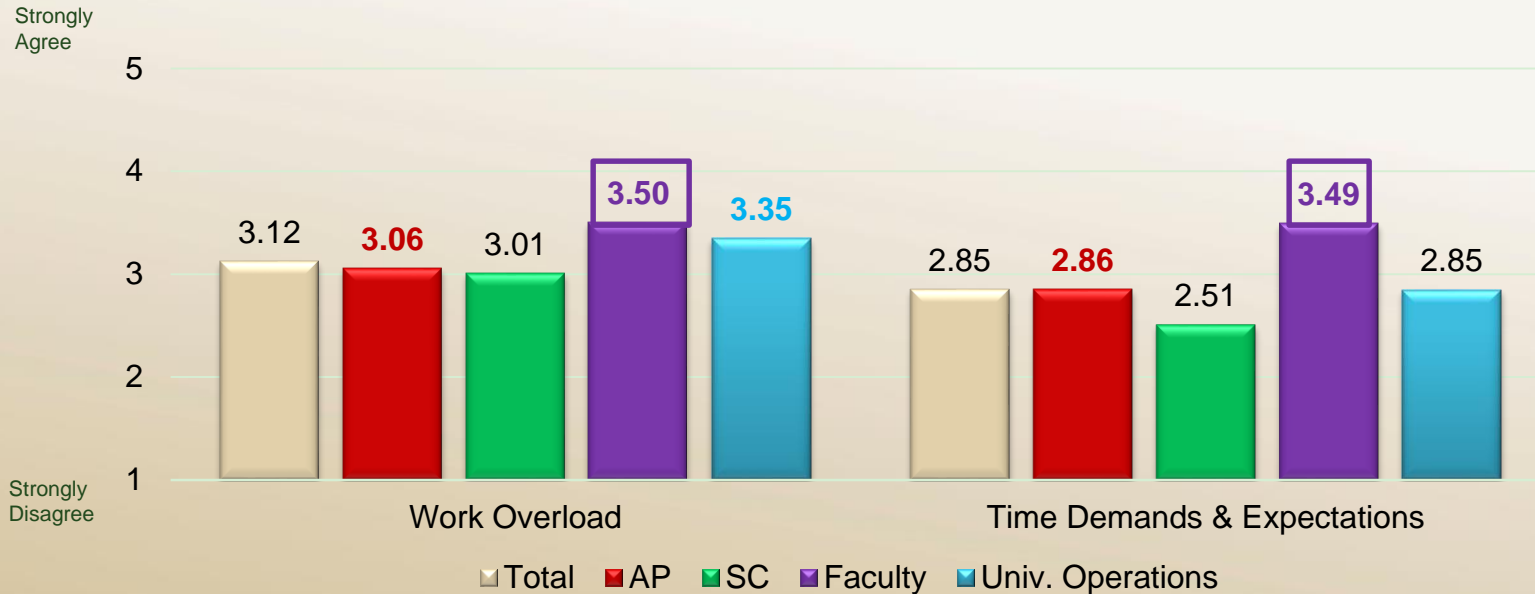
- The amount of work I have to do interferes with the quality I want to maintain (45% Agree, 38% Disagree)
- My workload is too heavy (39% Agree, 39% Disagree)
- I don't have time to finish my job (37% Agree, 41% Disagree)
- I'm rushed in doing my job (43% Agree, 37% Disagree)
- I feel overburdened in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

- **Time Demands & Expectations**

- I am expected to work more than 40 hours a week (40% Agree, 40% Disagree)
- I feel pressure to be reachable for work purposes throughout the day and evening (40% Agree, 42% Disagree)
- I have to stay too many extra hours at my job (31% Agree, 46% Disagree)
- I am expected to put my job ahead of my family or personal life (18% Agree, 60% Disagree)

Agree = Strongly Agree or Agree

Disagree = Strongly Disagree or Disagree

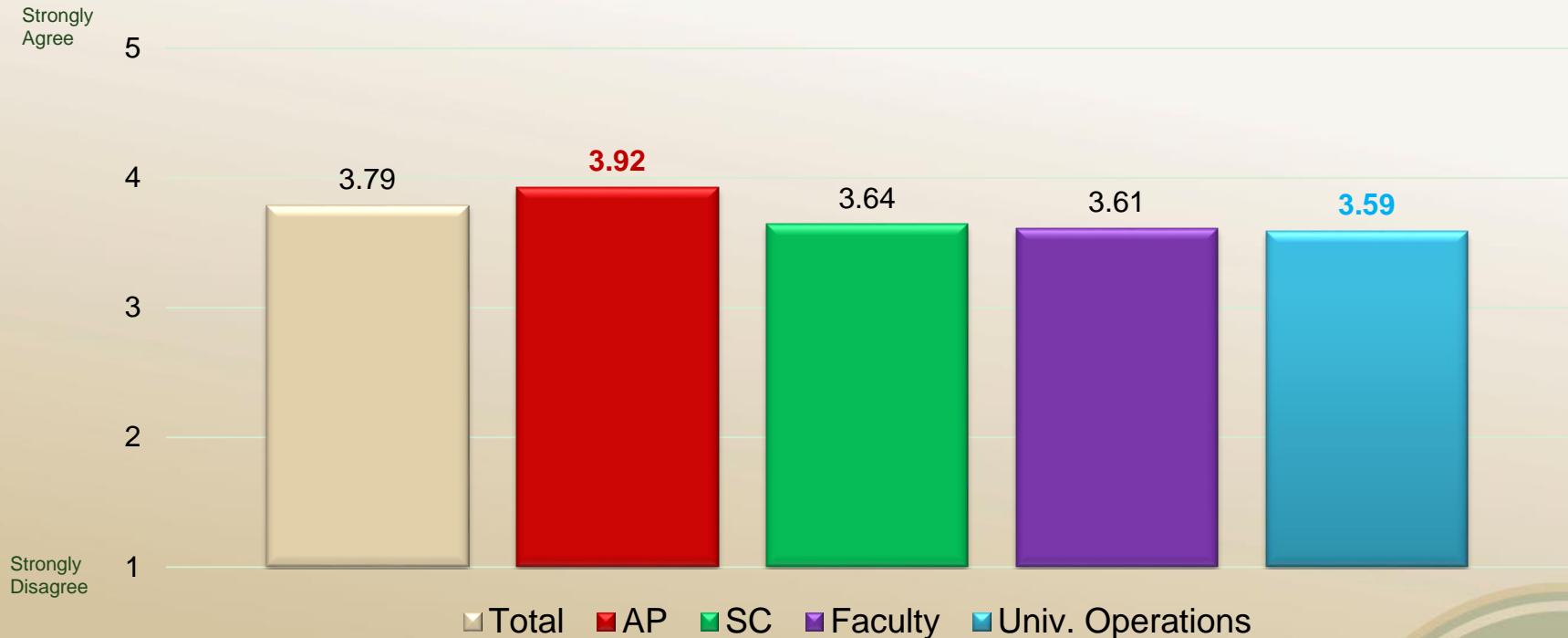


- On average, **faculty** report significantly higher means for Work Overload and Time Demands & Expectations than **Administrative Professional** and **Staff Classified** (effect sizes (d) respectively: Work Overload = .42 & .45; Time Demands & Expectations = .65 & .99)
- Administrative Professional**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

Work Respect

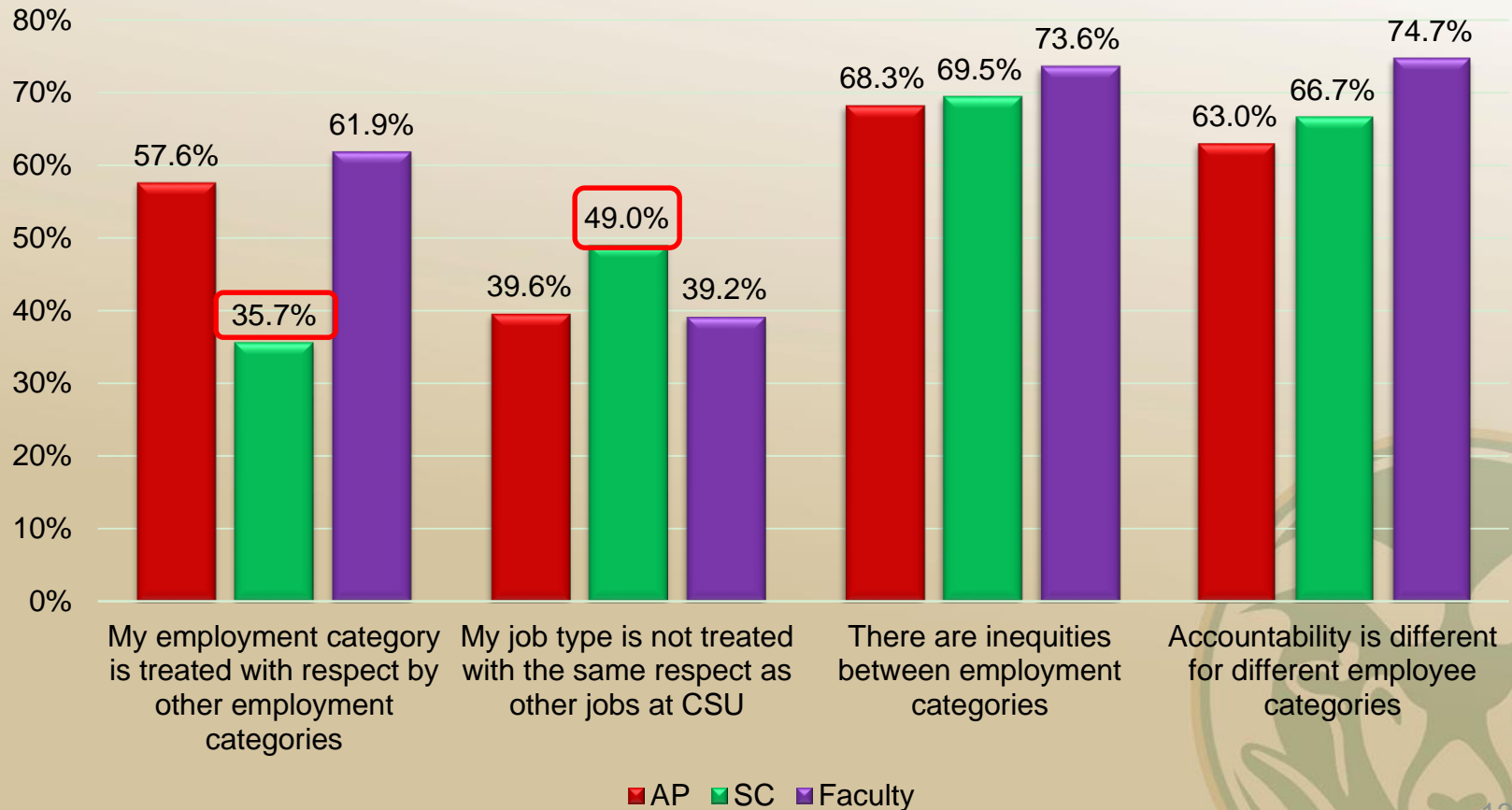
- My work contribution is appreciated (69% Agreement)
- I am cared about at work (67% Agreement)
- I am treated with respect at work (75% Agreement)
- My supervisor supports me and advocates on my behalf (68% Agreement)





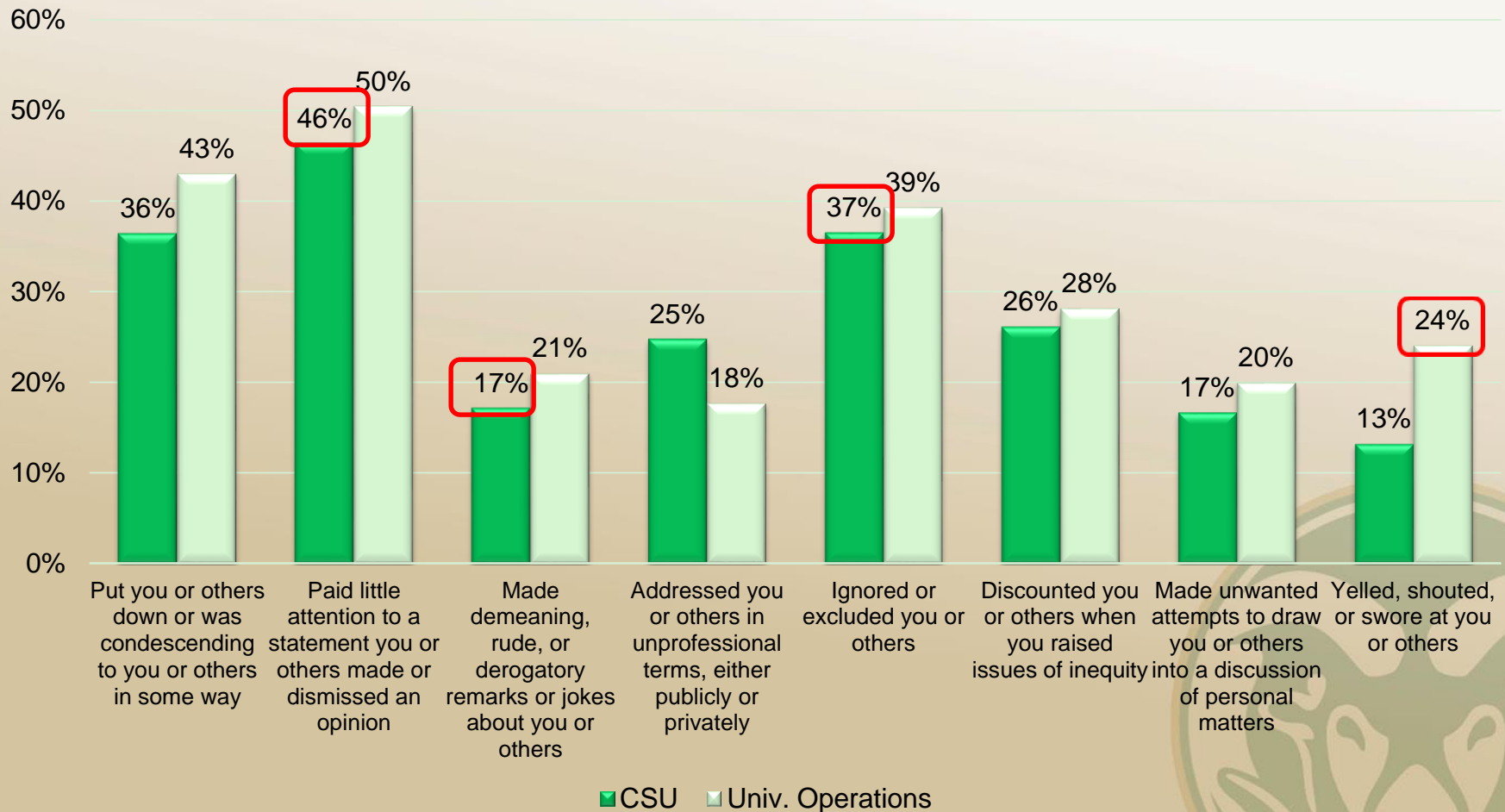
- **Administrative Professionals** have significantly higher mean scores for Respect than **Staff Classified** or **Faculty** ($d = .29$ and $.31$ respectively)

Percent who Responded Strongly Agree or Agree



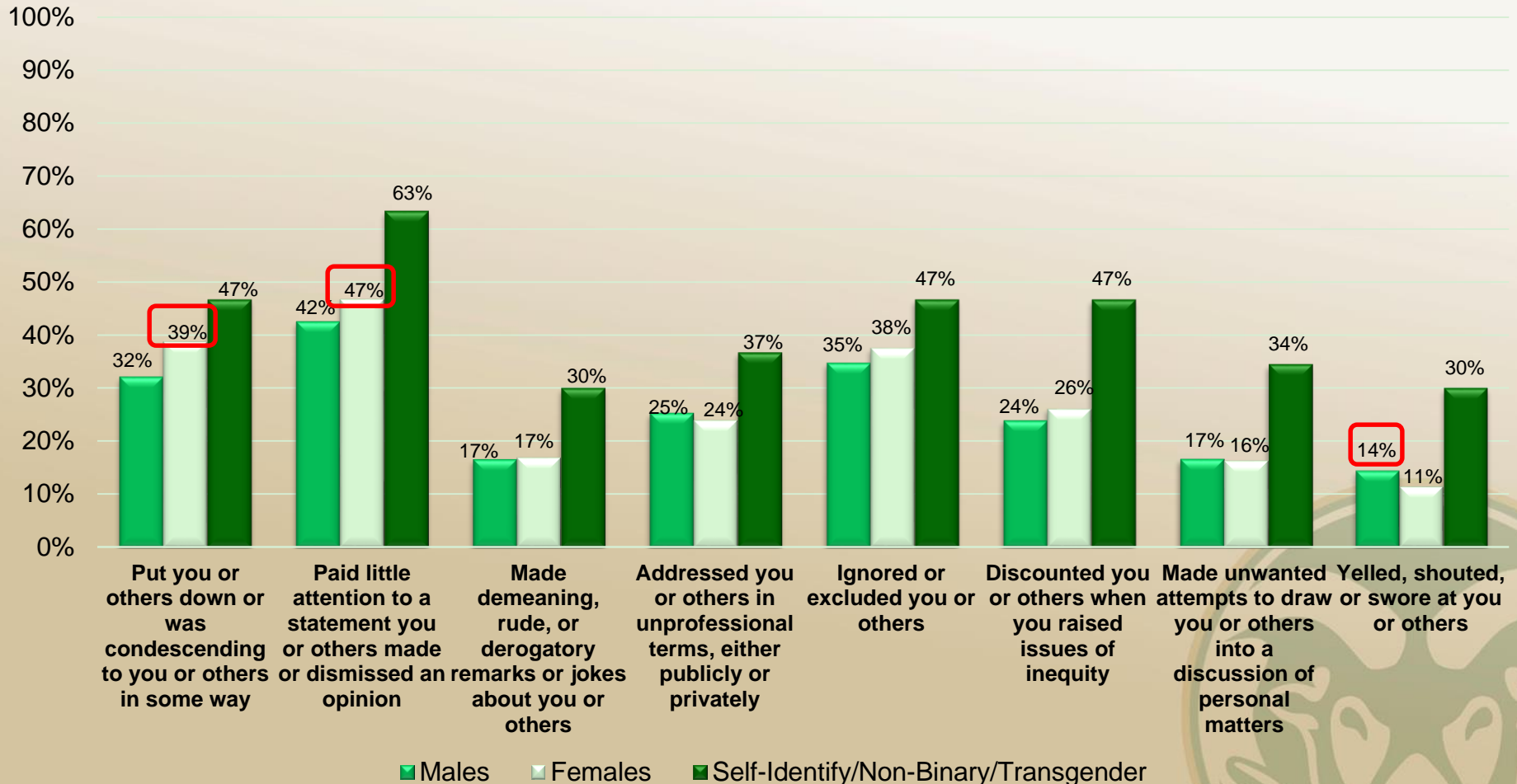
Disrespectful Experiences

An individual or a group of individuals...



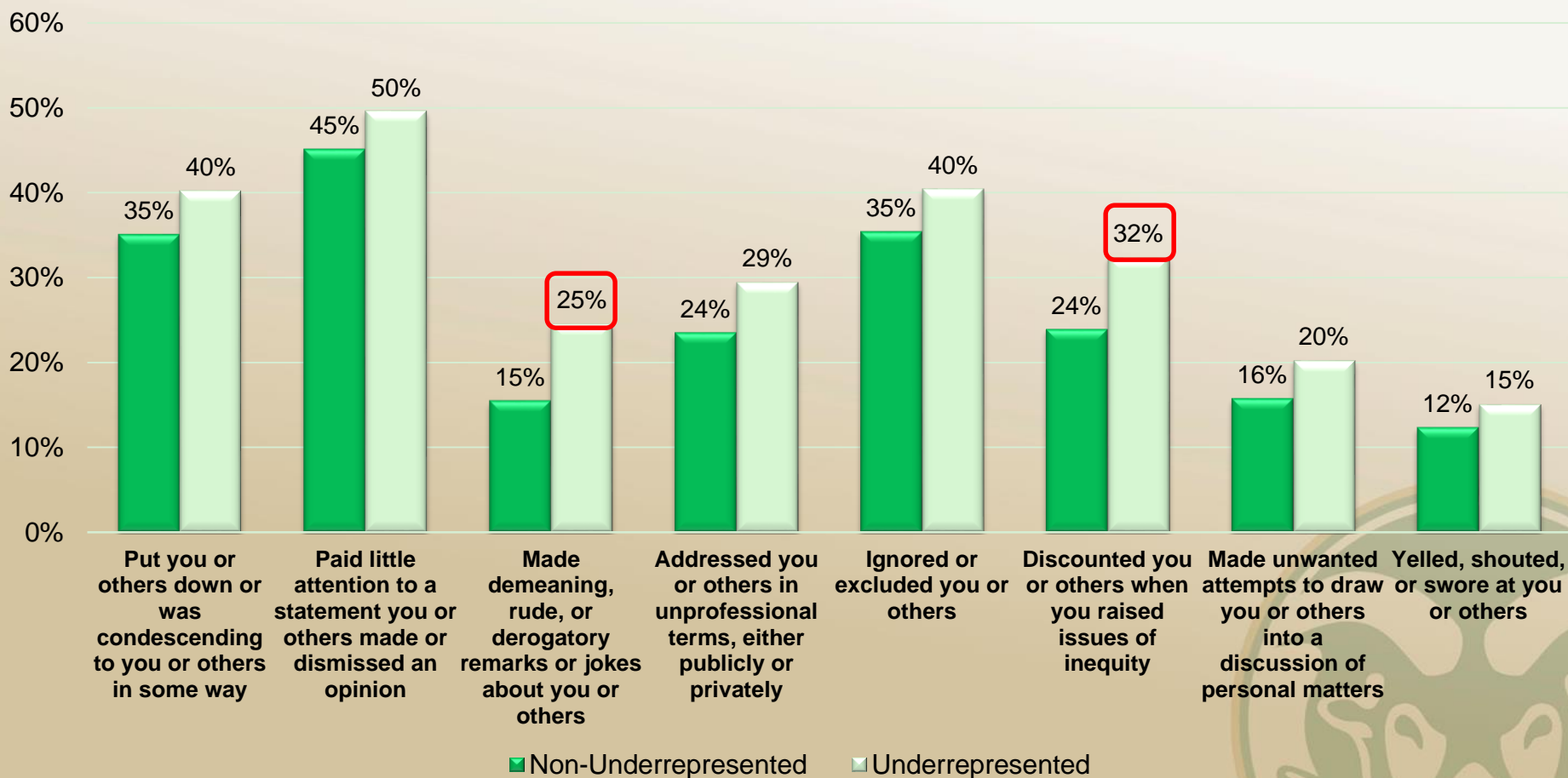
Disrespectful Experiences by Gender

An individual or a group of individuals...



Disrespectful Experiences by Underrepresentation (Race/Ethnicity)

An individual or a group of individuals...

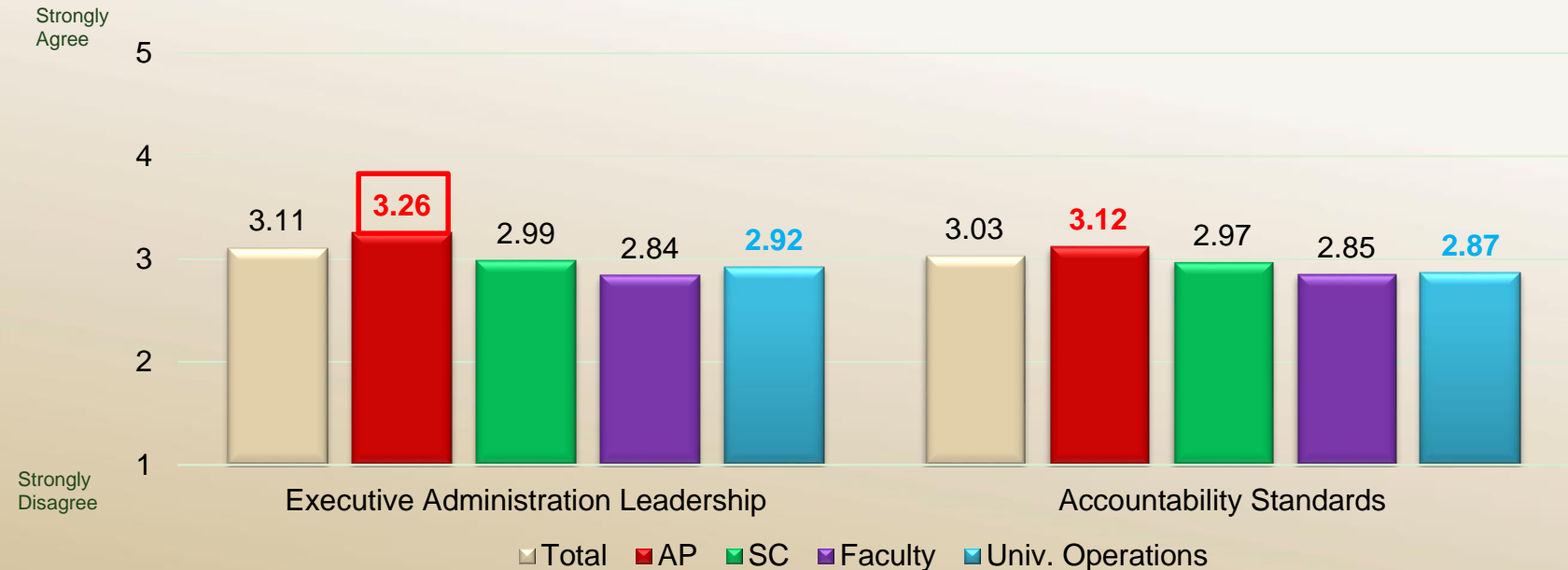


- **Executive Leadership**

- CSU leadership communicates institutional goals (58% Agree)
- CSU's strategic goals are taking CSU in a positive direction (55% Agree)
- CSU leadership is transparent in decision-making (23% Agree)
- CSU is committed to shared governance (32% Agree)
- CSU's major strategic initiatives are broadly communicated (55% Agree)
- University leaders are held accountable for CSU's outcomes (29% Agree)
- CSU leadership acts ethically and honestly in the workplace (53% Agree)
- University leaders address issues of inequities (43% Agree)

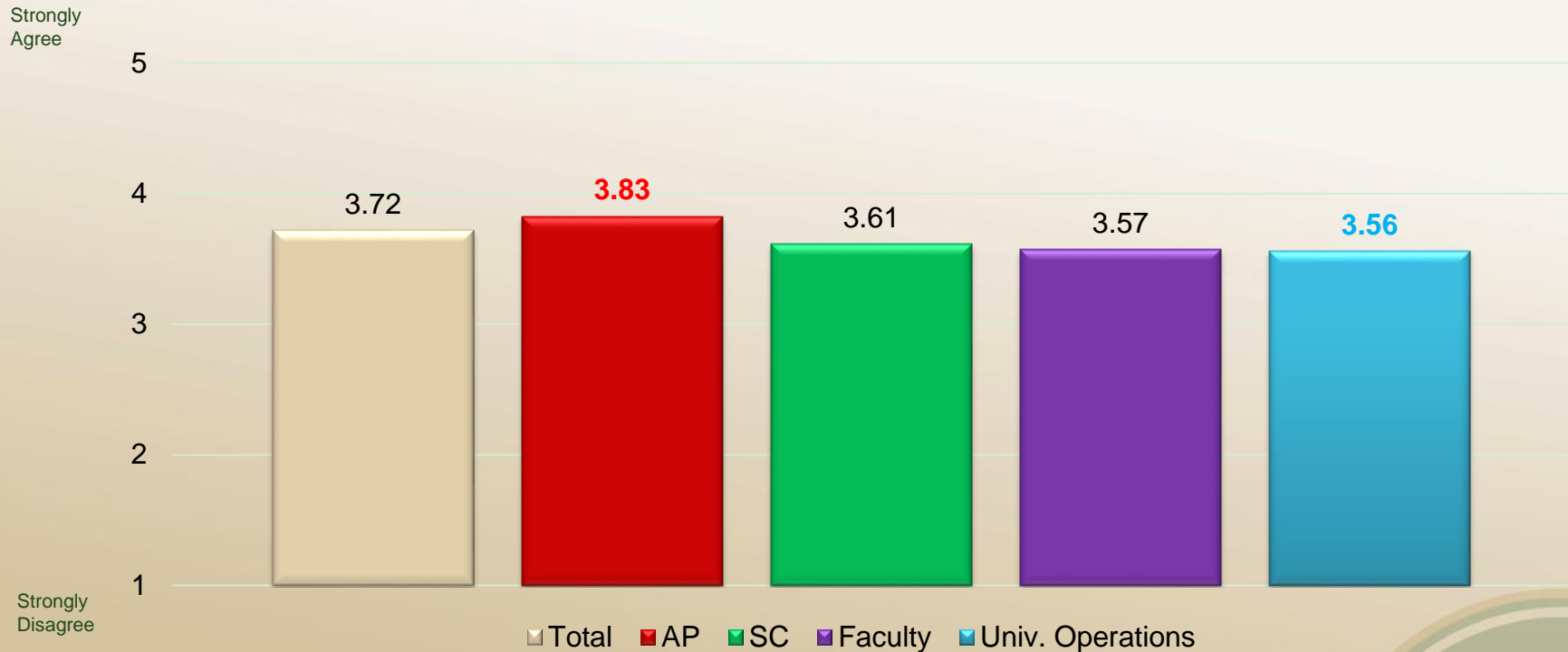
- **Accountability Standards**

- Employees are held accountable for negative or inappropriate behavior in the workplace (50% Disagree)
- Employees are held accountable for poor performance in the workplace (50% Disagree)
- University leaders adequately address negative or inappropriate behavior in the workplace (32% Disagree)
- Employees in my immediate work environment act ethically and honestly in the workplace (14% Disagree)



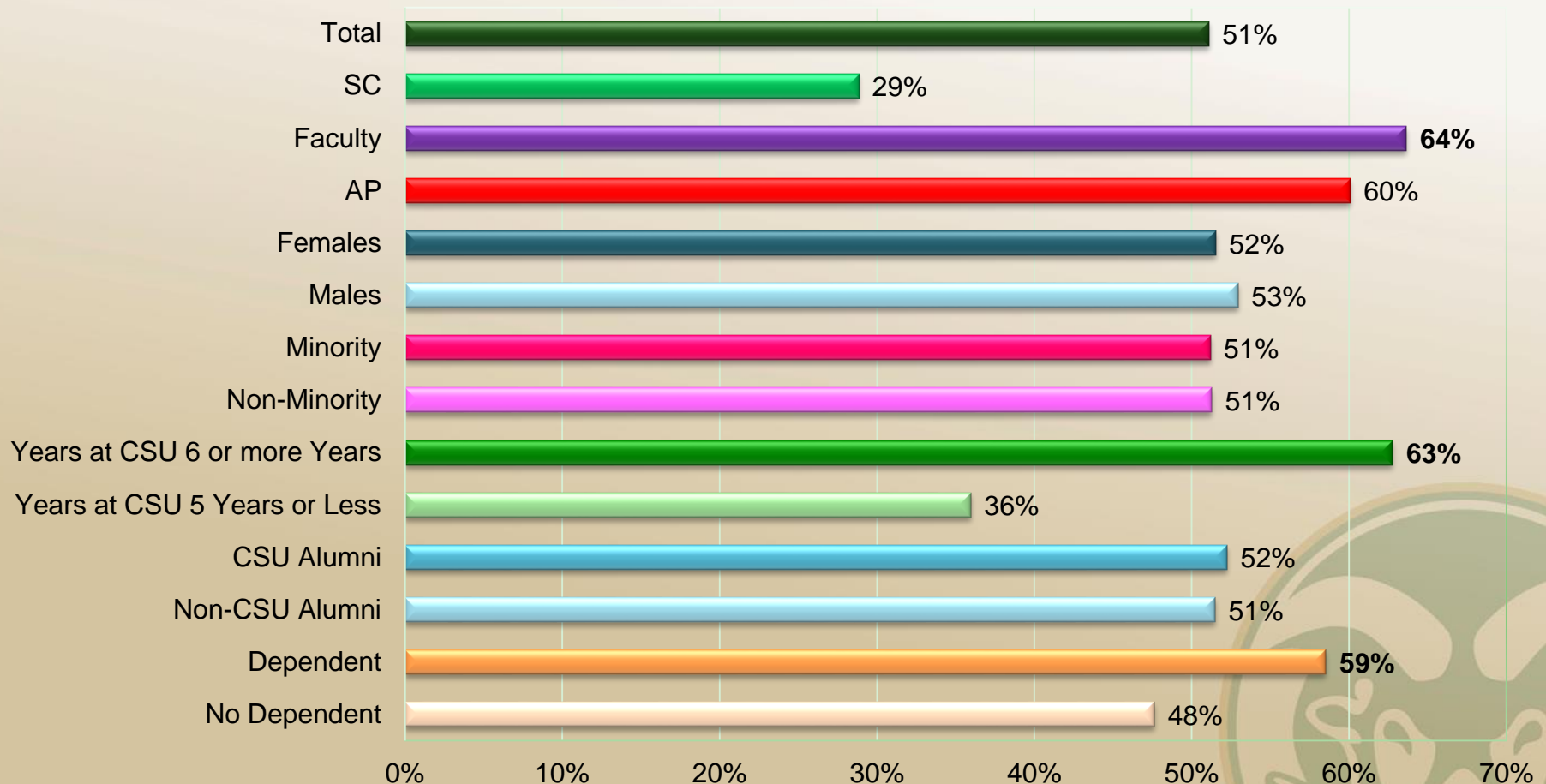
- **Administrative Professionals** have significantly higher mean scores for their perceptions of Executive Leadership and Accountability Standards than **Staff Classified** or **Faculty** (effect sizes (d) respectively: EAL = .34 and .49; AS = .20 and .30)

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

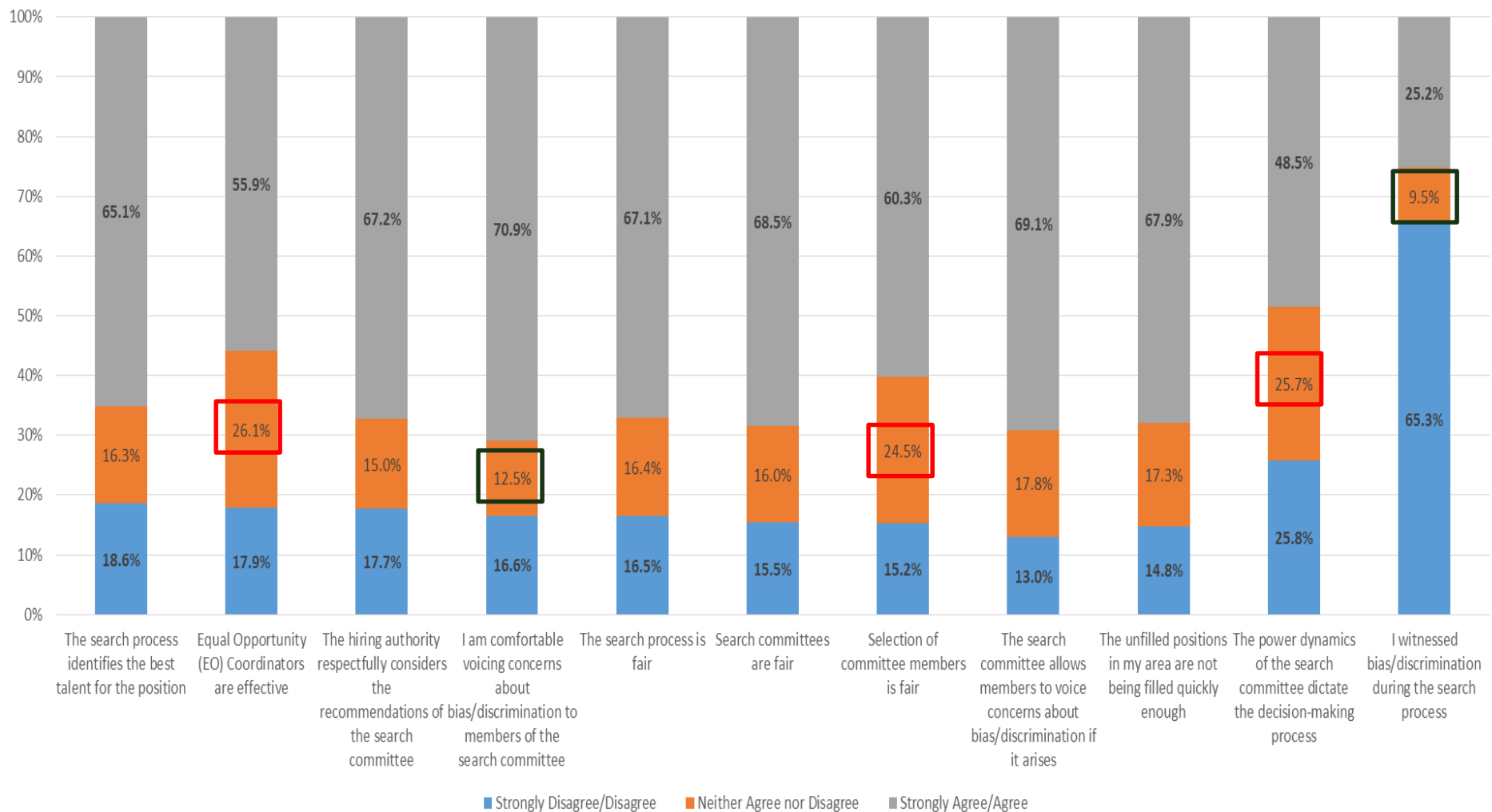


- **Administrative Professionals** have significantly higher mean scores for perceptions of their Physical Environment than **Staff Classified** or **Faculty** ($d = .30$ and $.35$ respectively)

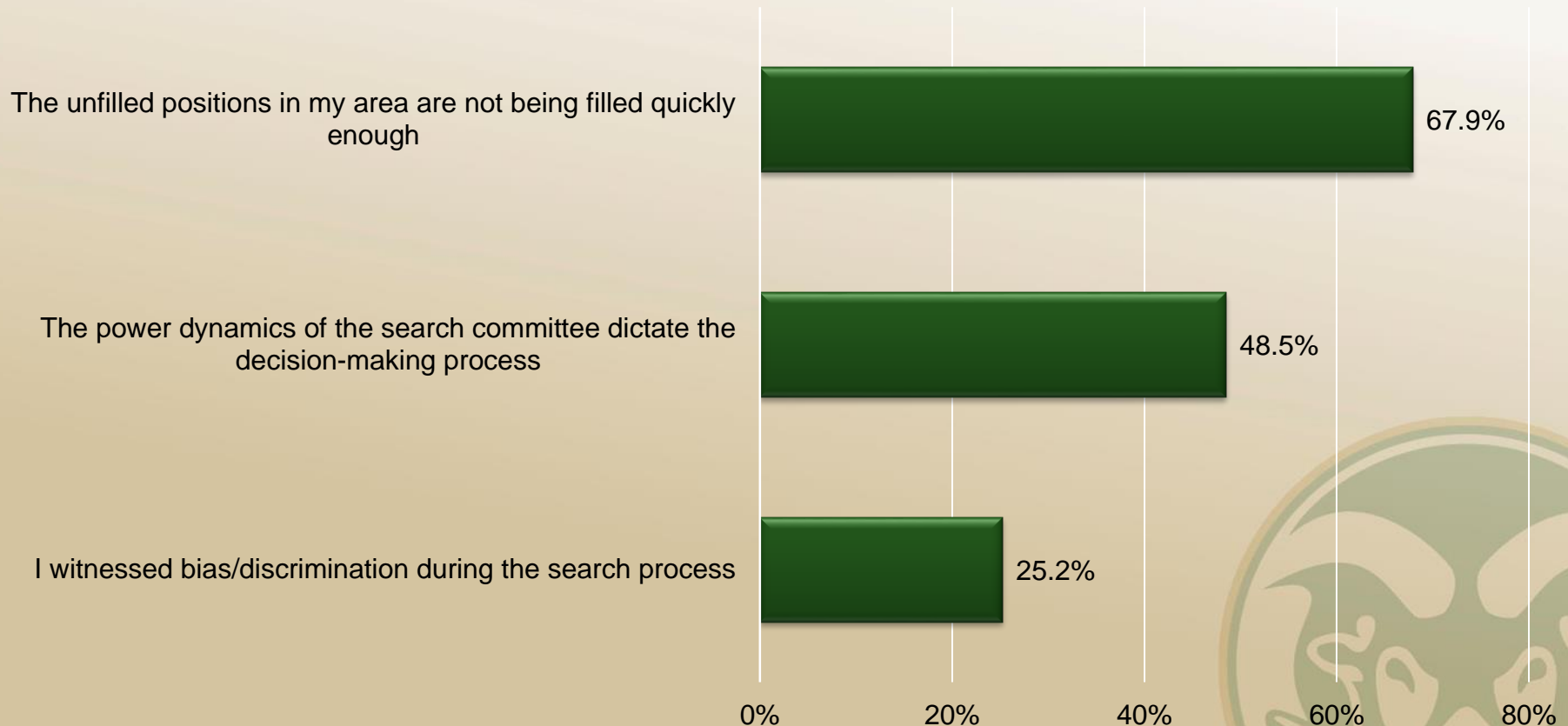
Served on a Search Committee in Past Five Years



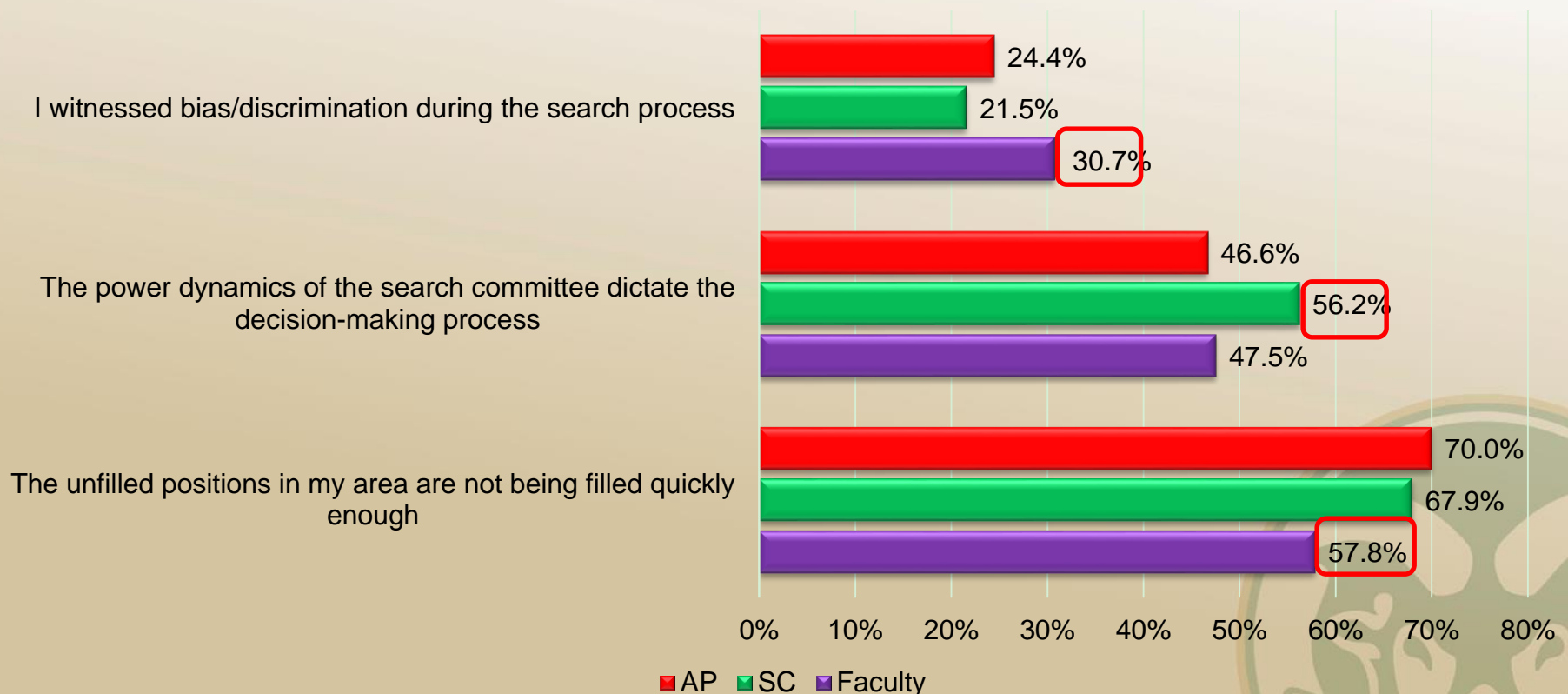
Colorado State University Search Committee Overview



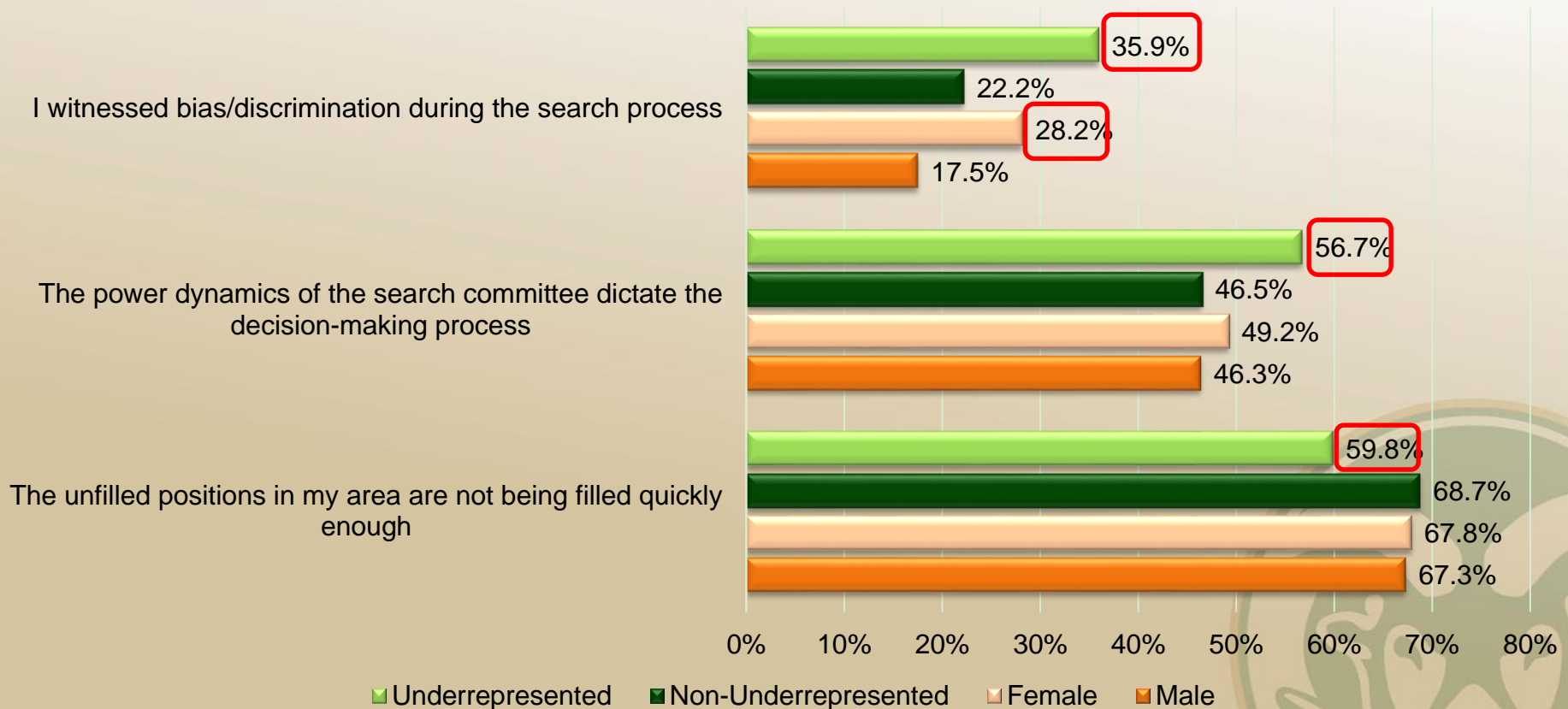
Percent who responded Strongly Agree or Agree



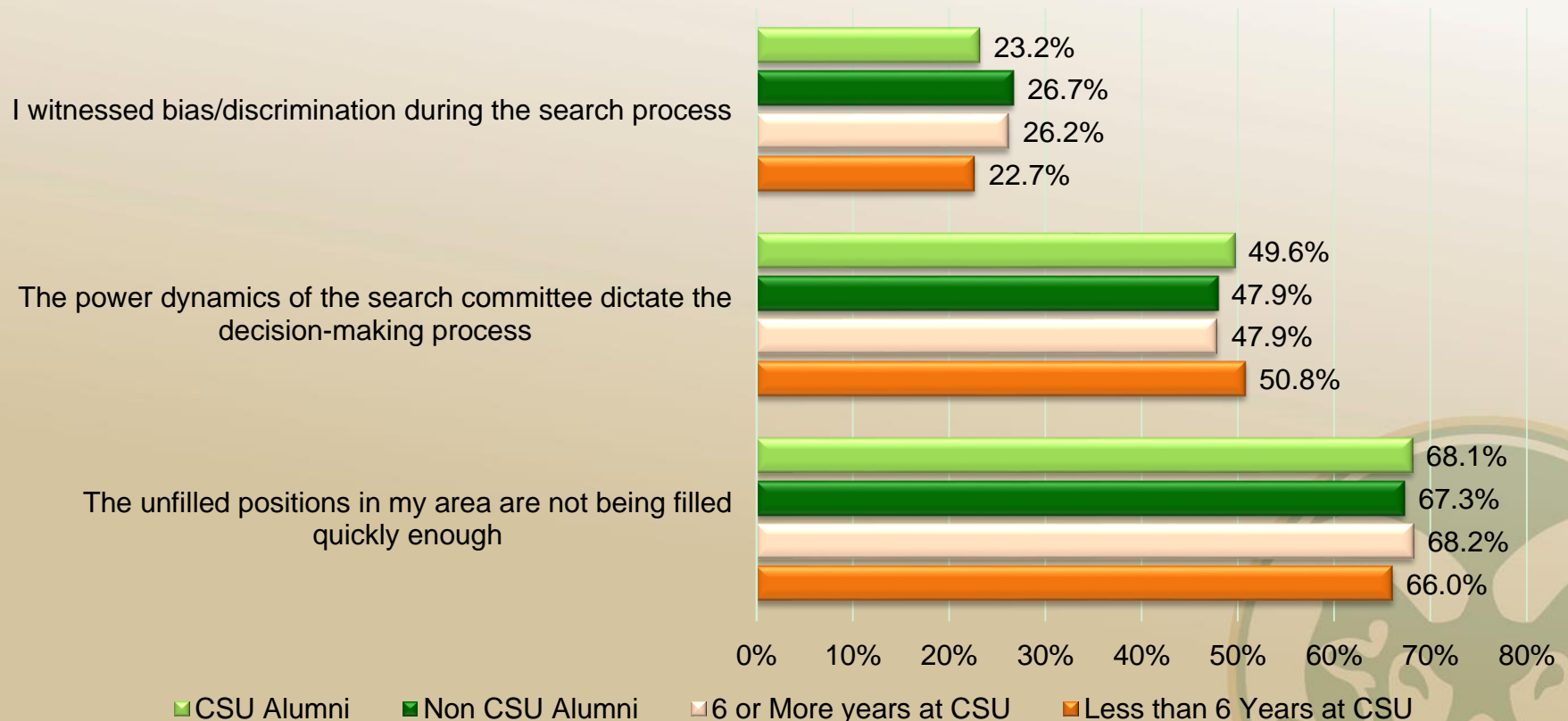
Percent who responded Strongly Agree or Agree by Employee Category



Percent who responded Strongly Agree or Agree by Personal Characteristic



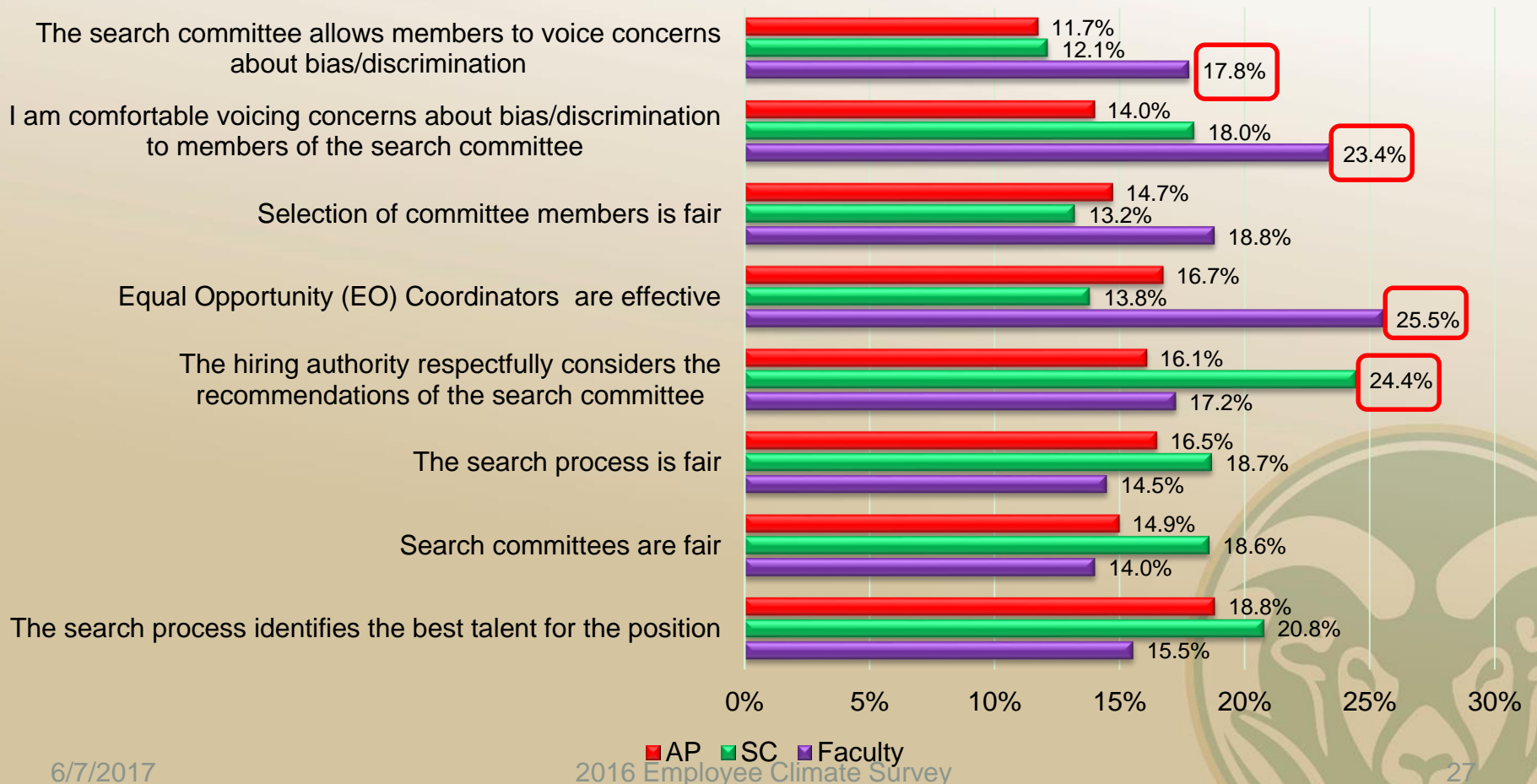
Percent who responded Strongly Agree or Agree by Employee Characterstic



Percent who responded Strongly Disagree or Disagree



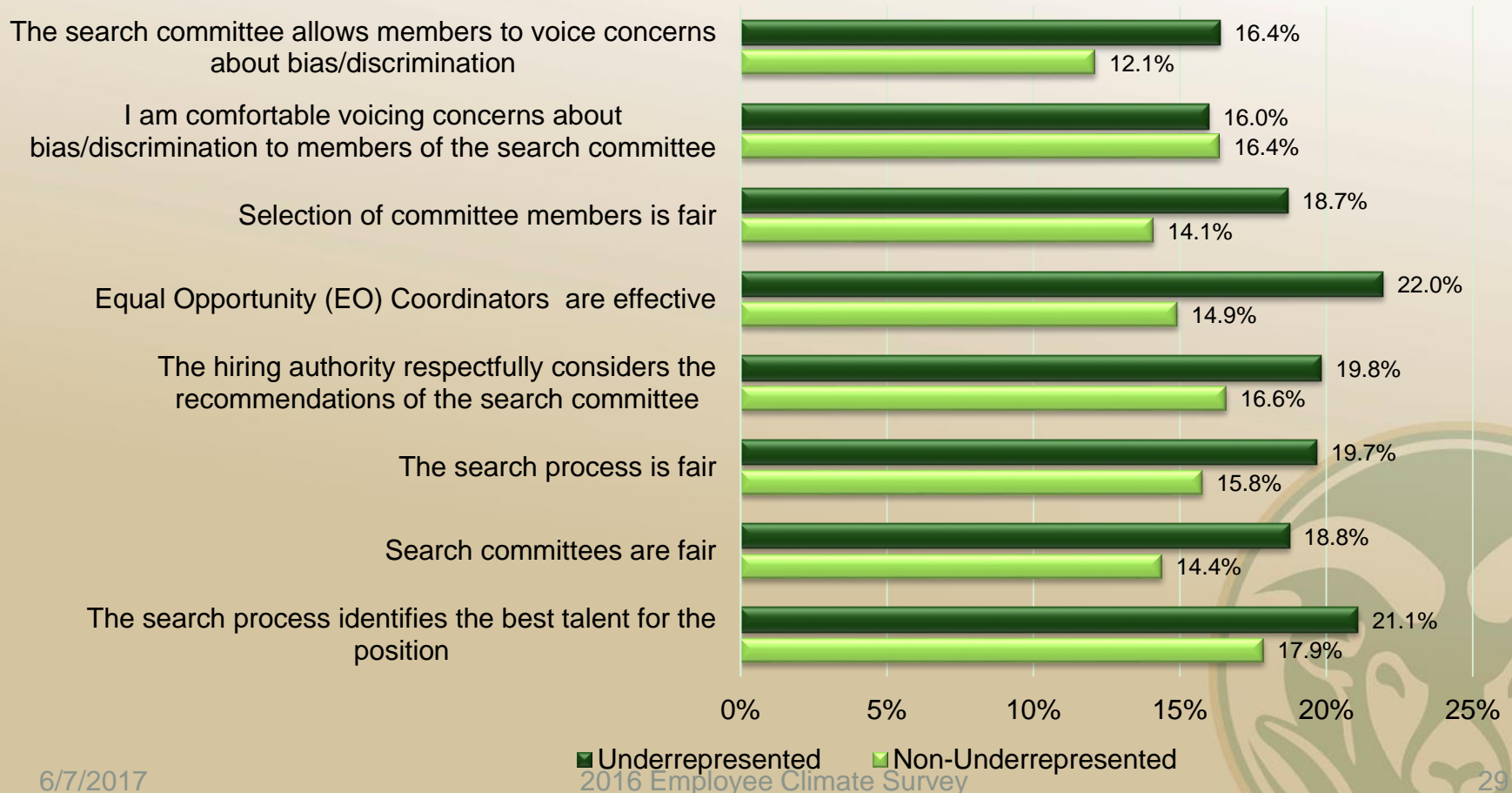
Percent who responded Strongly Disagree or Disagree by Employee Category



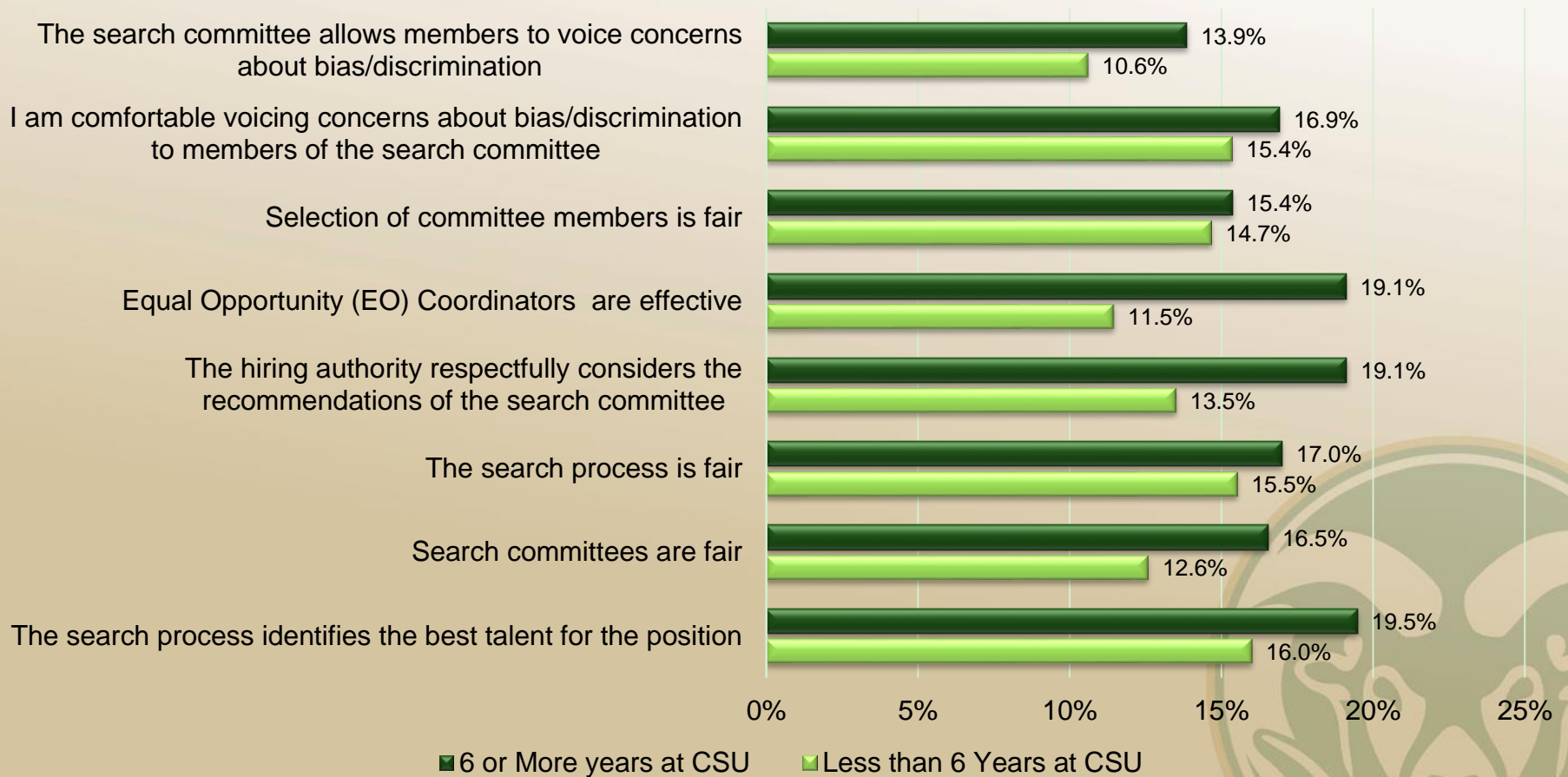
Percent who responded Strongly Disagree or Disagree by Gender



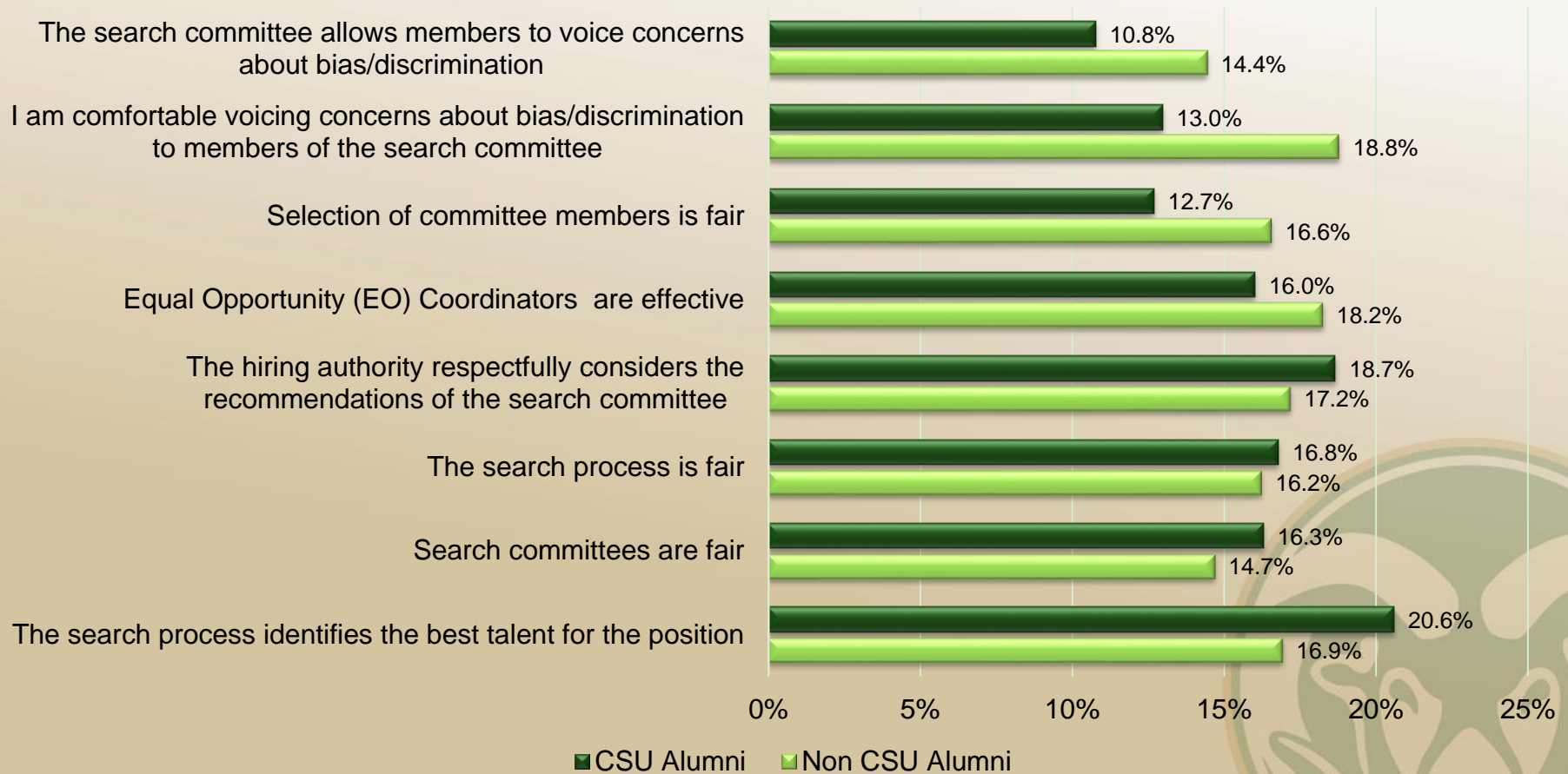
Percent who responded Strongly Disagree or Disagree by Underrepresentation (Race/Ethnicity)



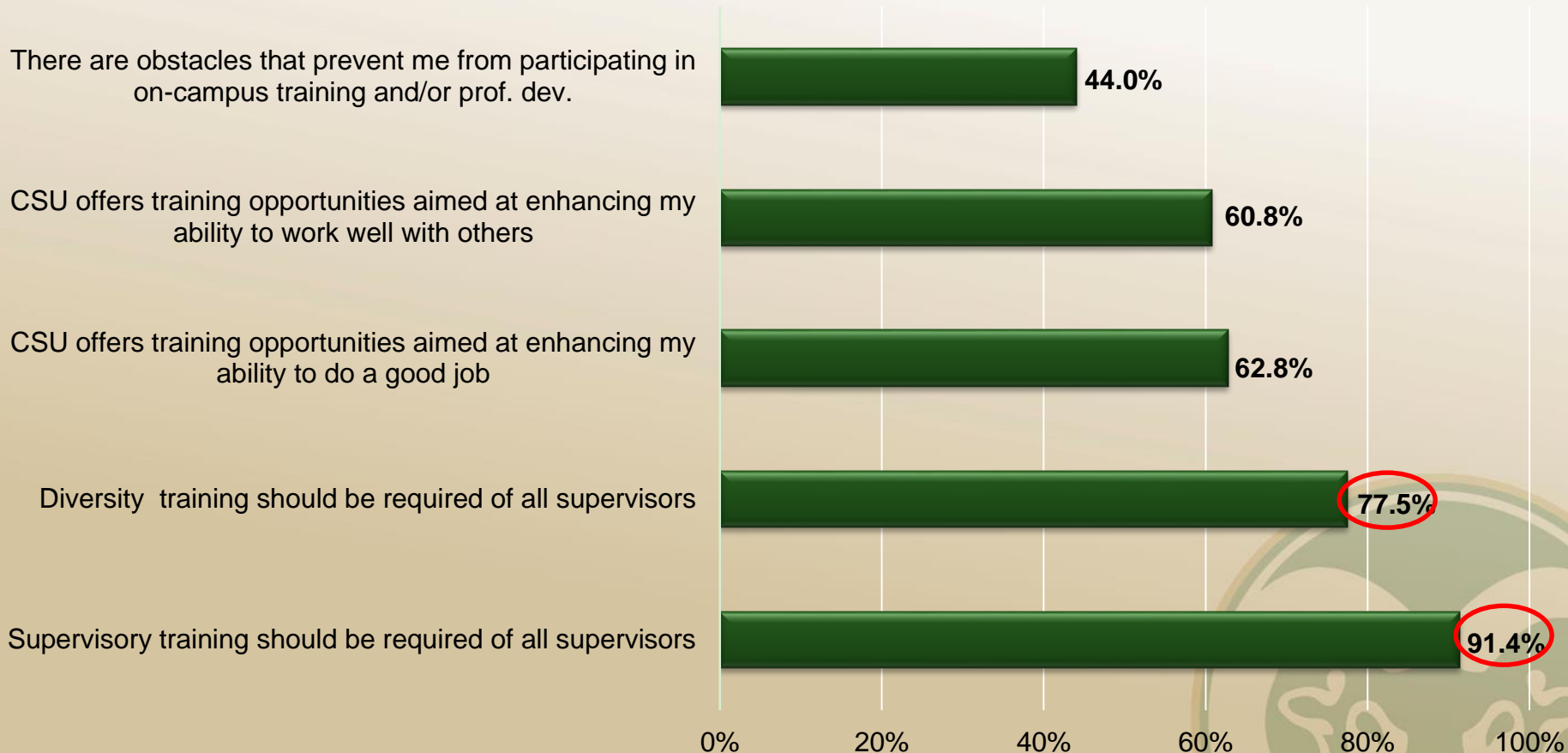
Percent who responded Strongly Disagree or Disagree by Employee Duration at CSU



Percent who responded Strongly Disagree or Disagree by Alumni Status

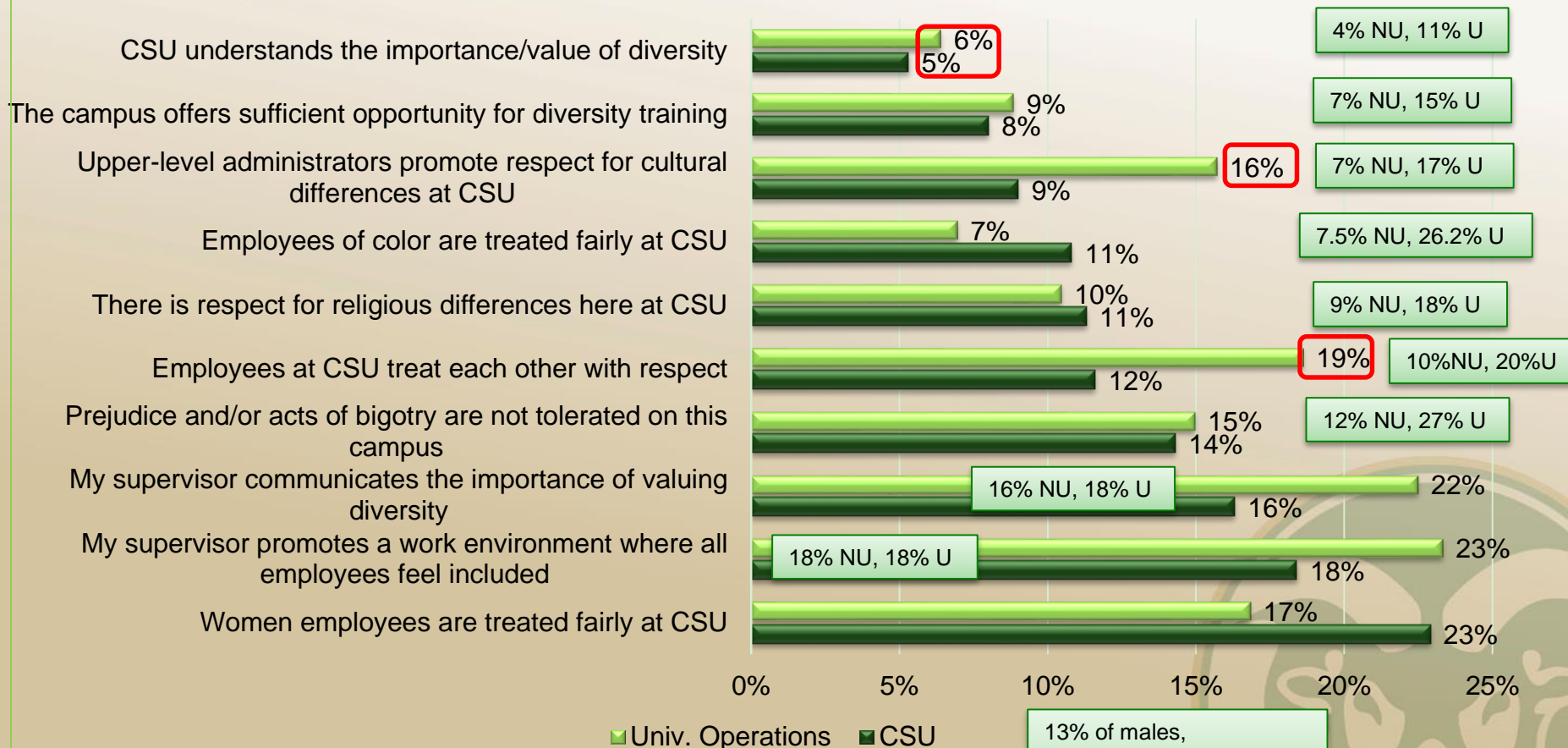


Percent who responded Strongly Agree and/or Agree

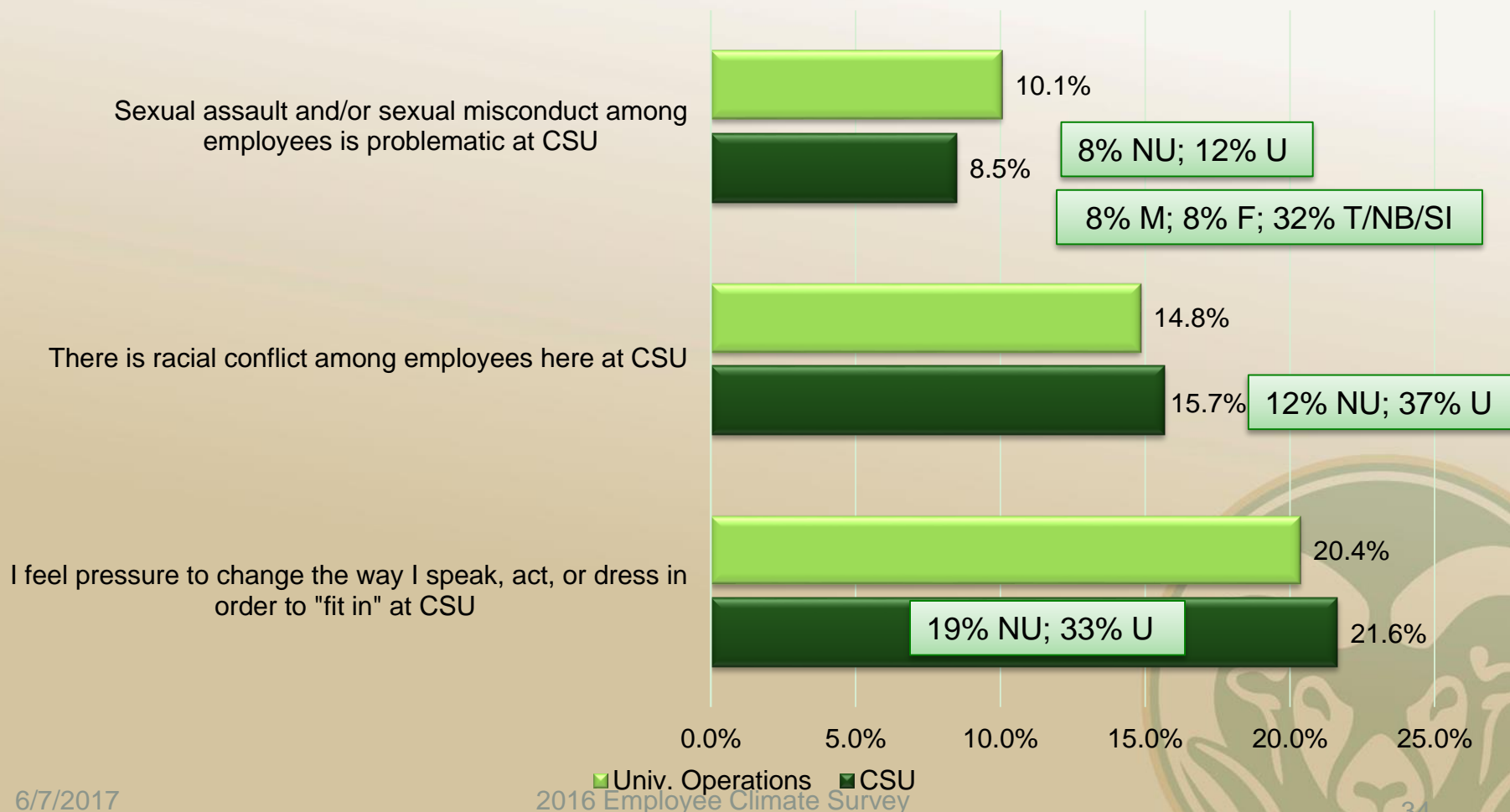


Perceptions of Diversity

Percent who responded Strongly Disagree or Disagree

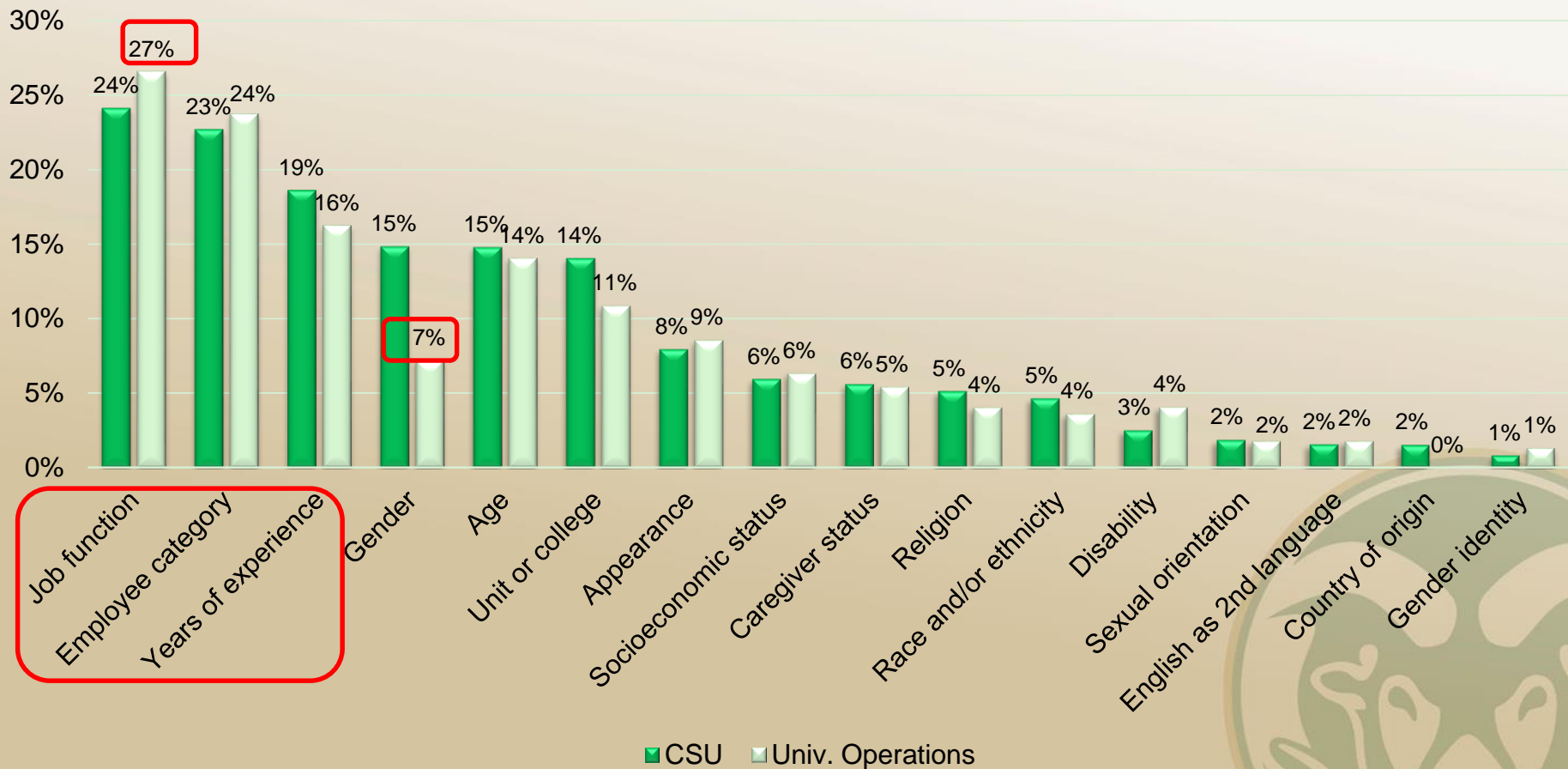


Percent who responded Agree or Agree



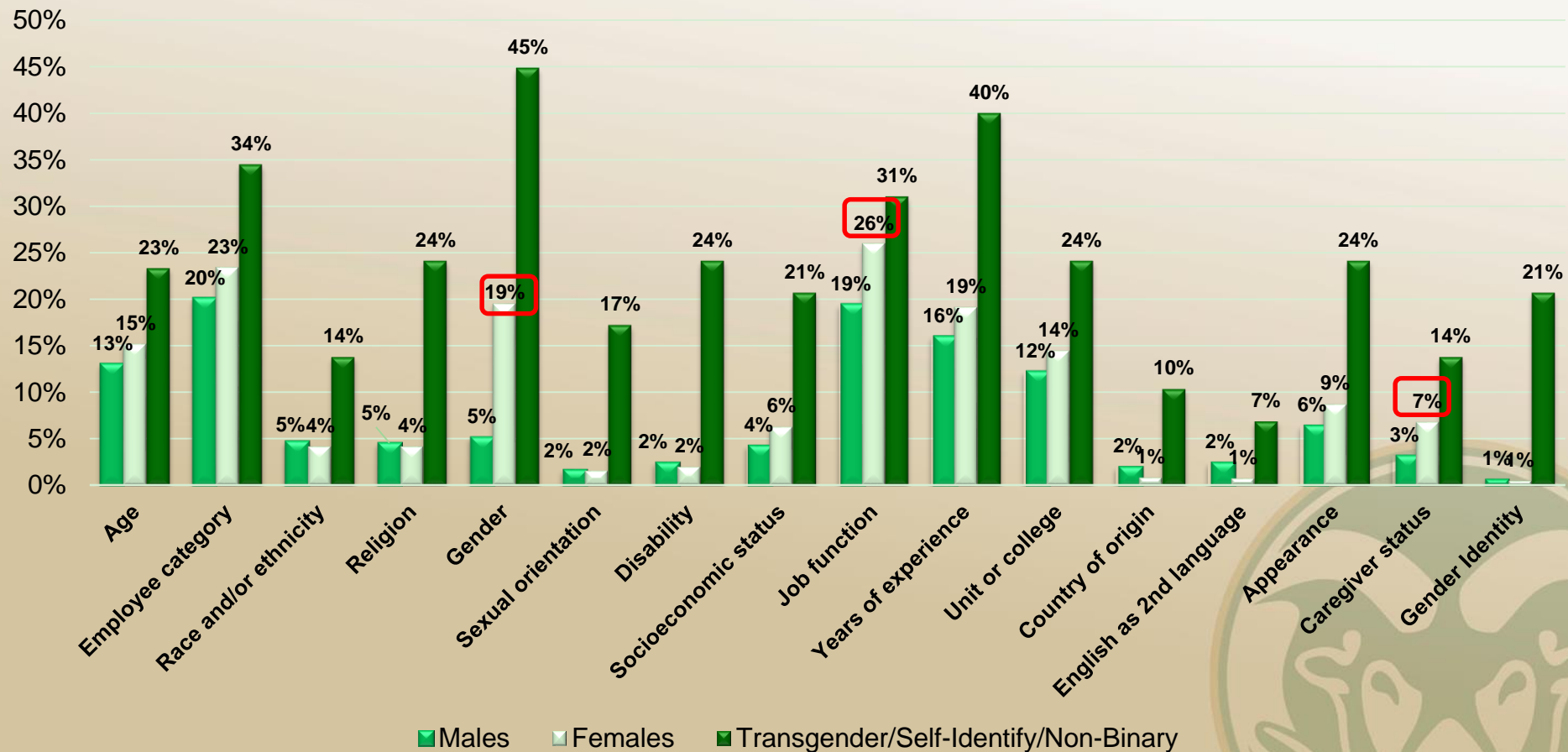
Negative Treatment or Behavior: Experiences

I experienced negative treatment or behavior based on:



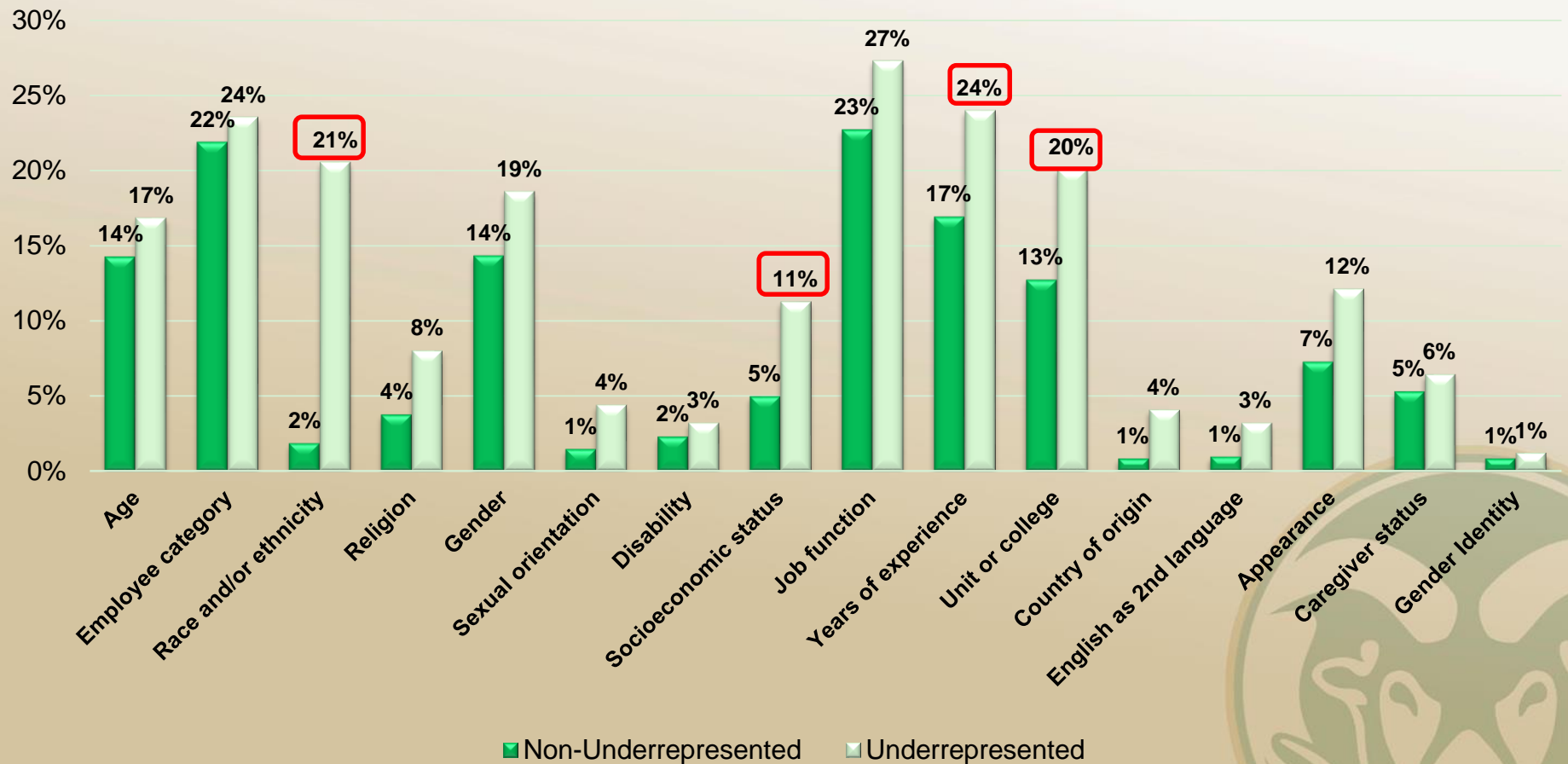
Negative Treatment or Behavior: Experiences by Gender

I experienced negative treatment or behavior based on:



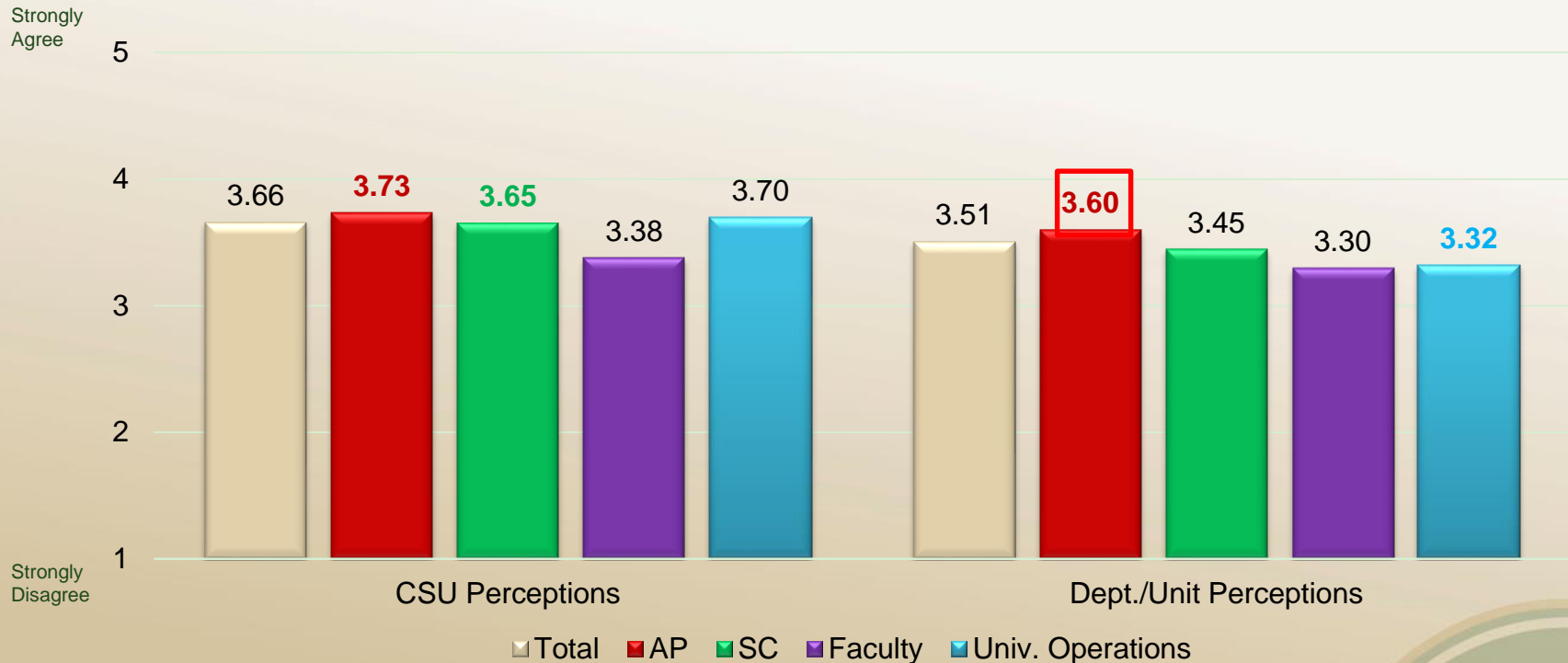
Negative Treatment or Behavior: Experiences by Underrepresentation (Race/Ethnicity)

I experienced negative treatment or behavior based on:



- 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

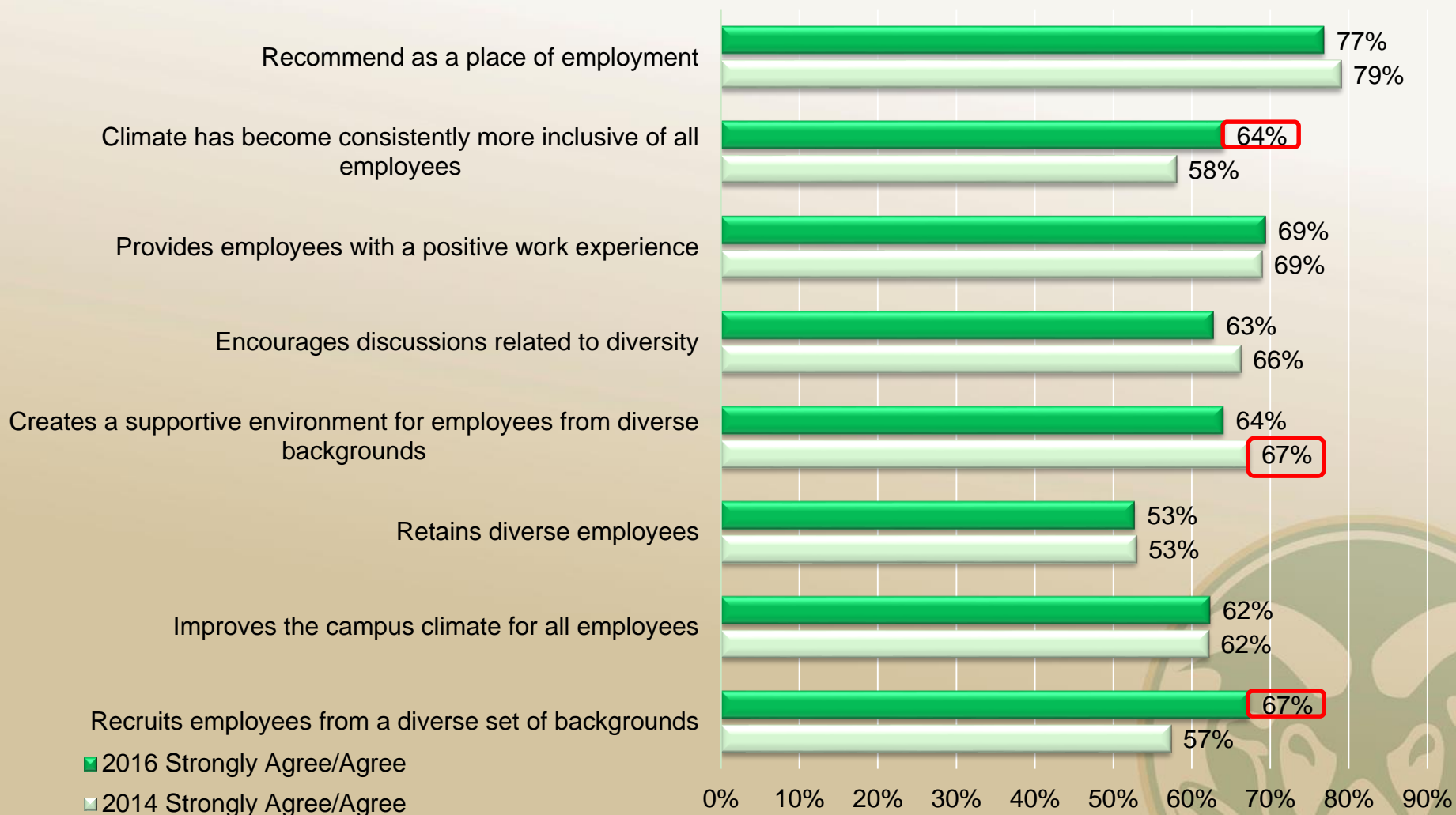
Campus Perceptions



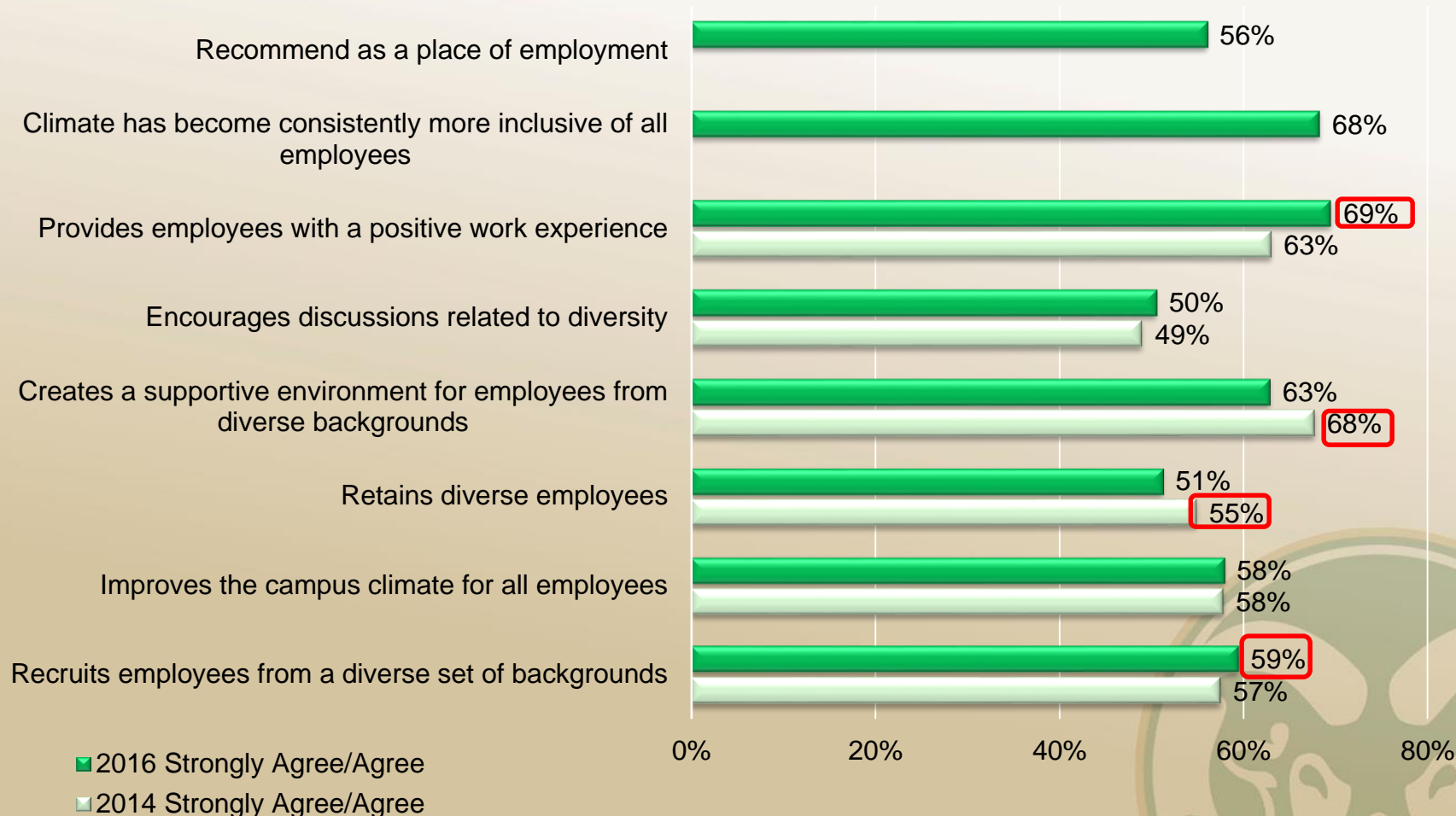
- **Administrative Professional** and **State Classified**, on average, have significantly more favorable CSU climate perceptions than **Faculty** ($d = .34$ and $.35$ respectively)
- **Administrative Professional** have significantly more favorable unit climate perceptions compared to **State Classified**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

- Overall, 77% of respondents would agree that they would recommend **CSU** as a place of employment
 - 56% 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% vs. 17%)

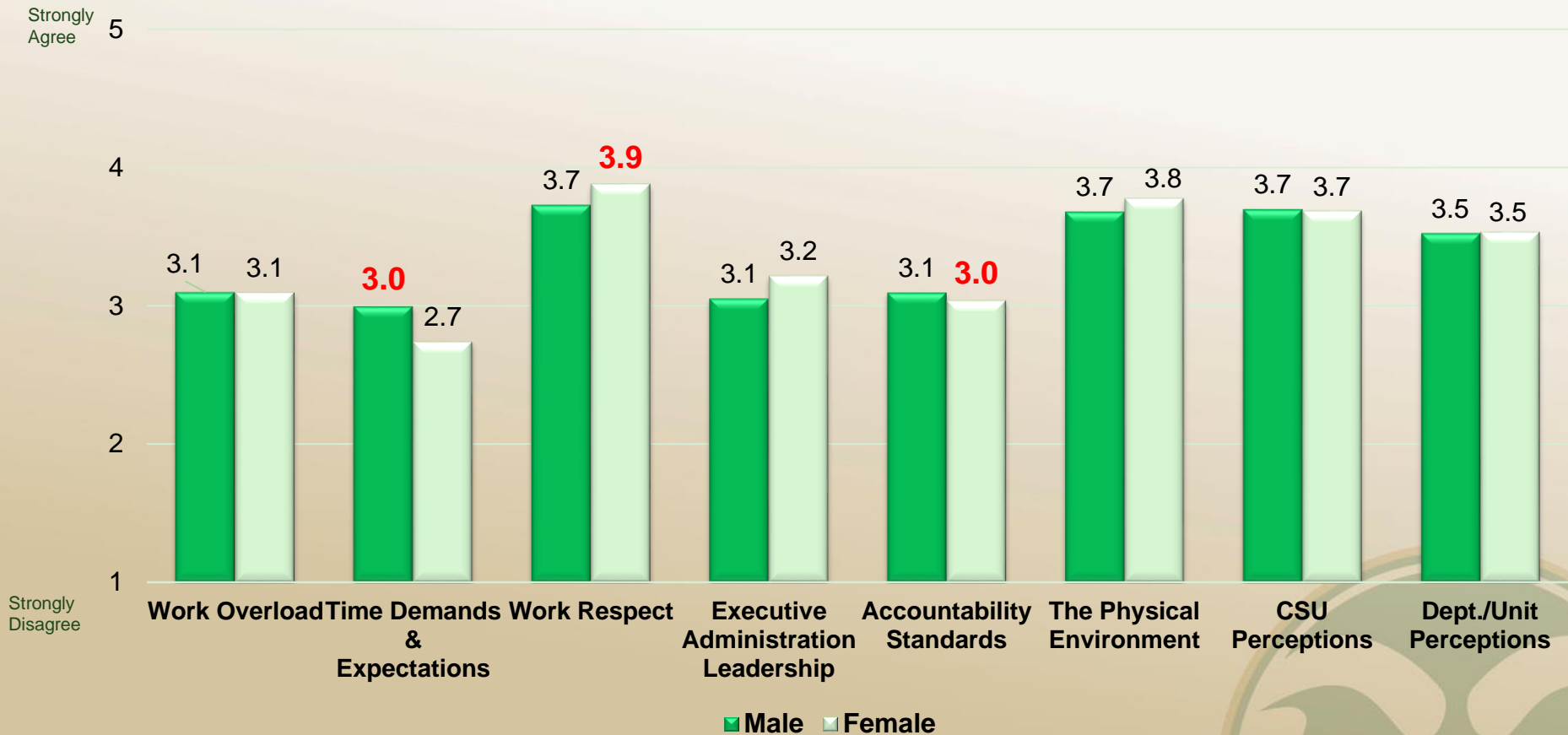
CSU Campus Perceptions: 2016 vs. 2014



Department/Unit/Office Perceptions: 2016 vs. 2014



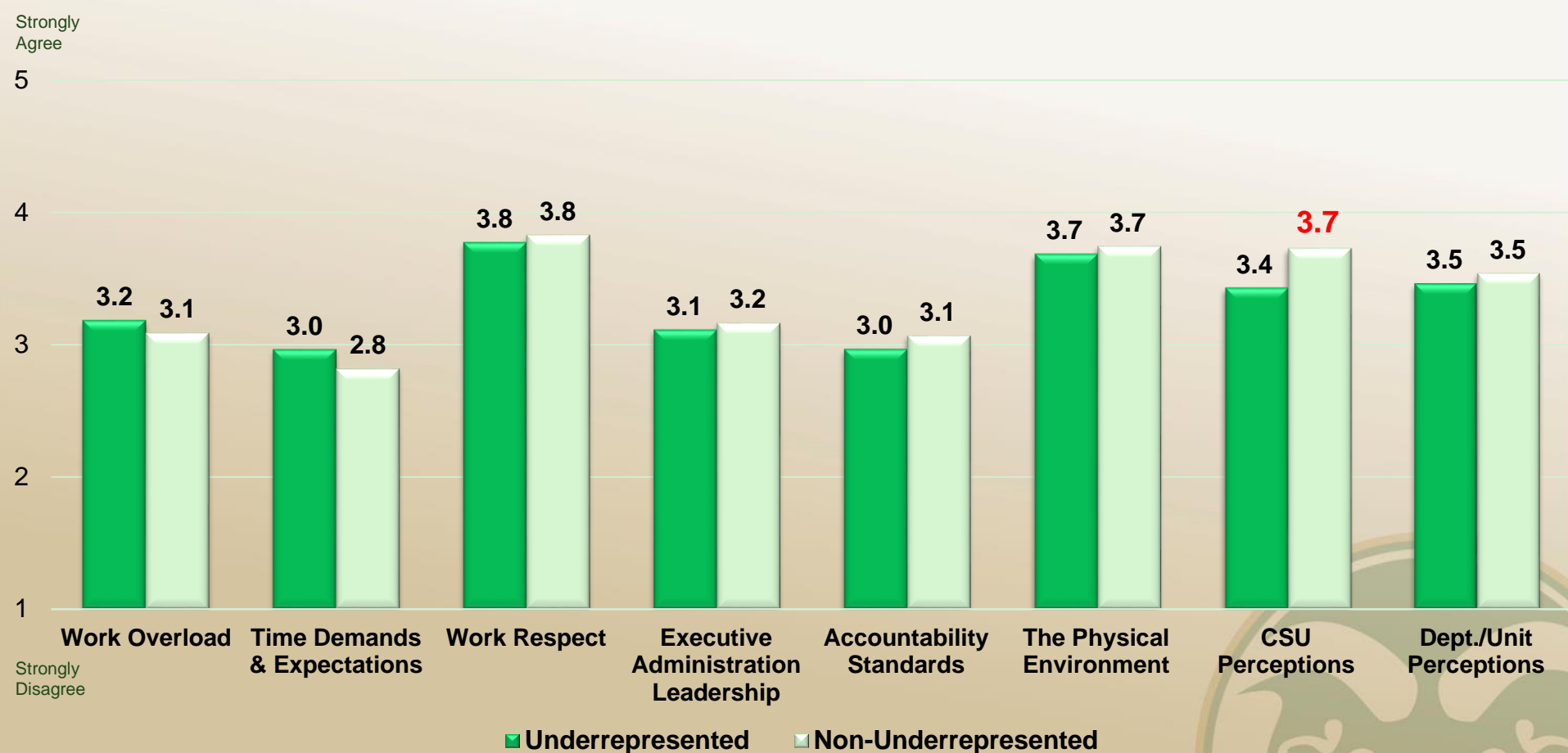
Average Responses by Gender



Sign: Differences by Employee Category:

- AP: Significant differences by gender for Accountability Standards, Unit Perceptions, CSU Perceptions (Males more favorable)
- SC: All means were significantly different (Females more favorable) except CSU Perceptions and Accountability Standards
- Faculty: No significant differences

Average Responses by Underrepresentation (Race/Ethnicity)



Sign: Differences by Employee Category:

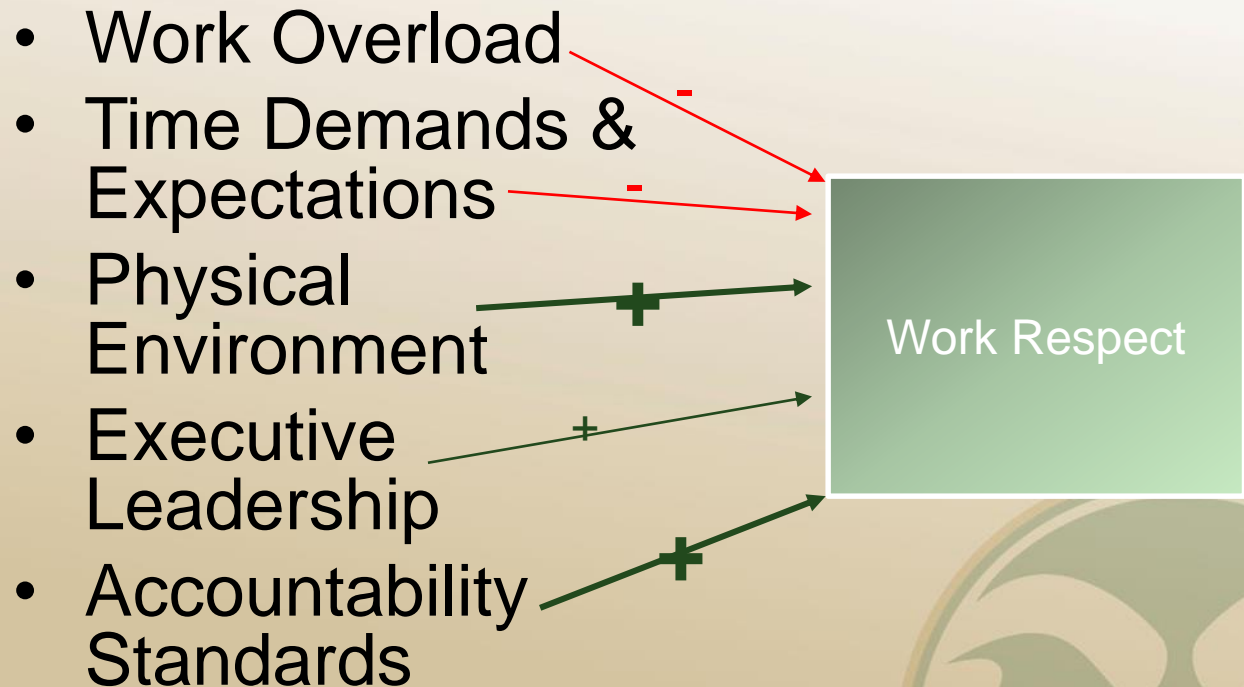
(All significant differences: underrepresented had less favorable means)

- AP: Time Demands & Expectations, Accountability Standards, and CSU Perceptions all significantly differed
- SC: No significant differences
- Faculty: CSU Perceptions significantly differed

What impacts perceptions of work respect?

Covariates

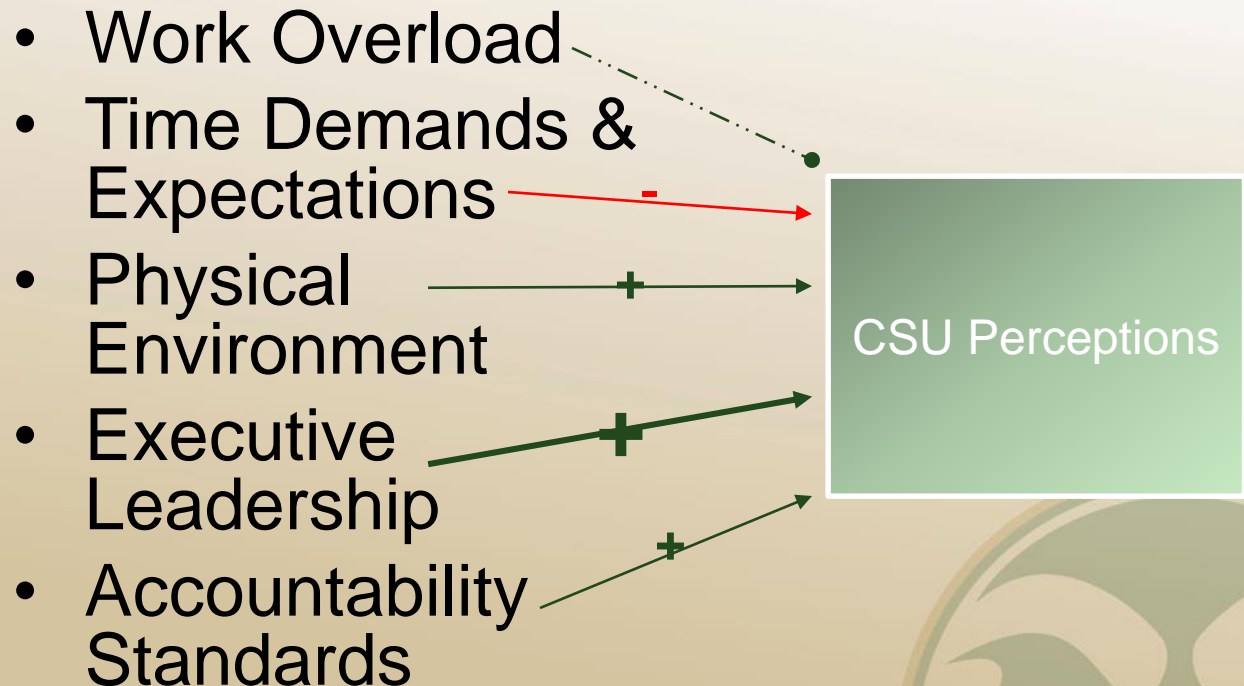
- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status



What impacts CSU perceptions ?

Covariates

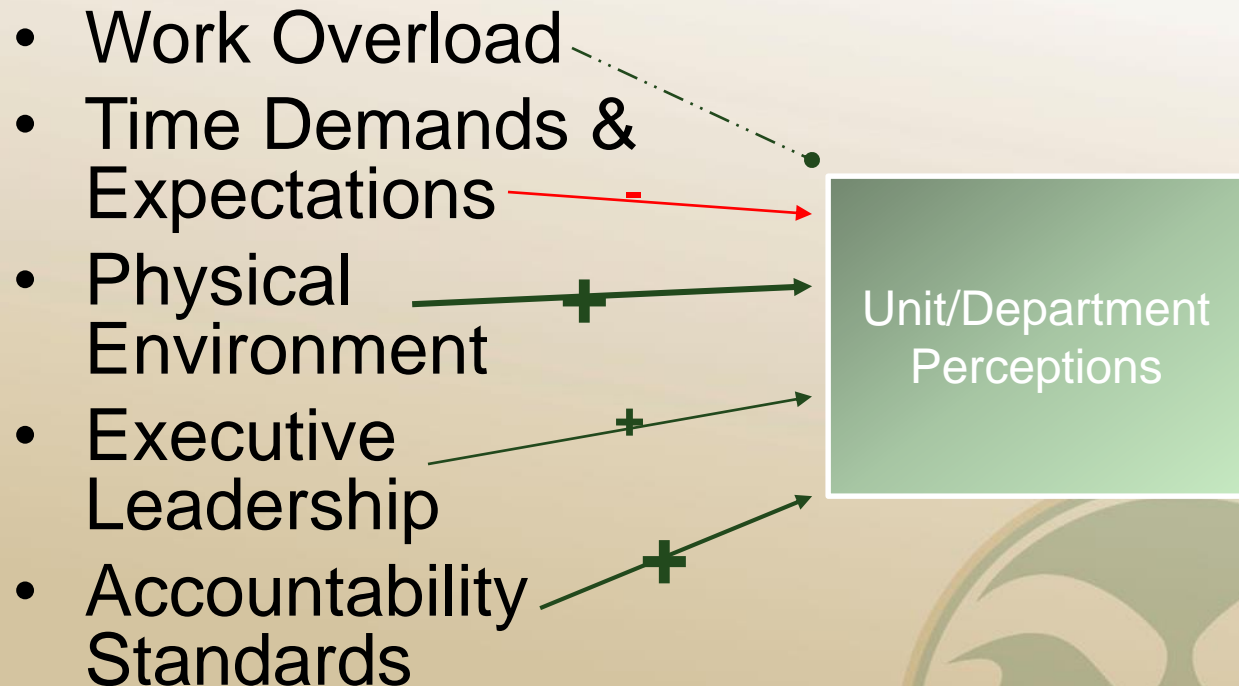
- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status



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 ($d = .11$ and $.16$ respectively)
 - No significant findings among underrepresented employees
- On average, **employees with no dependents** have significantly more favorable mean scores for all constructs except physical environment than employees with dependents ($d < .20$)
- 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 ($d < .16$ -.38)

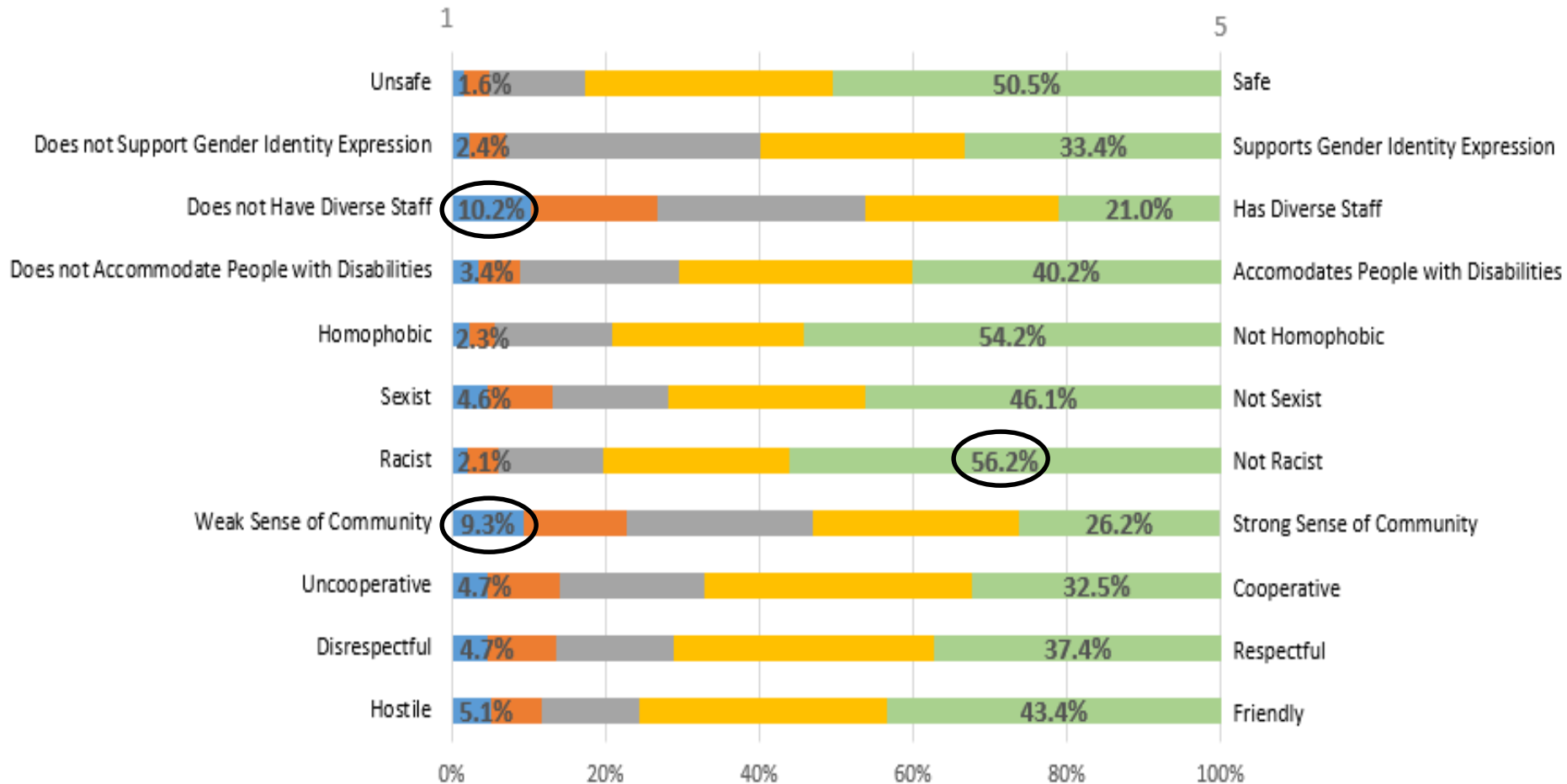
- Workload
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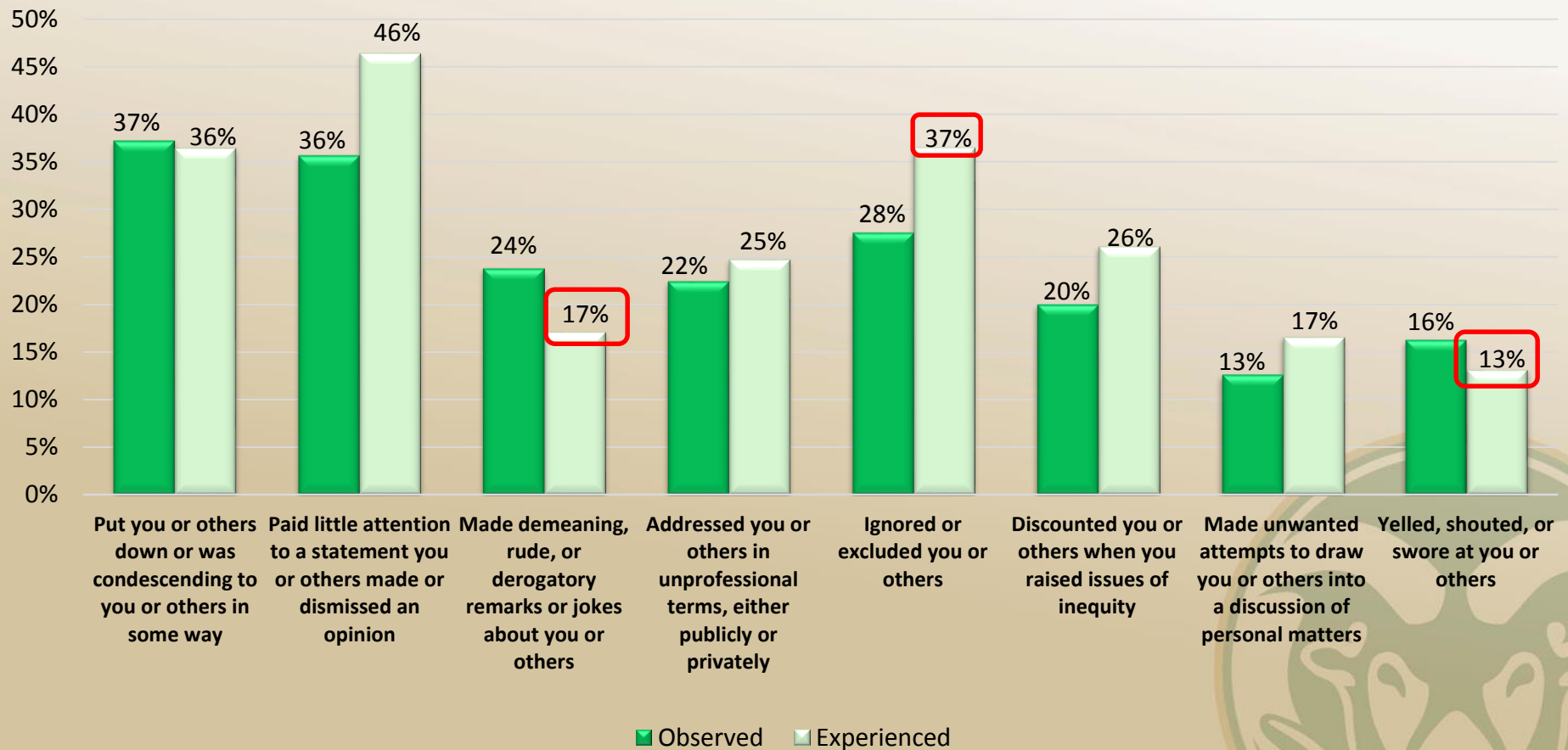
Questions/Comments?





Disrespectful Experiences

An individual or a group of individuals...



I observed and/or experienced negative treatment or behavior based on:

