

2016 Employee Climate Survey:

Prepared for Housing & Dining Services

Assessment Group for Diversity Issues

Chair: VP for Diversity, Mary Ontiveros

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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	Survey	SA	CSU
Gender	n = 2,191	n = 306	n = 7224
Female	63.5%	69.5%	52.4%
Male	34.9%	28.9%	47.6%
Transgender, Non-Binary, Self-Identify	1.6%	1.7%	
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%	66.0%	51.2%
Faculty	15.8%	0.0%	25.6%
State Classified	30.3%	34.0%	23.3%
Years Employed at CSU			
Two years or less	19.7%	23.3%	
3 to 5 years	21.4%	25.7%	
6 to 10 years	20.5%	18.7%	
11 to 15 years	14.6%	10.0%	
16 or more years	23.7%	8.3%	

All Respondents:

- 8.9% are not full-time appointment
- 7.2% work off-campus
- 38.4% are a primary caretaker of a minor and/or an adult
- 40% are CSU Alumni

Student Affairs:

- 66% Admin Pro and 34% State Classified
- 70% Female
- 21% Underrepresented Race/Ethnicity
- 50% employed six or more years

- 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**

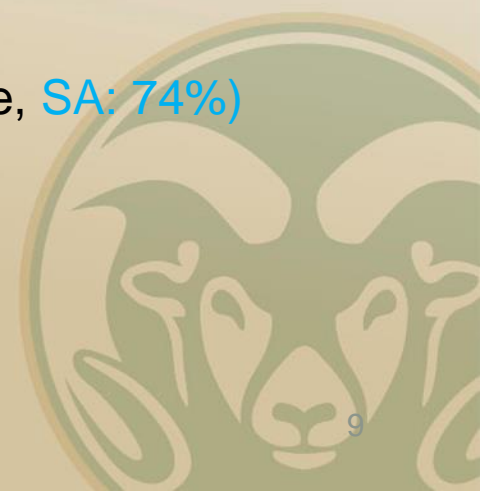
- The amount of work I have to do interferes with the quality I want to maintain (45% Agree=Strongly Agree/Agree), Student Affairs=SA: 41%)
- My workload is too heavy (39% Agree, SA: 35%)
- I don't have time to finish my job (37% Agree, SA: 35%)
- I'm rushed in doing my job (43% Agree, SA: 39%)
- I feel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

- **Time Demands & Expectations**

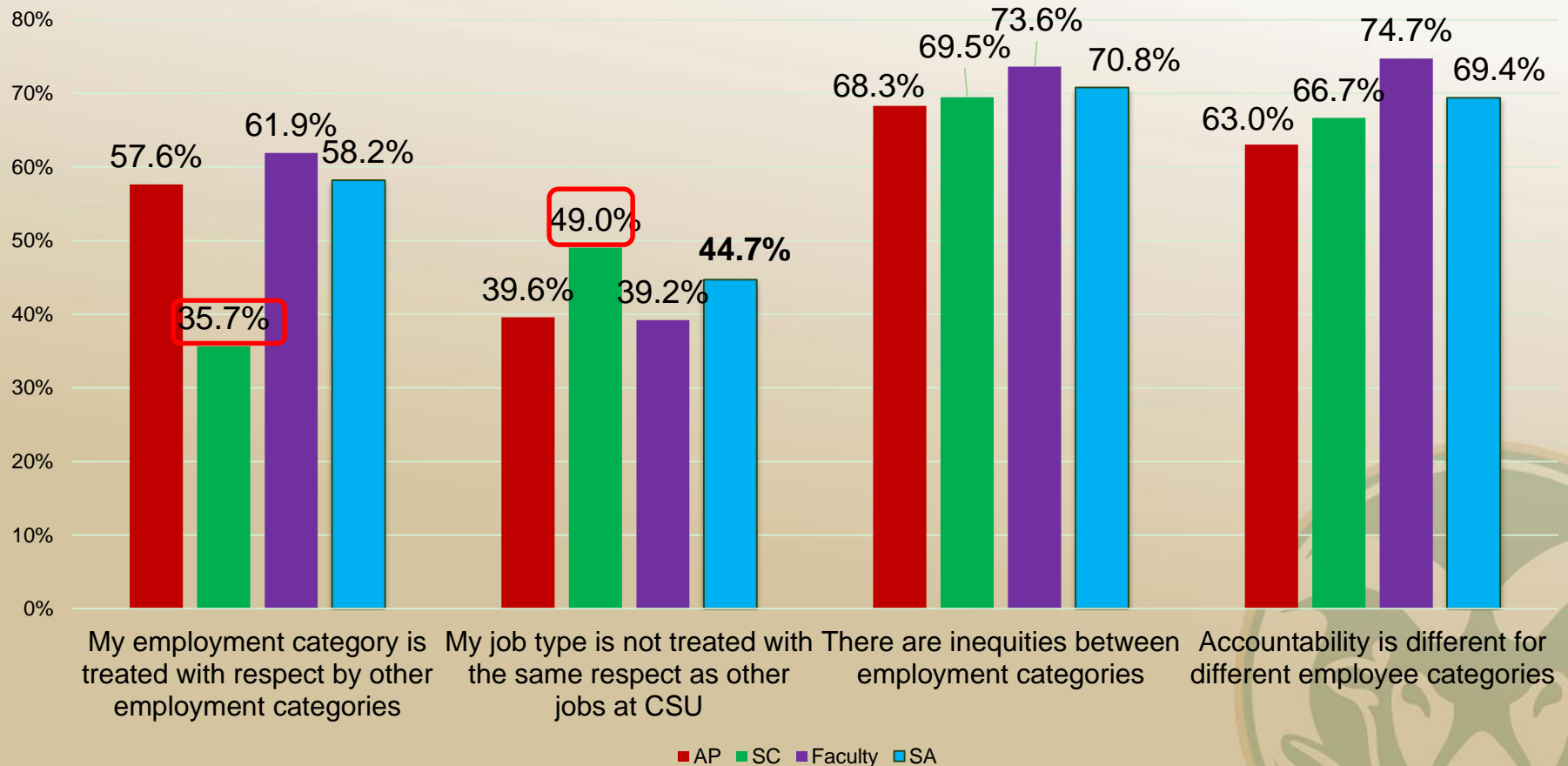
- I am expected to work more than 40 hours a week (40% Agree, SA: 34%)
- I feel pressure to be reachable for work purposes throughout the day and evening (40% Agree, SA: 32%)
- I have to stay too many extra hours at my job (31% Agree, SA: 29%)
- I am expected to put my job ahead of my family or personal life (18% Agree, SA: 14%)

Work Respect

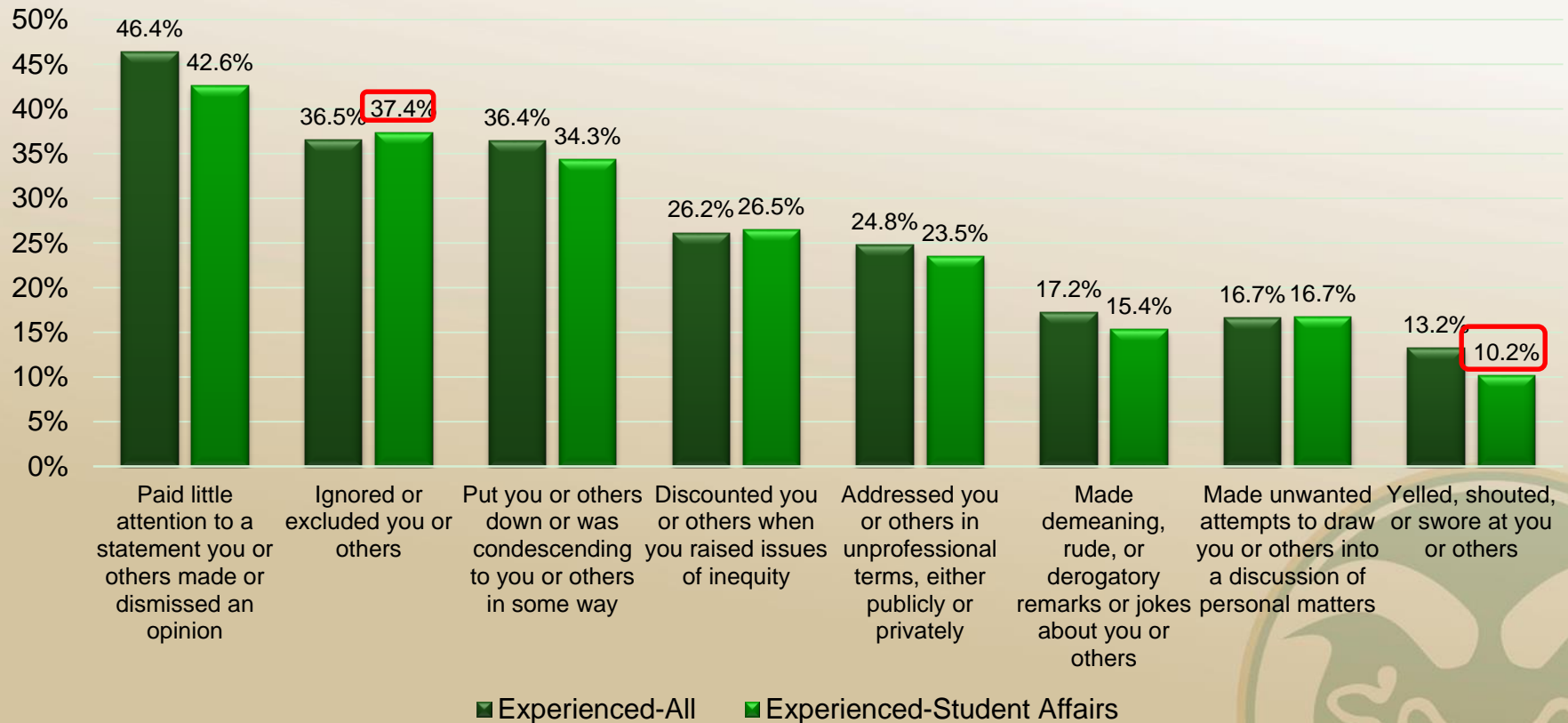
- My work contribution is appreciated (69% Agree, **SA: 77%**)
- I am cared about at work (67% Agree, **SA: 78%**)
- I am treated with respect at work (**75% Agree**, **SA: 83%**)
- My supervisor supports me and advocates on my behalf (68% Agree, **SA: 74%**)



Percent who Responded Strongly Agree or Agree

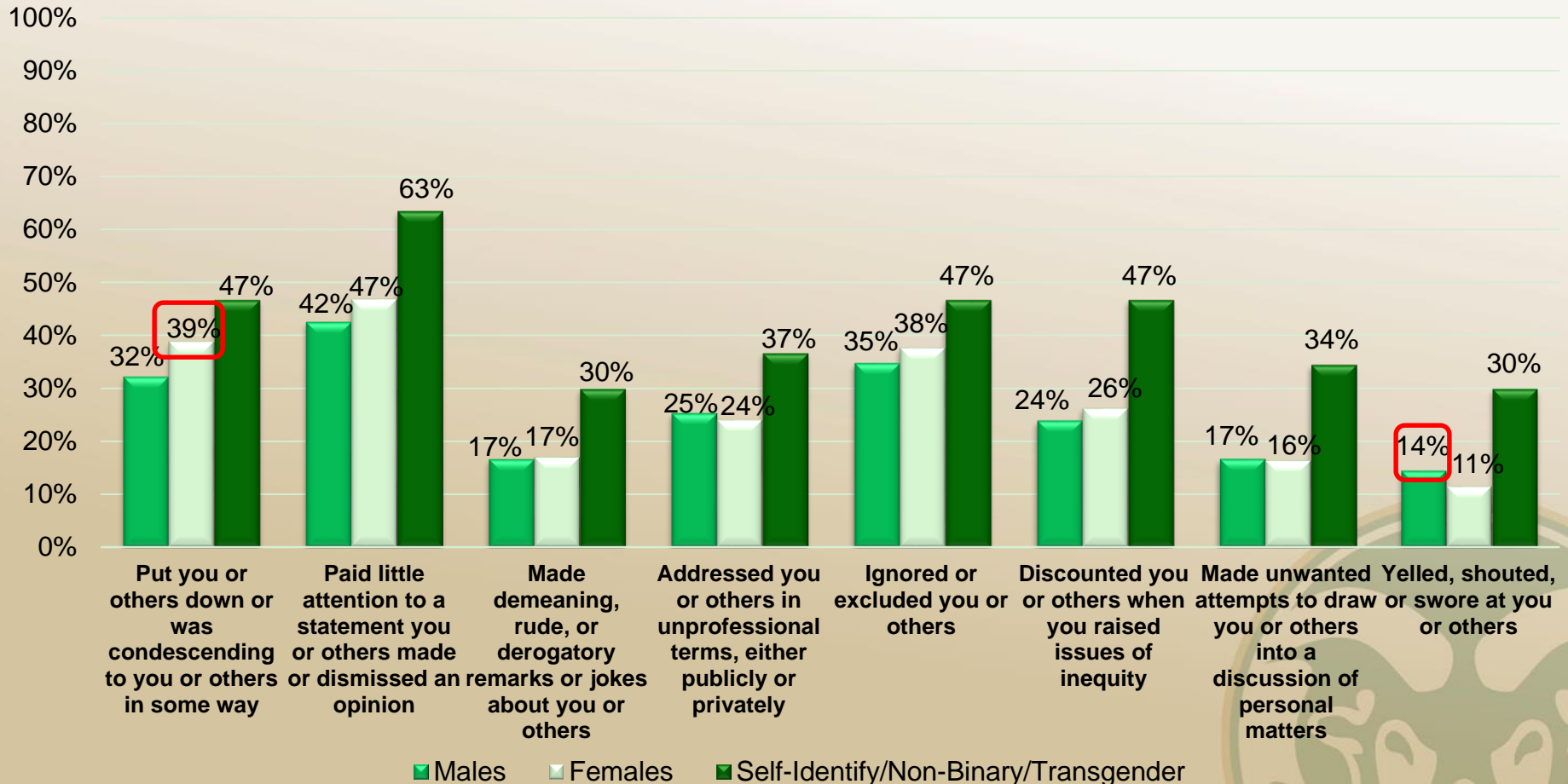


An individual or a group of individuals...



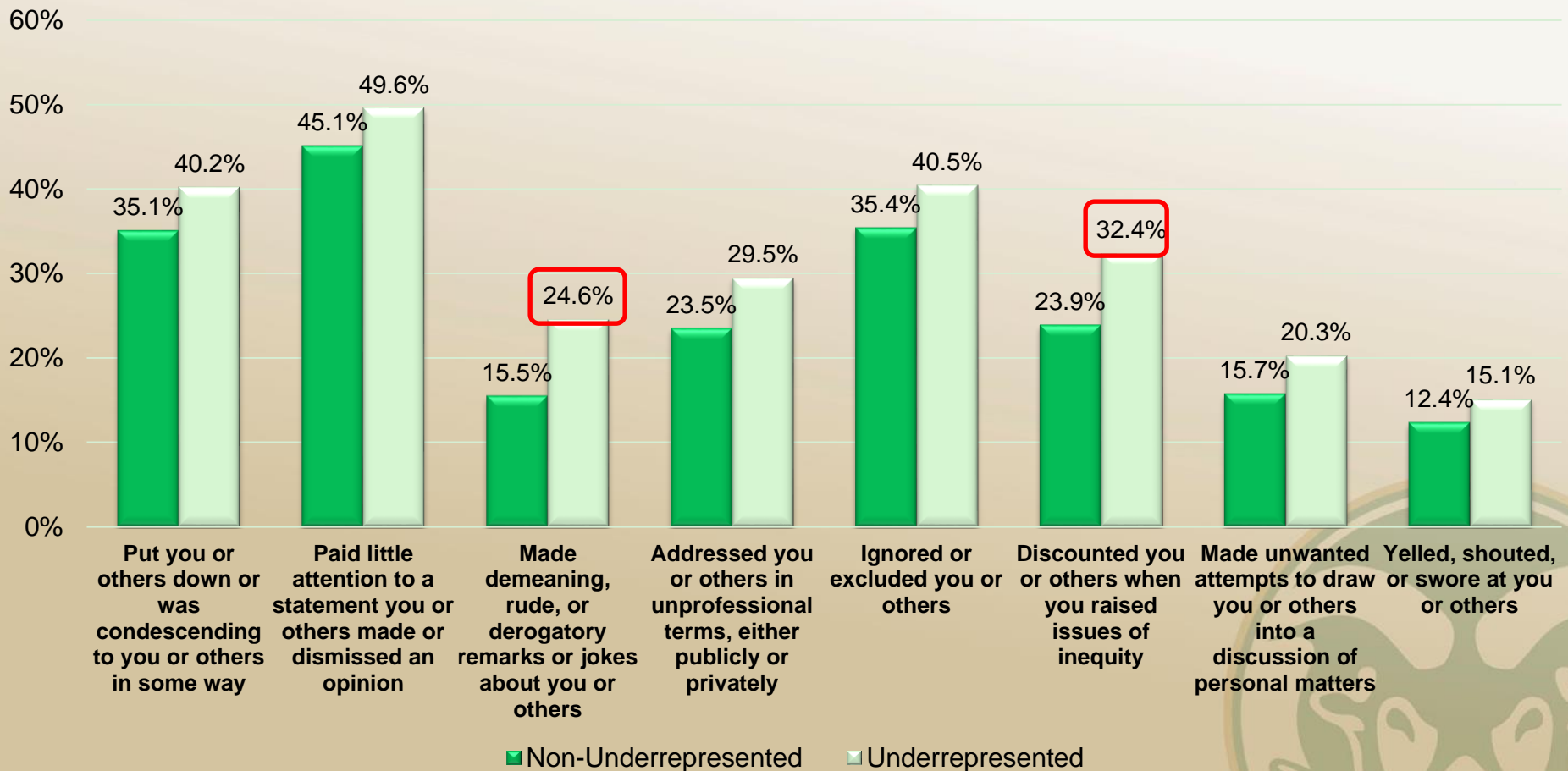
Disrespectful Experiences by Gender

An individual or a group of individuals...

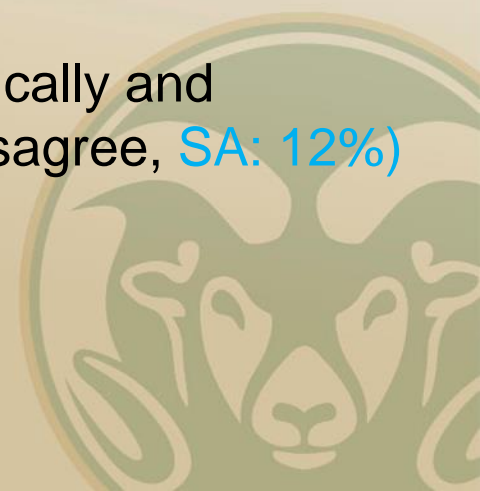


Disrespectful Experiences by Underrepresentation (Race/Ethnicity)

An individual or a group of individuals...

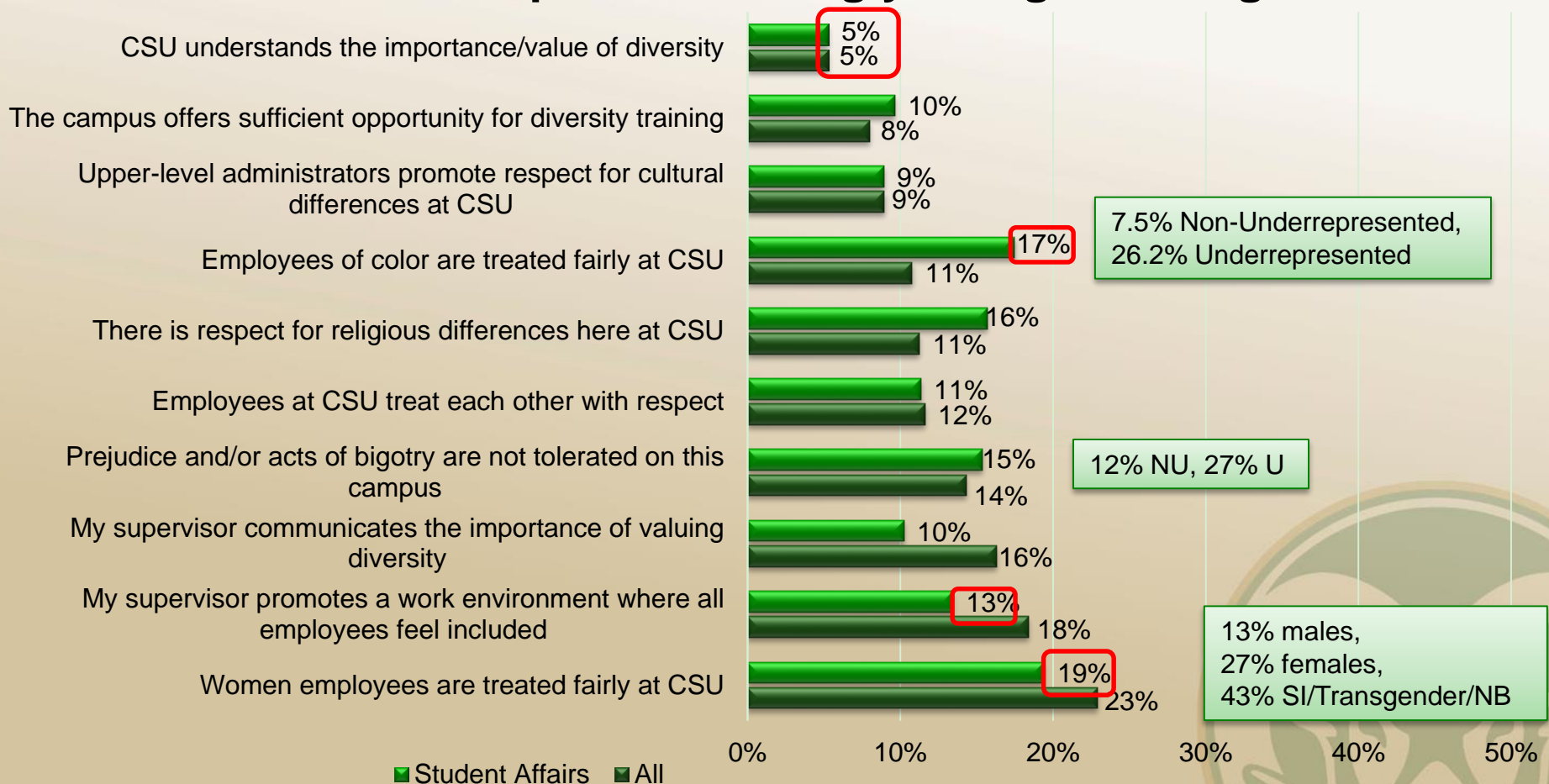


- Employees are held accountable for negative or inappropriate behavior in the workplace (50% Disagree, SA: 40%)
- Employees are held accountable for poor performance in the workplace (50% Disagree, SA: 49%)
- University leaders adequately address negative or inappropriate behavior in the workplace (32% Disagree, SA: 28%)
- Employees in my immediate work environment act ethically and honestly in the workplace (14% Disagree, SA: 12%)



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

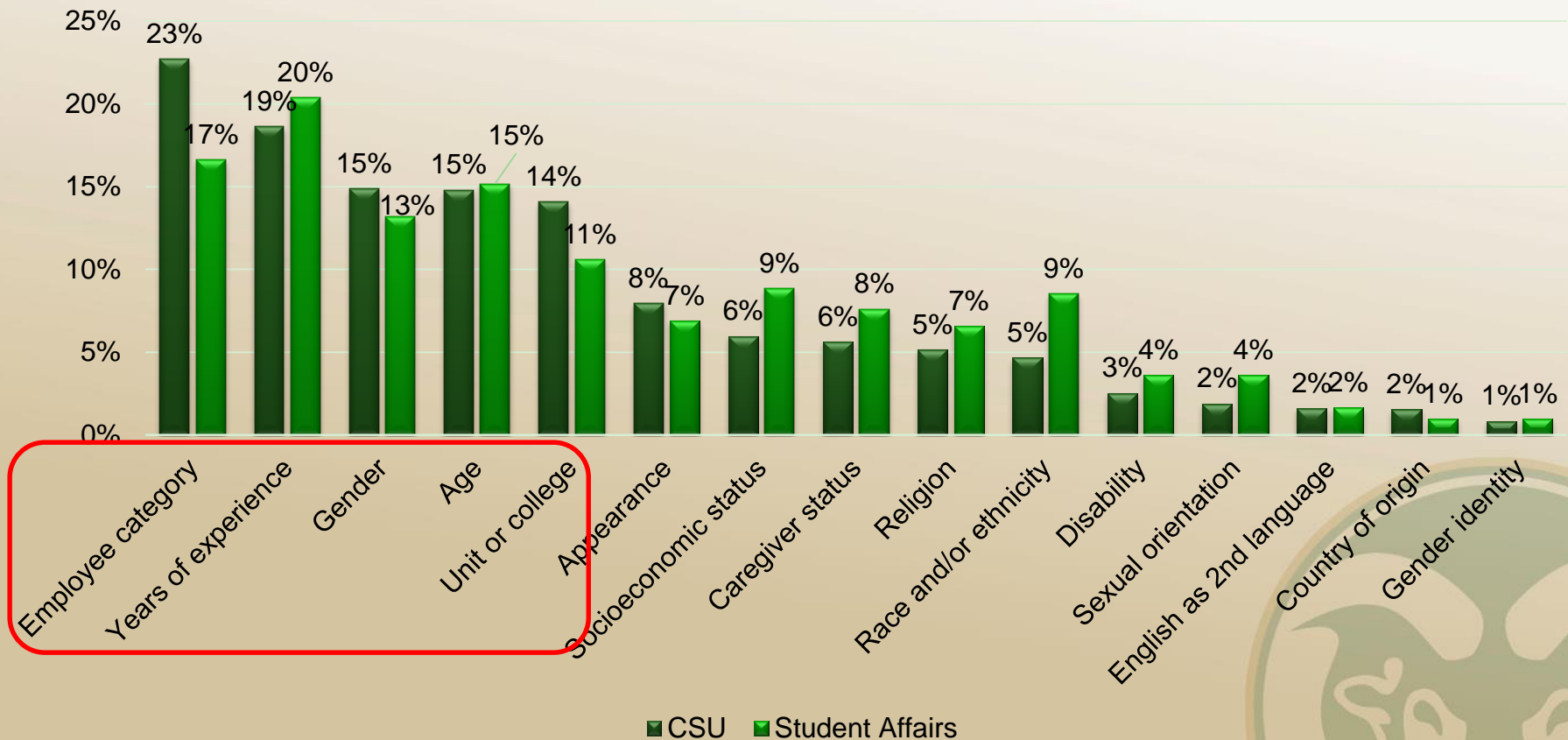
Percent of responded Strongly Disagree/Disagree



Percent who responded Strongly Agree/Agree

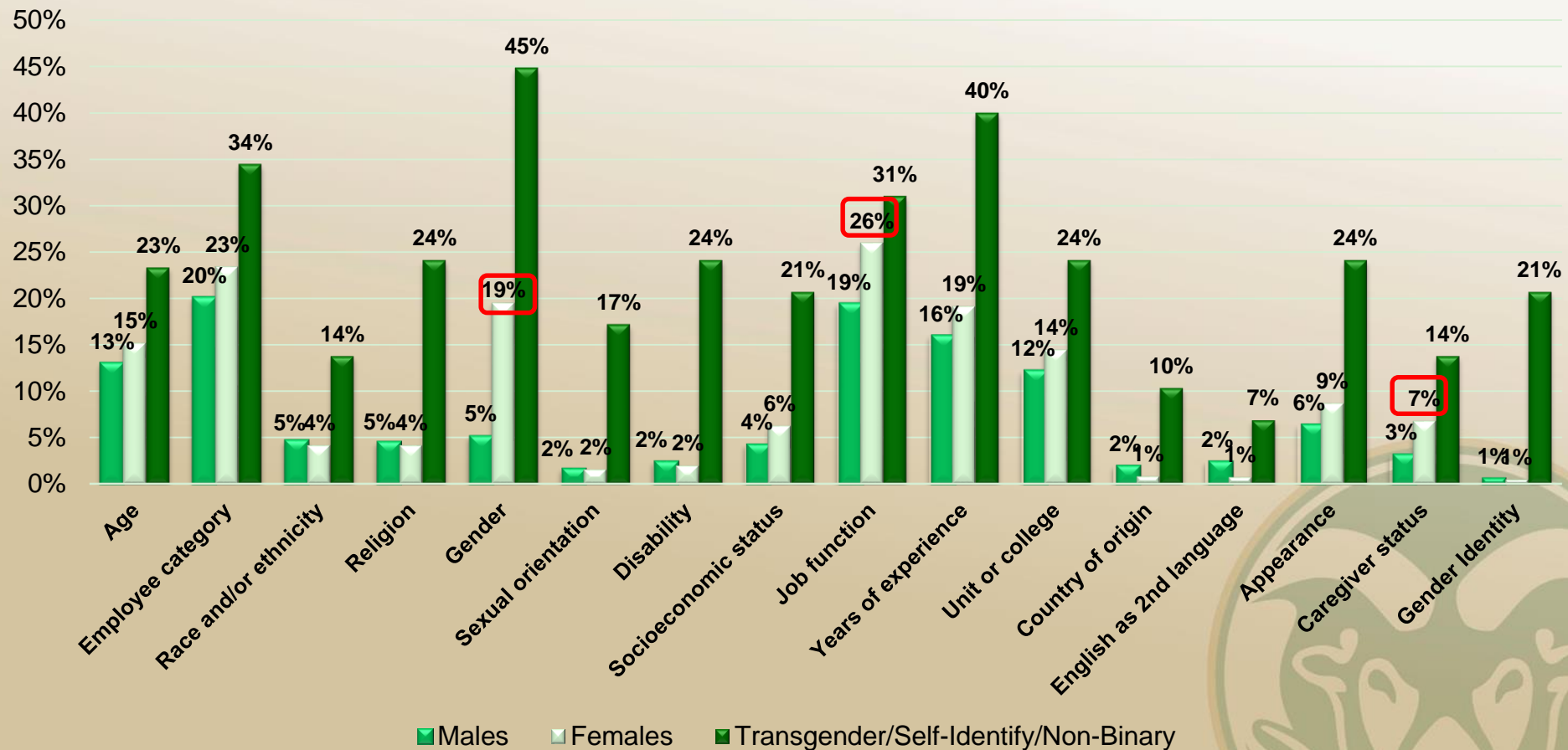


I experienced negative treatment or behavior based on:



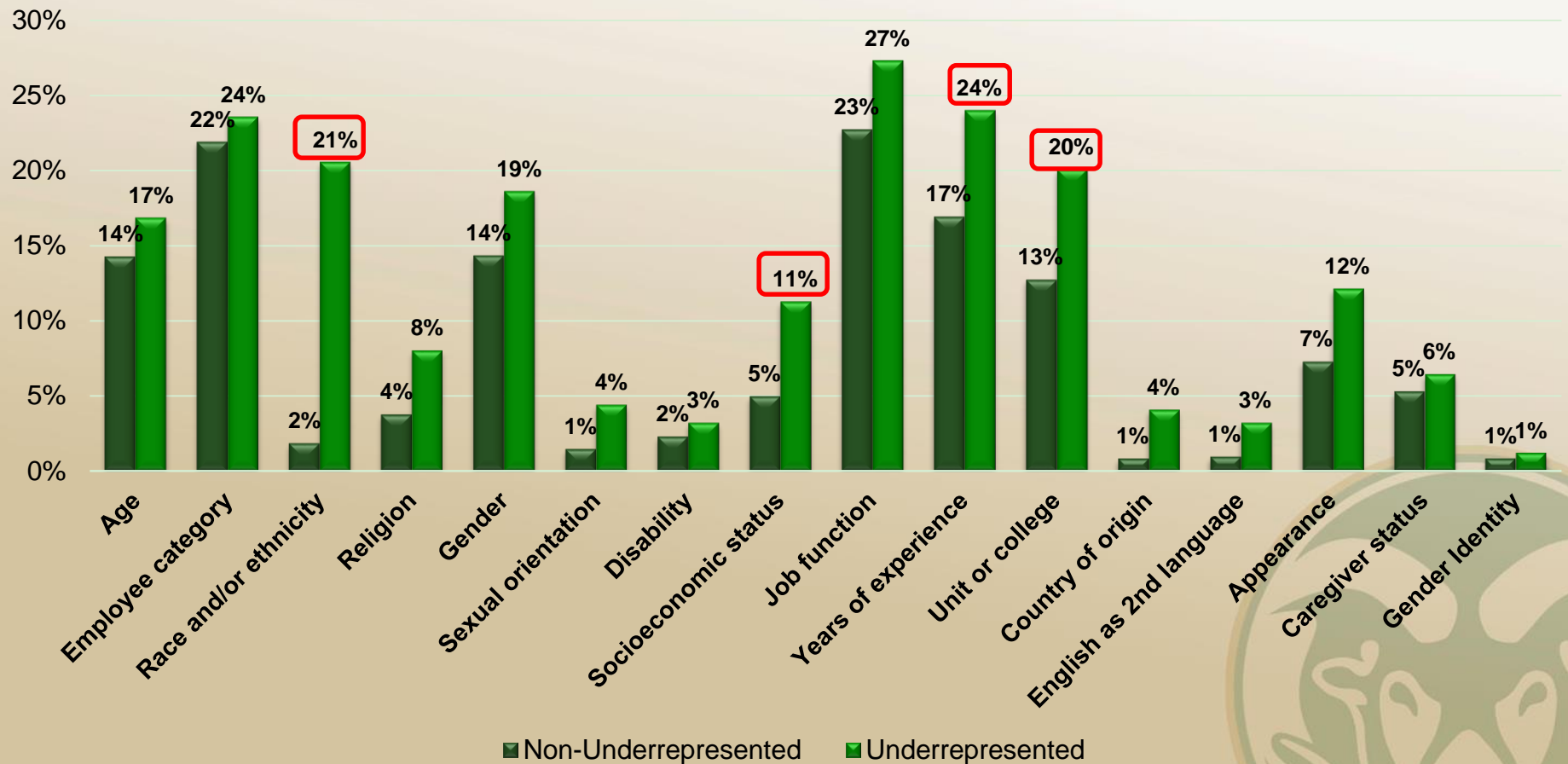
Negative Treatment or Behavior: Experiences by Gender

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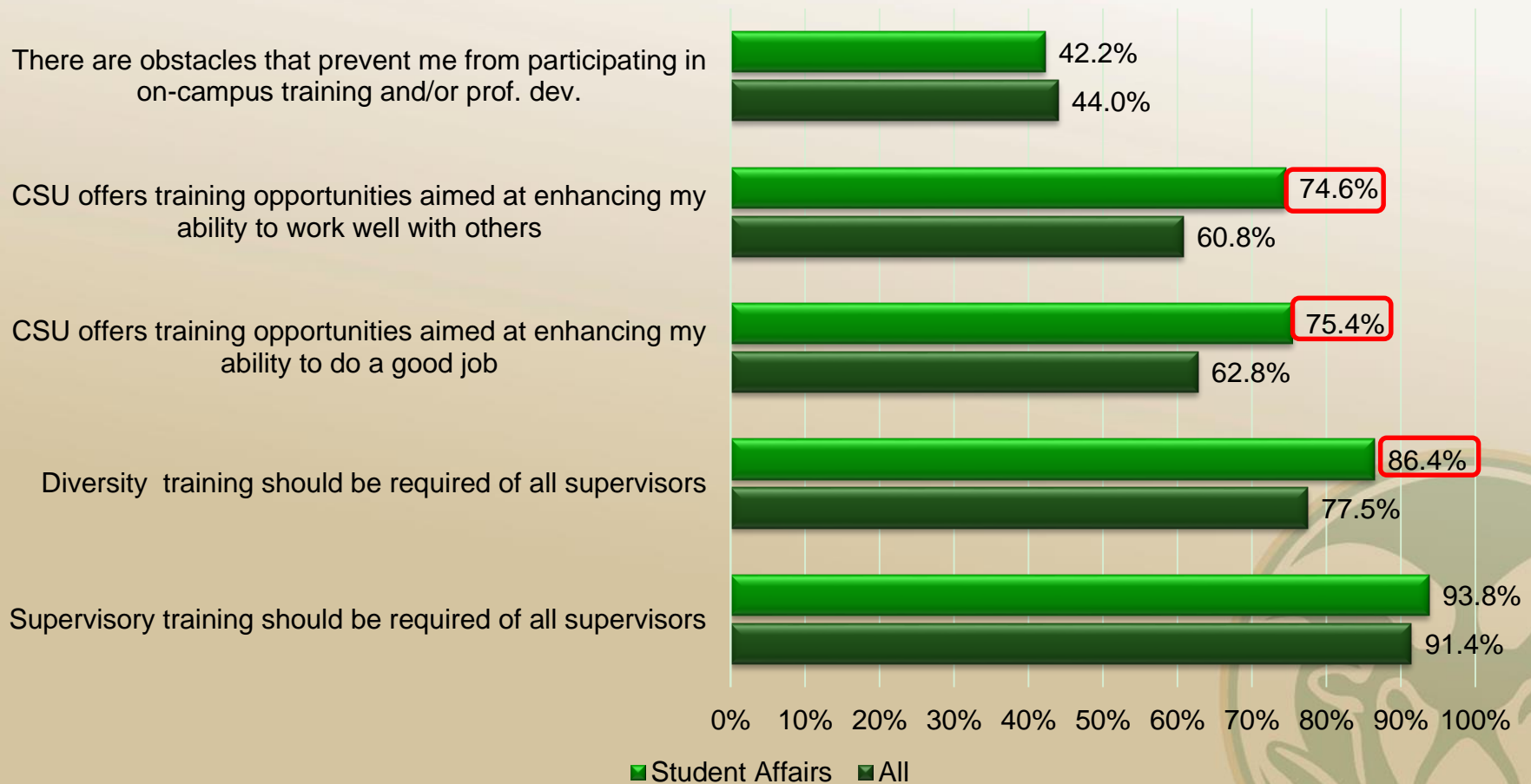


Negative Treatment or Behavior: Experiences by Underrepresentation (Race/Ethnicity)

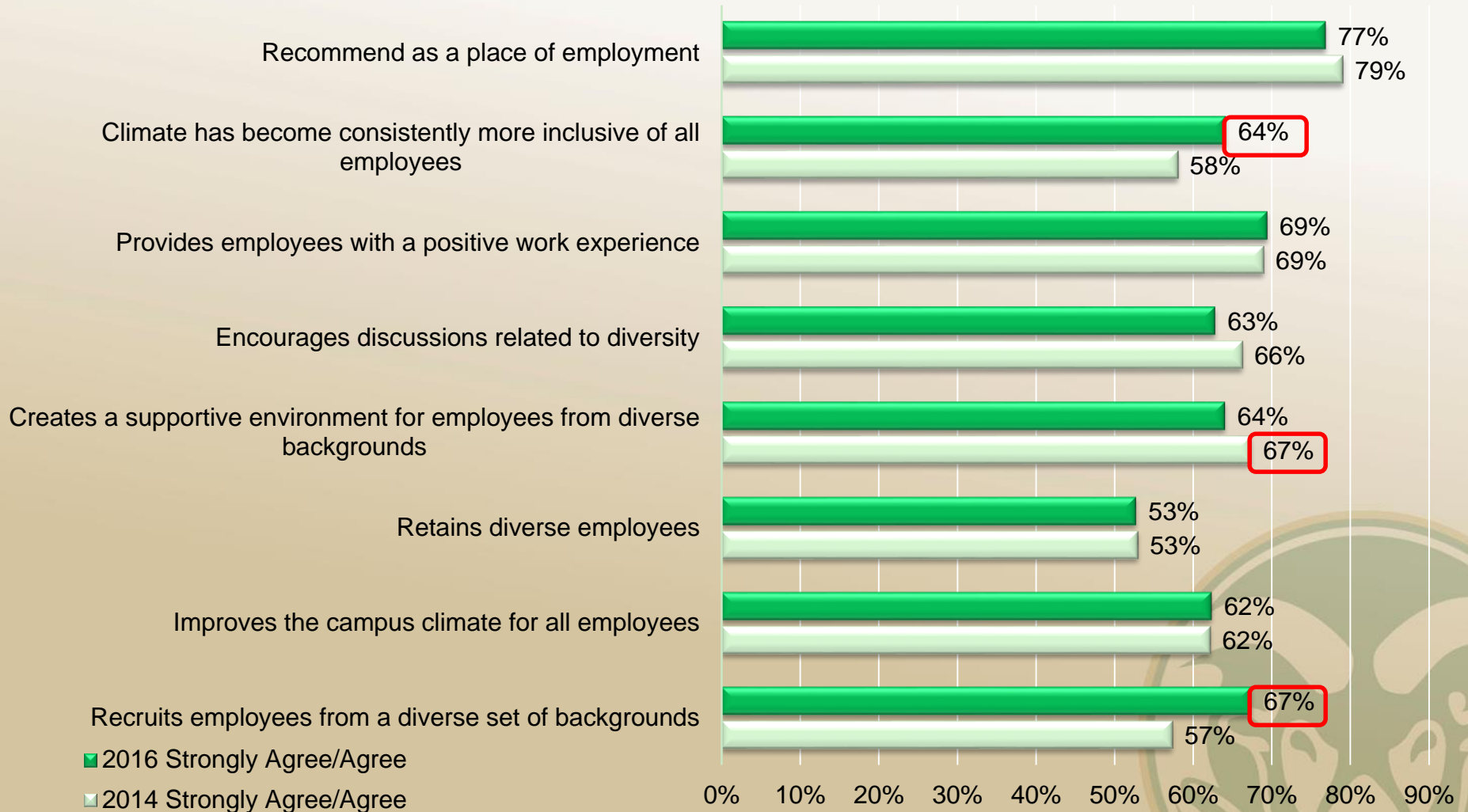
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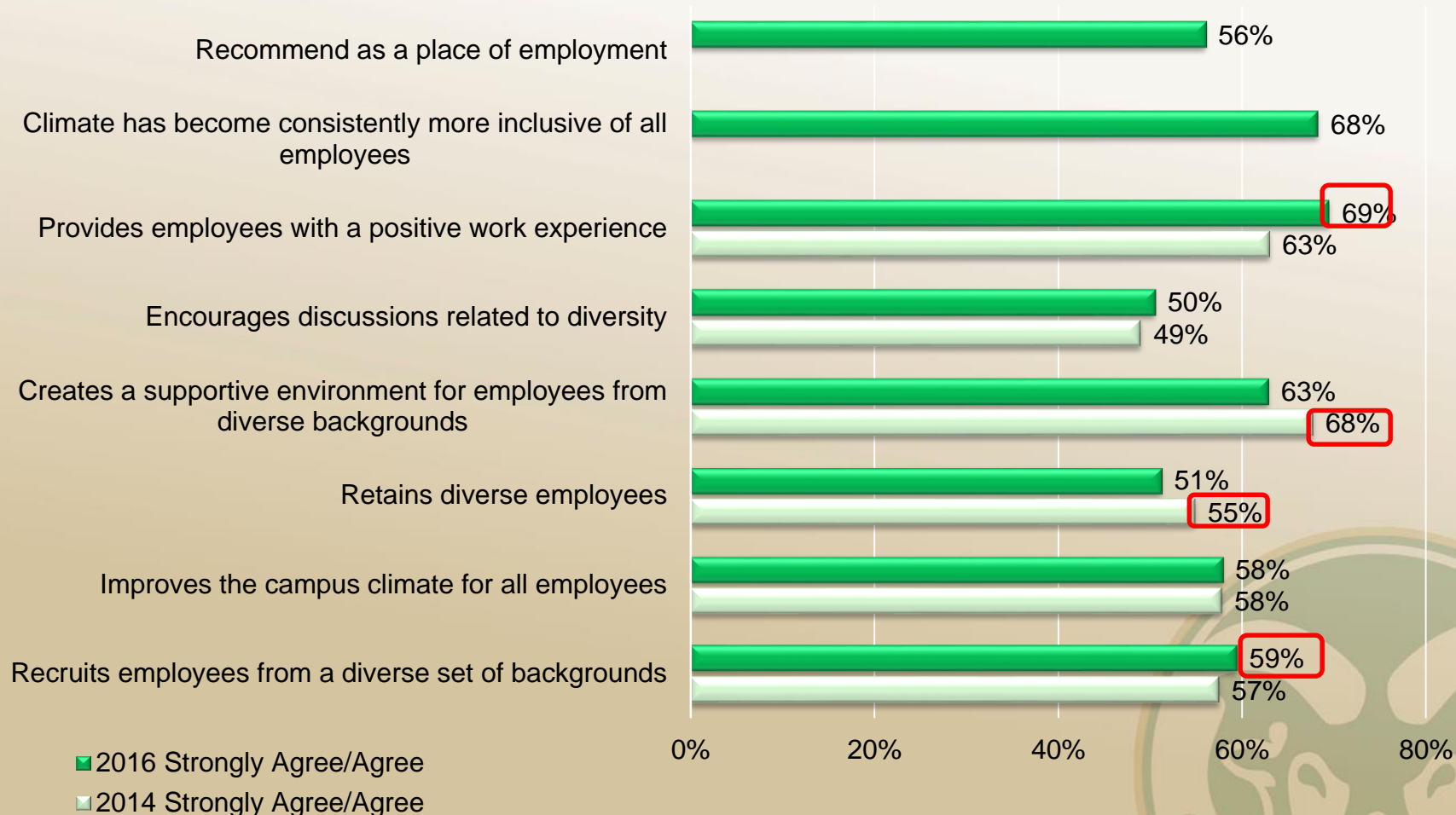
Percent who responded Strongly Agree/Agree



CSU Campus Perceptions: 2016 vs. 2014



Department/Unit/Office Perceptions: 2016 vs. 2014



- The 2014 assessment results revealed minimal between-group differences by employee category, while the 2016 assessment finds consistent and significant employee category differences
- AP respondents have significantly more favorable responses than SC respondents on average
- Respondents of color and those who identify as self-identify, transgender, and/or non-binary report experiencing more negative treatment and disrespectful behaviors than their peers
- Female administrative professional respondents had significantly less favorable scores for Accountability Standards and their perceptions of both CSU and their unit compared to males

- Executive Leadership and Accountability Standards emerged as having the least favorable perceptions among employees, while overall CSU perceptions and Work Respect had the most favorable perceptions
 - Workload showed a wide variance among employees
- Work respect and unit perceptions would be improved if employees' physical environment and perceptions of accountability standards improved
- Improving executive leadership perceptions will be most impactful in improving CSU perceptions
- Employees in [Student Affairs](#) had significantly more favorable responses in all areas of focus except CSU Perceptions; however, their experiences were not more favorable when examining negative/disrespectful experiences



Questions/Comments?

