

2016 Employee Climate Survey

Prepared for: Campus Open Forum

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.

Employee Characteristics	#	CSU
Gender	n = 2,191	n = 7,224
Female	63.5%	52.4%
Male	34.9%	47.6%
Transgender, Non-Binary, Self-Identify	1.6%	
Underrepresentation Status (Race & Ethnicity)		
Underrepresented	13.8%	14.9%
Non-Underrepresented	86.2%	85.1%
Employee Category		
Administrative Professional (includes RA and postdocs)	54.0%	51.2%
Faculty	15.8%	25.6%
State Classified	30.3%	23.3%
Years Employed at CSU		
Two years or less	19.7%	
3 to 5 years	21.4%	
6 to 10 years	20.5%	
11 to 15 years	14.6%	
16 or more years	23.7%	

*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.*

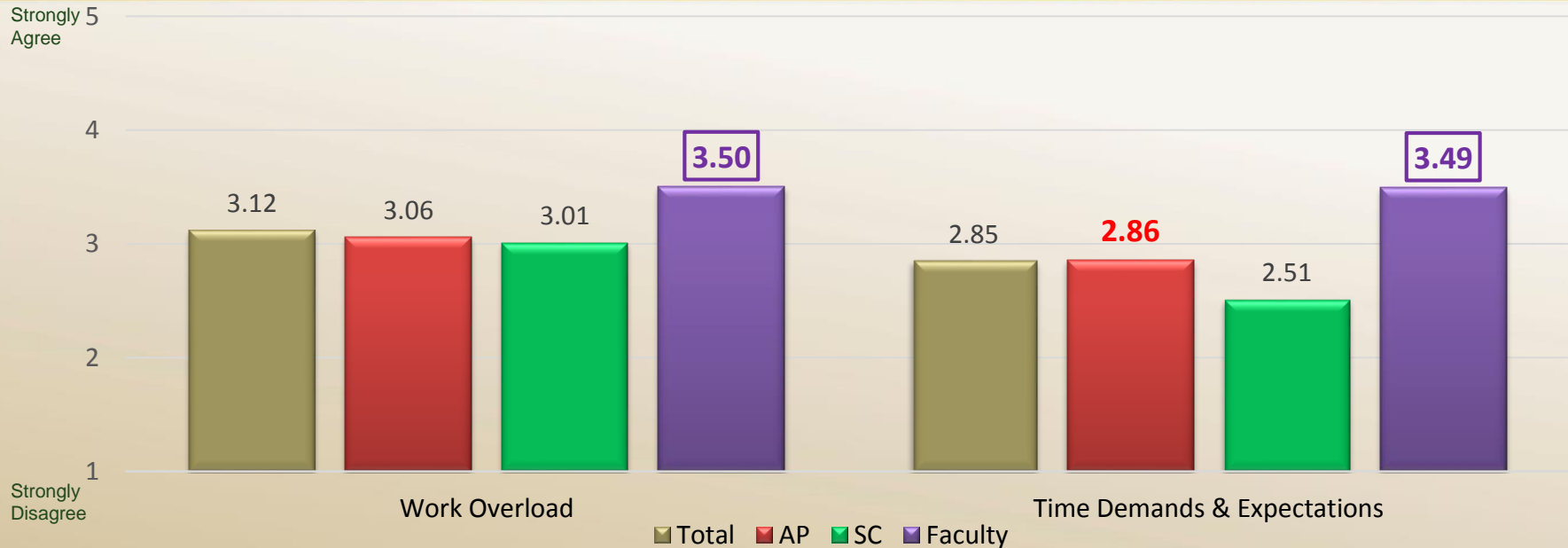
***All questions were asked on a five-point Likert scale (1= Strongly Disagree & 5= Strongly Agree)*

- **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)

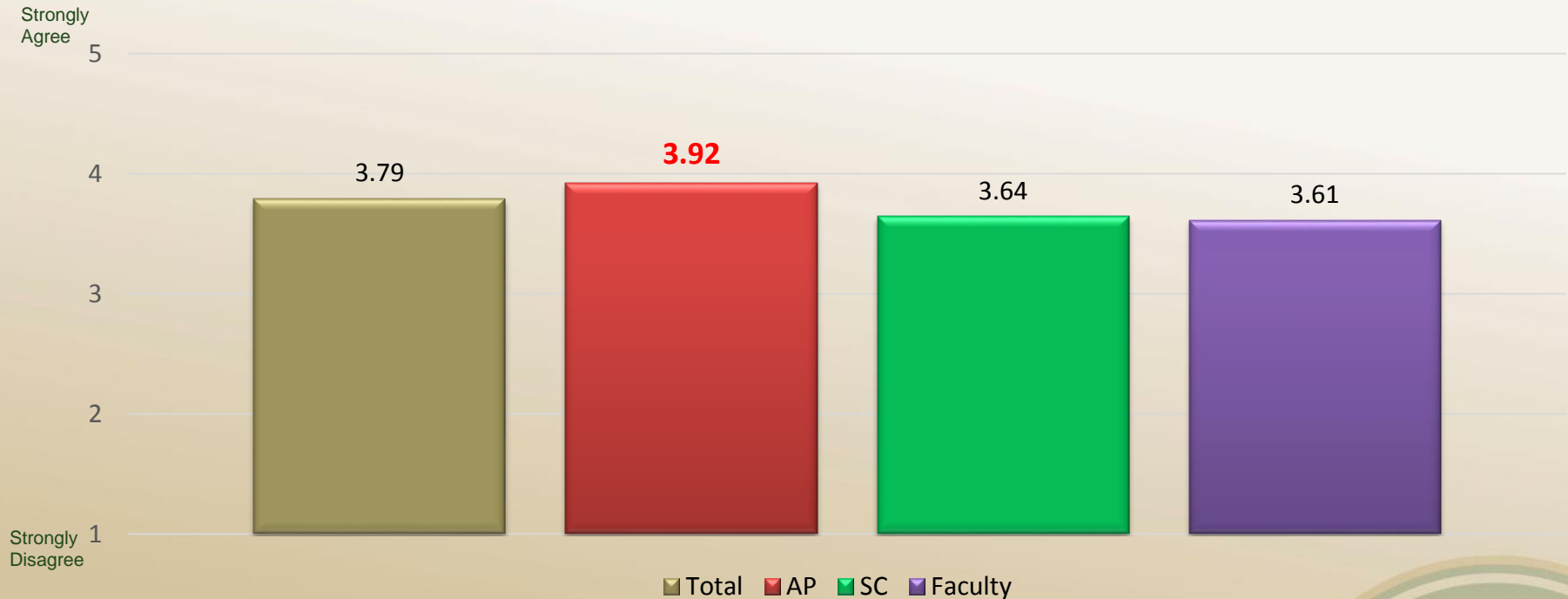


- On average, **faculty** report significantly higher means for Work Overload and Time Demands & Expectations than **Administrative Professional** and **Staff Classified** (effect sizes (d) respectively: Work Overload = .42 & .45; Time Demands & Expectations = .65 & .99)
- Administrative Professional**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

Work Respect

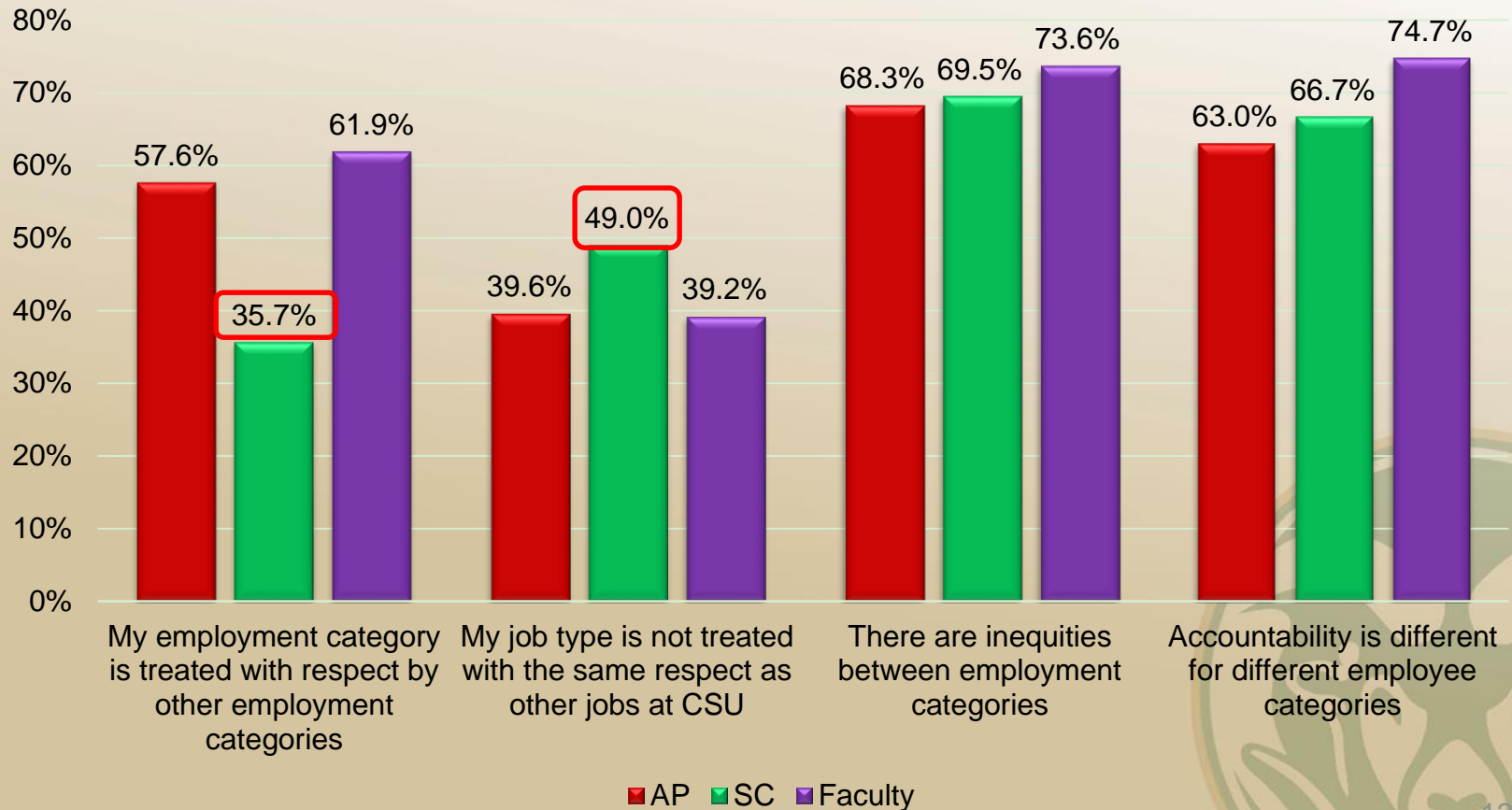
- My work contribution is appreciated (69% Agreement)
- I am cared about at work (67% Agreement)
- I am treated with respect at work (75% Agreement)
- My supervisor supports me and advocates on my behalf (68% Agreement)





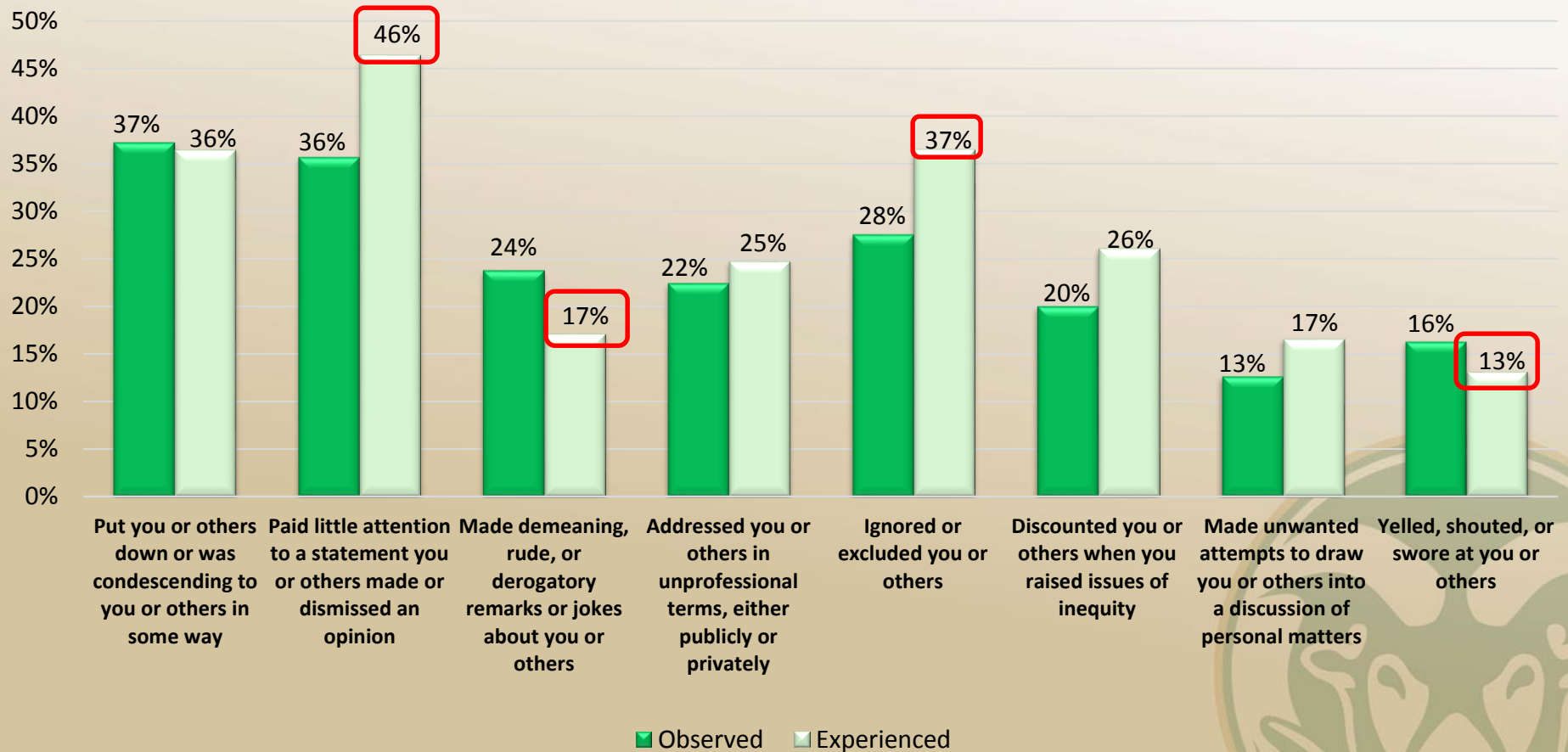
- **Administrative Professionals** have significantly higher mean scores for Respect than **Staff Classified** or **Faculty** ($d = .29$ and $.31$ respectively)

Percent who Responded Strongly Agree or Agree



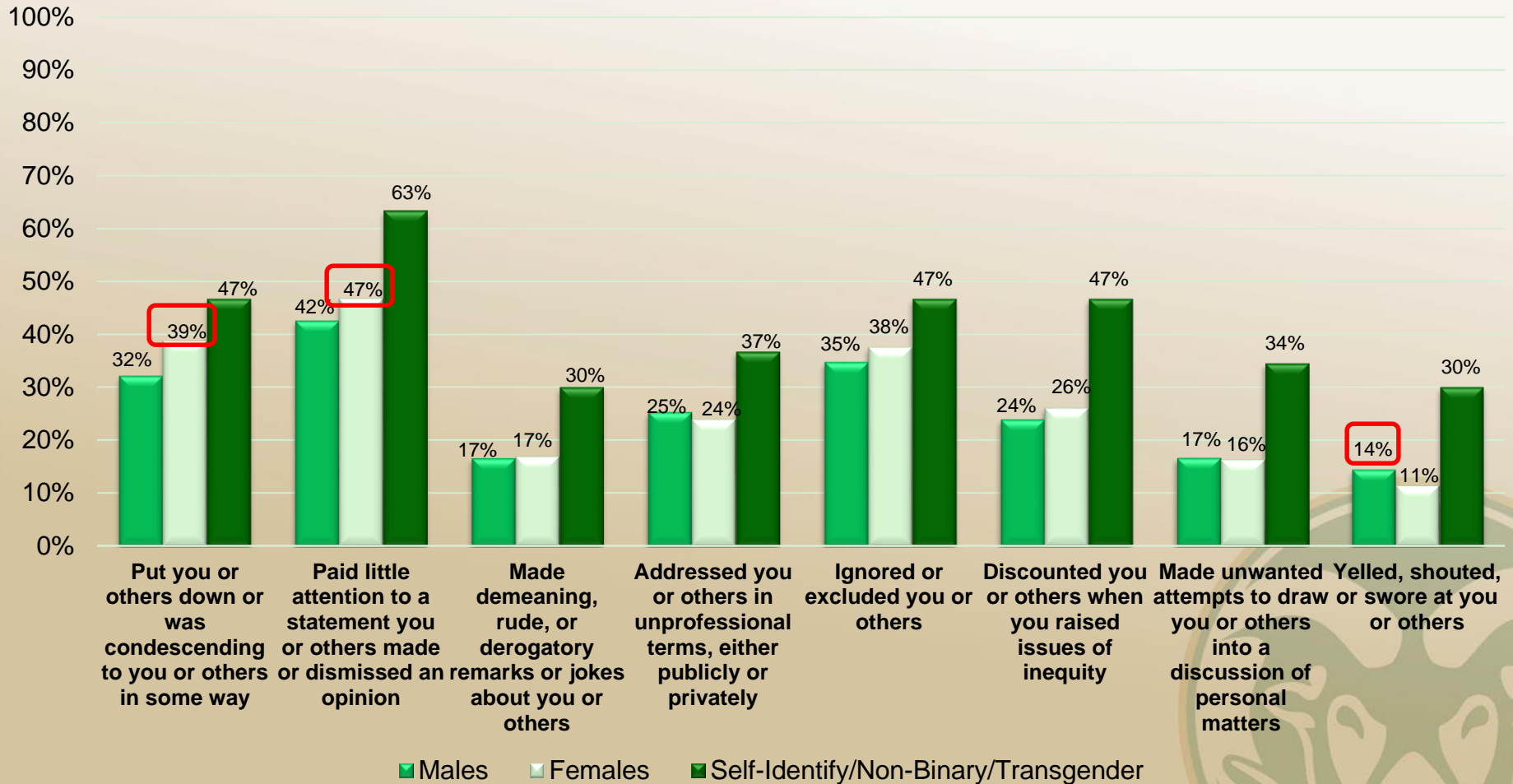
Disrespectful Experiences

An individual or a group of individuals...



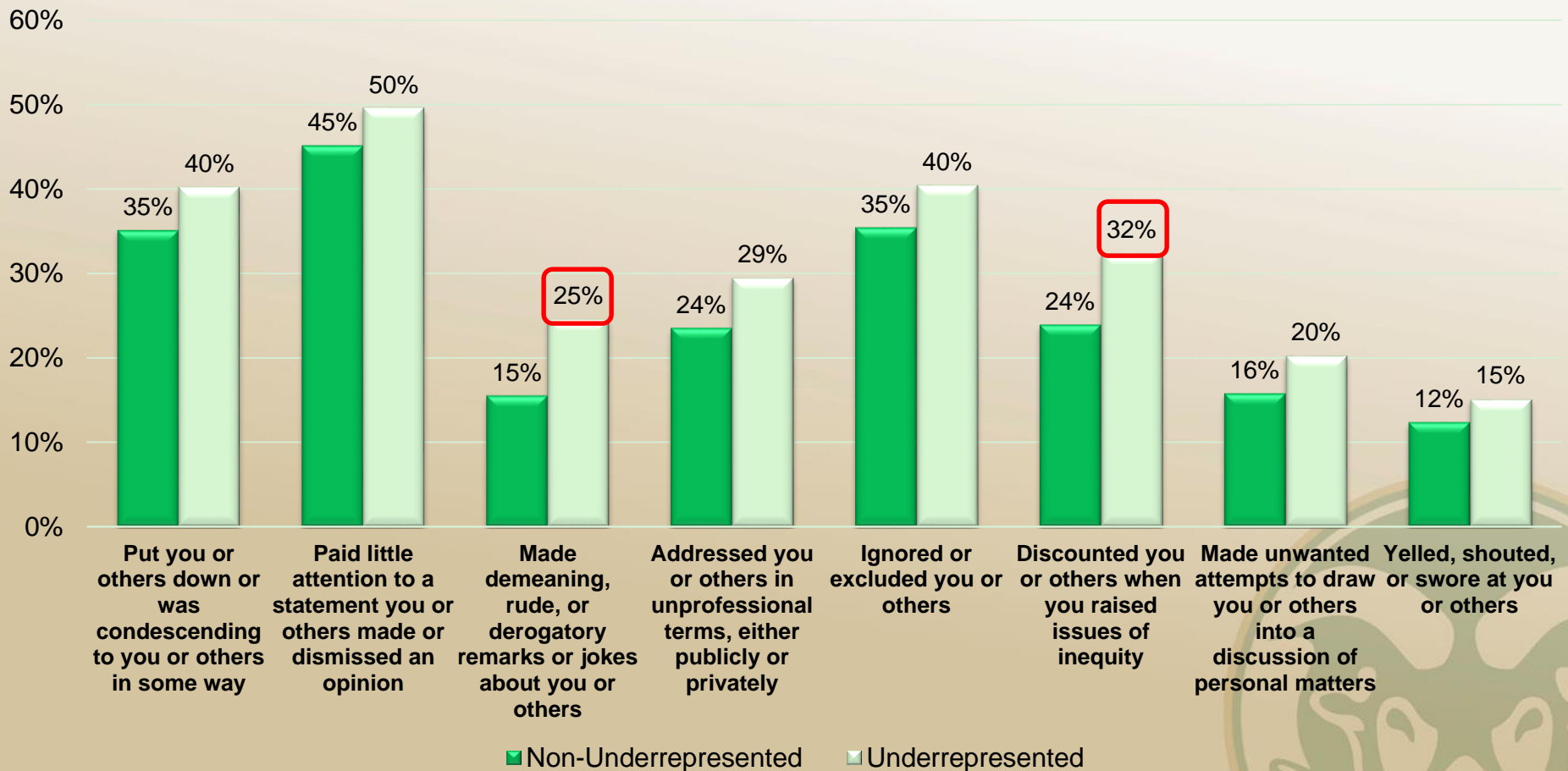
Disrespectful Experiences by Gender

An individual or a group of individuals...



Disrespectful Experiences by Underrepresentation (Race/Ethnicity)

An individual or a group of individuals...

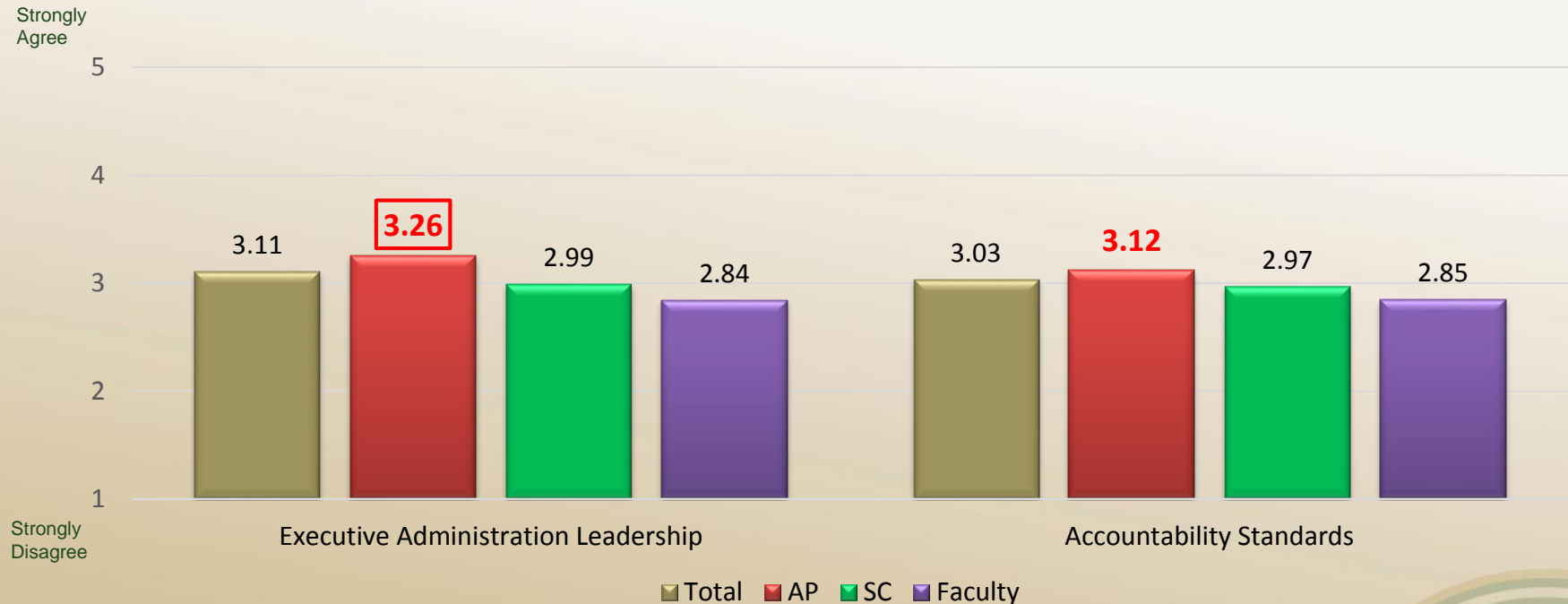


- **Executive Leadership**

- 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)

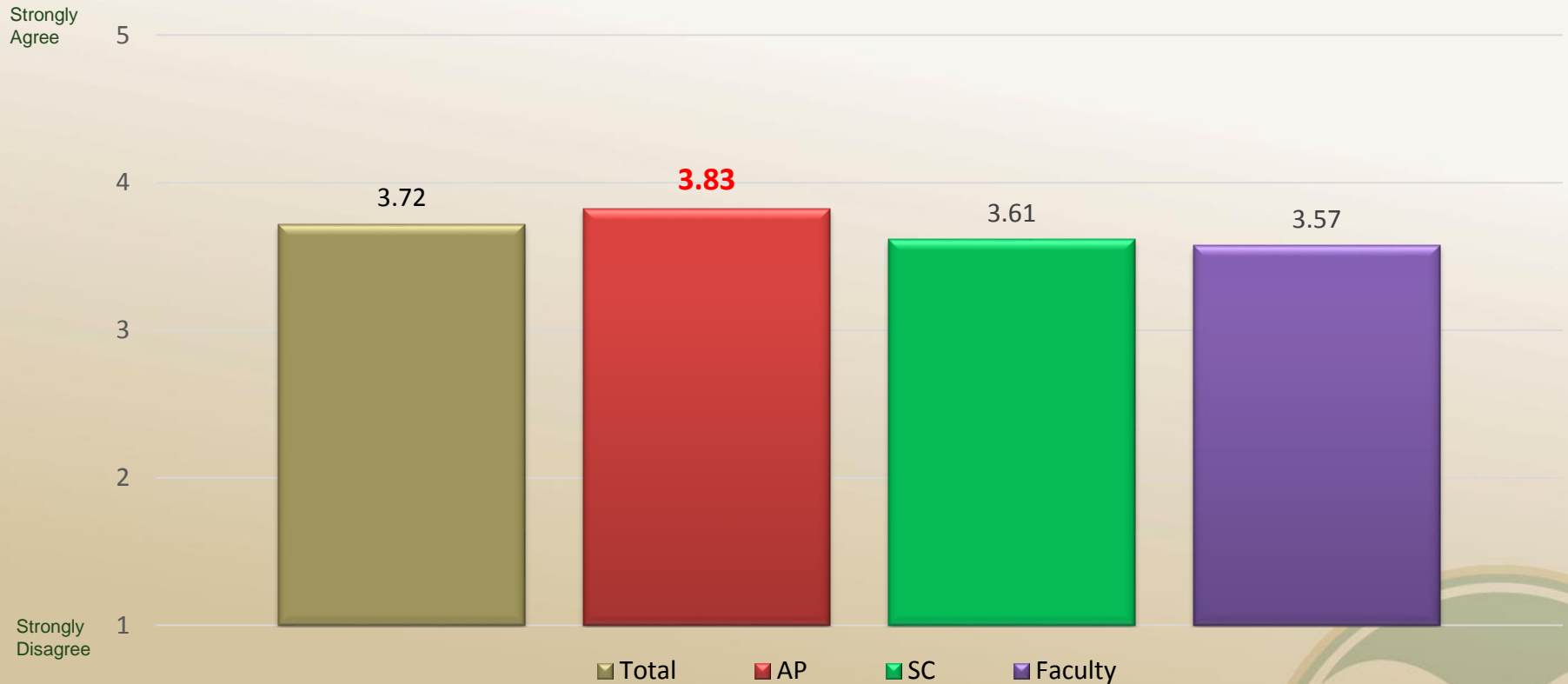
- **Accountability Standards**

- 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)

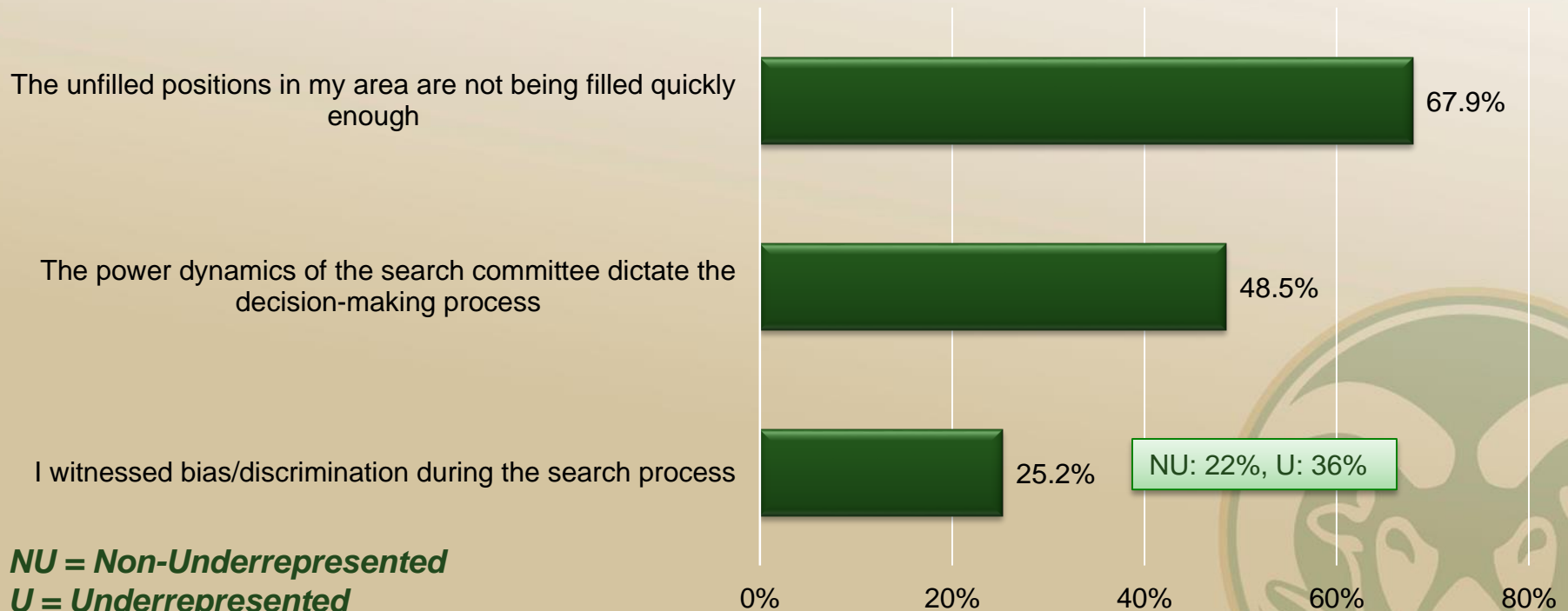
- My physical environment supports my successful completion of tasks (18% Disagree)
- I am physically comfortable in my work space (16% Disagree)
- My physical environment promotes collaboration (23% Disagree)
- I have the proper equipment and resources available to complete my work (15% Disagree)
- 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)

- 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 or Agree



NU = Non-Underrepresented

U = Underrepresented

Percent who responded Strongly Disagree or Disagree

The search committee allows members to voice concerns about bias/discrimination if it arises

(NU: 12%, U: 16%)

13.0%

Selection of committee members is fair

15.2%

Search committees are fair

(NU: 14%, U: 19%)

15.5%

The search process is fair

16.5%

I am comfortable voicing concerns about bias/discrimination to members of the search committee

16.6%

The hiring authority respectfully considers the recommendations of the search committee

17.7%

Equal Opportunity (EO) Coordinators are effective

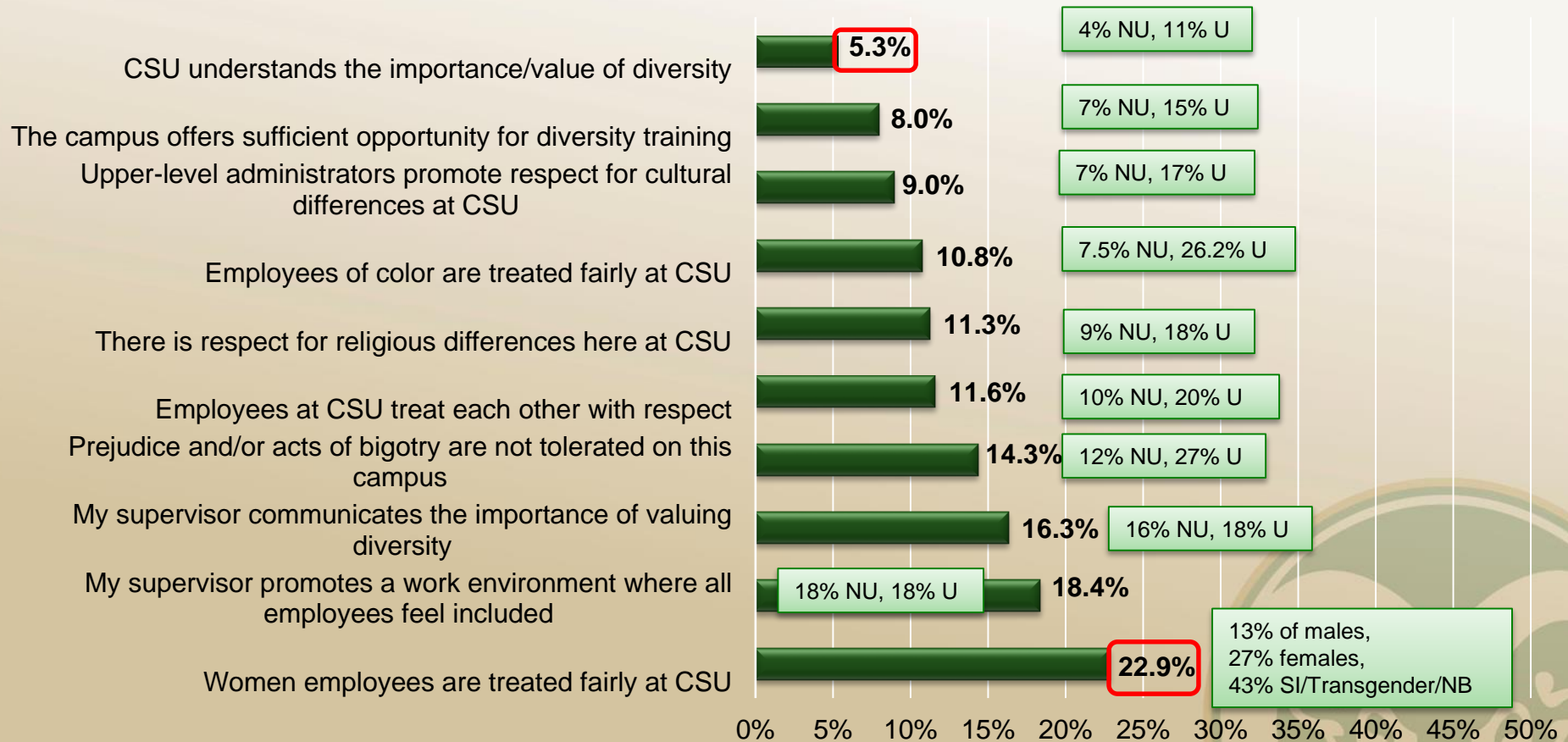
(NU: 15%, U: 22%)

17.9%

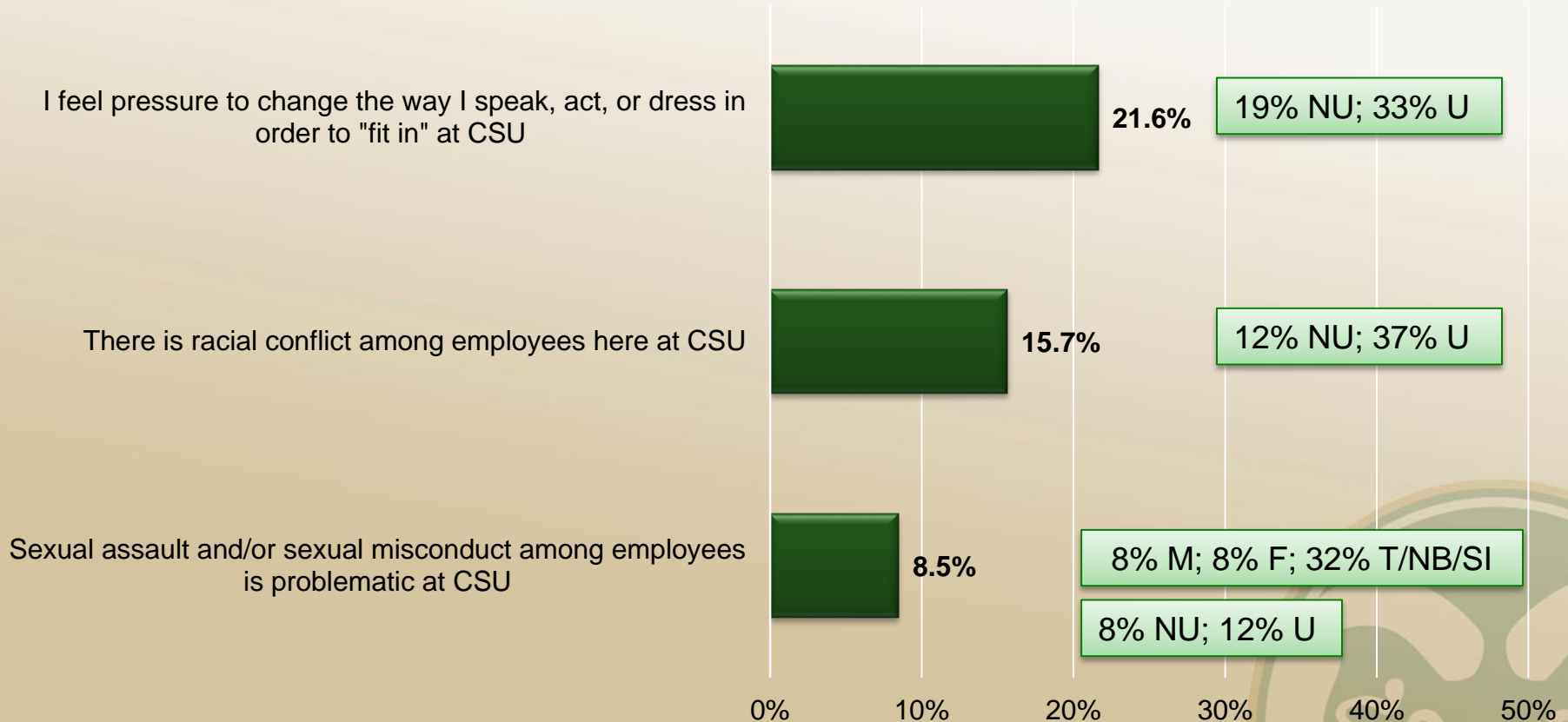
The search process identifies the best talent for the position

18.6%

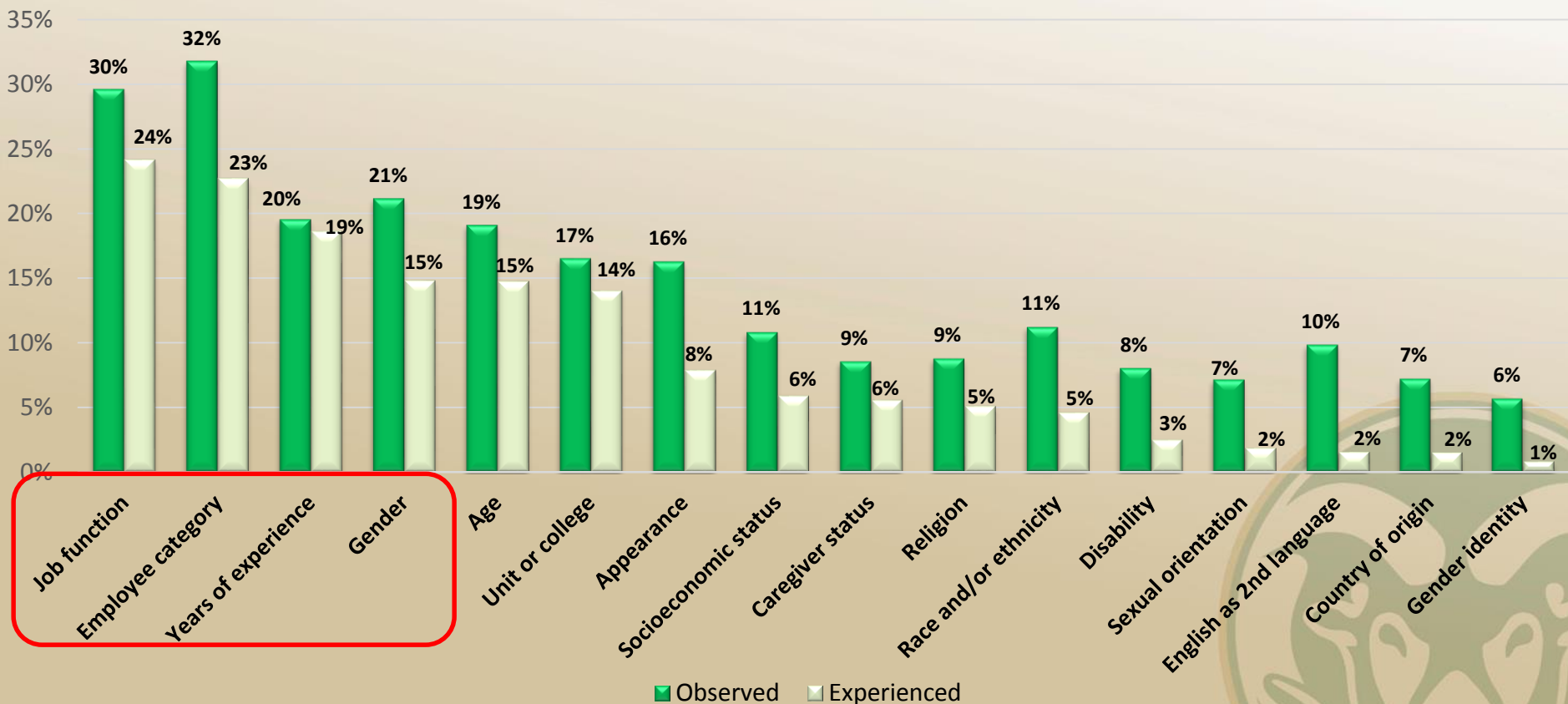
Percent who responded Strongly Disagree or Disagree



Percent who responded Strongly Agree or Agree

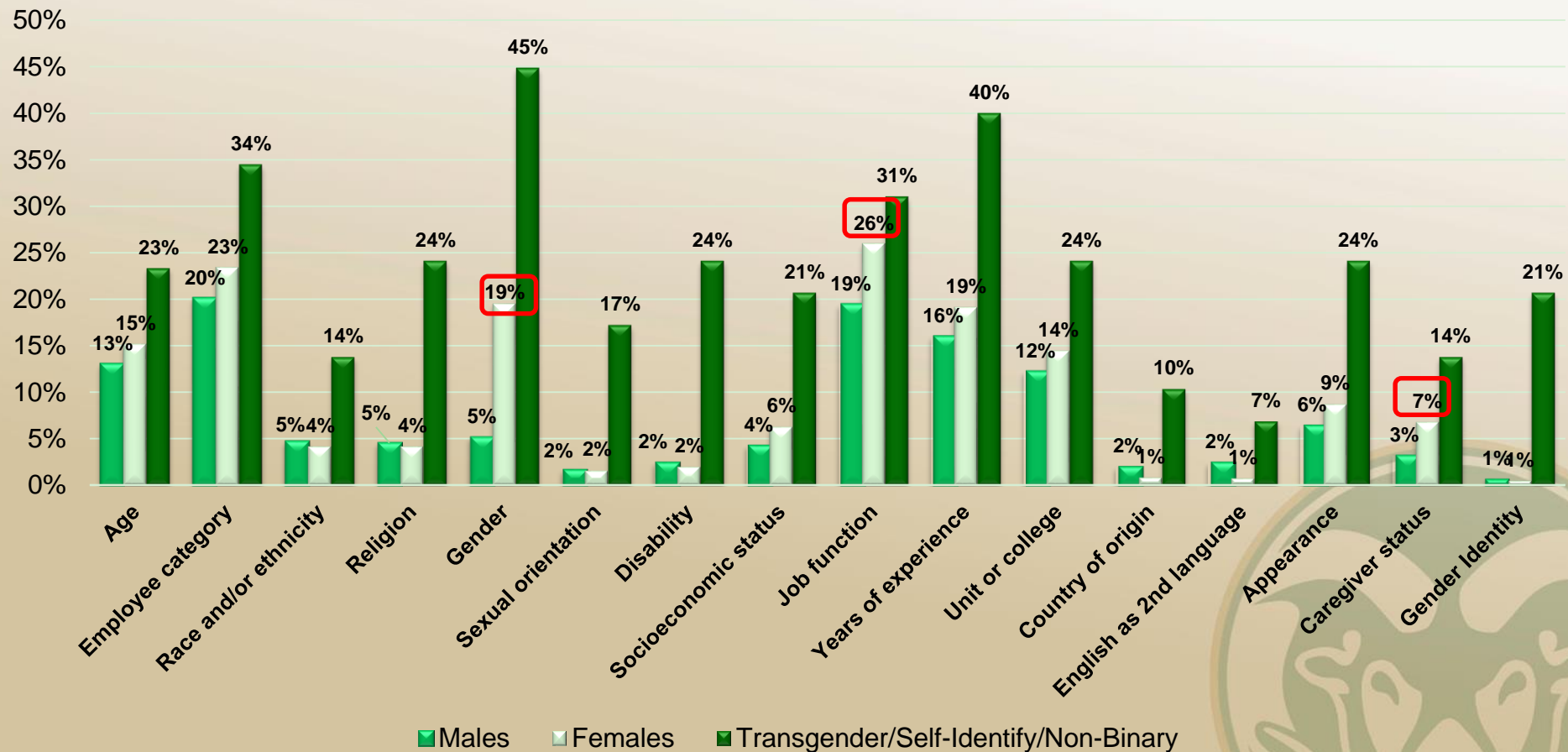


I observed and/or experienced negative treatment or behavior based on:



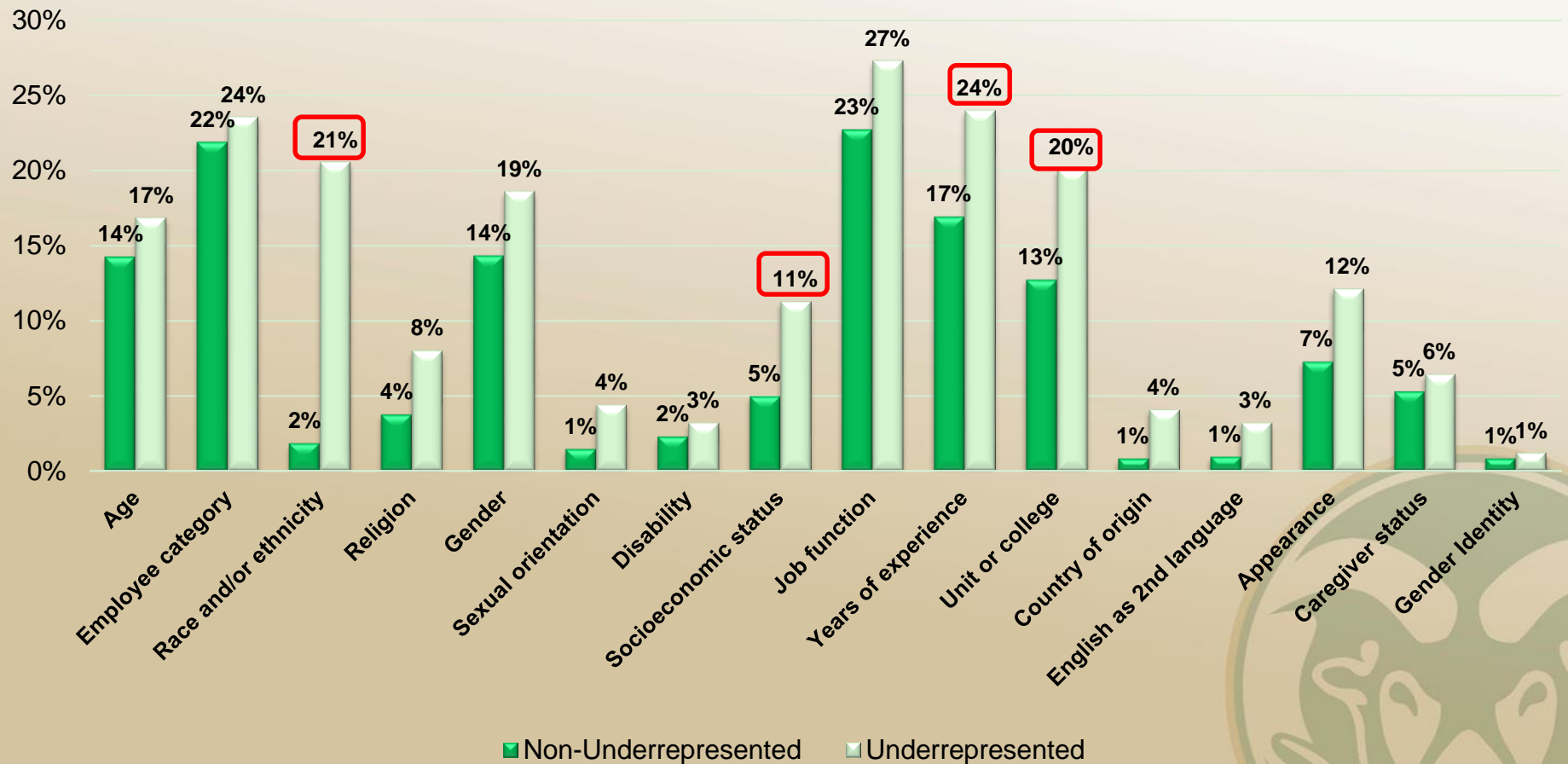
Negative Treatment or Behavior: Experiences by Gender

I experienced negative treatment or behavior based on:



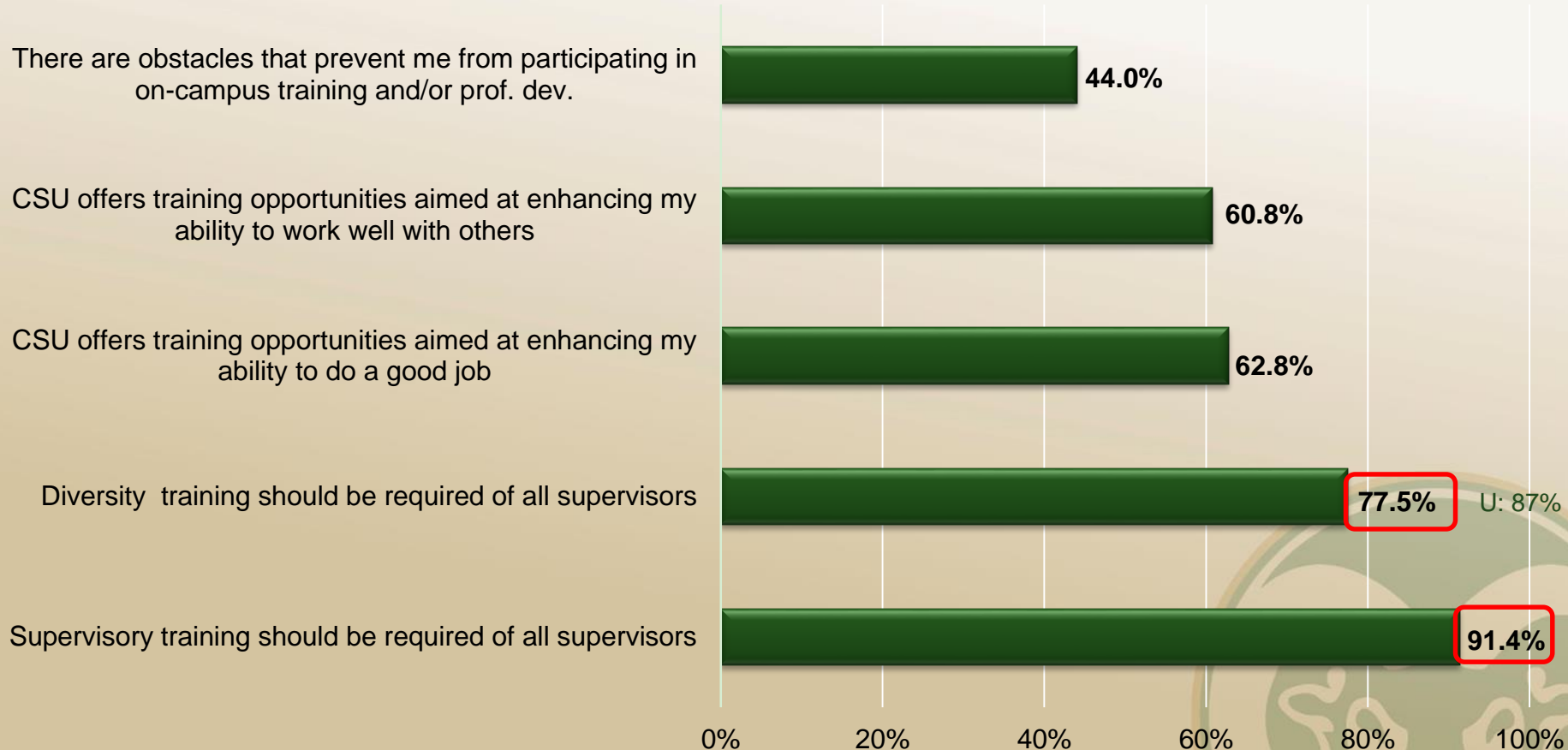
Negative Treatment or Behavior: Experiences by Underrepresentation (Race/Ethnicity)

I experienced negative treatment or behavior based on:



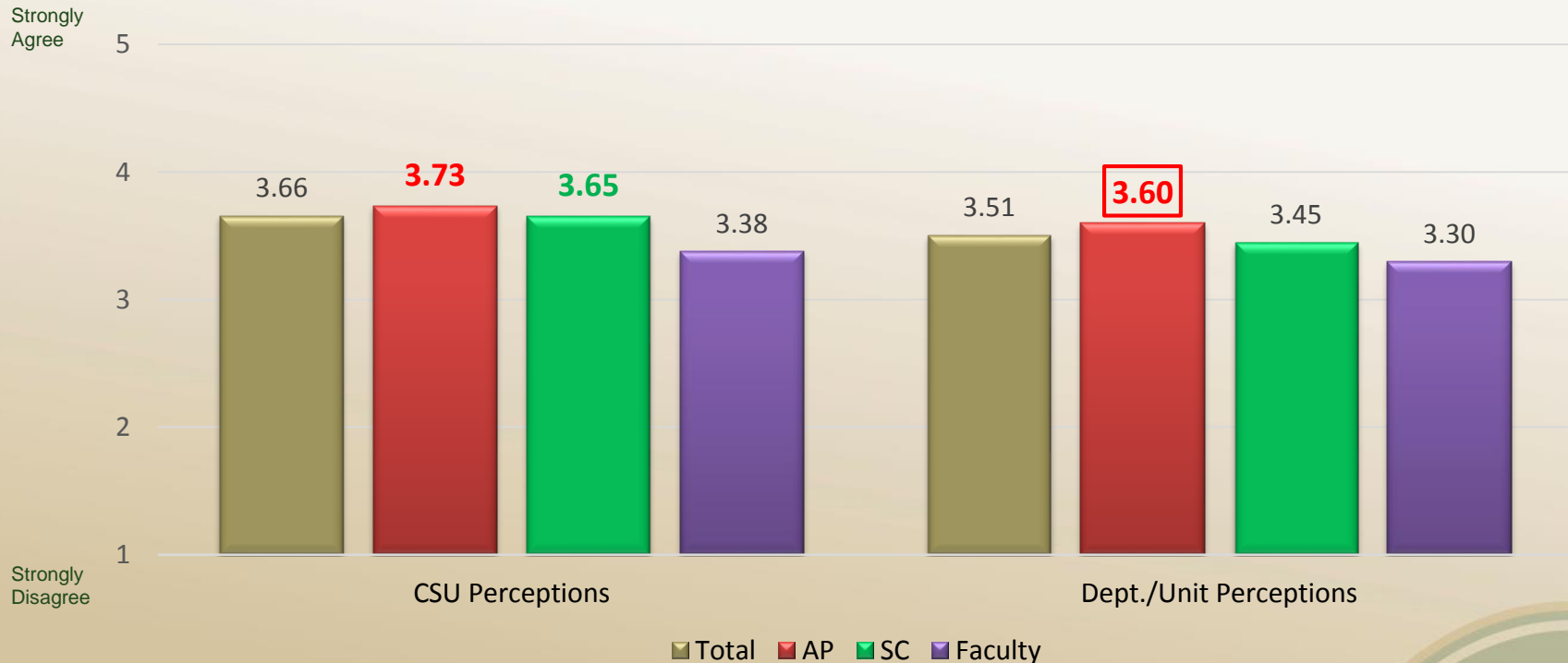
Campus Trainings

Percent who responded Strongly Agree 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

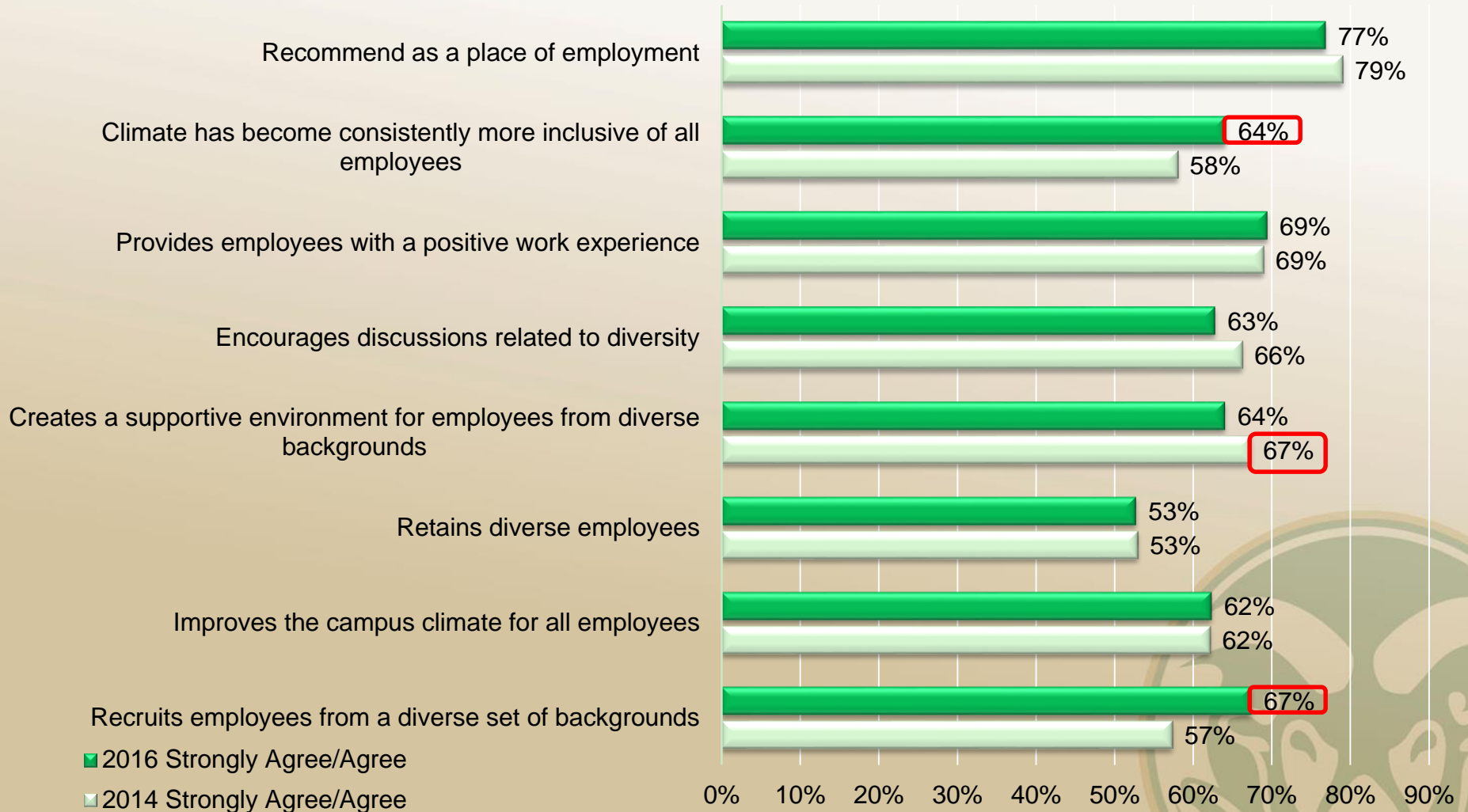
Campus Perceptions



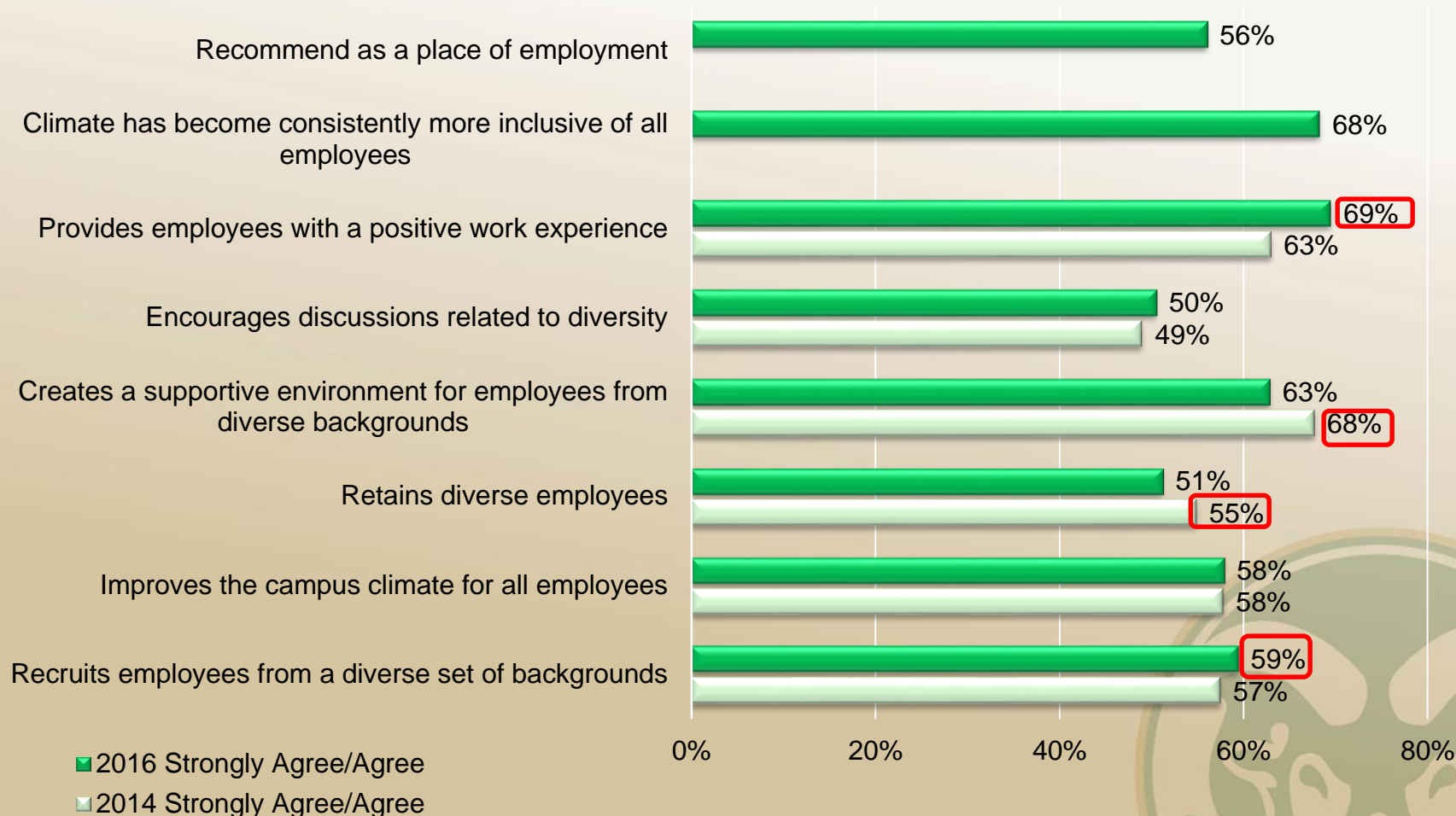
- **Administrative Professional** and **State Classified**, on average, have significantly more favorable CSU climate perceptions than **Faculty** ($d = .34$ and $.35$ respectively)
- **Administrative Professional** have significantly more favorable unit climate perceptions compared to **State Classified**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

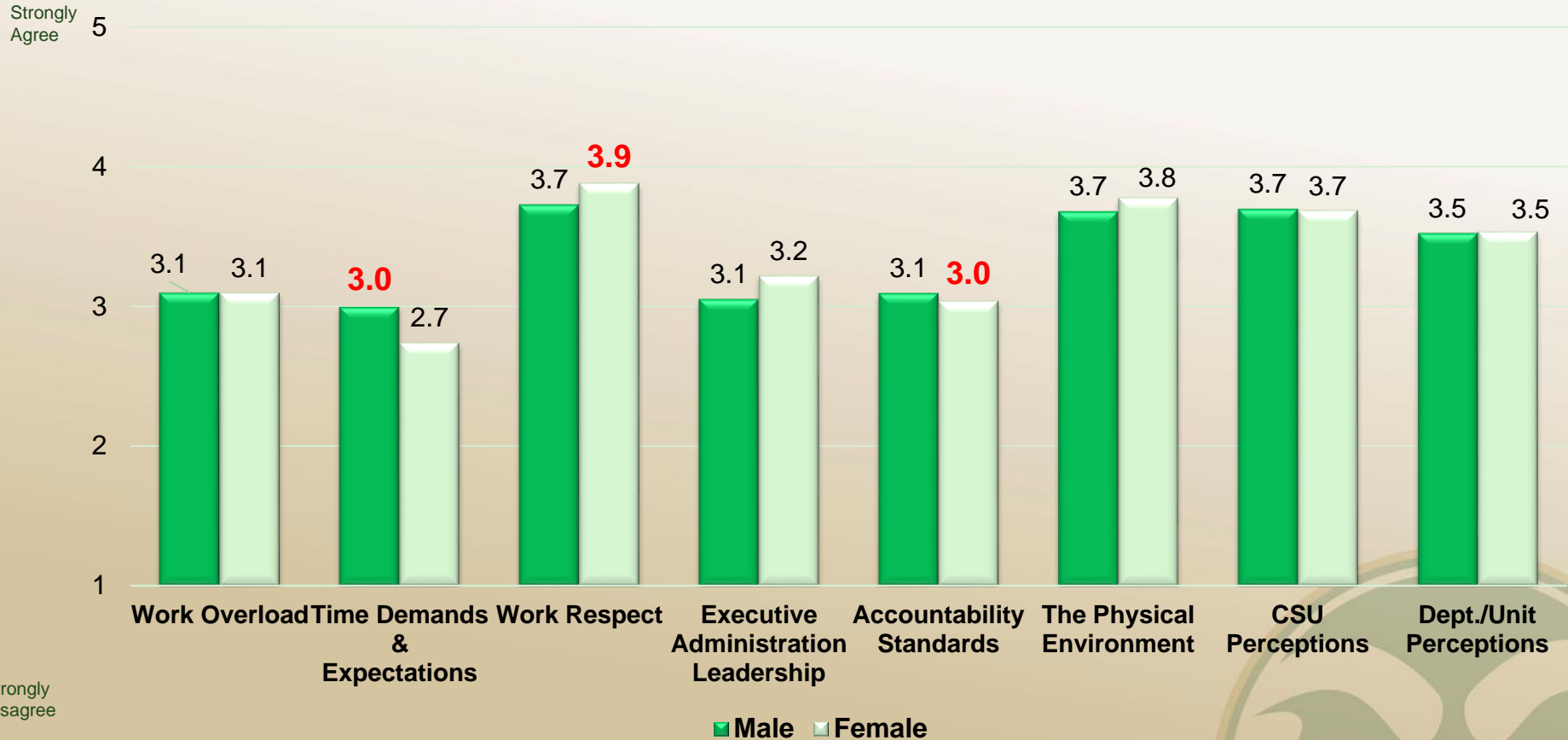
CSU Campus Perceptions: 2016 vs. 2014



Department/Unit/Office Perceptions: 2016 vs. 2014



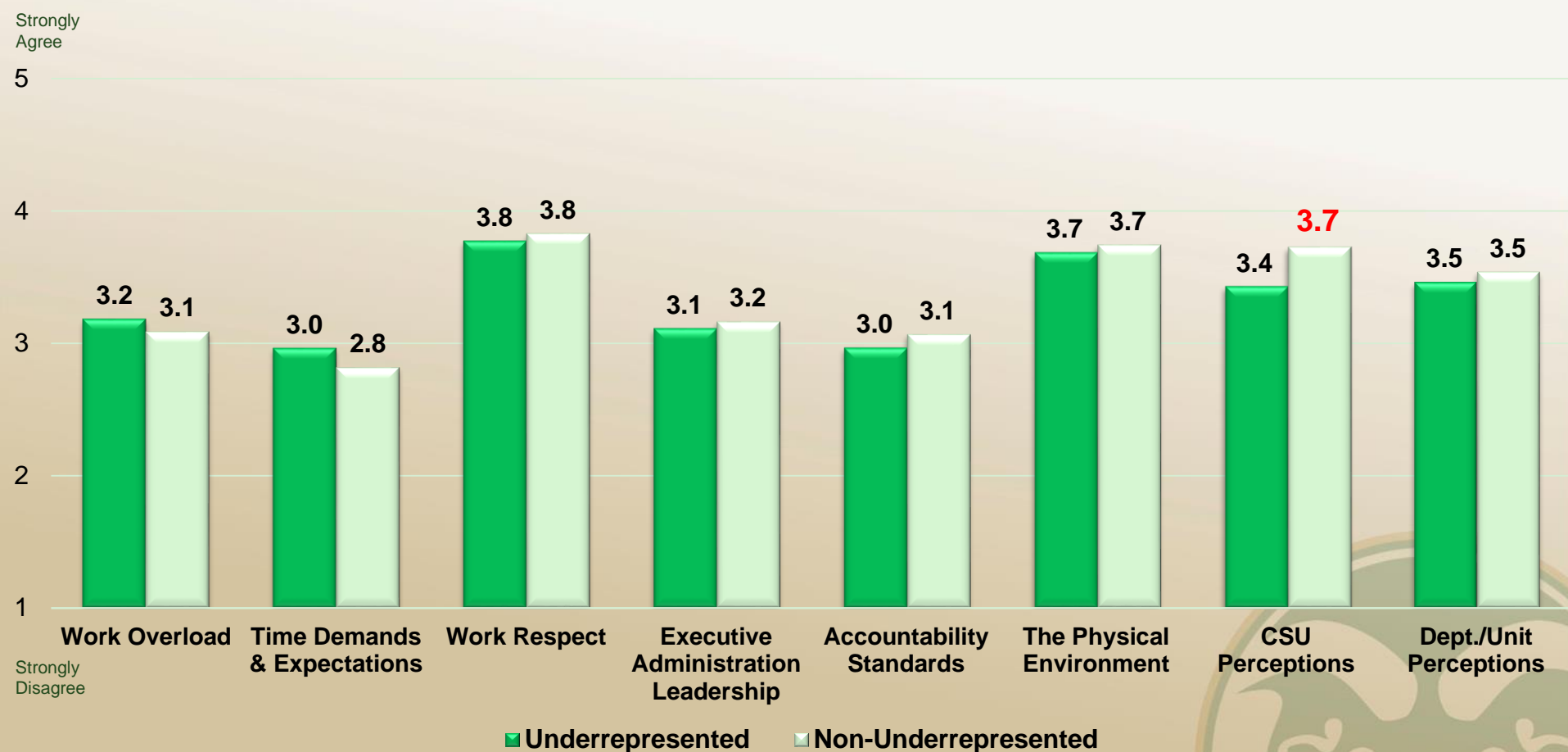
Average Responses by Gender



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

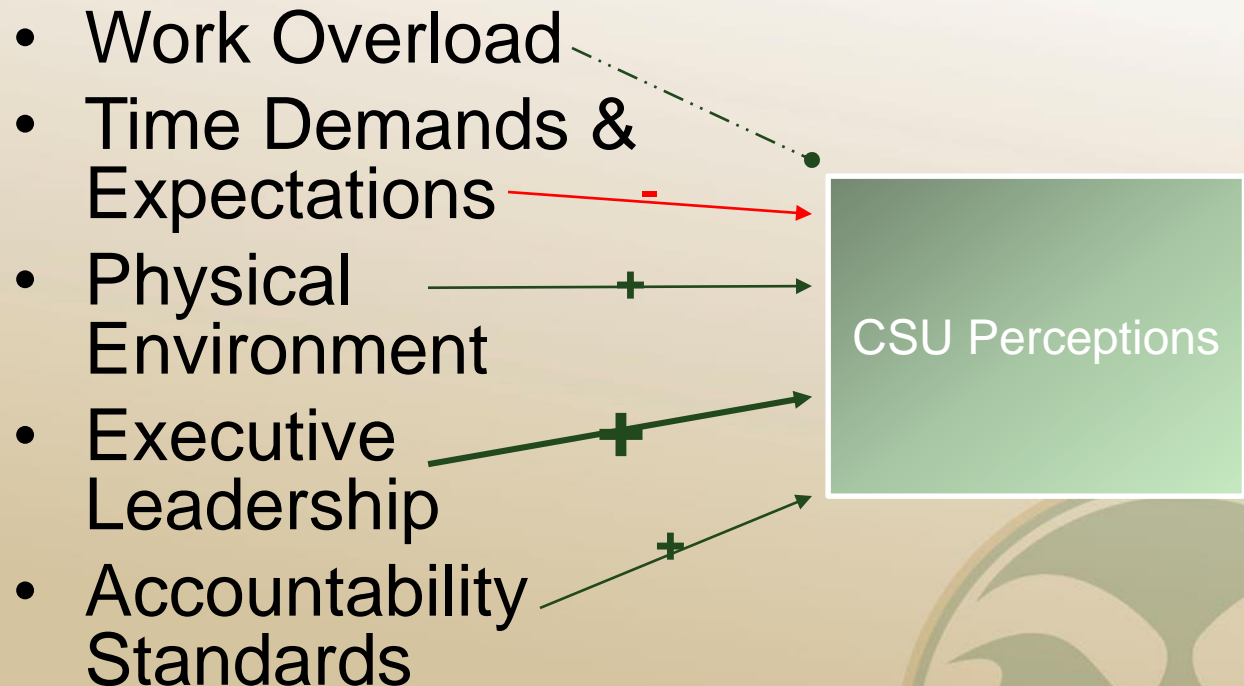
- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status



What impacts CSU perceptions ?

Covariates

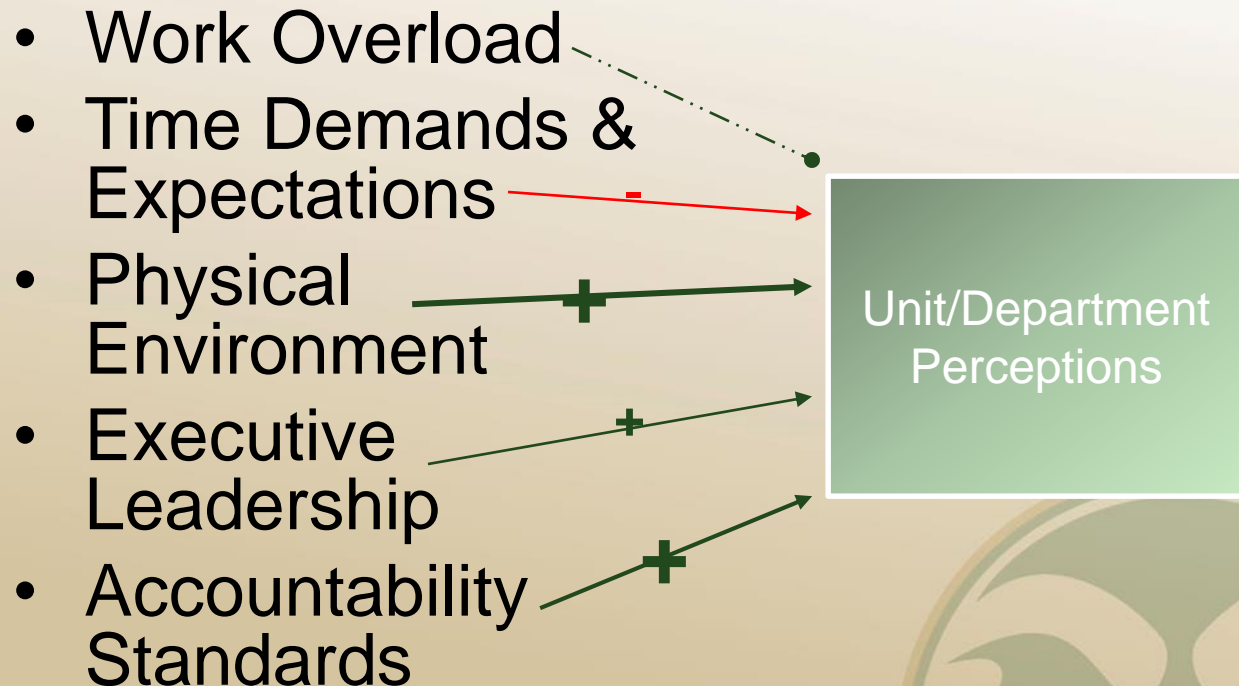
- Gender
- Minority Status
- Alumni Status
- Less established (5 years or less) vs. established employee
- Dependent Status



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
- 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?



