2016 Employee Climate Survey

Policies & Practices for Transgender Support Committee

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

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Introduction

- 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

Administration

- 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.

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Respondent Overview

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 (n = 30)	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)*

T/NB/SI Respondents:

- 4 Transgender Identities
- 16 Non-Binary Identities
- 10 Self-Identify Identities
- 9 Underrepresented Race/Ethnicity
- Half CSU alumni
- Variety of ages and years employed
- 13 Admin. Pro., 7 Faculty, 10 State Classified
- Just under half a caregiver of a dependent

Survey Framework

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

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Survey Framework

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)*

Workload

- **Work Overload**
  - The amount of work I have to do interferes with the quality I want to maintain (45% Agree; T/SI/NB 60%)
  - My workload is too heavy (39% Agree; T/SI/NB 60%)
  - I don't have time to finish my job (37% Agree; T/SI/NB 60%)
  - I'm rushed in doing my job (43% Agree; T/SI/NB 53%)
  - I feel overburdened in my job (41% Agree; T/SI/NB 52%)

- **Time Demands & Expectations**
  - I am expected to work more than 40 hours a week (40% Agree; T/SI/NB 64%)
  - I feel pressure to be reachable for work purposes throughout the day and evening (40% Agree; T/SI/NB 57%)
  - I have to stay too many extra hours at my job (31% Agree; T/SI/NB 35%)
  - I am expected to put my job ahead of my family or personal life (18% Agree; T/SI/NB 30%)

Agree = Strongly Agree or Agree

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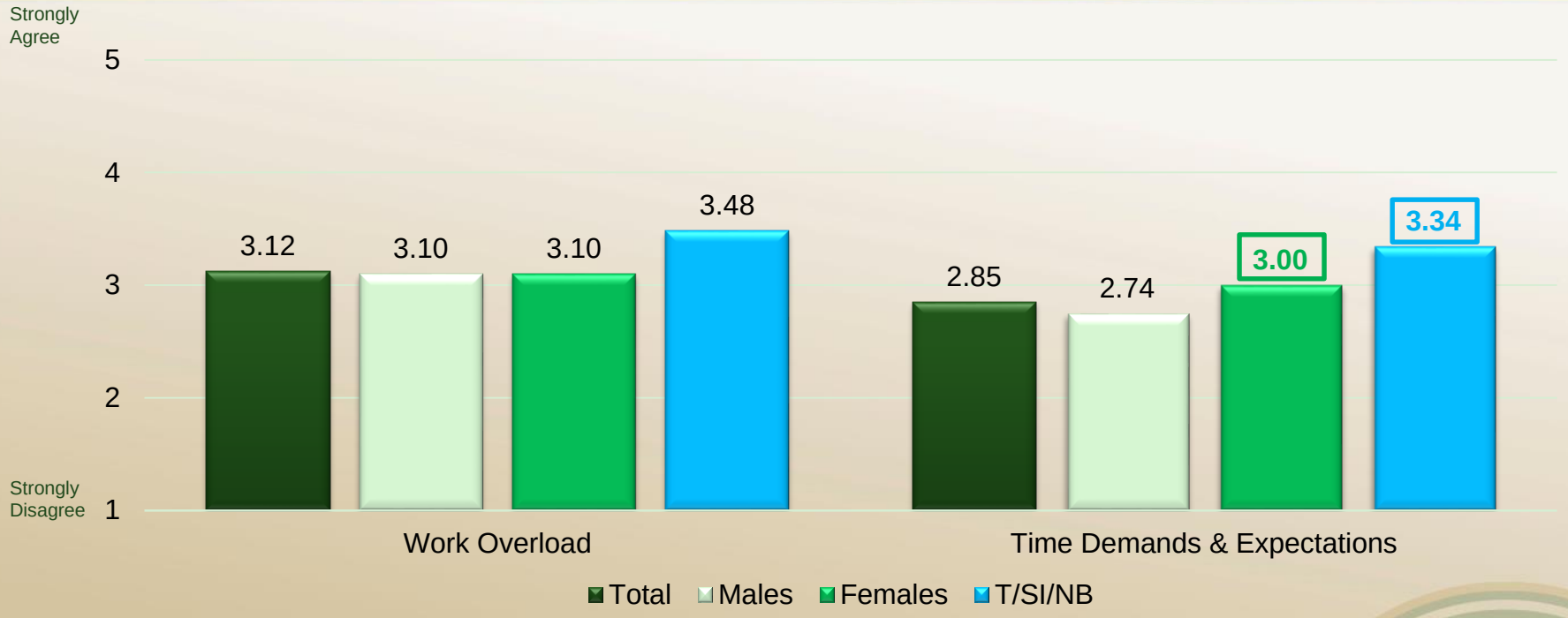
Workload



- On average, employees who identify as T/SI/NB or females report significantly higher perceptions of their Time Demands & Expectations than all other respondents and males respectively; however, there was no significant differences by gender in Work Overload (effect size, *d* = .43 and .26 respectively)

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Work Respect

- My work contribution is appreciated (69% Agree; T/SI/NB 45%)
- I am cared about at work (67% Agree; T/SI/NB 43%)
- I am treated with respect at work (75% Agree; T/SI/NB 45%)
- My supervisor supports me and advocates on my behalf (68% Agree; T/SI/NB 47%)

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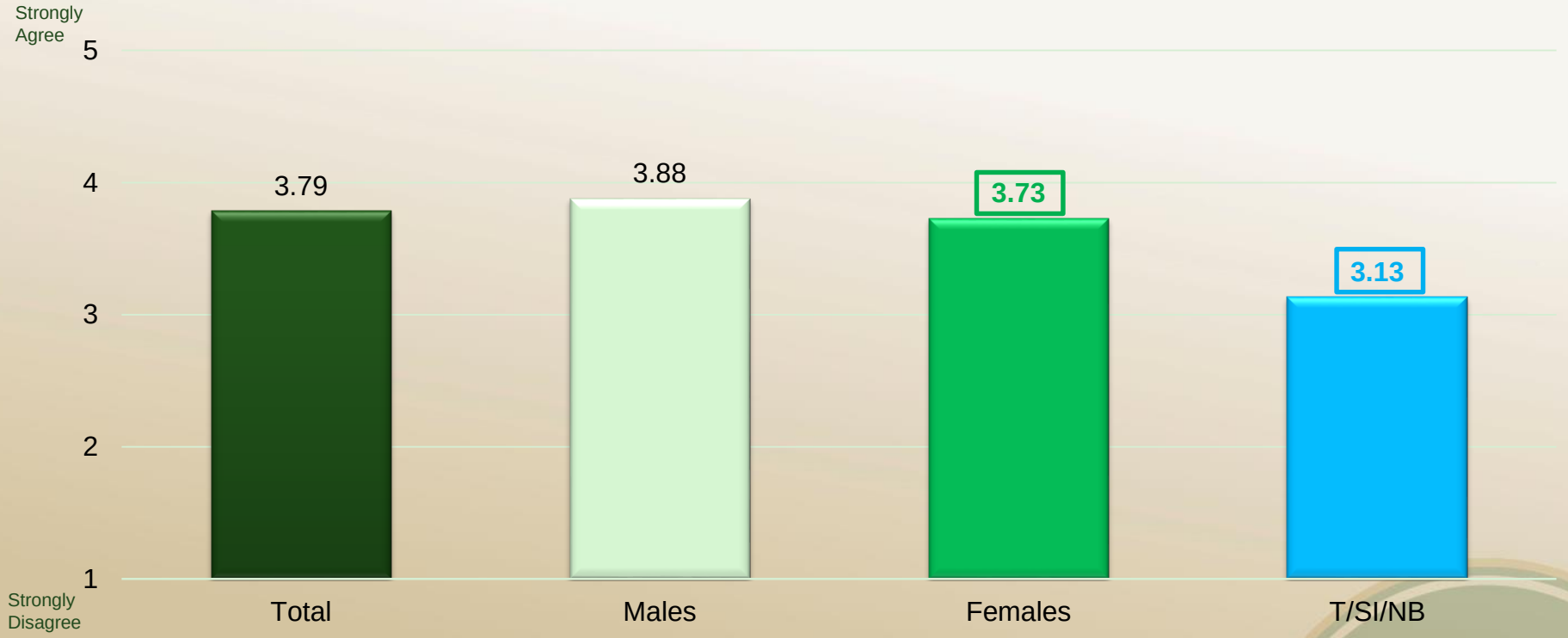
Work Respect



- On average, employees who identify as T/SI/NB or females report significantly lower Work Respect perceptions than all other respondents and males respectively (*d* = .58 and .15 respectively)

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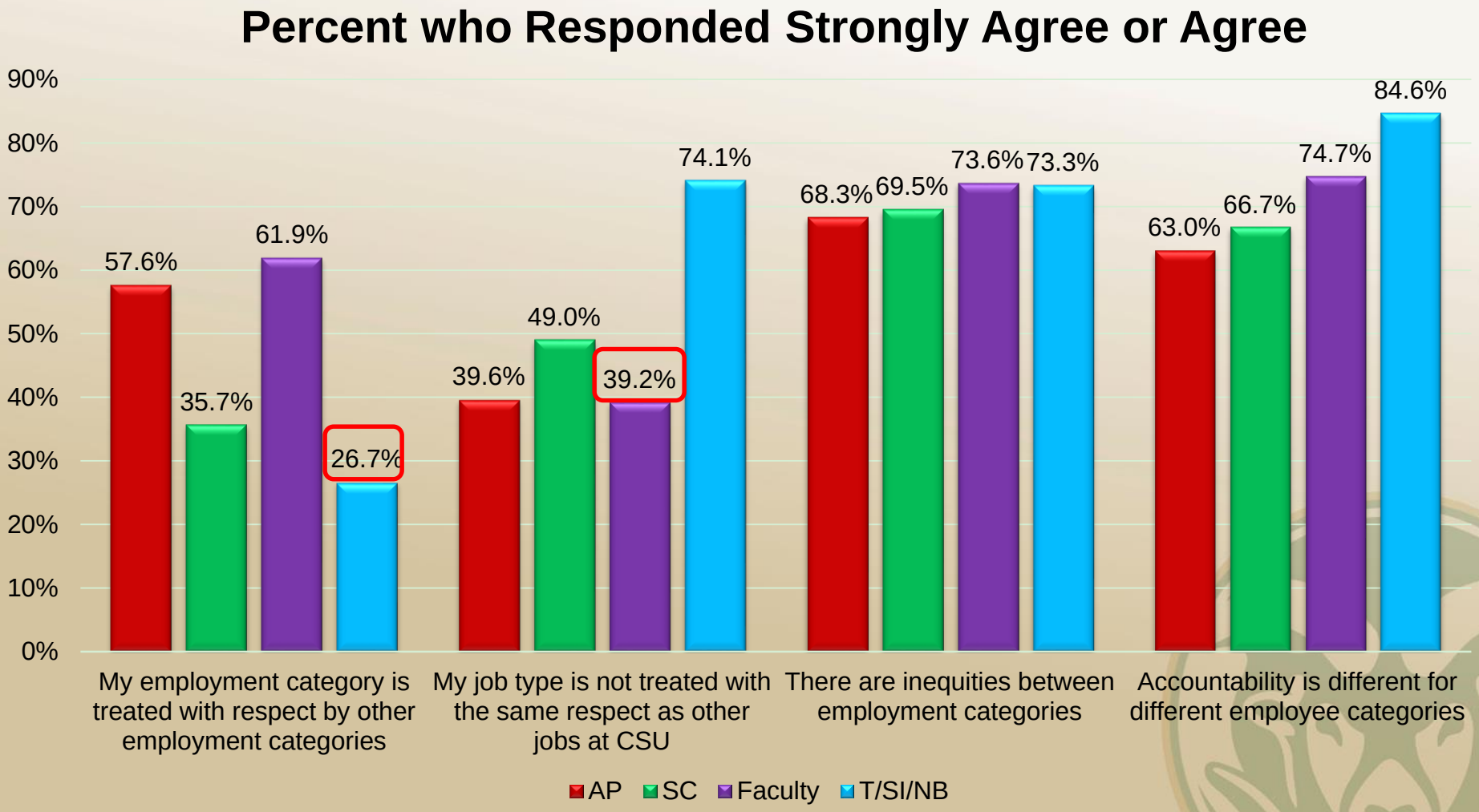
Employee Category Item Agreement



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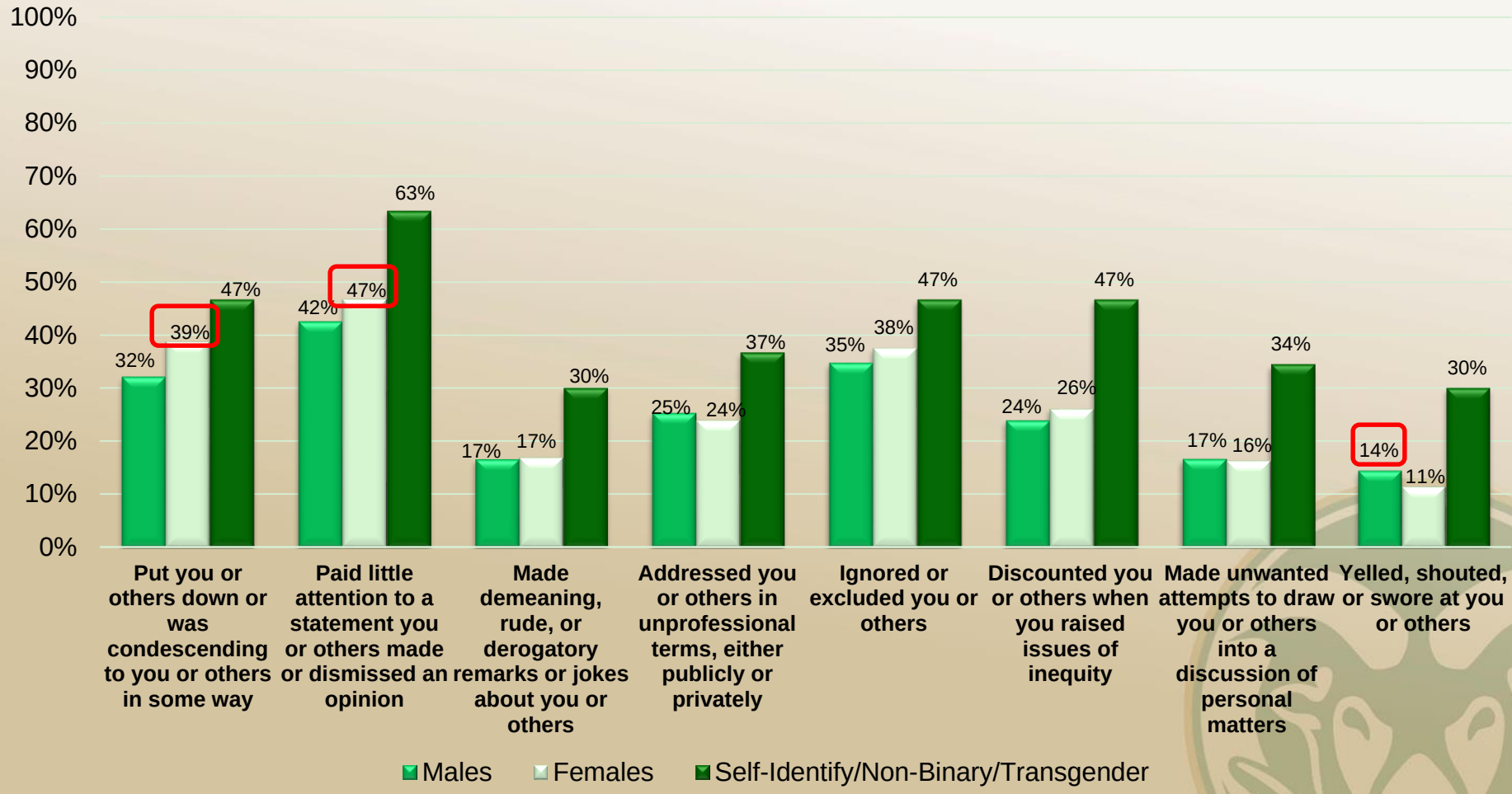
Disrespectful Experiences

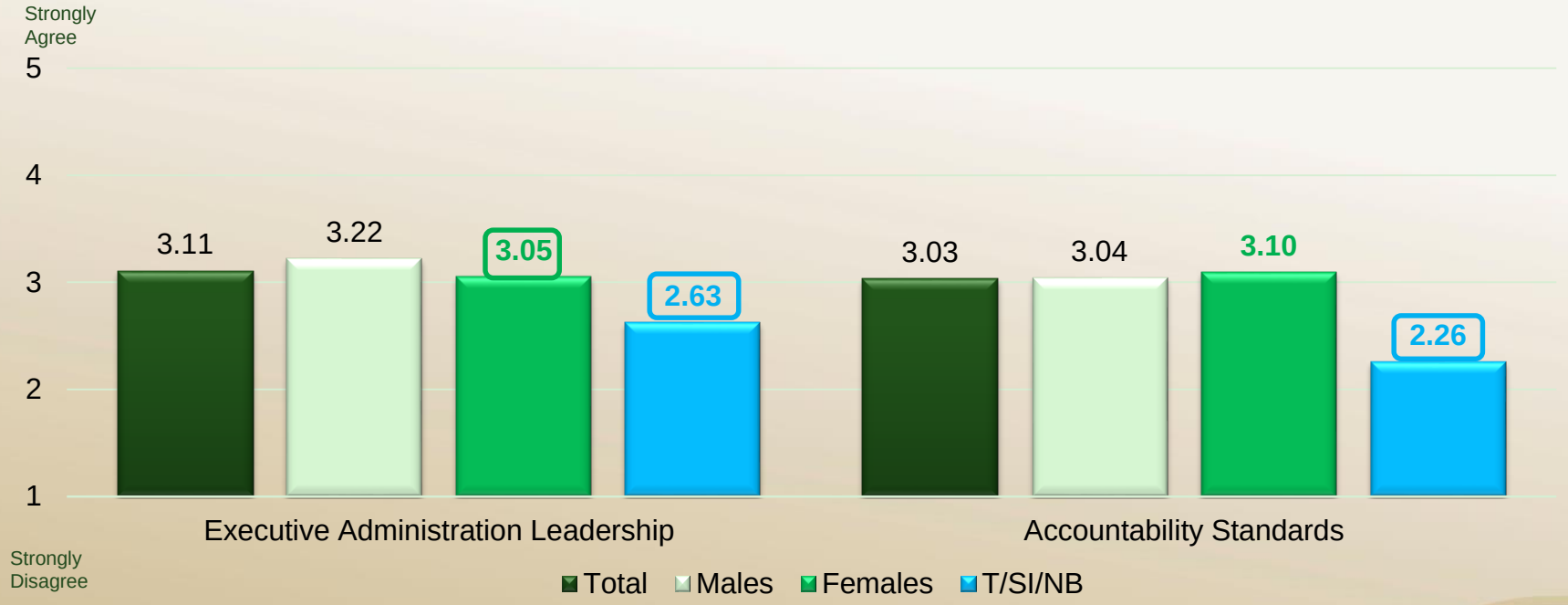
An individual or a group of individuals…



Leadership

- **Executive Leadership**
  - CSU leadership communicates institutional goals (58% Agree; T/SI/NB 48%)
  - CSU's strategic goals are taking CSU in a positive direction (55% Agree; T/SI/NB 36%)
  - CSU leadership is transparent in decision-making (23% Agree; T/SI/NB 33%)
  - CSU is committed to shared governance (32% Agree; T/SI/NB 31%)
  - CSU's major strategic initiatives are broadly communicated (55% Agree; T/SI/NB 59%)
  - University leaders are held accountable for CSU's outcomes (29% Agree; T/SI/NB 20%)
  - CSU leadership acts ethically and honestly in the workplace (53% Agree; T/SI/NB 33%)
  - University leaders address issues of inequities (43% Agree; T/SI/NB 30%)
- **Accountability Standards**
  - Employees are held accountable for negative or inappropriate behavior in the workplace (50% Disagree; T/SI/NB 70%)
  - Employees are held accountable for poor performance in the workplace (50% Disagree; T/SI/NB 70%)
  - University leaders adequately address negative or inappropriate behavior in the workplace (32% Disagree; T/SI/NB 33%)
  - Employees in my immediate work environment act ethically and honestly in the workplace (14% Disagree; T/SI/NB 28%)

Leadership



- Employees who identify as T/SI/NB report significantly lower perceptions of Executive Administration Leadership and Accountability Standards than all other respondents (*d* = .54 and .80 respectively)
- Females also had significantly lower perceptions of Executive Administration leadership than males (*d* = .21); however, there were no differences between females and males in their accountability standards

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Physical Environment

- My physical environment supports my successful completion of tasks (18% Disagree; T/NB/SI 27%)
- I am physically comfortable in my work space (16% Disagree; T/NB/SI 17%)
- My physical environment promotes collaboration (23% Disagree; T/NB/SI 43%)
- I have the proper equipment and resources available to complete my work (15% Disagree; T/NB/SI 27%)
- My physical environment is welcoming of employees from different backgrounds (10% Disagree; T/NB/SI 38%)
- My physical environment meets my personal needs (access, bathroom, prayer, lactation) (9% Disagree; T/NB/SI 27%)
- My physical environment (e.g. signage, construction hazards, lighting, parking) supports my sense of safety (13% Disagree; T/NB/SI 23%)
- Employees respect shared space (e.g. classrooms) (10% Disagree; T/NB/SI 7%)

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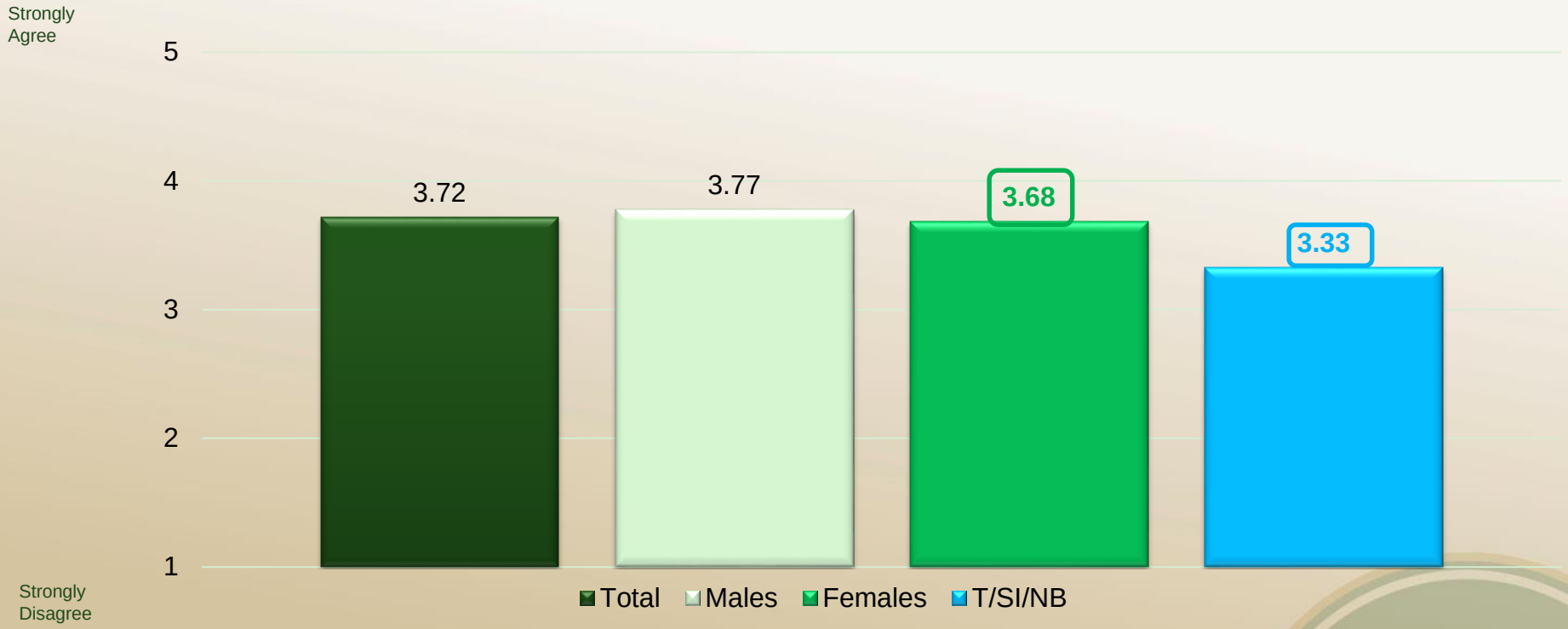
Physical Environment



- Employees who identify as T/SI/NB or female report significantly lower Physical Environment perceptions than all other CSU respondents and males respectively (*d* = .51 and .12 respectively)

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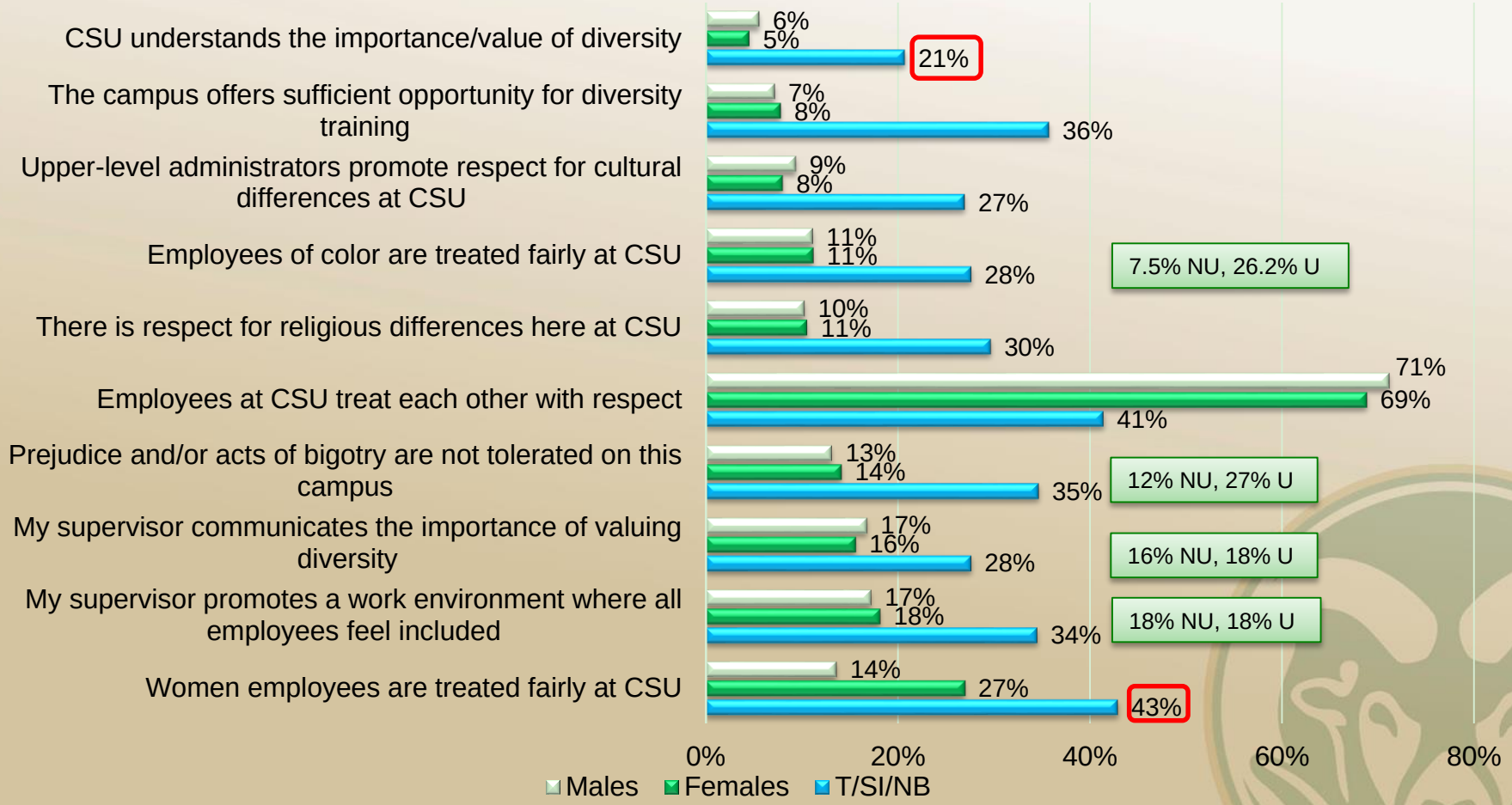
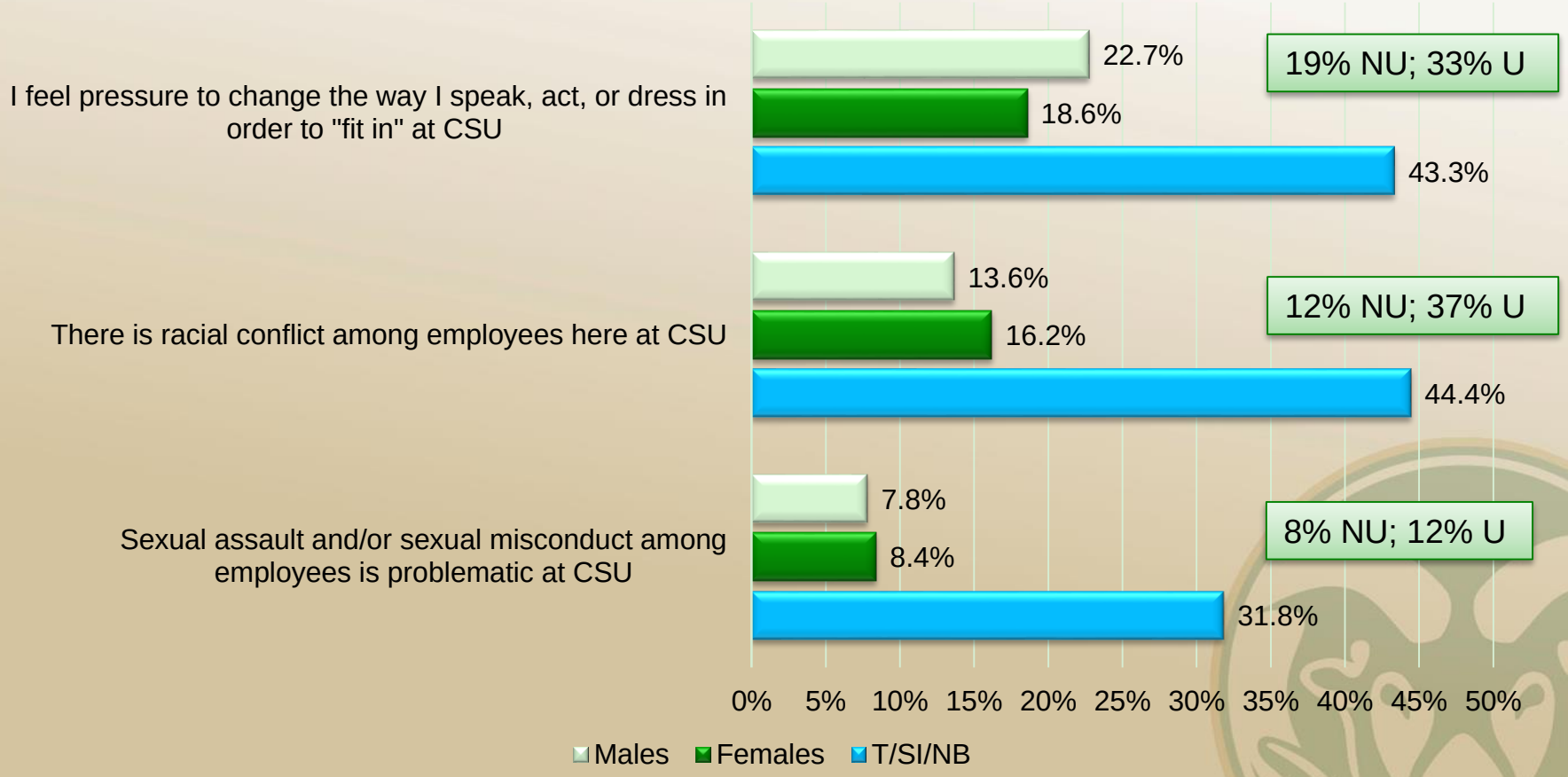
Perceptions of Diversity

Percent who responded Strongly Disagree/Disagree



Perceptions of Diversity

Percent who responded Strongly Agree/Agree



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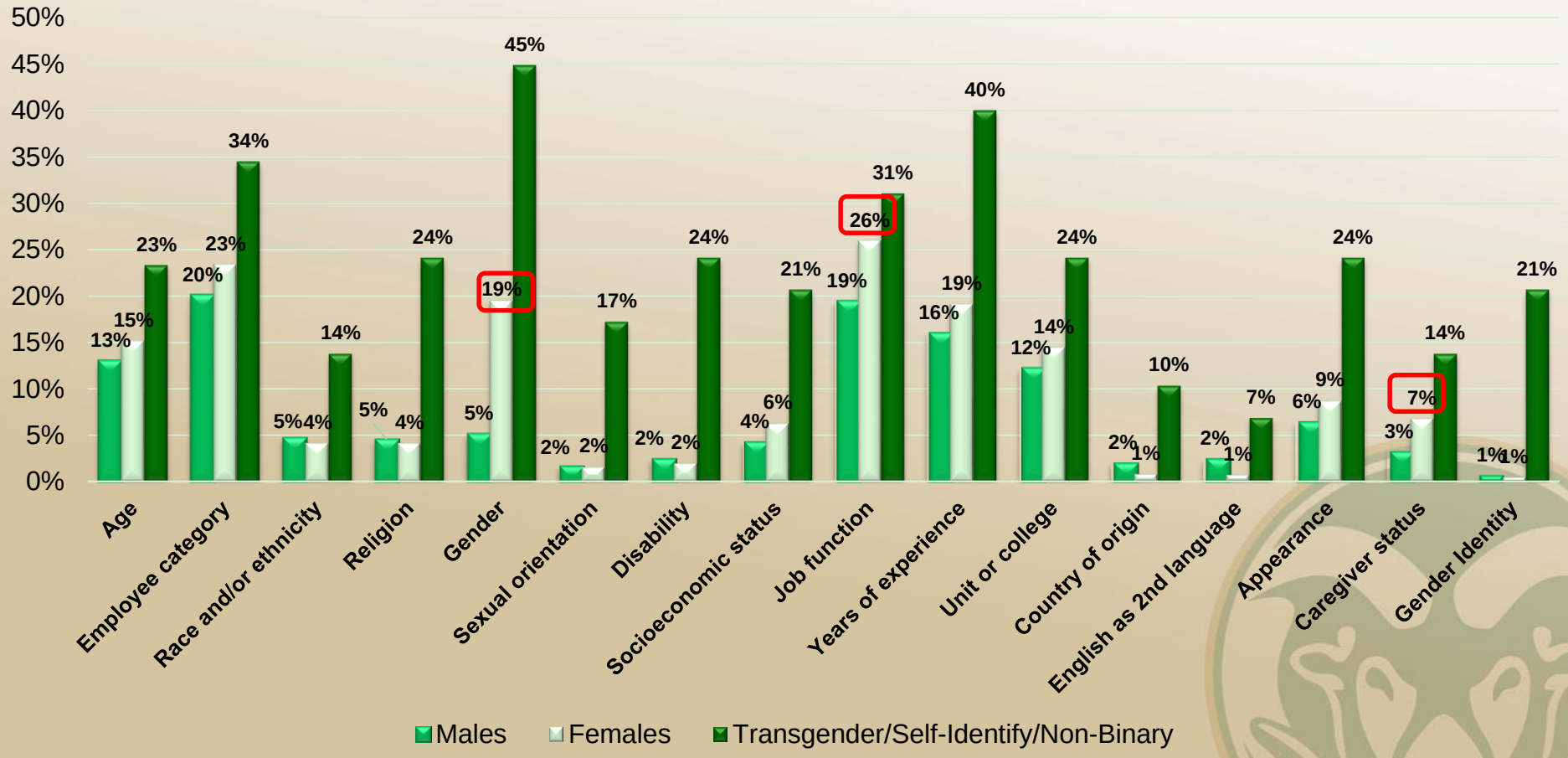
Negative Treatment or Behavior: Experiences

I experienced negative treatment or behavior based on:



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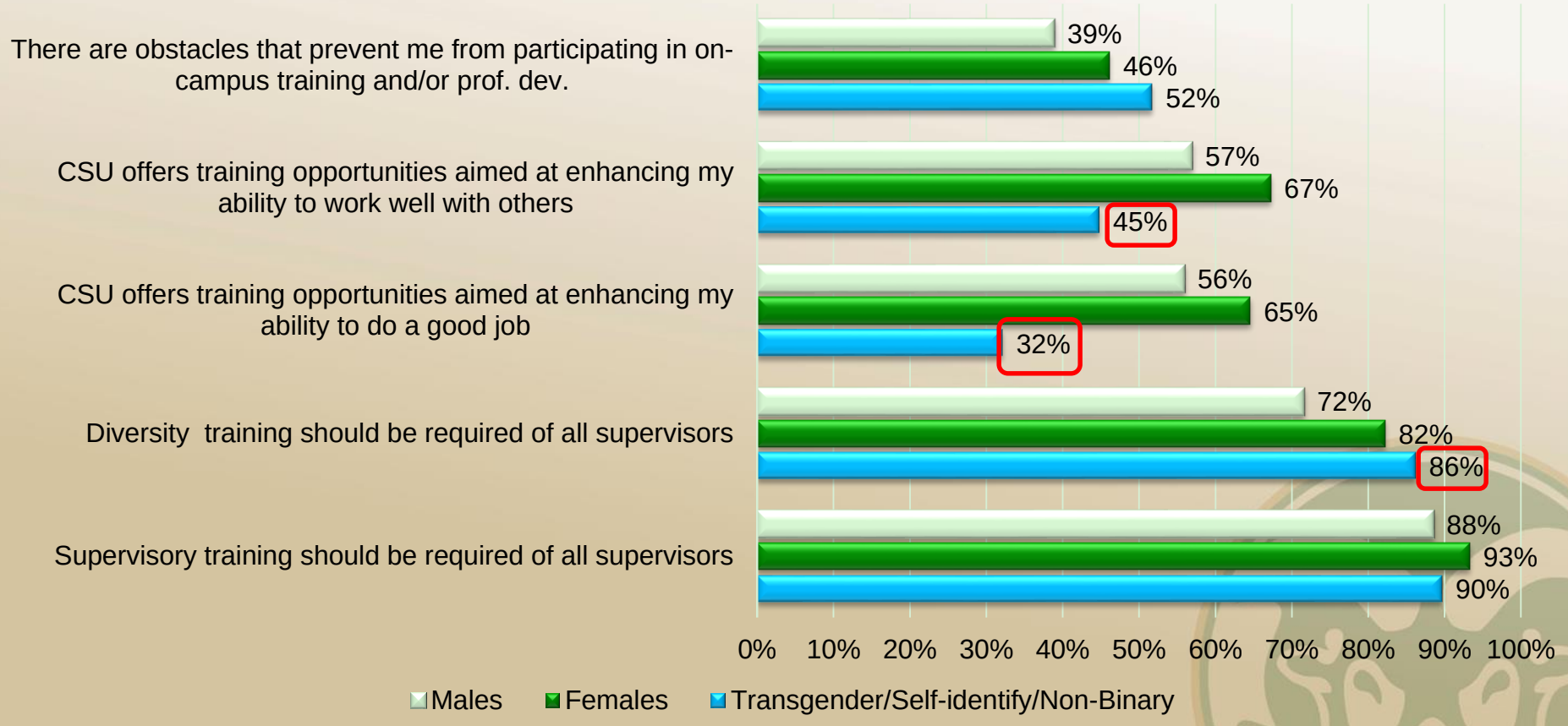
Campus Trainings

Percent who responded Strongly Agree or Agree



CSU Perceptions

CSU: Percent who responded Strongly Agree or Agree

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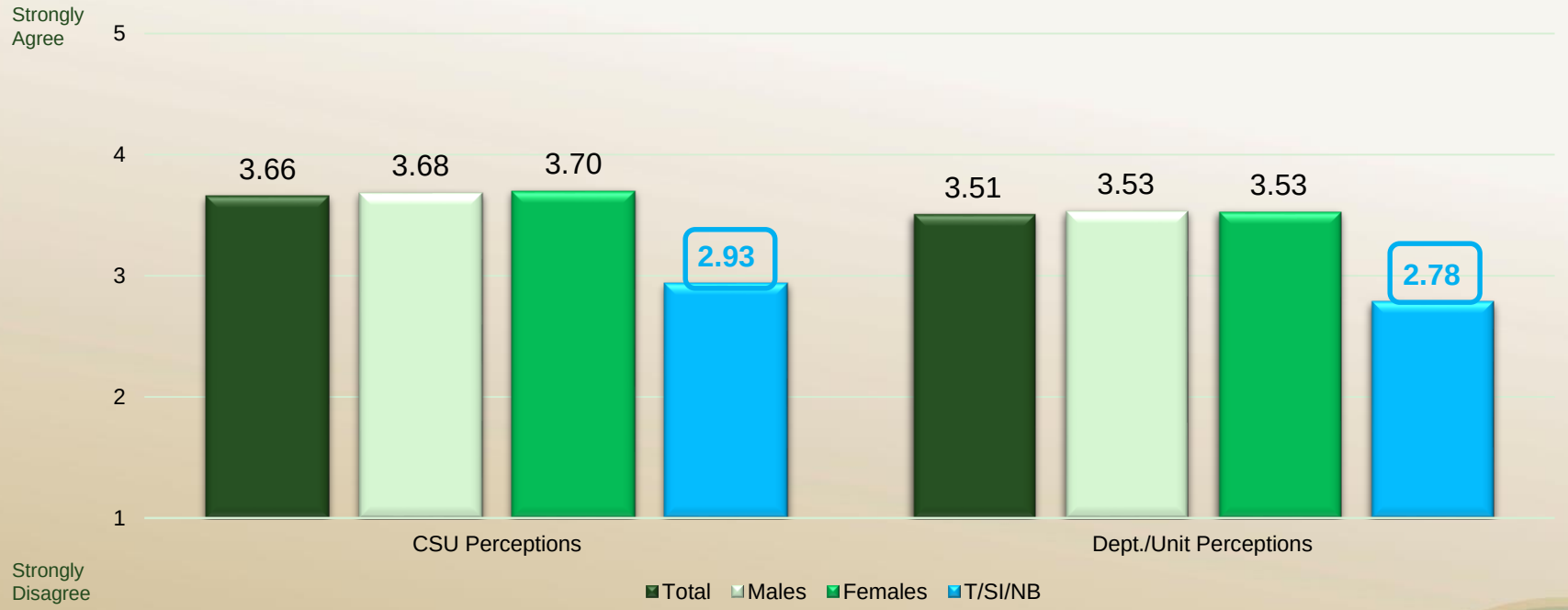
Campus Perceptions



- Employees who identify as T/SI/NB report significantly (high effect) lower CSU and Department/Unit perceptions than all other CSU respondents (*d* = .85 and .74 respectively)
- There were no significant perception differences between males and females.

Questions/Comments?