



Employee Climate Survey October 2021

Dear CSU Employee,

Your input is requested! Every three years, employees are asked to share about their employment at CSU. Please take a few minutes to complete this year's survey. The results inform future initiatives on campus. For example, did you know that mandatory supervisor training was developed in response to findings from this survey? Diversity trainings were also developed in response to these results. Your input matters!

The survey should take approximately 15 minutes to complete. Please answer all questions thinking of just the past 12 months and your home department/unit or your home division/college. If you report to more than one office/unit, please answer questions thinking about your primary department/unit. If you prefer, surveys are also available in Spanish. If you have any concerns about the survey, the results, or application of the results, please contact the Office of Inclusive Excellence (491-2450 or shannon.archibeque-engle@colostate.edu).

The survey is entirely ANONYMOUS. No personally identifying information (name, email, IP address etc.) is being collected or tied to the responses in any way. However, employee type (faculty, AP, state classified, etc.), division, and department are loaded as meta-data with your survey so that results can be viewed through an equity lens and best practices can be identified (and expanded). In addition to being anonymous, data at the individual level are also CONFIDENTIAL. Responses will be reported in aggregate only.

Please follow the instructions at the end of the survey for a chance to win one of 25 CSU swag prizes!

Survey Return Instructions:

The completed survey can be mailed, e-mailed, or placed in a secure drop box located at one of three locations on main campus. Please return surveys by November 19, 2021. You may download a copy of the survey in English or Spanish here: <https://inclusiveexcellence.colostate.edu/data/employee-climate-survey/>.

For mail:

Attn: Shannon Archibeque-Engle

Office of Inclusive Excellence

Campus Mail: 0135

For email: Shannon.archibeque-engle@colostate.edu

Drop Boxes: There are three drop box locations for submitting your paper survey:

1. Palmer Center (*Drop box is inside the front entrance*) 1005 W Laurel Street
2. Morgan Library (*Drop box is located between the Loan/Reserve Desk and the Help Desk, just west of the main elevator*) 1201 Center Avenue Mall
3. Facilities Management Department (*Drop box is inside the main front door, northeast side of the building*) 251 Edison Drive





WORK CULTURE

Thinking about your work environment during the past twelve months, please indicate your agreement with the following statements about work culture.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My department/unit promotes a work environment where all employees feel included	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit treats all employees equitably	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit is open and transparent in communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit values employee input in major department/unit decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit promotes respect for cultural differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit understands the value of diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit communicates the importance of valuing diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued as an employee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to my division/college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend CSU as a place of employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my department/unit as a place of employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





PERFORMANCE REVIEWS

Did you have a performance review in the last year?

Yes, I had a review	<input type="radio"/>
No, I did not have a review	<input type="radio"/>

If yes, please indicate your level of agreement with the following statements about your most recent performance review.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am satisfied with the effort my supervisor put into my most recent performance review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





RESPECT

Thinking about your work environment during the past twelve months, please indicate your level of agreement with the following statements about respect.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My department/unit is treated with respect by other units within my college/division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My college/division is treated with respect by CSU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I interact with treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for religious differences in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for liberal perspectives in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for conservative perspectives in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





FAVORITISM

During the past twelve months, please indicate your level of agreement with the following statements about favoritism.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Favoritism plays a role in who gets recognized within my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets resources in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets promoted in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favoritism plays a role in who gets hired in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





LEADERSHIP & ACCOUNTABILITY

Thinking about the past twelve months, please indicate your level of agreement about leadership accountability for both your college/division AND your department/unit leadership.

		Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Leadership adequately addresses inappropriate behavior	College/ Division Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Unit Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership holds employees accountable for inappropriate behavior	College/ Division Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Unit Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership holds employees accountable for poor performance in the workplace	College/ Division Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Unit Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership acts ethically and honestly in the workplace	College/ Division Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Unit Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership addresses issues of inequity	College/ Division Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Unit Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership hold all employees to the same standards	College/ Division Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/ Unit Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



CLIMATE

Thinking about your work environment during the last twelve months, please indicate your level of agreement regarding the climate for both CSU overall AND your department/unit.

		Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Recruits employees from a diverse set of backgrounds	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improves the campus climate for all employees	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retains diverse employees	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a supportive environment for employees from diverse backgrounds	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages discussions related to diversity	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides employees with a positive work experience	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Climate has become consistently more inclusive of all employees	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	My Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





COMMUNICATIONS

Thinking about work communications over the last twelve months, please indicate your level of agreement with the following statements about communications at CSU, your college/division AND your department/unit.

Table with 7 columns: Statement, CSU Overall, College/Division, Department/Unit, Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree. Rows include: Communications are effective, Communications are timely, Communications are relevant, Communications are informative, Communications are motivating.



COMMUNICATIONS (CONTINUED)

Thinking about work communications over the last twelve months, please indicate your level of agreement with the following statements about communications at CSU, your college/division AND your department/unit.

		Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Communications are honest	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	College/Division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications are accessible	CSU Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	College/Division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Department/Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

During the past 12 months, have you had the opportunity to communicate feedback to CSU?

Yes, I have the opportunity to provide feedback	<input type="radio"/>
Maybe, I can provide feedback in limited situations	<input type="radio"/>
No, I don't have an opportunity to provide feedback	<input type="radio"/>





DISCRIMINATION

Please indicate if discriminatory attitudes are currently problematic at CSU, your college/division, or in your department/unit.

	Problematic at CSU	Problematic in my College/Division	Problematic in my Department/Unit
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Appearance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment Classification	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender Identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Title	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental Status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political Affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socio-Economic Status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran Status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race or Color	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital Status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality/Country of Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PROBLEMATIC BEHAVIORS

Please indicate if any of the following are currently problematic at CSU, your college/division, or in your department/unit.

	Problematic at CSU	Problematic in my College/Division	Problematic in my Department/Unit
Sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bullying	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bias	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





WALTER SCOTT COLLEGE OF ENGINEERING

Thinking about your experience over the past 12 months in the Walter Scott College of Engineering, please indicate your level of agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I receive the necessary tools and resources I need to be successful in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides the guidance and support I need to be successful in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports opportunities for my professional development and career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues/coworkers support one another	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CCA (contract, continuing, and adjunct) faculty are valued and treated with respect in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

GRADUATE SCHOOL

Thinking about your experience over the past 12 month in the Graduate School, to what extent, if at all, do you think the Graduate School models the Principles of Community in its interactions with each of the following:

	Never	Seldom	Sometimes	Most of the time	All of the time
Graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University faculty and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate School employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





GRADUATE SCHOOL (CONTINUED)

To what extent do you agree or disagree with each of the following statements related to professional development in the Graduate school:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am satisfied with my access to professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have benefited personally by participating in professional development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ability to perform my current work has improved by participating in professional development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have learned new skills for career development and growth by participating in professional development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the Graduate School enhance professional development opportunities for employees? (Select all that apply)

- Offer more trainings relevant to my particular job
- Offer more trainings relevant to diversity, equity, inclusion, and social justice
- Offer more support from supervisors for participation
- Allocate time to complete professional development opportunities
- Provide more funding for professional development opportunities
- Reward/recognize professional development opportunities
- Ensure opportunities are available/offered to all employees
- Nothing, I am satisfied with professional development within the Graduate School



COLLEGE OF HEALTH AND HUMAN SCIENCE

Thinking about your experience over the past 12 months in the College of Health and Human Science, please indicate your level of agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable talking about issues of racism, equity, and social justice on my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to find resources to learn more about diversity, equity, and inclusion responsiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The person I report to takes steps to make the workplace inclusive, safe and welcoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





WARNER COLLEGE OF NATURAL RESOURCES

Thinking about your experience over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
WCNR handles diversity, equity and inclusion matters appropriately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WCNR demonstrates a commitment to DEI efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WCNR Leadership (Dean’s Staff) promotes diversity, equity, and inclusion as critical to our future success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WCNR Department Heads promote diversity, equity, and inclusion as critical to our future success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Within my department I am comfortable talking about my background and cultural experience with my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am well informed about Warner College’s diversity initiatives and goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field Crews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



To what extent do you feel comfortable talking about DEI issues within your...

	Never	Seldom	Sometimes	Most of the time	All of the time
College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field Crews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?

	Never	Seldom	Sometimes	Most of the time	All of the time
College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field Crews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CENTER FOR ENVIRONMENTAL MANAGEMENT OF MILITARY LANDS (CEMML)

Thinking about your experiences over the past 12 months in in CEMML, please indicate your level of agreement with the following statements:

Please specify your work location:

- Fort Collins
- Outside of Fort Collins
- Prefer not to disclose





(CEMML CONTINUED)

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am treated with respect by my colleagues who are CSU employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated with respect by my colleagues who are federal employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel strongly that I am a member of the CSU community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit seeks my input on operational and strategic decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to the base I support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What types of non-mandatory professional development or training would you like to attend? (Select all that apply)

- Supervisory training beyond what is required by CSU
- Diversity training (e.g., Safe Zone)
- Continuing education or professional conferences in my area of expertise
- Continuing education or professional conferences on new topics that would complement my expertise
- Other (please specify)

What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)

- Opportunities are too far from my work location
- Few opportunities are relevant to my professional expertise or interests
- It is difficult for me to find information about potential opportunities
- My supervisor is reluctant to allocate time for these opportunities
- There are no financial resources for these opportunities
- I am not interested in these opportunities
- Other (please specify)





Thinking about the communications you received from CSU during the past 12 months, to what extent did the communications make you feel included in the CSU community or isolated from the community?

Very isolated	Somewhat isolated	Neither included nor isolated	Somewhat included	Very included
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COLLEGE OF VETERINARY MEDICINE AND BIOMEDICAL SCIENCES

Thinking about your experiences over the past 12 months in the College of Veterinary Medicine and Biomedical Sciences, please indicate your level of agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't know/ N/A
I have the resources needed to perform my job to the best of my ability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports my professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor recognizes my current skills/knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department supports my overall health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVMBS leadership makes sound decisions for the college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVMBS leadership demonstrates collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVMBS leadership demonstrates accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVMBS leadership demonstrates respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVMBS leadership demonstrates innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVMBS leadership demonstrates transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





Please rate your perception of safety in the following areas of your physical environment using the five-point scale below.

	Very unsafe	Unsafe	Neither Safe nor Unsafe	Safe	Very safe
Building entrance locks and locking schedules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical surroundings (e.g., sidewalks, curbs, bike paths, crosswalks, restrooms, stairwells)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate outdoor lighting on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety procedures and protective equipment in spaces I frequently perform my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe building and environments (e.g., air quality, temperature, noise, water quality, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thinking of the past year, where if anywhere, have you experienced interpersonal conflict and or verbal assaults in your job? (Select all that apply)

- Internal to your specific department (e.g., immediate supervisor, coworkers, supervisees, etc.)
- Internal to the VPUO Division
- External to the VPUO Division (e.g., clients/customers, employees in other divisions, colleges, etc.)
- I have not experienced interpersonal conflict in the past year

Please indicate the extent to which you agree or disagree with each of the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My department encourages and practices the Principles of Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking of the past year: I feel I had an appropriate level of support for my work within my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During the pandemic: I feel the level of internal communication within my unit/division was adequate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





DEMOGRAPHICS

All potentially identifying data will be held in absolute confidence. We are committed to protecting your anonymity. The following demographic questions will help us improve the campus climate by identifying specific populations who may be having different experiences. **Your responses are confidential and will be reported in aggregate only. You are also encouraged to leave any demographic question blank if you feel it threatens your anonymity.**

Gender (select all that apply):	
Agender	<input type="radio"/>
Cisgender	<input type="radio"/>
Man	<input type="radio"/>
Non-binary/Gender Queer/Gender Non-Conforming	<input type="radio"/>
Trans/Transgender	<input type="radio"/>
Trans Man/Masculine	<input type="radio"/>
Trans Woman/Feminine	<input type="radio"/>
Two spirit	<input type="radio"/>
Woman	<input type="radio"/>
Prefer not to disclose	<input type="radio"/>
The gender I most closely align with is not listed (please specify):	

Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced. In an attempt to understand this complexity and how various genders experience the campus, we are using these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an attempt to understand the experiences of all genders on campus.

In general, how do you see yourself? (please answer all three scales)

	Not at all	1	2	3	4	5	Very
Feminine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Masculine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Androgynous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



DEMOGRAPHICS (CONTINUED)

Race and/or Ethnicity (Select all that apply):	
Asian (can include Middle Eastern and North African)	<input type="radio"/>
Black or African American (can include Middle Eastern and North African)	<input type="radio"/>
Hispanic or Latinx	<input type="radio"/>
Native American or Alaska Native or First Nations	<input type="radio"/>
Native Hawaiian or Other Pacific Islander	<input type="radio"/>
White	<input type="radio"/>
Prefer not to disclose	<input type="radio"/>
The race/ethnicity I most closely align with is not listed (please specify)	





DEMOGRAPHICS (CONTINUED)

If you identify as Black or African American, please select any additional identities that you align with (select all that apply):

Black American	<input type="radio"/>
Caribbean	<input type="radio"/>
Central Africa (e.g. Congo, Zaire)	<input type="radio"/>
Eastern Africa (e.g. Ethiopia, Kenya, Somalia)	<input type="radio"/>
Northern Africa (e.g. Morocco, Sudan)	<input type="radio"/>
Southern Africa (e.g. South Africa)	<input type="radio"/>
Western Africa (e.g. Ghana, Nigeria)	<input type="radio"/>
Prefer not to disclose	<input type="radio"/>
<p>The Black identity that I most closely align with is not listed (please specify):</p>	





DEMOGRAPHICS (CONTINUED)

If you identify as Native American or Alaska Native or First Nations please list your Tribal nation affiliation(s) in the text box below. If you have multiple Tribal Nation affiliations, please list your primary affiliation first and separate the Tribal Nation affiliations with a comma, (“,”). For example, Oglala Lakota Sioux Tribe, Navajo Nation, Ute Mountain Ute Tribe.





DEMOGRAPHICS (CONTINUED)

If you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):

Caribbean	<input type="radio"/>
Central American	<input type="radio"/>
Cuban	<input type="radio"/>
Puerto Rican	<input type="radio"/>
Mexican	<input type="radio"/>
South American	<input type="radio"/>
Prefer not to disclose	<input type="radio"/>
<p>The Hispanic or Latinx identity that I most closely align with is not listed (please specify):</p>	





DEMOGRAPHICS (CONTINUED)

If you identify as Asian, please select any additional identities that you align with (select all that apply):

Central Asians (i.e. Afghan, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	<input type="radio"/>
South Asians (i.e. Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	<input type="radio"/>
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	<input type="radio"/>
West Asians/Middle East (i.e. Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	<input type="radio"/>
Southeast Asians (i.e. Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	<input type="radio"/>
Prefer not to disclose	<input type="radio"/>
The Asian identity that I most closely align with is not listed (please specify):	





DEMOGRAPHICS (CONTINUED)

If you identify as Hawaiian/Pacific Islander, please select any additional identities that you align with (select all that apply):

Guamanian or Chamorro	<input type="radio"/>
Native Hawaiian	<input type="radio"/>
Samoan	<input type="radio"/>
Prefer not to disclose	<input type="radio"/>
The Pacific Islander identity that I most closely align with is not listed (please specify):	

Do you identify as a person with a disability?

Yes	<input type="radio"/>
No	<input checked="" type="radio"/>
Prefer not to disclose	<input type="radio"/>

Do you identify in the LGBTQIA+ community?

Yes	<input type="radio"/>
No	<input checked="" type="radio"/>
Unsure	<input type="radio"/>
Prefer not to respond	<input type="radio"/>





DEMOGRAPHICS (CONTINUED)

What is your primary College/Division? Choose one.

Athletics	<input type="radio"/>
Central Administration	<input type="radio"/>
College of Agricultural Sciences	<input type="radio"/>
College of Business	<input type="radio"/>
College of Health and Human Sciences	<input type="radio"/>
College of Liberal Arts	<input type="radio"/>
College of Natural Sciences	<input type="radio"/>
College of Veterinary Medicine and Biomedical Sciences/Veterinary Teaching Hospital	<input type="radio"/>
Engagement/Extension	<input type="radio"/>
Enrollment/Access	<input type="radio"/>
Graduate School	<input type="radio"/>
Information Technology	<input type="radio"/>
International Programs	<input type="radio"/>
Library	<input type="radio"/>
Operations (includes Facilities)	<input type="radio"/>
Research	<input type="radio"/>
Student Affairs	<input type="radio"/>
University Advancement	<input type="radio"/>
University Marketing and Communications	<input type="radio"/>
Walter Scott Jr. College of Engineering	<input type="radio"/>
Warner College of Natural Resources	<input type="radio"/>
Equity, Equal Opportunity, and Title IX	<input type="radio"/>

Thank you for your participation!

If you have any questions or comments please contact the Office of Inclusive Excellence at (970) 491-2450 or shannon.archibeque-ingle@colostate.edu

ENTER TO WIN CSU SWAG!

If you would like to enter a random drawing to win one of the 25 CSU swag prizes, please email Alicia.sprague@colostate.edu and state that you completed the Employee Climate Survey. You will then be automatically entered in the drawing. We will notify the winners via email in November.

Please see the first page for instructions on returning the survey.

