

Employee Climate Survey 2021

Center for the Environmental Management of Military Lands

The 2021 CSU Employee Climate Survey is a component of a biennial assessment conducted in the fall to assess employee perceptions related to their department/unit, division/college, and CSU. The 2021 is based on the survey developed in 2018 by the Assessment Group for Diversity Issues, a CSU service committee. The 2021 instrument focuses on employment themes of culture, leadership accountability, respect, favoritism, communication, discriminatory attitudes, and performance review.

Most items use a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Tables appearing in Frequencies of Results show the complete set of survey frequencies by theme (e.g., Work Culture, Performance Review, Leadership Accountability, etc.) as well as the total (weighted population). On many of the survey items, respondents could choose a non-evaluative response such as "Don't know," "NA" or "Prefer not to disclose." These responses, along with missing data, have been excluded from all analyses. Subgroup comparisons by gender, minoritized status, and employment type are based on the proportion of respondents who "strongly agree" or "agree" with each item and statistically significant differences ($p < .05$) between subgroup members are noted within the tables. Additionally, an overall index score representing the average percent agree (e.g., Work Culture Overall) appears within each table. For example, the Work Culture theme includes 13 individual survey items. If an employee selected "agree" or "strongly agree" to 9 out of the 13 items, their Work Culture index score would equal 69%. An employee must have answered all survey items within a theme in order for an index score to be calculated. An overall index score represents the average of the individual index scores or all employees included in the group or category.

Table 1: Response Rates by Department/Unit

	Sent	Bounce	Opt-out and refusal	Completed	Response rate*
CEMML	518	1	11	94	18.2%

* $Response\ rate = Completed / (Sent - Bounce)$

When the proportions of a demographic subgroup in the survey sample differ substantially from known population proportions and when members within a subgroup may meaningfully diverge on variables of interest, data weighting can provide a more accurate summary of the true population response than simple averaging. For the 2021 survey, representation gender, racially minoritized status, and employment type were compared to known population norms. Results of the weighting scheme are displayed in the Table 2.

Table 2: 2021 Employee Climate Survey Weighting Results

		Division population norm	Unweighted survey sample	Weighted survey population
Respondent gender	Man	66%	47%	66%
	Woman	34%	53%	34%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	0%	0%
Racially minoritized status	Racially minoritized	22%	14%	20%
	Non-racially minoritized	78%	86%	80%
Employee type	Admin Professional	100%	100%	100%
	Contract, continuing, and adjunct (CCA)	0%	0%	0%
	Tenure or Tenure-track (T/TT) Faculty	0%	0%	0%
	State Classified	0%	0%	0%
	Other Salaried Employee	0%	0%	0%

Results are weighted by gender and racially minoritized status.

Frequencies of Results

The following tables display the complete set of frequencies for each survey question asked on the survey. Percentages and proportions of respondents providing a given response are abbreviated to 'Pct' and the number of respondents representing the total weighted division population are also provided under the abbreviated heading of 'Pop.'

Table 3: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit promotes a work environment where all employees feel included	3.8%	16.4%	21.3%	47.6%	11.0%	100.0% 512
My department/unit treats all employees equitably	4.9%	19.2%	14.7%	46.2%	15.0%	100.0% 512
My department/unit is open and transparent in communication	13.1%	13.5%	25.0%	36.1%	12.3%	100.0% 512
My department/unit values employee input in major department/unit decisions	13.1%	18.5%	27.1%	32.2%	9.2%	100.0% 512
My department/unit promotes respect for cultural differences	2.1%	4.6%	23.8%	48.1%	21.3%	100.0% 512
My department/unit understands the value of diversity	3.2%	5.7%	24.6%	50.7%	15.8%	100.0% 512
My department/unit communicates the importance of valuing diversity	5.3%	9.0%	35.1%	35.8%	14.8%	100.0% 512
I feel valued as an employee	11.0%	12.5%	13.3%	49.5%	13.7%	100.0% 512
I feel a strong sense of belonging to CSU	17.1%	25.9%	30.0%	20.1%	7.0%	100.0% 512
I feel a strong sense of belonging to my division/college	14.6%	24.0%	27.9%	22.6%	10.9%	100.0% 512
I feel a strong sense of belonging to my department/unit	14.2%	16.1%	21.2%	34.1%	14.5%	100.0% 512
I would recommend CSU as a place of employment	2.1%	7.4%	19.1%	47.5%	23.9%	100.0% 512
I would recommend my department/unit as a place of employment	6.2%	6.9%	20.0%	44.4%	22.5%	100.0% 512

Table 4: Performance Review in Last Year

	Yes, I had a review	No, I did not have a review	Total (Pct Pop)
Did you have a performance review in the last year?	57.4%	42.6%	100.0% 506

Table 5: Performance Review

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	Total (Pct Pop)
I am satisfied with the effort my supervisor put into my most recent performance review	0.0%	11.2%	19.0%	46.6%	23.2%	100.0% 291
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	29.9%	46.3%	16.6%	3.5%	3.8%	100.0% 291
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	4.3%	20.8%	19.2%	46.9%	8.8%	100.0% 291

Asked only of those respondents who had a performance review in the last year.

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Table 6: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit is treated with respect by other units within my college/division	0.6%	2.8%	59.3%	28.8%	8.5%	100.0% 501
My college/division is treated with respect by CSU	0.6%	7.1%	45.9%	39.0%	7.4%	100.0% 501
The people I interact with treat each other with respect	0.0%	8.9%	12.3%	55.2%	23.5%	100.0% 506
There is respect for religious differences in my department/unit	0.6%	1.1%	43.5%	40.9%	13.9%	100.0% 506
There is respect for liberal perspectives in my department/unit	1.7%	1.1%	27.9%	53.6%	15.7%	100.0% 506
There is respect for conservative perspectives in my department/unit	0.0%	12.8%	38.9%	35.1%	13.3%	100.0% 506

Table 7: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recognized within my department/unit	14.6%	18.8%	42.0%	16.8%	7.7%	100.0% 506
Resources in my department/unit	14.6%	22.6%	37.8%	17.0%	8.0%	100.0% 506
Professional development opportunities	14.6%	23.3%	44.1%	12.4%	5.5%	100.0% 506
Promoted in my department/unit	14.6%	18.8%	46.3%	7.9%	12.3%	100.0% 506
Hired in my department/unit	15.7%	18.8%	42.8%	12.6%	10.0%	100.0% 506

Table 8: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Leadership adequately addresses inappropriate behavior	4.9%	3.7%	52.4%	30.9%	8.0%	100.0% 506
Leadership holds employees accountable for inappropriate behavior	3.8%	3.7%	59.0%	26.6%	6.8%	100.0% 506
Leadership holds employees accountable for poor performance in the workplace	4.4%	2.3%	68.0%	20.4%	4.8%	100.0% 506
Leadership acts ethically and honestly in the workplace	3.2%	0.6%	47.7%	41.6%	6.8%	100.0% 506
Leadership addresses issues of inequity	3.2%	4.9%	60.4%	25.3%	6.2%	100.0% 506
Leadership holds all employees to the same standards	2.8%	5.7%	49.3%	35.5%	6.8%	100.0% 506

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Table 9: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)	
Leadership adequately addresses inappropriate behavior	9.2%	10.9%	37.3%	35.1%	7.4%	100.0%	506
Leadership holds employees accountable for inappropriate behavior	7.0%	5.3%	44.8%	36.1%	6.8%	100.0%	506
Leadership holds employees accountable for poor performance in the workplace	10.1%	12.1%	39.8%	32.1%	5.9%	100.0%	506
Leadership acts ethically and honestly in the workplace	3.2%	0.6%	47.7%	41.6%	6.8%	100.0%	506
Leadership addresses issues of inequity	4.3%	9.9%	50.7%	27.4%	7.6%	100.0%	506
Leadership holds all employees to the same standards	6.9%	14.1%	34.9%	35.9%	8.2%	100.0%	506

Table 10: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)	
Recruits employees from a diverse set of backgrounds	0.0%	5.3%	56.4%	22.2%	16.0%	100.0%	501
Improves the campus climate for all employees	4.7%	5.0%	52.4%	27.4%	10.5%	100.0%	501
Retains diverse employees	1.1%	3.2%	57.4%	26.9%	11.4%	100.0%	501
Creates a supportive environment for employees from diverse backgrounds	2.2%	0.0%	48.7%	36.0%	13.1%	100.0%	501
Encourages discussions related to diversity	2.2%	1.2%	38.8%	42.0%	15.9%	100.0%	501
Provides employees with a positive work experience	3.6%	2.0%	37.3%	45.2%	12.0%	100.0%	501
Climate has become consistently more inclusive of all employees	4.7%	0.0%	48.9%	32.5%	13.9%	100.0%	501

Table 11: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)	
Recruits employees from a diverse set of backgrounds	3.3%	12.0%	31.6%	36.4%	16.7%	100.0%	501
Improves the campus climate for all employees	3.3%	11.3%	50.8%	22.7%	11.9%	100.0%	501
Retains diverse employees	3.3%	10.5%	43.2%	34.7%	8.3%	100.0%	501
Creates a supportive environment for employees from diverse backgrounds	2.2%	0.0%	48.7%	36.0%	13.1%	100.0%	501
Encourages discussions related to diversity	9.5%	16.4%	36.7%	29.4%	8.1%	100.0%	495
Provides employees with a positive work experience	7.9%	10.4%	24.6%	42.6%	14.5%	100.0%	501
Climate has become consistently more inclusive of all employees	5.4%	10.6%	39.9%	31.1%	13.0%	100.0%	501

Table 12: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	3.7%	14.8%	23.0%	44.7%	13.8%	100.0% 484
Communications are timely	4.0%	4.3%	21.9%	52.9%	16.9%	100.0% 490
Communications are relevant	10.0%	12.7%	24.7%	40.8%	11.8%	100.0% 490
Communications are informative	1.4%	11.4%	24.0%	46.9%	16.2%	100.0% 490
Communications are motivating	9.4%	11.1%	34.2%	34.2%	11.0%	100.0% 490
Communications are honest	1.1%	4.8%	30.5%	49.1%	14.5%	100.0% 490
Communications are accessible	0.0%	3.3%	30.3%	50.6%	15.8%	100.0% 490

Table 13: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	5.4%	13.7%	26.4%	44.1%	10.5%	100.0% 490
Communications are timely	4.3%	9.2%	27.2%	45.6%	13.7%	100.0% 490
Communications are relevant	5.4%	12.4%	28.9%	44.0%	9.2%	100.0% 490
Communications are informative	2.6%	9.7%	27.0%	48.2%	12.5%	100.0% 490
Communications are motivating	5.1%	14.5%	45.8%	25.0%	9.6%	100.0% 490
Communications are honest	2.2%	4.3%	35.4%	43.5%	14.5%	100.0% 490
Communications are accessible	1.1%	9.4%	34.1%	39.7%	15.8%	100.0% 490

Table 14: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	7.1%	19.5%	16.1%	45.6%	11.6%	100.0% 490
Communications are timely	5.7%	18.7%	10.8%	52.3%	12.5%	100.0% 487
Communications are relevant	4.0%	8.7%	15.9%	53.7%	17.7%	100.0% 490
Communications are informative	4.1%	8.7%	13.5%	58.2%	15.5%	100.0% 477
Communications are motivating	13.4%	10.9%	36.9%	29.2%	9.6%	100.0% 490
Communications are honest	2.8%	7.5%	26.2%	47.2%	16.2%	100.0% 490
Communications are accessible	1.4%	9.2%	29.7%	43.8%	15.8%	100.0% 490

Table 15: Communicated Feedback

	Yes, I have the opportunity to provide feedback	Maybe, I can provide feedback in limited situations	No, I don't have an opportunity to provide feedback	Total (Pct Pop)
During the past 12 months, have you had the opportunity to communicate feedback to CSU?	35.9%	32.9%	31.2%	100.0% 483

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Table 16: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
One on one conversations with my supervisor	2.6%	4.0%	13.9%	49.6%	29.8%	100.0% 325
My representation in shared governance (CPC, APC, or Faculty Council)	0.9%	5.3%	72.3%	14.1%	7.4%	100.0% 325
My service on committees	0.0%	0.9%	80.8%	13.0%	5.2%	100.0% 325
Annual review process	5.6%	5.3%	41.7%	30.8%	16.7%	100.0% 325
Input collection through anonymous surveys	2.6%	5.8%	45.8%	38.4%	7.4%	100.0% 325

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.

Table 17: Feedback Valued

When I give feedback it is valued by:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
CSU overall	2.6%	3.1%	71.9%	18.9%	3.6%	100.0% 325
My division/college	5.2%	8.9%	63.5%	17.2%	5.2%	100.0% 325
My department/unit	9.2%	9.3%	21.0%	49.6%	10.9%	100.0% 325

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.

Table 18: Discriminatory Attitudes

Please indicate if discriminatory attitudes are currently problematic.	Problematic at CSU		Problematic in by Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	0.0%	*	6.7%	34
Physical appearance	1.7%	8	0.6%	3	3.3%	17
Physical disability	0.0%	*	0.0%	*	4.2%	21
Mental disability	0.0%	*	0.0%	*	5.8%	30
Employment classification	5.9%	30	5.9%	30	14.8%	76
Gender identity	1.2%	6	1.2%	6	5.3%	27
Job title	3.0%	16	6.7%	34	15.2%	78
Parental status	0.0%	*	1.2%	6	2.3%	12
Religion	2.1%	11	1.7%	8	1.2%	6
Political affiliation	5.8%	29	2.8%	15	5.0%	26
Sexual orientation	0.6%	3	0.6%	3	3.6%	19
Socio-economic status	0.6%	3	0.6%	3	4.4%	22
Ethnic origin	1.7%	8	2.6%	13	4.1%	21
Veteran status	0.0%	*	0.6%	3	1.7%	8
Race or color	3.6%	19	2.6%	13	6.2%	32
Marital status	0.6%	3	1.2%	6	0.6%	3
Nationality/country of origin	1.7%	8	2.6%	13	5.2%	26
None/no response	87.5%	447	90.5%	463	75.4%	386

Total may exceed 100% as respondents could select more than one option.

** Values reported for items with n >= 3.*

Table 19: Other Potential Problems

Please indicate if any of the following are currently problematic.	Problematic at CSU		Problematic in by Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.2%	16	1.1%	5	0.0%	*
Bullying	1.7%	9	3.1%	16	6.4%	33
Bias	5.2%	26	4.7%	24	16.6%	85
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.5%	13	0.0%	*	0.0%	*
Verbal abuse	1.1%	6	0.0%	*	2.7%	14
None/no response	89.7%	459	91.1%	466	81.2%	415

Total may exceed 100% as respondents could select more than one option.

** Values reported for items with n >= 3.*

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Table 20: Gender

Gender (Select all that apply):	Pct	Pop
Agender	0.0%	*
Cisgender	11.6%	54
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.0%	*
Man	59.4%	275
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.0%	*
Woman	30.0%	139
Prefer not to disclose	8.2%	38
The gender I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.

* Values reported for items with n >= 3.

Table 21: Gender Scales

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)	Feminine			Masculine			Androgynous		
	Pct	Pop	Mean	Pct	Pop	Mean	Pct	Pop	Mean
0 Not at all	55.4%	252		17.3%	79		80.2%	364	
1	4.4%	20		9.0%	41		6.5%	30	
2	6.8%	31		5.2%	24		3.7%	17	
3	2.0%	9		6.0%	27		5.4%	25	
4	6.4%	29		9.5%	43		2.7%	12	
5	12.9%	58		21.1%	96		0.7%	3	
6 Very	12.1%	55		31.9%	145		0.7%	3	
Total	100.0%	454	1.86	100.0%	454	3.72	100.0%	454	.49

Table 22: Race/Ethnicity

Race and/or Ethnicity (Select all that apply):	Pct	Pop
Native American or Alaska Native or First Nations	2.3%	11
Asian (can include Middle Eastern and North African)	7.7%	37
Black or African American (can include Middle Eastern and North African)	0.0%	*
Hispanic or Latinx	8.9%	42
Native Hawaiian or Other Pacific Islander	0.0%	*
White	81.9%	388
Prefer not to disclose	6.9%	33
The race/ethnicity I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.

* Values reported for items with n >= 3.

Table 23: Black or African American

You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):	Pct	Pop
Black American	0.0%	*
Caribbean	0.0%	*
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	0.0%	*
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	0.0%	*
Southern Africa (i.e., South Africa)	0.0%	*
Western Africa (i.e., Ghana, Nigeria)	0.0%	*
Prefer not to disclose	0.0%	*
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.

** Values reported for items with n >= 3.*

Table 24: Native American or Alaska Native or First Nations

You indicated that you identify as Native American or Alaska Native or First Nations, please list your Tribal Nation affiliation(s) in the text box below.	Pct	Pop
Apache	0.0%	*
Cherokee	0.0%	*
Oglala Lakota Sioux	50.0%	6
Navajo/Diné	50.0%	6
Pueblo (e.g., Acoma, Cochiti, Taos)	0.0%	*
Another tribal affiliation	0.0%	*
Unknown/not disclosed	0.0%	*

Total may exceed 100% as respondents could select more than one option.

Categories coded from write-in responses.

** Values reported for items with n >= 3.*

Table 25: Hispanic or Latinx

You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):	Pct	Pop
Mexican or Chicano/a	86.9%	37
Caribbean	0.0%	*
Puerto Rican	0.0%	*
Cuban	0.0%	*
Central American	0.0%	*
South American	13.1%	6
Prefer not to disclose	0.0%	*
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	0.0%	*

Total may exceed 100% as respondents could select more than one option.

** Values reported for items with n >= 3.*

Table 26: Asian

You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):	Pct	Pop
Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	0.0%	*
Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	0.0%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	34.9%	13
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	65.1%	24
West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	0.0%	*
Prefer not to disclose	0.0%	*
The Asian identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.

* Values reported for items with n >= 3.

Table 27: Hawaiian/Pacific Islander

You indicated that you identify as a Hawaiian/Pacific Islander, please select any additional identities that you align with (select all that apply):	Pct	Pop
Guamanian or Chamorro	0.0%	*
Native Hawaiian	0.0%	*
Samoan	0.0%	*
Prefer not to disclose	0.0%	*
The Pacific Islander identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.

* Values reported for items with n >= 3.

Table 28: Disability

	Yes	No	Prefer not to respond	Total (Pct Pop)
Do you identify as a person with a disability?	16.0%	76.3%	7.7%	100.0% 473

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct Pop)
Do you identify in the LGBTQIA+ community?	4.4%	86.1%	3.4%	6.1%	100.0% 473

Table 30: Work Location

	Fort Collins	Outside of Fort Collins	Prefer not to disclose	Total (Pct Pop)
Please specify your work location:	36.7%	61.5%	1.8%	100.0% 477

Table 31: Work Environment During Past 12 Months

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total (Pct Pop)
I am treated with respect by my colleagues who are CSU employees	26.9%	49.1%	12.1%	10.5%	1.4%	100.0% 490
I am treated with respect by my colleagues who are federal employees	30.8%	42.6%	14.2%	9.5%	2.9%	100.0% 490
I feel strongly that I am a member of the CSU community	4.4%	27.5%	31.3%	26.2%	10.5%	100.0% 490
My unit seeks my input on operational and strategic decisions	10.9%	36.0%	11.4%	29.2%	12.5%	100.0% 490
I feel a strong sense of belonging to the base I support	13.4%	29.3%	24.1%	23.5%	9.7%	100.0% 490

Table 32: Non-mandatory Professional Development

What types of non-mandatory professional development or training would you like to attend? (Select all that apply)	Pct	Pop
Supervisory training beyond what is required by CSU	33.0%	140
Diversity training (e.g., Safe Zone)	17.1%	73
Continuing education or professional conferences in my area of expertise	89.5%	380
Continuing education or professional conferences on new topics that would complement my expertise	87.4%	371
Other (specify)	1.3%	6

Total may exceed 100% as respondents could select more than one option.

Table 33: Obstacles to Professional Development

What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)	Pct	Pop
Opportunities are too far from my work location	43.5%	173
Few opportunities are relevant to my professional expertise or interests	24.0%	96
It is difficult for me to find information about potential opportunities	21.3%	85
My supervisor is reluctant to allocate time for these opportunities	19.0%	76
There are no financial resources for these opportunities	43.3%	172
I am not interested in these opportunities	7.4%	30
Other (specify)	19.1%	76

Total may exceed 100% as respondents could select more than one option.

Table 34: Inclusive Communications

	Very included	Somewhat included	Neither included nor isolated	Somewhat isolated	Very isolated	Total (Pct Pop)
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?	10.5%	29.8%	34.1%	23.0%	2.6%	100.0% 483

Table 35: Employee Type

	Pct	Pop
Admin Professional	100.0%	512
Total	100.0%	512

Comparisons by Gender

The gender of respondents is based on responses to the multiple response gender survey question (Table 20). If a respondent selected 'Man' alone or in combination with 'Cisgender,' they are coded a 'Man.' Similarly, if a respondent selected 'Woman' alone or in combination with 'Cisgender,' they are coded as 'Woman.' If a respondent selected any combination of 'Agender,' 'Non-binary/Gender Queer/Gender Non-Conforming,' 'Trans/Transgender,' 'Trans Man/Masculine,' 'Trans Woman/Feminine,' and/or 'Two Spirit' they are coded as 'Trans, non-binary, or non-conforming' (T/NB/NC). Gender could not be determined for respondents who skipped the question or selected 'Prefer not to disclose;' these respondents are excluded from these analyses.

Table 36: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	58.7%	275	57.8%	139	58.4%	414
My department/unit promotes a work environment where all employees feel included	60.0%	275	65.8%	139	61.9%	414
My department/unit treats all employees equitably	72.3%	275	55.3%	139	66.6%	414
	B					
My department/unit is open and transparent in communication	49.7%	275	48.7%	139	49.4%	414
My department/unit values employee input in major department/unit decisions	47.1%	275	31.6%	139	41.9%	414
	B					
My department/unit promotes respect for cultural differences	74.9%	275	76.3%	139	75.3%	414
My department/unit understands the value of diversity	69.7%	275	72.0%	139	70.5%	414
My department/unit communicates the importance of valuing diversity	57.4%	275	53.1%	139	55.9%	414
I feel valued as an employee	67.7%	275	67.6%	139	67.6%	414
I feel a strong sense of belonging to CSU	30.3%	275	32.0%	139	30.9%	414
I feel a strong sense of belonging to my division/college	37.4%	275	37.8%	139	37.5%	414
I feel a strong sense of belonging to my department/unit	54.8%	275	54.9%	139	54.8%	414
I would recommend CSU as a place of employment	72.3%	275	80.7%	139	75.1%	414
I would recommend my department/unit as a place of employment	70.2%	275	76.3%	139	72.3%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 37: Performance Review in Last Year

Did you have a performance review in the last year?	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	60.4%	166	66.2%	92	62.4%	258
No, I did not have a review	39.6%	109	33.8%	47	37.6%	156
Total	100.0%	275	100.0%	139	100.0%	414

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .05^{a,b}

- a. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- b. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 38: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	73.5%	166	79.3%	92	75.5%	258
I am satisfied with the effort my supervisor put into my most recent performance review	66.1%	166	83.5% A	92	72.3%	258
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	4.2%	166	9.3%	92	6.0%	258
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	54.3%	166	54.3%	92	54.3%	258

Asked only of those respondents who had a performance review in the last year.

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. *Reverse coded when included in overall rating^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 39: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	55.9%	275	62.2%	139	58.0%	414
My department/unit is treated with respect by other units within my college/division	36.4%	275	43.0%	139	38.6%	414
My college/division is treated with respect by CSU	48.7%	275	51.3%	139	49.6%	414
The people I interact with treat each other with respect	83.1%	275	91.2% A	139	85.9%	414
There is respect for religious differences in my department/unit	54.9%	275	63.6%	139	57.8%	414
There is respect for liberal perspectives in my department/unit	65.2%	275	76.7% A	139	69.1%	414
There is respect for conservative perspectives in my department/unit	47.2%	275	47.3%	139	47.3%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 40: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	20.5%	275	21.0%	139	20.7%	414
Recognized within my department/unit	22.6%	275	21.1%	139	22.1%	414
Resources in my department/unit	27.2%	275	21.5%	139	25.3%	414
Professional development opportunities	17.5%	275	15.3%	139	16.7%	414
Promoted in my department/unit	15.4%	275	27.6% A	139	19.5%	414
Hired in my department/unit	20.0%	275	19.3%	139	19.8%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 41: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man		Woman		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	38.0%	275	38.1%	139	38.0%	414
Leadership adequately addresses inappropriate behavior	37.5%	275	40.4%	139	38.4%	414
Leadership holds employees accountable for inappropriate behavior	37.5%	275	28.0%	139	34.3%	414
Leadership holds employees accountable for poor performance in the workplace	27.7%	275	21.5%	139	25.6%	414
Leadership acts ethically and honestly in the workplace	52.3%	275	53.5%	139	52.7%	414
Leadership addresses issues of inequity	27.7%	275	40.4%	139	32.0%	414
Leadership holds all employees to the same standards	45.2%	275	45.1%	139	45.2%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 42: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man		Woman		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	44.4%	275	44.9%	139	44.6%	414
Leadership adequately addresses inappropriate behavior	44.1%	275	44.3%	139	44.2%	414
Leadership holds employees accountable for inappropriate behavior	46.7%	275	40.4%	139	44.5%	414
Leadership holds employees accountable for poor performance in the workplace	44.1%	275	31.6%	139	39.9%	414
Leadership acts ethically and honestly in the workplace	52.3%	275	53.5%	139	52.7%	414
Leadership addresses issues of inequity	32.3%	275	40.4%	139	35.0%	414
Leadership holds all employees to the same standards	44.6%	275	49.1%	139	46.1%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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Table 43: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	49.1%	275	49.9%	139	49.4%	414
Recruits employees from a diverse set of backgrounds	42.5%	275	34.2%	139	39.7%	414
Improves the campus climate for all employees	37.4%	275	46.9%	139	40.6%	414
Retains diverse employees	42.6%	275	38.2%	139	41.1%	414
Creates a supportive environment for employees from diverse backgrounds	53.9%	275	50.9%	139	52.9%	414
Encourages discussions related to diversity	56.9%	275	68.4%	139	60.8%	414
Provides employees with a positive work experience	59.0%	275	65.8%	139	61.3%	414
Climate has become consistently more inclusive of all employees	51.8%	275	45.1%	139	49.6%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 44: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	50.1%	275	48.9%	133	49.7%	408
Recruits employees from a diverse set of backgrounds	62.5%	275	44.3%	139	56.4%	414
Improves the campus climate for all employees	36.9%	275	43.9%	139	39.2%	414
Retains diverse employees	52.3%	275	36.0%	139	46.8%	414
Creates a supportive environment for employees from diverse backgrounds	53.9%	275	50.9%	139	52.9%	414
Encourages discussions related to diversity	34.8%	275	51.1%	133	40.1%	408
Provides employees with a positive work experience	60.0%	275	67.6%	139	62.5%	414
Climate has become consistently more inclusive of all employees	49.7%	275	44.7%	139	48.0%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 45: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man		Woman		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	60.9%	275	69.8%	139	63.9%	414
Communications are effective	60.1%	275	69.8%	139	63.3%	414
Communications are timely	75.0%	275	78.5%	139	76.1%	414
Communications are relevant	57.0%	275	57.0%	139	57.0%	414
Communications are informative	60.1%	275	76.3%	139	65.5%	414
Communications are motivating	42.1%	275	56.6%	139	47.0%	414
Communications are honest	65.2%	275	72.0%	139	67.5%	414
Communications are accessible	66.7%	275	78.5%	139	70.7%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 46: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man		Woman		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	58.3%	275	57.8%	139	58.1%	414
Communications are effective	63.1%	275	55.7%	139	60.6%	414
Communications are timely	68.2%	275	62.2%	139	66.2%	414
Communications are relevant	58.0%	275	57.5%	139	57.8%	414
Communications are informative	63.1%	275	65.8%	139	64.0%	414
Communications are motivating	37.5%	275	32.0%	139	35.6%	414
Communications are honest	60.5%	275	61.4%	139	60.8%	414
Communications are accessible	57.4%	275	70.2%	139	61.7%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 47: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	64.4%	262	60.4%	136	63.0%	398
Communications are effective	62.0%	275	63.6%	139	62.6%	414
Communications are timely	72.8%	275	61.0%	136	68.9%	411
	B					
Communications are relevant	72.8%	275	72.4%	139	72.6%	414
Communications are informative	76.3%	262	70.2%	139	74.2%	401
Communications are motivating	47.1%	275	31.6%	139	41.9%	414
	B					
Communications are honest	70.2%	275	61.4%	139	67.3%	414
Communications are accessible	60.0%	275	68.0%	139	62.7%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 48: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	46.3%	124	27.6%	38	39.9%	162
	B					
Maybe, I can provide feedback in limited situations	25.8%	69	49.1%	68	33.8%	137
			A			
No, I don't have an opportunity to provide feedback	27.9%	75	23.3%	32	26.3%	107
Total	100.0%	268	100.0%	139	100.0%	407

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .05^{1,2}

1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 49: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	41.3%	186	45.3%	107	42.8%	292
One on one conversations with my supervisor	81.1%	186	80.6%	107	80.9%	292
My representation in shared governance (CPC, APC, or Faculty Council)	18.9%	186	22.3%	107	20.2%	292
My service on committees	18.2%	186	13.7%	107	16.6%	292
Annual review process	40.8%	186	63.5%	107	49.1%	292
			A			
Input collection through anonymous surveys	47.7%	186	46.3%	107	47.2%	292

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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Table 50: Feedback Valued

	Man		Woman		Overall	
	(A) Pct	Pop	(B) Pct	Pop	Pct	Pop
When I give feedback it is valued by:						
FEEDBACK VALUED OVERALL	34.8%	186	36.2%	107	35.3%	292
CSU overall	18.9%	186	30.3%	107	23.1%	292
My division/college	18.9%	186	25.1%	107	21.2%	292
My department/unit	66.6%	186	53.1%	107	61.7%	292
	B		A			

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.
Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 51: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Physical appearance	0.0%	*	2.2%	3	0.7%	3
Employment classification	4.5%	12	8.8%	12	6.0%	25
Gender identity	0.0%	*	4.4%	6	1.5%	6
Job title	2.6%	7	2.2%	3	2.4%	10
Religion	2.0%	5	0.0%	*	1.3%	5
Political affiliation	4.5%	12	4.4%	6	4.5%	19
Sexual orientation	0.0%	*	2.2%	3	0.7%	3
Socio-economic status	0.0%	*	2.2%	3	0.7%	3
Ethnic origin	0.0%	*	2.2%	3	0.7%	3
Race or color	2.6%	7	4.4%	6	3.2%	13
Marital status	0.0%	*	2.2%	3	0.7%	3
Nationality/country of origin	0.0%	*	2.2%	3	0.7%	3
None/no response	90.3%	248	84.7%	118	88.4%	366

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 52: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Physical appearance	0.0%	*	2.2%	3	0.7%	3
Employment classification	2.6%	7	12.7%	18	6.0%	25
Gender identity	0.0%	*	4.4%	6	1.5%	6
Job title	5.1%	14	10.5%	15	6.9%	29
Parental status	0.0%	*	4.4%	6	1.5%	6
Religion	0.0%	*	2.2%	3	0.7%	3
Political affiliation	0.0%	*	6.6%	9	2.2%	9
Sexual orientation	0.0%	*	2.2%	3	0.7%	3
Socio-economic status	0.0%	*	2.2%	3	0.7%	3
Ethnic origin	2.6%	7	4.4%	6	3.2%	13
Veteran status	0.0%	*	2.2%	3	0.7%	3
Race or color	2.6%	7	4.4%	6	3.2%	13
Marital status	0.0%	*	4.4%	6	1.5%	6
Nationality/country of origin	2.6%	7	4.4%	6	3.2%	13
None/no response	94.9%	261	82.9%	115	90.9%	376

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 53: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.1%	14	6.6%	9	5.6%	23
Physical appearance	0.0%	*	4.4%	6	1.5%	6
Physical disability	4.6%	13	2.2%	3	3.8%	16
Mental disability	4.6%	13	4.4%	6	4.6%	19
Employment classification	7.7%	21	27.6%	38	14.4%	59
Gender identity	2.6%	7	6.6%	9	3.9%	16
Job title	12.8%	35	14.9%	21	13.5%	56
Parental status	0.0%	*	8.3%	12	2.8%	12
Religion	0.0%	*	4.4%	6	1.5%	6
Political affiliation	0.0%	*	10.5%	15	3.5%	15
Sexual orientation	2.6%	7	4.4%	6	3.2%	13
Socio-economic status	0.0%	*	8.3%	12	2.8%	12
Ethnic origin	2.6%	7	6.2%	9	3.8%	16
Veteran status	0.0%	*	2.2%	3	0.7%	3
Race or color	2.6%	7	6.2%	9	3.8%	16
Marital status	0.0%	*	2.2%	3	0.7%	3
Nationality/country of origin	2.6%	7	6.2%	9	3.8%	16
None/no response	82.5%	227	63.6%	88	76.2%	315

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 54: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	7.9%	11	2.7%	11
Bullying	0.0%	*	6.2%	9	2.1%	9
Bias	4.5%	12	2.2%	3	3.8%	16
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.6%	7	4.0%	6	3.0%	13
Verbal abuse	0.0%	*	4.0%	6	1.3%	6
None/no response	92.9%	255	87.7%	122	91.1%	377

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 55: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	0.0%	*
Bullying	4.6%	13	2.2%	3	3.8%	16
Bias	4.6%	13	4.4%	6	4.6%	19
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	90.7%	249	93.4%	130	91.6%	379

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 56: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	0.0%	*
Bullying	2.6%	7	10.5%	15	5.2%	22
Bias	12.3%	34	21.1%	29	15.3%	63
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	6.2%	9	2.1%	9
None/no response	87.7%	241	74.6%	104	83.3%	344

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 57: Work Location

Please specify your work location:	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Fort Collins	40.5%	108	42.0%	56	41.0%	164
Outside of Fort Collins	59.5%	159	55.7%	74	58.2%	234
Prefer not to disclose	0.0% ^a	*	2.3%	3	0.8%	3
Total	100.0%	268	100.0%	133	100.0%	401

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .05* Values reported for items with n >= 3.^{b,c}

a. This category is not used in comparisons because its column proportion is equal to zero or one.

b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.

c. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 58: Work Environment During Past 12 Months

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements.	Man		Woman		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
I am treated with respect by my colleagues who are CSU employees	74.4%	275	89.5%	139	79.4%	414
I am treated with respect by my colleagues who are federal employees	74.4%	275	80.3%	139	76.4%	414
I feel strongly that I am a member of the CSU community	34.8%	275	32.0%	139	33.9%	414
My unit seeks my input on operational and strategic decisions	52.3%	275	42.5%	139	49.0%	414
I feel a strong sense of belonging to the base I support	44.6%	275	46.5%	139	45.2%	414

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 59: Non-mandatory Professional Development

What types of non-mandatory professional development or training would you like to attend? (Select all that apply)	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Supervisory training beyond what is required by CSU	36.7%	83	30.8%	41	34.5%	124
Diversity training (e.g., Safe Zone)	18.0%	41	15.6%	21	17.1%	62
Continuing education or professional conferences in my area of expertise	88.2%	200	86.7%	115	87.6%	315
Continuing education or professional conferences on new topics that would complement my expertise	91.3%	207	90.8%	121	91.1%	328
Other (specify)	0.0%	*	4.1%	6	1.5%	6

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 60: Obstacles to Professional Development

What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Opportunities are too far from my work location	39.5%	85	49.5%	62	43.2%	146
Few opportunities are relevant to my professional expertise or interests	23.0%	49	28.4%	35	25.0%	85
It is difficult for me to find information about potential opportunities	13.2%	28	28.0%	35	18.6%	63
My supervisor is reluctant to allocate time for these opportunities	21.8%	47	14.7%	18	19.2%	65
There are no financial resources for these opportunities	47.4%	101	39.7%	49	44.6%	151
I am not interested in these opportunities	3.3%	7	9.3%	12	5.5%	19
Other (specify)	23.0%	49	17.1%	21	20.9%	71

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

Table 61: Inclusive Communications

	Man		Woman		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
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?	38.0%	268	63.2%	139	46.6%	407

Percent "Very included" or "Somewhat included"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Comparisons by Racially Minoritized Status

Racially minoritized status is based on responses to the multiple response race and ethnicity survey question (Table 22). If a respondent selected only one race and that one race was Asian, Black, Hispanic or Latinx, Native American or Alaska Native or First Nations, or Native Hawaiian or Other Pacific Islander, or they selected 'The race/ethnicity I most closely align with is not listed,' they are coded as racially minoritized. If a respondent selected one race and that one race was White, they are coded as non-racially minoritized. If a respondent selected more than one race in any combination, they are coded as racially minoritized. Racially minoritized status could not be determined for respondents who skipped the question or selected 'Prefer not to disclose;' these respondents are excluded from these analyses.

Table 62: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	59.5%	90	55.8%	351	56.5%	441
My department/unit promotes a work environment where all employees feel included	59.2%	90	59.4%	351	59.3%	441
My department/unit treats all employees equitably	67.3%	90	62.8%	351	63.7%	441
My department/unit is open and transparent in communication	53.1%	90	46.2%	351	47.6%	441
My department/unit values employee input in major department/unit decisions	46.9%	90	40.5%	351	41.8%	441
My department/unit promotes respect for cultural differences	79.6%	90	70.0%	351	71.9%	441
My department/unit understands the value of diversity	79.6%	90	67.3%	351	69.8%	441
My department/unit communicates the importance of valuing diversity	53.1%	90	53.9%	351	53.7%	441
I feel valued as an employee	65.4%	90	66.1%	351	65.9%	441
I feel a strong sense of belonging to CSU	26.5%	90	29.6%	351	29.0%	441
I feel a strong sense of belonging to my division/college	38.8%	90	32.7%	351	34.0%	441
I feel a strong sense of belonging to my department/unit	59.2%	90	49.5%	351	51.5%	441
I would recommend CSU as a place of employment	79.6%	90	75.9%	351	76.7%	441
I would recommend my department/unit as a place of employment	65.4%	90	71.5%	351	70.3%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

- Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
- Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 63: Performance Review in Last Year

Did you have a performance review in the last year?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	38.8%	35	63.6%	223	58.5%	258
No, I did not have a review	61.2%	55	36.4%	128	41.5%	183
Total	100.0%	90	100.0%	351	100.0%	441

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .05^{1,2}

- Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 64: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	PERFORMANCE REVIEW OVERALL	94.7% B	35	73.4%	223	76.2%
I am satisfied with the effort my supervisor put into my most recent performance review	100.0% B	35	68.0%	223	72.3%	258
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	15.8% B	35	4.5%	223	6.0%	258
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	84.2% B	35	52.1%	223	56.4%	258

Asked only of those respondents who had a performance review in the last year.

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.

**Reverse coded when included in overall rating^{1,2,3}*

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 65: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	RESPECT OVERALL	69.7% B	90	55.2%	351	58.2%
My department/unit is treated with respect by other units within my college/division	55.0% B	90	33.0%	351	37.5%	441
My college/division is treated with respect by CSU	75.4% B	90	42.3%	351	49.0%	441
The people I interact with treat each other with respect	85.8%	90	85.4%	351	85.5%	441
There is respect for religious differences in my department/unit	73.5% B	90	54.0%	351	58.0%	441
There is respect for liberal perspectives in my department/unit	73.5%	90	68.8%	351	69.7%	441
There is respect for conservative perspectives in my department/unit	55.0%	90	47.8%	351	49.3%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 66: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	FAVORITISM OVERALL	21.6%	90	23.5%	351	23.1%
Recognized within my department/unit	26.5%	90	23.9%	351	24.4%	441
Resources in my department/unit	34.6%	90	25.6%	351	27.4%	441
Professional development opportunities	14.2%	90	19.2%	351	18.2%	441
Promoted in my department/unit	12.3%	90	24.5%	351	22.0%	441
Hired in my department/unit	20.4%	90	24.3%	351	23.5%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 67: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	37.1%	90	40.0%	351	39.4%
Leadership adequately addresses inappropriate behavior	46.9%	90	39.5%	351	41.0%	441
Leadership holds employees accountable for inappropriate behavior	34.6%	90	36.2%	351	35.9%	441
Leadership holds employees accountable for poor performance in the workplace	20.4%	90	29.6%	351	27.7%	441
Leadership acts ethically and honestly in the workplace	46.9%	90	53.2%	351	51.9%	441
Leadership addresses issues of inequity	32.7%	90	33.9%	351	33.7%	441
Leadership holds all employees to the same standards	40.8%	90	47.4%	351	46.1%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{a,b,c}

- a. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
- b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- c. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 68: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	54.7% B	90	41.4%	351	44.1%
Leadership adequately addresses inappropriate behavior	67.3% B	90	37.9%	351	43.9%	441
Leadership holds employees accountable for inappropriate behavior	61.2% B	90	40.0%	351	44.3%	441
Leadership holds employees accountable for poor performance in the workplace	61.2% B	90	34.5%	351	39.9%	441
Leadership acts ethically and honestly in the workplace	46.9%	90	53.2%	351	51.9%	441
Leadership addresses issues of inequity	32.7%	90	35.9%	351	35.3%	441
Leadership holds all employees to the same standards	46.9%	90	43.9%	351	44.5%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 69: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	CSU CLIMATE OVERALL	56.8% B	90	47.5%	351	49.4%
Recruits employees from a diverse set of backgrounds	26.5%	90	43.1% A	351	39.7%	441
Improves the campus climate for all employees	32.7%	90	42.6%	351	40.5%	441
Retains diverse employees	46.9%	90	41.1%	351	42.3%	441
Creates a supportive environment for employees from diverse backgrounds	81.6% B	90	44.6%	351	52.1%	441
Encourages discussions related to diversity	67.3%	90	59.0%	351	60.7%	441
Provides employees with a positive work experience	87.7% B	90	54.4%	351	61.2%	441
Climate has become consistently more inclusive of all employees	55.0%	90	47.4%	351	49.0%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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Table 70: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	DEPARTMENT/UNIT CLIMATE OVERALL	54.7%	84	45.7%	351	47.5%
Recruits employees from a diverse set of backgrounds	53.1%	90	56.0%	351	55.4%	441
Improves the campus climate for all employees	59.2%	90	31.1%	351	36.8%	441
	B					
Retains diverse employees	46.9%	90	44.7%	351	45.1%	441
Creates a supportive environment for employees from diverse backgrounds	81.6%	90	44.6%	351	52.1%	441
	B					
Encourages discussions related to diversity	34.8%	84	38.3%	351	37.6%	435
Provides employees with a positive work experience	65.4%	90	58.5%	351	59.9%	441
Climate has become consistently more inclusive of all employees	46.9%	90	46.2%	351	46.3%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 71: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	CSU COMMUNICATIONS OVERALL	84.8%	90	58.5%	351	63.8%
Communications are effective	79.6%	90	57.4%	351	61.9%	441
	B					
Communications are timely	93.9%	90	71.9%	351	76.4%	441
	B					
Communications are relevant	87.7%	90	47.9%	351	56.0%	441
	B					
Communications are informative	79.6%	90	63.1%	351	66.4%	441
	B					
Communications are motivating	79.6%	90	39.7%	351	47.8%	441
	B					
Communications are honest	79.6%	90	65.3%	351	68.2%	441
	B					
Communications are accessible	93.9%	90	63.9%	351	70.0%	441
	B					

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 72: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	COLLEGE/DIVISION COMMUNICATIONS OVERALL	52.2%	90	58.7%	351	57.4%
Communications are effective	46.9%	90	61.0%	351	58.1%	441
Communications are timely	46.9%	90	69.1%	351	64.6%	441
Communications are relevant	53.1%	90	57.6%	351	56.7%	441
Communications are informative	59.2%	90	68.0%	351	66.2%	441
Communications are motivating	40.8%	90	34.7%	351	35.9%	441
Communications are honest	59.2%	90	61.2%	351	60.8%	441
Communications are accessible	59.2%	90	59.1%	351	59.1%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 73: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
	DEPARTMENT/UNIT COMMUNICATIONS OVERALL	54.1%	77	63.6%	348	61.9%
Communications are effective	73.5%	90	58.0%	351	61.2%	441
Communications are timely	53.1%	90	70.7%	348	67.1%	438
Communications are relevant	59.2%	90	75.1%	351	71.9%	441
Communications are informative	69.1%	77	75.8%	351	74.6%	428
Communications are motivating	46.9%	90	37.4%	351	39.3%	441
Communications are honest	59.2%	90	67.2%	351	65.6%	441
Communications are accessible	59.2%	90	63.3%	351	62.5%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 74: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	26.5%	24	41.8% A	144	38.6%	168
Maybe, I can provide feedback in limited situations	32.7%	29	33.0%	113	32.9%	143
No, I don't have an opportunity to provide feedback	40.8% B	37	25.2%	87	28.5%	123
Total	100.0%	90	100.0%	344	100.0%	434

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .05^{1,2}

1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 75: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	48.3%	53	40.6%	250	42.0%	303
One on one conversations with my supervisor	89.6% B	53	77.7%	250	79.8%	303
My representation in shared governance (CPC, APC, or Faculty Council)	10.4%	53	23.5% A	250	21.2%	303
My service on committees	34.4% B	53	12.1%	250	16.0%	303
Annual review process	41.5%	53	48.5%	250	47.3%	303
Input collection through anonymous surveys	65.6% B	53	41.2%	250	45.5%	303

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback. Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 76: Feedback Valued

When I give feedback it is valued by:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	25.3%	53	37.4% A	250	35.3%	303
CSU overall	20.8%	53	22.6%	250	22.3%	303
My division/college	10.4%	53	24.7% A	250	22.2%	303
My department/unit	44.8%	53	64.8% A	250	61.3%	303

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback. Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 77: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Physical appearance	0.0%	*	0.9%	3	0.7%	3
Employment classification	0.0%	*	7.0%	25	5.6%	25
Gender identity	0.0%	*	1.7%	6	1.4%	6
Job title	0.0%	*	4.4%	16	3.5%	16
Political affiliation	0.0%	*	3.7%	13	3.0%	13
Sexual orientation	0.0%	*	0.9%	3	0.7%	3
Socio-economic status	0.0%	*	0.9%	3	0.7%	3
Ethnic origin	0.0%	*	0.9%	3	0.7%	3
Race or color	0.0%	*	3.7%	13	3.0%	13
Marital status	0.0%	*	0.9%	3	0.7%	3
Nationality/country of origin	0.0%	*	0.9%	3	0.7%	3
None/no response	100.0%	90	86.4%	303	89.1%	393

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 78: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Physical appearance	0.0%	*	0.9%	3	0.7%	3
Employment classification	6.1%	6	7.0%	25	6.8%	30
Gender identity	0.0%	*	1.7%	6	1.4%	6
Job title	6.1%	6	8.2%	29	7.7%	34
Parental status	0.0%	*	1.7%	6	1.4%	6
Religion	0.0%	*	0.9%	3	0.7%	3
Political affiliation	0.0%	*	2.6%	9	2.1%	9
Sexual orientation	0.0%	*	0.9%	3	0.7%	3
Socio-economic status	0.0%	*	0.9%	3	0.7%	3
Ethnic origin	0.0%	*	3.7%	13	3.0%	13
Veteran status	0.0%	*	0.9%	3	0.7%	3
Race or color	0.0%	*	3.7%	13	3.0%	13
Marital status	0.0%	*	1.7%	6	1.4%	6
Nationality/country of origin	0.0%	*	3.7%	13	3.0%	13
None/no response	93.9%	84	89.2%	313	90.2%	398

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 79: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	8.2%	29	6.5%	29
Physical appearance	0.0%	*	3.3%	12	2.6%	12
Physical disability	14.2%	13	0.9%	3	3.6%	16
Mental disability	14.2%	13	3.3%	12	5.5%	24
Employment classification	12.3%	11	16.9%	59	16.0%	70
Gender identity	0.0%	*	7.7%	27	6.1%	27
Job title	6.1%	6	19.0%	67	16.4%	72
Parental status	6.1%	6	1.7%	6	2.6%	12
Religion	0.0%	*	1.7%	6	1.4%	6
Political affiliation	6.1%	6	5.7%	20	5.8%	26
Sexual orientation	0.0%	*	5.3%	19	4.2%	19
Socio-economic status	6.1%	6	3.3%	12	3.9%	17
Ethnic origin	6.1%	6	4.4%	16	4.8%	21
Veteran status	0.0%	*	2.4%	8	1.9%	8
Race or color	6.1%	6	6.0%	21	6.0%	26
Marital status	0.0%	*	0.9%	3	0.7%	3
Nationality/country of origin	6.1%	6	4.4%	16	4.8%	21
None/no response	73.5%	66	72.5%	255	72.7%	321

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 80: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	12.3%	11	1.5%	5	3.7%	16
Bullying	6.1%	6	0.9%	3	1.9%	9
Bias	0.0%	*	2.9%	10	2.3%	10
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	6.1%	6	2.0%	7	2.8%	13
Verbal abuse	6.1%	6	0.0%	*	1.2%	6
None/no response	87.7%	79	92.7%	326	91.7%	404

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 81: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	1.5%	5	1.2%	5
Bullying	14.2%	13	0.9%	3	3.6%	16
Bias	14.2%	13	1.7%	6	4.3%	19
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	71.5%	64	95.9%	337	90.9%	401

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

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Table 82: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	0.0%	*
Bullying	6.1%	6	6.1%	22	6.1%	27
Bias	26.5%	24	15.9%	56	18.0%	79
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	6.1%	6	2.4%	8	3.2%	14
None/no response	73.5%	66	80.9%	284	79.4%	350

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 83: Work Location

Please specify your work location:	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
Fort Collins	50.0% B	42	35.6%	122	38.4%	164
Outside of Fort Collins	50.0%	42	63.6% A	219	60.9%	261
Prefer not to disclose	0.0% ¹	*	0.9%	3	0.7%	3
Total	100.0%	84	100.0%	344	100.0%	428

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .05* Values reported for items with n >= 3.^{2,3}

1. This category is not used in comparisons because its column proportion is equal to zero or one.

2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.

3. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 84: Work Environment During Past 12 Months

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements.	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
I am treated with respect by my colleagues who are CSU employees	93.9% B	90	74.3%	351	78.2%	441
I am treated with respect by my colleagues who are federal employees	100.0% B	90	69.1%	351	75.3%	441
I feel strongly that I am a member of the CSU community	26.5%	90	33.1%	351	31.8%	441
My unit seeks my input on operational and strategic decisions	46.9%	90	48.8%	351	48.5%	441
I feel a strong sense of belonging to the base I support	53.1% B	90	39.7%	351	42.4%	441

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05

2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.

3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 85: Non-mandatory Professional Development

What types of non-mandatory professional development or training would you like to attend? (Select all that apply)	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Supervisory training beyond what is required by CSU	38.1%	29	34.7%	106	35.4%	135
Diversity training (e.g., Safe Zone)	23.8%	18	16.0%	49	17.6%	67
Continuing education or professional conferences in my area of expertise	76.2%	59	91.4%	278	88.3%	337
Continuing education or professional conferences on new topics that would complement my expertise	83.4%	64	91.9%	280	90.2%	344
Other (specify)	7.2%	6	0.0%	*	1.4%	6

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 86: Obstacles to Professional Development

What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Opportunities are too far from my work location	37.6%	22	44.7%	135	43.6%	157
Few opportunities are relevant to my professional expertise or interests	18.8%	11	26.2%	79	25.0%	90
It is difficult for me to find information about potential opportunities	28.2%	17	17.2%	52	19.0%	68
My supervisor is reluctant to allocate time for these opportunities	43.6%	25	14.9%	45	19.5%	70
There are no financial resources for these opportunities	81.2%	48	36.0%	109	43.4%	156
I am not interested in these opportunities	9.4%	6	6.2%	19	6.7%	24
Other (specify)	0.0%	*	23.4%	71	19.6%	71

Total may exceed 100% as respondents could select more than one option.

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 87: Inclusive Communications

	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
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?	79.6% B	90	34.3%	344	43.7%	434

Percent "Very included" or "Somewhat included"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05

2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.

3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.