

# Employee Climate Survey 2021

## College of Natural Sciences

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 displays the total number of employees contacted for the survey, the number of employees that responded, and the response rate.

**Table 1: Response Rates by Department/Unit**

	Sent	Bounce	Opt-out and refusal	Completed	Response rate*
College of Natural Sciences	516	3	23	142	27.7%
Biochemistry and Molecular Biology	59	1	0	14	24.1%
Biology	90	0	7	24	26.7%
Chemistry	84	0	6	15	17.9%
Computer Science	43	0	3	9	20.9%
Education & Outreach Center	3	0	0	1	33.3%
Mathematics	64	0	2	12	18.8%
Office of Dean	21	0	0	12	57.1%
Physics	44	0	1	12	27.3%
Psychology	76	2	1	27	36.5%
Statistics	32	0	3	15	46.9%
Unknown	0	0	0	1	.

\* 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 Table 2.

**Table 2: 2021 Employee Climate Survey Weighting Results**

		Division population norm	Unweighted survey sample	Weighted survey population
Respondent gender	Man	52%	39%	51%
	Woman	48%	57%	45%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	5%	5%
Racially minoritized status	Racially minoritized	16%	21%	15%
	Non-racially minoritized	84%	79%	85%
Employee type	Admin Professional	28%	30%	28%
	Contract, continuing, and adjunct (CCA)	19%	17%	16%
	Tenure or Tenure-track (T/TT)	34%	32%	35%
	Faculty			
	State Classified	9%	16%	11%
	Other Salaried Employee	10%	4%	9%

*Results are weighted by gender, racially minoritized status, and employee type.*

## 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	8.8%	15.2%	14.6%	44.1%	17.3%	100.0% 509
My department/unit treats all employees equitably	10.2%	24.2%	16.7%	35.7%	13.2%	100.0% 501
My department/unit is open and transparent in communication	12.6%	17.8%	20.2%	36.1%	13.2%	100.0% 505
My department/unit values employee input in major department/unit decisions	8.7%	12.8%	24.9%	33.9%	19.8%	100.0% 505
My department/unit promotes respect for cultural differences	3.5%	10.5%	27.1%	35.3%	23.6%	100.0% 505
My department/unit understands the value of diversity	6.4%	10.5%	20.3%	37.2%	25.6%	100.0% 505
My department/unit communicates the importance of valuing diversity	6.9%	10.0%	21.3%	36.4%	25.5%	100.0% 505
I feel valued as an employee	14.4%	10.6%	12.8%	34.6%	27.5%	100.0% 505
I feel a strong sense of belonging to CSU	14.6%	14.7%	26.9%	29.0%	14.8%	100.0% 505
I feel a strong sense of belonging to my division/college	13.2%	16.3%	21.0%	31.6%	17.9%	100.0% 505
I feel a strong sense of belonging to my department/unit	13.0%	11.4%	18.6%	29.6%	27.5%	100.0% 505
I would recommend CSU as a place of employment	8.0%	9.0%	22.1%	33.6%	27.3%	100.0% 505
I would recommend my department/unit as a place of employment	10.3%	9.4%	18.9%	34.6%	26.8%	100.0% 501

**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?	84.3%	15.7%	100.0% 500

**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	4.1%	9.3%	15.2%	37.5%	33.8%	100.0% 421
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	35.7%	31.5%	12.5%	13.4%	6.8%	100.0% 421
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	1.1%	16.2%	21.4%	46.3%	14.9%	100.0% 421

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

**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	5.7%	10.5%	32.5%	40.1%	11.2%	100.0% 501
My college/division is treated with respect by CSU	2.1%	9.6%	38.0%	39.8%	10.4%	100.0% 501
The people I interact with treat each other with respect	3.2%	8.1%	15.0%	51.3%	22.4%	100.0% 501
There is respect for religious differences in my department/unit	3.2%	4.3%	38.3%	37.7%	16.4%	100.0% 501
There is respect for liberal perspectives in my department/unit	0.0%	0.3%	23.1%	49.4%	27.3%	100.0% 501
There is respect for conservative perspectives in my department/unit	7.5%	7.2%	39.1%	35.7%	10.5%	100.0% 501

**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	13.0%	23.0%	27.1%	25.0%	11.9%	100.0% 498
Resources in my department/unit	12.4%	23.6%	30.3%	25.5%	8.3%	100.0% 498
Professional development opportunities	15.0%	33.9%	31.1%	13.8%	6.2%	100.0% 498
Promoted in my department/unit	18.5%	29.2%	27.0%	14.4%	10.9%	100.0% 495
Hired in my department/unit	16.1%	35.9%	32.8%	9.6%	5.6%	100.0% 494

**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	11.6%	10.4%	38.9%	30.8%	8.4%	100.0% 483
Leadership holds employees accountable for inappropriate behavior	12.3%	13.3%	41.0%	25.9%	7.5%	100.0% 484
Leadership holds employees accountable for poor performance in the workplace	9.5%	17.6%	43.7%	26.7%	2.4%	100.0% 482
Leadership acts ethically and honestly in the workplace	9.6%	4.2%	33.9%	38.1%	14.3%	100.0% 487
Leadership addresses issues of inequity	11.3%	13.4%	40.6%	26.8%	8.0%	100.0% 487
Leadership holds all employees to the same standards	16.0%	17.9%	37.8%	20.2%	8.3%	100.0% 484

**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	6.8%	15.8%	39.3%	26.9%	11.3%	100.0%   487
Leadership holds employees accountable for inappropriate behavior	8.8%	17.2%	42.7%	20.0%	11.3%	100.0%   487
Leadership holds employees accountable for poor performance in the workplace	8.3%	19.8%	41.0%	26.4%	4.5%	100.0%   482
Leadership acts ethically and honestly in the workplace	9.6%	4.2%	33.9%	38.1%	14.3%	100.0%   487
Leadership addresses issues of inequity	9.4%	14.5%	29.8%	35.3%	11.0%	100.0%   487
Leadership holds all employees to the same standards	11.9%	26.1%	29.0%	22.7%	10.3%	100.0%   487

**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	4.5%	16.8%	32.0%	41.1%	5.6%	100.0%   483
Improves the campus climate for all employees	9.0%	9.5%	40.4%	35.5%	5.7%	100.0%   483
Retains diverse employees	5.2%	17.6%	44.3%	28.6%	4.4%	100.0%   480
Creates a supportive environment for employees from diverse backgrounds	8.0%	8.9%	43.2%	35.0%	4.8%	100.0%   482
Encourages discussions related to diversity	4.1%	4.4%	19.0%	57.8%	14.6%	100.0%   483
Provides employees with a positive work experience	5.6%	13.7%	30.2%	43.9%	6.6%	100.0%   480
Climate has become consistently more inclusive of all employees	8.6%	7.7%	33.7%	42.8%	7.2%	100.0%   483

**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	6.8%	16.9%	20.9%	47.3%	8.0%	100.0%   483
Improves the campus climate for all employees	7.2%	16.7%	26.7%	40.8%	8.6%	100.0%   480
Retains diverse employees	11.3%	14.0%	40.2%	29.4%	5.1%	100.0%   480
Creates a supportive environment for employees from diverse backgrounds	8.0%	8.9%	43.2%	35.0%	4.8%	100.0%   482
Encourages discussions related to diversity	7.0%	8.8%	22.8%	48.8%	12.7%	100.0%   483
Provides employees with a positive work experience	7.5%	17.8%	18.9%	44.9%	10.9%	100.0%   483
Climate has become consistently more inclusive of all employees	7.8%	12.6%	28.2%	40.9%	10.5%	100.0%   483

**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	11.8%	20.9%	22.6%	37.9%	6.7%	100.0% 473
Communications are timely	10.5%	11.0%	25.9%	44.3%	8.3%	100.0% 473
Communications are relevant	10.6%	21.2%	26.2%	37.3%	4.7%	100.0% 473
Communications are informative	10.9%	14.8%	31.7%	32.7%	10.0%	100.0% 471
Communications are motivating	15.4%	25.6%	39.0%	14.7%	5.4%	100.0% 471
Communications are honest	7.4%	11.4%	39.9%	35.2%	6.1%	100.0% 473
Communications are accessible	3.0%	3.1%	28.9%	53.8%	11.1%	100.0% 467

**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	7.8%	17.7%	24.7%	41.5%	8.2%	100.0% 473
Communications are timely	6.8%	11.7%	27.5%	43.9%	10.1%	100.0% 470
Communications are relevant	4.1%	14.2%	21.5%	51.6%	8.7%	100.0% 473
Communications are informative	4.1%	12.3%	30.8%	41.1%	11.7%	100.0% 471
Communications are motivating	8.8%	19.8%	41.5%	24.1%	5.8%	100.0% 471
Communications are honest	5.9%	4.0%	38.6%	41.9%	9.6%	100.0% 473
Communications are accessible	1.8%	1.9%	30.2%	53.7%	12.3%	100.0% 470

**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	10.3%	17.4%	22.1%	39.3%	10.9%	100.0% 466
Communications are timely	7.5%	15.8%	24.9%	40.2%	11.5%	100.0% 470
Communications are relevant	3.3%	11.4%	22.7%	48.5%	14.0%	100.0% 470
Communications are informative	4.5%	12.5%	26.4%	38.3%	18.3%	100.0% 462
Communications are motivating	12.2%	16.1%	45.8%	17.6%	8.4%	100.0% 467
Communications are honest	3.5%	9.0%	29.5%	44.0%	14.0%	100.0% 470
Communications are accessible	3.0%	3.4%	29.3%	50.3%	14.0%	100.0% 470

**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?	45.1%	37.4%	17.5%	100.0% 473

**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	6.4%	7.7%	9.9%	39.0%	37.0%	100.0%   383
My representation in shared governance (CPC, APC, or Faculty Council)	5.1%	7.0%	58.7%	22.5%	6.8%	100.0%   383
My service on committees	5.6%	5.8%	34.9%	43.5%	10.2%	100.0%   375
Annual review process	4.3%	13.3%	25.7%	40.9%	16.0%	100.0%   383
Input collection through anonymous surveys	10.5%	13.6%	36.3%	30.9%	8.7%	100.0%   383

*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	16.8%	14.2%	46.8%	19.5%	2.7%	100.0%   383
My division/college	14.9%	13.1%	33.9%	29.1%	9.1%	100.0%   383
My department/unit	12.1%	11.2%	17.6%	39.7%	19.5%	100.0%   381

*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	9.8%	50	7.4%	38	14.9%	76
Physical appearance	5.9%	30	3.8%	19	4.0%	20
Physical disability	5.9%	30	2.8%	14	2.8%	14
Mental disability	6.5%	33	2.7%	14	3.0%	15
Employment classification	27.8%	141	23.5%	119	25.9%	132
Gender identity	8.3%	42	6.8%	35	6.6%	33
Job title	26.5%	135	22.7%	115	24.8%	126
Parental status	6.1%	31	3.1%	16	4.5%	23
Religion	9.5%	49	4.3%	22	5.4%	28
Political affiliation	11.1%	56	7.2%	37	8.6%	44
Sexual orientation	6.7%	34	2.7%	14	2.9%	15
Socio-economic status	8.3%	42	3.0%	15	3.4%	17
Ethnic origin	13.0%	66	7.9%	40	8.4%	43
Veteran status	0.6%	3	0.6%	3	0.6%	3
Race or color	14.7%	75	7.1%	36	7.3%	37
Marital status	4.5%	23	3.5%	18	2.9%	15
Nationality/country of origin	13.4%	68	7.9%	40	8.3%	42
None/no response	46.8%	238	62.5%	318	55.1%	280

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

**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	4.0%	21	2.2%	11	4.2%	21
Bullying	12.9%	66	9.4%	48	16.9%	86
Bias	17.6%	90	14.8%	75	21.2%	108
Physical assault	0.0%	*	0.0%	*	0.7%	4
Sexual misconduct	3.4%	17	2.0%	10	2.0%	10
Verbal abuse	12.2%	62	9.2%	47	9.3%	47
None/no response	72.2%	367	79.5%	404	67.7%	345

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

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

**Table 20: Gender**

<b>Gender (Select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Agender	3.1%	14
Cisgender	17.4%	80
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.8%	4
Man	44.2%	203
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.0%	*
Woman	40.1%	184
Prefer not to disclose	11.0%	50
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  $n \geq 3$ .

**Table 21: Gender Scales**

<b>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)</b>	<b>Feminine</b>			<b>Masculine</b>			<b>Androgynous</b>		
	<b>Pct</b>	<b>Pop</b>	<b>Mean</b>	<b>Pct</b>	<b>Pop</b>	<b>Mean</b>	<b>Pct</b>	<b>Pop</b>	<b>Mean</b>
0 Not at all	36.7%	145		30.3%	120		78.1%	309	
1	8.1%	32		13.0%	51		10.8%	43	
2	6.2%	24		4.8%	19		1.4%	6	
3	6.5%	26		3.4%	13		6.2%	24	
4	10.3%	41		12.5%	50		0.0%	*	
5	15.2%	60		21.0%	83		0.9%	4	
6 Very	17.0%	67		15.0%	59		2.5%	10	
Total	100.0%	395	2.59	100.0%	395	2.78	100.0%	395	.52

\* Values reported for items with  $n \geq 3$ .

**Table 22: Race/Ethnicity**

<b>Race and/or Ethnicity (Select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Native American or Alaska Native or First Nations	0.2%	*
Asian (can include Middle Eastern and North African)	8.4%	39
Black or African American (can include Middle Eastern and North African)	0.7%	3
Hispanic or Latinx	5.3%	25
Native Hawaiian or Other Pacific Islander	0.3%	*
White	77.5%	358
Prefer not to disclose	13.2%	61
The race/ethnicity I most closely align with is not listed (please specify)	0.8%	4

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

\* Values reported for items with  $n \geq 3$ .



**Table 23: Black or African American**

<b>You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
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)	100.0%	*
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**

<b>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.</b>	<b>Pct</b>	<b>Pop</b>
Apache	100.0%	*
Cherokee	100.0%	*
Oglala Lakota Sioux	0.0%	*
Navajo/Diné	0.0%	*
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**

<b>You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Mexican or Chicano/a	90.5%	22
Caribbean	41.1%	10
Puerto Rican	9.5%	*
Cuban	0.0%	*
Central American	41.1%	10
South American	0.0%	*
Prefer not to disclose	0.0%	*
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	41.1%	10
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**

<b>You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
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)	62.6%	23
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	6.4%	*
West Asians/Middle East (i.e., Bahrain, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	3.2%	*
Prefer not to disclose	0.0%	*
The Asian identity that I most closely align with is not listed (please specify)	27.7%	10

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

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

**Table 27: Hawaiian/Pacific Islander**

<b>You indicated that you identify as a Hawaiian/Pacific Islander, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Guamanian or Chamorro	100.0%	*
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**

	<b>Yes</b>	<b>No</b>	<b>Prefer not to respond</b>	<b>Total (Pct   Pop)</b>
Do you identify as a person with a disability?	12.9%	78.7%	8.4%	100.0%   469

**Table 29: LGBTQIA+**

	<b>Yes</b>	<b>No</b>	<b>Unsure</b>	<b>Prefer not to respond</b>	<b>Total (Pct   Pop)</b>
Do you identify in the LGBTQIA+ community?	5.5%	81.5%	2.0%	10.9%	100.0%   466

**Table 30: Department/Unit**

	<b>Pct</b>	<b>Pop</b>
Biochemistry and Molecular Biology	10.9%	55
Biology	18.7%	95
Chemistry	9.2%	47
Computer Science	4.1%	21
Education & Outreach Center	0.6%	3
Mathematics	8.3%	42
Office of Dean	8.9%	45
Physics	8.7%	44
Psychology	17.5%	89
Statistics	12.3%	63
Unknown	0.7%	4
Total	100.0%	509

**Table 31: Employee Type**

	<b>Pct</b>	<b>Pop</b>
Admin Professional	28.9%	146
CCAF Faculty	16.3%	83
Other Salaried Employee	9.0%	45
State Classified	11.4%	58
T or TT Faculty	34.3%	173
Total	100.0%	505

## 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 as '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 32: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man		Woman		T/NB/NC		Overall	
	(A)		(B)		(C)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	53.3%	203	65.9%	177	36.5%	14	58.3%	394
			A C					
My department/unit promotes a work environment where all employees feel included	57.5%	203	70.1%	177	40.0%	18	62.3%	397
			A C					
My department/unit treats all employees equitably	44.9%	203	58.8%	177	60.0%	18	51.8%	397
			A					
My department/unit is open and transparent in communication	45.3%	203	62.6%	177	40.0%	18	52.8%	397
			A					
My department/unit values employee input in major department/unit decisions	53.3%	203	59.7%	177	60.0%	18	56.4%	397
My department/unit promotes respect for cultural differences	51.9%	203	70.3%	177	40.0%	18	59.6%	397
			A C					
My department/unit understands the value of diversity	56.6%	203	74.1%	177	40.0%	18	63.6%	397
			A C					
My department/unit communicates the importance of valuing diversity	65.2%	203	67.5%	177	60.0%	18	66.0%	397
I feel valued as an employee	61.3%	203	66.6%	177	60.0%	18	63.6%	397
I feel a strong sense of belonging to CSU	36.0%	203	61.3%	177	40.0%	18	47.5%	397
			A					
I feel a strong sense of belonging to my division/college	48.8%	203	59.0%	177	20.0%	18	52.0%	397
			C					
I feel a strong sense of belonging to my department/unit	62.1%	203	63.4%	177	40.0%	18	61.7%	397
I would recommend CSU as a place of employment	54.1%	203	71.6%	177	60.0%	18	62.1%	397
			A					
I would recommend my department/unit as a place of employment	56.1%	203	71.1%	177	50.0%	14	62.6%	394
			A					

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 33: Performance Review in Last Year**

Did you have a performance review in the last year?	Man		Woman		T/NB/NC		Overall	
	(A)		(B)		(C)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	86.4%	170	85.0%	150	80.0%	14	85.5%	335
No, I did not have a review	13.6%	27	15.0%	27	20.0%	4	14.5%	57
Total	100.0%	197	100.0%	177	100.0%	18	100.0%	392

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<sup>a,b</sup>

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 34: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	Man		Woman		T/NB/NC		Overall	
	(A)		(B)		(C)		Pct	Pop
	Pct	Pop	Pct	Pop	Pct	Pop		
PERFORMANCE REVIEW OVERALL	82.9%	170	74.7%	150	58.3%	14	78.2%	335
I am satisfied with the effort my supervisor put into my most recent performance review	B C		C					
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	72.5%	170	77.2%	150	25.0%	14	72.6%	335
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	C		C					
	13.1%	170	15.5%	150	50.0%	14	15.8%	335
					A B			
	76.2%	170	46.9%	150	50.0%	14	61.9%	335
	B							

*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<sup>1,2,3</sup>*

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 35: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man		Woman		T/NB/NC		Overall	
	(A)		(B)		(C)		Pct	Pop
	Pct	Pop	Pct	Pop	Pct	Pop		
RESPECT OVERALL	61.3%	203	66.2%	177	33.3%	18	62.2%	397
	C		C					
My department/unit is treated with respect by other units within my college/division	55.3%	203	55.7%	177	40.0%	18	54.8%	397
My college/division is treated with respect by CSU	44.9%	203	56.5%	177	60.0%	18	50.7%	397
The people I interact with treat each other with respect	72.4%	203	81.5%	177	60.0%	18	75.9%	397
There is respect for religious differences in my department/unit	56.2%	203	64.9%	177	0.0%	18	57.5%	397
	C		C					
There is respect for liberal perspectives in my department/unit	81.3%	203	87.7%	177	40.0%	18	82.3%	397
	C		C					
There is respect for conservative perspectives in my department/unit	57.6%	203	50.8%	177	0.0%	18	52.0%	397
	C		C					

*Percent "Agree" or "Strongly agree"*

*The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>*

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 36: 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)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	25.6%	203	20.3%	174	60.0%	14	24.5%	391
Recognized within my department/unit	43.6%	203	25.5%	177	40.0%	18	35.4%	397
Resources in my department/unit	36.1%	203	27.4%	177	40.0%	18	32.4%	397
Professional development opportunities	13.9%	203	13.9%	177	60.0%	18	16.0%	397
Promoted in my department/unit	26.0%	203	18.9%	174	60.0%	18	24.5%	394
Hired in my department/unit	8.5%	203	14.4%	177	50.0%	14	12.7%	394

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 37: Leadership Accountability: College/Division Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	41.8%	199	37.8%	172	20.0%	18	39.0%	389
Leadership adequately addresses inappropriate behavior	46.1%	199	40.9%	177	20.0%	18	42.6%	394
Leadership holds employees accountable for inappropriate behavior	36.7%	203	37.9%	174	20.0%	18	36.5%	394
Leadership holds employees accountable for poor performance in the workplace	39.6%	203	24.5%	172	0.0%	18	31.2%	392
Leadership acts ethically and honestly in the workplace	54.4%	203	61.7%	177	20.0%	18	56.1%	397
Leadership addresses issues of inequity	41.1%	203	36.4%	177	40.0%	18	39.0%	397
Leadership holds all employees to the same standards	36.2%	203	22.5%	174	20.0%	18	29.4%	394

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 38: Leadership Accountability: Department/Unit Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	42.5%	203	45.1%	172	30.0%	18	43.1%	392
Leadership adequately addresses inappropriate behavior	42.5%	203	42.2%	177	20.0%	18	41.4%	397
Leadership holds employees accountable for inappropriate behavior	28.4%	203	41.5%	177	20.0%	18	33.9%	397
			A					
Leadership holds employees accountable for poor performance in the workplace	39.6%	203	29.6%	172	0.0%	18	33.4%	392
	C		C					
Leadership acts ethically and honestly in the workplace	54.4%	203	61.7%	177	20.0%	18	56.1%	397
	C		C					
Leadership addresses issues of inequity	45.9%	203	54.6%	177	60.0%	18	50.4%	397
Leadership holds all employees to the same standards	32.8%	203	31.0%	177	40.0%	18	32.3%	397

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: 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)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	40.6%	203	59.9%	172	53.6%	14	49.6%	389
			A					
Recruits employees from a diverse set of backgrounds	42.7%	203	54.5%	177	40.0%	18	47.8%	397
Improves the campus climate for all employees	33.2%	203	52.2%	177	60.0%	18	42.9%	397
			A					
Retains diverse employees	28.2%	203	36.7%	177	50.0%	14	32.8%	394
Creates a supportive environment for employees from diverse backgrounds	36.8%	203	50.5%	175	20.0%	18	42.1%	395
			A C					
Encourages discussions related to diversity	65.0%	203	85.0%	177	60.0%	18	73.6%	397
			A					
Provides employees with a positive work experience	42.2%	203	69.8%	174	20.0%	18	53.4%	394
			A C					
Climate has become consistently more inclusive of all employees	36.4%	203	68.7%	177	60.0%	18	51.8%	397
			A					

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: 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)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	47.5%	203	59.1% A	177	61.9%	11	53.2%	390
Recruits employees from a diverse set of backgrounds	52.3%	203	63.0%	177	40.0%	18	56.5%	397
Improves the campus climate for all employees	50.1%	203	52.3%	177	50.0%	14	51.1%	394
Retains diverse employees	31.8%	203	35.0%	177	50.0%	14	33.9%	394
Creates a supportive environment for employees from diverse backgrounds	36.8%	203	50.5% A C	175	20.0%	18	42.1%	395
Encourages discussions related to diversity	52.0%	203	76.0% A C	177	40.0%	18	62.1%	397
Provides employees with a positive work experience	47.7%	203	73.5% A C	177	40.0%	18	58.9%	397
Climate has become consistently more inclusive of all employees	48.8%	203	64.4% A	177	40.0%	18	55.3%	397

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: 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 (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	33.6%	200	56.1% A	171	82.1% A B	14	45.4%	386
Communications are effective	30.2%	203	59.5% A	174	80.0% A	18	45.4%	394
Communications are timely	42.7%	203	62.4% A	174	80.0% A	18	53.1%	394
Communications are relevant	29.1%	203	57.8% A	174	80.0% A	18	44.1%	394
Communications are informative	28.6%	200	57.8% A	174	80.0% A	18	43.9%	392
Communications are motivating	10.1%	200	28.2% A	174	40.0% A	18	19.5%	392
Communications are honest	31.3%	203	51.1% A	174	40.0%	18	40.4%	394
Communications are accessible	63.4%	203	70.7%	171	75.0%	14	67.1%	388

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: 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 (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	51.7%	200	59.4%	174	35.7%	14	54.6%	388
Communications are effective	49.2%	203	61.6%	174	20.0%	18	53.3%	394
			C	A C				
Communications are timely	54.6%	203	61.7%	174	40.0%	18	57.1%	394
Communications are relevant	59.6%	203	69.7%	174	80.0%	18	65.0%	394
Communications are informative	46.7%	200	64.5%	174	40.0%	18	54.3%	392
			A					
Communications are motivating	28.5%	200	35.7%	174	20.0%	18	31.3%	392
Communications are honest	53.1%	203	55.6%	174	40.0%	18	53.6%	394
Communications are accessible	72.4%	203	67.2%	174	50.0%	14	69.3%	391

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 43: 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)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	50.0%	195	62.5%	174	35.7%	14	55.1%	383
			A C					
Communications are effective	44.8%	203	64.0%	174	25.0%	14	52.6%	391
			A C					
Communications are timely	47.2%	203	62.2%	174	50.0%	14	54.0%	391
			A					
Communications are relevant	59.1%	203	71.1%	174	75.0%	14	65.0%	391
			A					
Communications are informative	46.4%	195	71.4%	174	25.0%	14	57.0%	383
			A C					
Communications are motivating	26.7%	200	28.6%	174	0.0%	14	26.6%	388
Communications are honest	53.3%	203	72.0%	174	25.0%	14	60.6%	391
			A C					
Communications are accessible	69.7%	203	67.8%	174	50.0%	14	68.1%	391

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	58.9%	119	32.8%	58	20.0%	4	45.5%	181
	B C							
Maybe, I can provide feedback in limited situations	30.6%	62	46.6%	82	60.0%	11	39.0%	155
			A		A			
No, I don't have an opportunity to provide feedback	10.6%	21	20.6%	36	20.0%	4	15.4%	61
			A					
Total	100.0%	203	100.0%	177	100.0%	18	100.0%	397

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<sup>1,2</sup>

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 45: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	53.1%	169	53.2%	138	45.0%	14	52.8%	321
One on one conversations with my supervisor	78.8%	178	84.0%	138	50.0%	14	79.7%	329
	C		C					
My representation in shared governance (CPC, APC, or Faculty Council)	28.1%	178	34.7%	138	25.0%	14	30.7%	329
My service on committees	65.7%	169	47.4%	138	50.0%	14	57.1%	321
	B							
Annual review process	61.2%	178	61.1%	138	25.0%	14	59.6%	329
	C		C					
Input collection through anonymous surveys	35.3%	178	38.8%	138	75.0%	14	38.5%	329
					A B			

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.<sup>1,2,3</sup>

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: Feedback Valued**

When I give feedback it is valued by:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	37.8%	178	46.9%	136	33.3%	14	41.3%	327
CSU overall	15.7%	178	31.1%	138	25.0%	14	22.5%	329
			A					
My division/college	43.2%	178	35.0%	138	25.0%	14	39.0%	329
My department/unit	54.4%	178	76.5%	136	50.0%	14	63.4%	327
			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.<sup>1,2,3</sup>

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: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	12.7%	26	7.6%	13	0.0%	*	9.9%	39
Physical appearance	6.2%	12	5.9%	11	0.0%	*	5.8%	23
Physical disability	2.7%	5	9.7%	17	20.0%	4	6.6%	26
Mental disability	2.7%	5	11.6%	21	20.0%	4	7.4%	30
Employment classification	35.0%	71	29.7%	53	20.0%	4	32.0%	127
Gender identity	10.8%	22	9.4%	17	0.0%	*	9.7%	39
Job title	31.1%	63	30.4%	54	0.0%	*	29.4%	117
Parental status	8.2%	17	6.0%	11	0.0%	*	6.9%	27
Religion	15.5%	31	3.7%	6	0.0%	*	9.5%	38
Political affiliation	9.9%	20	10.3%	18	0.0%	*	9.6%	38
Sexual orientation	11.6%	23	2.1%	4	20.0%	4	7.7%	31
Socio-economic status	5.4%	11	13.6%	24	0.0%	*	8.8%	35
Ethnic origin	19.0%	38	9.7%	17	20.0%	4	14.9%	59
Veteran status	0.0%	*	1.8%	3	0.0%	*	0.8%	3
Race or color	20.1%	41	13.1%	23	20.0%	4	17.0%	67
Marital status	5.6%	11	2.4%	4	0.0%	*	3.9%	16
Nationality/country of origin	20.6%	42	6.9%	12	20.0%	4	14.5%	57
None/no response	42.6%	86	45.1%	80	60.0%	11	44.5%	177

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

Statistical significance not tested.

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

**Table 48: Discriminatory Attitudes: Division/College**

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	11.7%	24	6.0%	11	0.0%	*	8.6%	34
Physical appearance	6.2%	12	3.9%	7	0.0%	*	4.9%	19
Physical disability	0.0%	*	6.0%	11	20.0%	4	3.6%	14
Mental disability	0.0%	*	5.6%	10	20.0%	4	3.4%	14
Employment classification	34.1%	69	18.2%	32	40.0%	7	27.3%	109
Gender identity	10.1%	20	4.1%	7	40.0%	7	8.8%	35
Job title	22.4%	45	27.4%	48	20.0%	4	24.5%	97
Parental status	5.8%	12	2.4%	4	0.0%	*	4.0%	16
Religion	5.6%	11	3.9%	7	0.0%	*	4.6%	18
Political affiliation	5.6%	11	8.2%	15	0.0%	*	6.5%	26
Sexual orientation	3.1%	6	2.1%	4	20.0%	4	3.4%	14
Socio-economic status	2.7%	5	5.7%	10	0.0%	*	3.9%	15
Ethnic origin	11.8%	24	5.2%	9	20.0%	4	9.3%	37
Veteran status	0.0%	*	1.8%	3	0.0%	*	0.8%	3
Race or color	7.4%	15	8.0%	14	20.0%	4	8.2%	33
Marital status	3.1%	6	2.4%	4	0.0%	*	2.7%	11
Nationality/country of origin	13.4%	27	3.4%	6	20.0%	4	9.3%	37
None/no response	61.6%	125	56.5%	100	40.0%	7	58.3%	232

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

Statistical significance not tested.

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

**Table 49: Discriminatory Attitudes: Department/Unit**

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	22.6%	46	9.0%	16	20.0%	4	16.4%	65
Physical appearance	7.8%	16	2.6%	5	0.0%	*	5.1%	20
Physical disability	0.0%	*	6.0%	11	20.0%	4	3.6%	14
Mental disability	0.0%	*	6.7%	12	20.0%	4	3.9%	15
Employment classification	34.9%	71	20.3%	36	20.0%	4	27.7%	110
Gender identity	11.1%	22	4.1%	7	20.0%	4	8.4%	33
Job title	27.3%	55	26.0%	46	0.0%	*	25.5%	101
Parental status	8.9%	18	0.8%	*	0.0%	*	4.9%	19
Religion	8.1%	16	4.3%	8	0.0%	*	6.0%	24
Political affiliation	9.9%	20	7.3%	13	0.0%	*	8.3%	33
Sexual orientation	5.6%	11	2.1%	4	0.0%	*	3.8%	15
Socio-economic status	2.7%	5	6.8%	12	0.0%	*	4.4%	17
Ethnic origin	13.6%	28	6.4%	11	20.0%	4	10.7%	43
Veteran status	0.0%	*	1.8%	3	0.0%	*	0.8%	3
Race or color	9.8%	20	7.7%	14	20.0%	4	9.4%	37
Marital status	3.1%	6	0.8%	*	0.0%	*	1.9%	8
Nationality/country of origin	15.2%	31	2.6%	5	20.0%	4	9.8%	39
None/no response	48.8%	99	55.9%	99	60.0%	11	52.5%	208

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

Statistical significance not tested.

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

**Table 50: Other Potential Problems: CSU Overall**

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.1%	6	4.0%	7	0.0%	*	3.4%	13
Bullying	16.4%	33	8.3%	15	0.0%	*	12.0%	48
Bias	15.6%	32	14.5%	26	20.0%	4	15.3%	61
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	5.8%	12	3.2%	6	0.0%	*	4.4%	17
Verbal abuse	18.4%	37	6.0%	11	0.0%	*	12.1%	48
None/no response	63.5%	129	80.1%	142	80.0%	14	71.7%	285

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

Statistical significance not tested.

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

**Table 51: Other Potential Problems: Division/College**

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.1%	6	0.8%	*	0.0%	*	1.9%	8
Bullying	8.7%	18	8.9%	16	0.0%	*	8.4%	33
Bias	14.5%	29	11.7%	21	20.0%	4	13.5%	54
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.7%	5	0.8%	*	0.0%	*	1.7%	7
Verbal abuse	10.7%	22	6.0%	11	20.0%	4	9.0%	36
None/no response	75.5%	153	85.4%	151	60.0%	11	79.2%	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 52: Other Potential Problems: Department/Unit**

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.5%	5	7.2%	13	0.0%	*	4.5%	18
Bullying	25.1%	51	11.7%	21	0.0%	*	18.0%	71
Bias	18.3%	37	19.7%	35	40.0%	7	19.9%	79
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.7%	5	0.8%	*	0.0%	*	1.7%	7
Verbal abuse	15.0%	30	3.6%	6	0.0%	*	9.2%	37
None/no response	60.0%	122	75.3%	133	60.0%	11	66.8%	265

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

*Statistical significance not tested.*

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

## 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 53: 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	76.0%	61	56.8%	336	59.8%	397
	B					
My department/unit promotes a work environment where all employees feel included	83.2%	61	62.2%	340	65.4%	401
	B					
My department/unit treats all employees equitably	77.4%	61	47.7%	340	52.2%	401
	B					
My department/unit is open and transparent in communication	81.8%	61	49.1%	340	54.1%	401
	B					
My department/unit values employee input in major department/unit decisions	61.3%	61	57.1%	340	57.7%	401
My department/unit promotes respect for cultural differences	63.3%	61	61.4%	340	61.7%	401
My department/unit understands the value of diversity	63.3%	61	65.1%	340	64.8%	401
My department/unit communicates the importance of valuing diversity	66.5%	61	64.1%	340	64.5%	401
I feel valued as an employee	77.9%	61	62.4%	340	64.8%	401
	B					
I feel a strong sense of belonging to CSU	82.6%	61	43.8%	340	49.7%	401
	B					
I feel a strong sense of belonging to my division/college	84.0%	61	47.9%	340	53.4%	401
	B					
I feel a strong sense of belonging to my department/unit	87.0%	61	58.6%	340	62.9%	401
	B					
I would recommend CSU as a place of employment	73.2%	61	62.7%	340	64.3%	401
I would recommend my department/unit as a place of employment	87.0%	61	60.8%	336	64.8%	397
	B					

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 54: 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	82.2%	50	84.1%	281	83.8%	331
No, I did not have a review	17.8%	11	15.9%	53	16.2%	64
Total	100.0%	61	100.0%	334	100.0%	395

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<sup>a,b</sup>

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 55: 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	83.7%	50	78.2%	281	79.0%	331
I am satisfied with the effort my supervisor put into my most recent performance review	81.3%	50	70.6%	281	72.3%	331
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	15.5%	50	14.8%	281	14.9%	331
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	69.9%	50	63.8%	281	64.8%	331

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<sup>a,b,c</sup>

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 56: 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	75.6%	61	60.7%	340	63.0%	401
My department/unit is treated with respect by other units within my college/division	66.4%	61	55.3%	340	57.0%	401
My college/division is treated with respect by CSU	77.2%	61	50.7%	340	54.8%	401
The people I interact with treat each other with respect	79.3%	61	75.6%	340	76.1%	401
There is respect for religious differences in my department/unit	74.0%	61	55.0%	340	57.9%	401
There is respect for liberal perspectives in my department/unit	92.0%	61	78.6%	340	80.6%	401
There is respect for conservative perspectives in my department/unit	64.5%	61	49.2%	340	51.5%	401

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 57: 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	18.2%	61	24.1%	333	23.2%	394
Recognized within my department/unit	23.8%	61	36.0%	340	34.2%	401
Resources in my department/unit	21.9%	61	32.9%	340	31.2%	401
Professional development opportunities	13.9%	61	15.1%	340	14.9%	401
Promoted in my department/unit	21.5%	61	23.7%	337	23.3%	398
Hired in my department/unit	10.0%	61	10.9%	336	10.8%	397

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. <sup>a,b,c</sup>

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 58: 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	53.5%	61	37.7%	335	40.1%	396
Leadership adequately addresses inappropriate behavior	48.6%	61	42.7%	340	43.6%	401
Leadership holds employees accountable for inappropriate behavior	48.6%	61	36.0%	337	37.9%	398
Leadership holds employees accountable for poor performance in the workplace	56.3%	61	27.3%	335	31.8%	396
Leadership acts ethically and honestly in the workplace	64.3%	61	55.1%	340	56.5%	401
Leadership addresses issues of inequity	55.3%	61	36.7%	340	39.5%	401
Leadership holds all employees to the same standards	48.0%	61	26.8%	337	30.1%	398

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. <sup>1,2,3</sup>

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: 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	52.8%	61	42.3%	335	43.9%	396
	B					
Leadership adequately addresses inappropriate behavior	50.7%	61	40.3%	340	41.9%	401
Leadership holds employees accountable for inappropriate behavior	47.4%	61	33.2%	340	35.4%	401
	B					
Leadership holds employees accountable for poor performance in the workplace	49.9%	61	31.1%	335	34.0%	396
	B					
Leadership acts ethically and honestly in the workplace	64.3%	61	55.1%	340	56.5%	401
Leadership addresses issues of inequity	57.2%	61	49.7%	340	50.9%	401
Leadership holds all employees to the same standards	47.4%	61	32.5%	340	34.7%	401
	B					

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 60: 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	50.5%	61	51.7%	331	51.5%	392
Recruits employees from a diverse set of backgrounds	38.4%	61	51.2%	340	49.2%	401
Improves the campus climate for all employees	66.0%	61	42.5%	340	46.1%	401
	B					
Retains diverse employees	36.8%	61	33.9%	336	34.4%	397
Creates a supportive environment for employees from diverse backgrounds	41.5%	61	43.9%	338	43.5%	399
Encourages discussions related to diversity	54.3%	61	79.5%	340	75.7%	401
			A			
Provides employees with a positive work experience	76.8%	61	51.7%	337	55.6%	398
	B					
Climate has become consistently more inclusive of all employees	39.5%	61	55.6%	340	53.1%	401
			A			

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 61: 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	69.3% B	61	52.7%	333	55.3%	394
Recruits employees from a diverse set of backgrounds	62.9%	61	57.9%	340	58.7%	401
Improves the campus climate for all employees	83.2% B	61	49.0%	336	54.2%	397
Retains diverse employees	63.5% B	61	31.4%	336	36.3%	397
Creates a supportive environment for employees from diverse backgrounds	41.5%	61	43.9%	338	43.5%	399
Encourages discussions related to diversity	50.0%	61	65.8% A	340	63.4%	401
Provides employees with a positive work experience	90.1% B	61	55.8%	340	61.0%	401
Climate has become consistently more inclusive of all employees	61.8%	61	54.6%	340	55.7%	401

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 62: 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	62.5% B	59	44.4%	330	47.1%	389
Communications are effective	72.2% B	61	43.3%	337	47.7%	398
Communications are timely	64.5%	61	52.6%	337	54.4%	398
Communications are relevant	54.2%	61	43.9%	337	45.5%	398
Communications are informative	52.4%	59	44.1%	337	45.3%	396
Communications are motivating	40.0% B	59	17.9%	337	21.2%	396
Communications are honest	66.9% B	61	38.4%	337	42.8%	398
Communications are accessible	81.8% B	61	65.8%	330	68.3%	391

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 63: 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	68.7% B	59	53.5% B	333	55.8% B	392
Communications are effective	74.3% B	61	51.1% B	337	54.6% B	398
Communications are timely	78.3% B	61	53.7% B	337	57.4% B	398
Communications are relevant	76.9% B	61	63.2% B	337	65.3% B	398
Communications are informative	58.0% B	59	55.2% B	337	55.6% B	396
Communications are motivating	43.7% B	59	31.0% B	337	32.8% B	396
Communications are honest	65.2% B	61	54.2% B	337	55.9% B	398
Communications are accessible	88.9% B	61	67.1% B	333	70.4% B	394

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 64: 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	73.3% B	59	53.6% B	328	56.6% B	387
Communications are effective	81.1% B	61	49.0% B	333	54.0% B	394
Communications are timely	81.3% B	61	50.5% B	333	55.3% B	394
Communications are relevant	85.1% B	61	63.9% B	333	67.2% B	394
Communications are informative	61.1% B	59	58.9% B	328	59.2% B	387
Communications are motivating	45.7% B	59	25.1% B	333	28.2% B	392
Communications are honest	73.5% B	61	59.7% B	333	61.8% B	394
Communications are accessible	88.9% B	61	64.6% B	333	68.4% B	394

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: 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	57.8% B	35	43.9%	149	46.0%	184
Maybe, I can provide feedback in limited situations	22.5%	14	40.6% A	138	37.8%	152
No, I don't have an opportunity to provide feedback	19.7%	12	15.6%	53	16.2%	65
Total	100.0%	61	100.0%	340	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<sup>1,2</sup>

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 66: 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	72.5% B	47	49.5%	278	52.9%	325
One on one conversations with my supervisor	85.1%	49	80.3%	284	81.0%	333
My representation in shared governance (CPC, APC, or Faculty Council)	54.5% B	49	23.7%	284	28.2%	333
My service on committees	75.8% B	47	54.5%	278	57.6%	325
Annual review process	75.6% B	49	56.1%	284	58.9%	333
Input collection through anonymous surveys	67.8% B	49	35.4%	284	40.2%	333

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.<sup>1,2,3</sup>

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: 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	64.2% B	49	38.6%	282	42.3%	331
CSU overall	49.2% B	49	20.2%	284	24.4%	333
My division/college	70.1% B	49	34.4%	284	39.7%	333
My department/unit	73.2%	49	62.1%	282	63.7%	331

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.<sup>1,2,3</sup>

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 68: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	11.3%	7	8.4%	29	8.9%	36
Physical appearance	11.5%	7	4.7%	16	5.7%	23
Physical disability	2.2%	*	7.3%	25	6.5%	26
Mental disability	1.9%	*	8.4%	28	7.4%	30
Employment classification	18.4%	11	32.0%	109	29.9%	120
Gender identity	9.1%	6	8.7%	29	8.7%	35
Job title	11.8%	7	31.2%	106	28.2%	113
Parental status	2.2%	*	8.7%	30	7.7%	31
Religion	29.8%	18	4.7%	16	8.5%	34
Political affiliation	11.3%	7	8.2%	28	8.7%	35
Sexual orientation	19.9%	12	5.5%	19	7.7%	31
Socio-economic status	1.9%	*	11.0%	37	9.6%	39
Ethnic origin	29.8%	18	9.9%	34	13.0%	52
Veteran status	0.0%	*	0.9%	3	0.8%	3
Race or color	33.7%	21	12.7%	43	15.9%	64
Marital status	2.2%	*	4.2%	14	3.9%	16
Nationality/country of origin	35.6%	22	8.4%	29	12.5%	50
None/no response	49.6%	30	43.1%	146	44.1%	177

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

Statistical significance not tested.

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

**Table 69: Discriminatory Attitudes: Division/College**

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	6.1%	4	7.9%	27	7.6%	31
Physical appearance	11.5%	7	3.6%	12	4.8%	19
Physical disability	2.2%	*	3.8%	13	3.5%	14
Mental disability	0.0%	*	2.9%	10	2.5%	10
Employment classification	13.4%	8	27.4%	93	25.3%	101
Gender identity	3.8%	*	8.5%	29	7.8%	31
Job title	8.0%	5	25.1%	85	22.5%	90
Parental status	2.2%	*	4.3%	15	4.0%	16
Religion	3.8%	*	3.6%	12	3.6%	15
Political affiliation	3.8%	*	5.9%	20	5.6%	22
Sexual orientation	0.0%	*	4.0%	14	3.4%	14
Socio-economic status	0.0%	*	4.5%	15	3.9%	15
Ethnic origin	3.8%	*	9.1%	31	8.3%	33
Veteran status	0.0%	*	0.9%	3	0.8%	3
Race or color	5.8%	4	8.6%	29	8.1%	33
Marital status	2.2%	*	2.7%	9	2.6%	11
Nationality/country of origin	7.7%	5	8.4%	29	8.3%	33
None/no response	78.3%	48	57.3%	195	60.5%	243

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

Statistical significance not tested.

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

**Table 70: 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	6.1%	4	17.0%	58	15.4%	62
Physical appearance	13.7%	8	3.5%	12	5.1%	20
Physical disability	2.2%	*	3.8%	13	3.5%	14
Mental disability	0.0%	*	3.5%	12	3.0%	12
Employment classification	12.6%	8	30.1%	102	27.5%	110
Gender identity	0.0%	*	7.7%	26	6.5%	26
Job title	8.0%	5	28.4%	96	25.3%	101
Parental status	2.2%	*	6.4%	22	5.7%	23
Religion	8.0%	5	4.6%	16	5.1%	20
Political affiliation	7.7%	5	7.2%	25	7.3%	29
Sexual orientation	0.0%	*	4.4%	15	3.7%	15
Socio-economic status	0.0%	*	5.1%	17	4.3%	17
Ethnic origin	6.1%	4	9.3%	32	8.8%	35
Veteran status	0.0%	*	0.9%	3	0.8%	3
Race or color	3.8%	*	10.2%	35	9.3%	37
Marital status	2.2%	*	1.9%	6	1.9%	8
Nationality/country of origin	9.9%	6	7.5%	26	7.9%	32
None/no response	77.2%	47	49.6%	168	53.8%	216

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

Statistical significance not tested.

\* Values reported for items with  $n \geq 3$ .

**Table 71: 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	6.4%	4	2.8%	9	3.3%	13
Bullying	24.9%	15	7.5%	25	10.1%	41
Bias	17.4%	11	12.7%	43	13.4%	54
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	4.5%	*	4.3%	15	4.3%	17
Verbal abuse	23.0%	14	7.8%	27	10.1%	41
None/no response	60.3%	37	76.1%	259	73.7%	295

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

Statistical significance not tested.

\* Values reported for items with  $n \geq 3$ .

**Table 72: 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	2.2%	*	1.9%	6	1.9%	8
Bullying	10.2%	6	5.9%	20	6.5%	26
Bias	13.5%	8	11.2%	38	11.6%	46
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.2%	*	1.6%	5	1.7%	7
Verbal abuse	6.4%	4	7.3%	25	7.2%	29
None/no response	82.6%	51	80.9%	275	81.2%	325

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

Statistical significance not tested.

\* Values reported for items with  $n \geq 3$ .

**Table 73: 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	4.5%	*	4.4%	15	4.4%	18
Bullying	11.3%	7	17.9%	61	16.9%	68
Bias	8.3%	5	18.6%	63	17.1%	68
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.2%	*	1.6%	5	1.7%	7
Verbal abuse	4.5%	*	7.9%	27	7.4%	30
None/no response	84.9%	52	66.0%	224	68.9%	276

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

Statistical significance not tested.

\* Values reported for items with  $n \geq 3$ .

## Comparisons by Employee Type

Employment type is based on the employee's current classification within the Human Resources system. State Classified (SC) employees are those with positions within the State Personnel System under Colorado statutes. Administrative professional (Admin Pro) employees hold positions exempt from the State Personnel System under Colorado statutes and are not faculty positions. Research Associates and Research Scientists are considered Admin Pro. Faculty includes all personnel who carry academic rank (professor, associate professor, assistant professor, master instructor, senior instructor, instructor, and faculty affiliate) and the University President. Faculty have been coded into two groups. Tenure and Tenure Track (T/TT) faculty include tenured faculty, tenure-track faculty, and faculty with transitional appointments. Contract, Continuing, and Adjunct (CCA) faculty include contract faculty, continuing faculty, and adjunct faculty as well as faculty with temporary, special, and/or senior teaching appointments. As employment type was included as part of the survey sample meta data (and not asked on the survey), employment type could not be determined for employees who completed a hard copy survey. These employees as well as other salaried employees are excluded from these analyses.

**Table 74: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A) Pct	Pop	(B) Pct	Pop	(C) Pct	Pop	(D) Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	59.4% B	146	48.6% B	170	57.8% B	79	52.7% B	54	54.2% B	449
My department/unit promotes a work environment where all employees feel included	71.1% B	146	52.4% B	173	60.2% B	83	51.4% B	58	59.6% B	460
My department/unit treats all employees equitably	53.9% B D	146	35.4% B	173	63.0% B D	79	31.9% B	54	45.8% B	452
My department/unit is open and transparent in communication	53.2% B	146	36.8% B	173	49.9% B	83	45.7% B	54	45.5% B	456
My department/unit values employee input in major department/unit decisions	53.4% B	146	50.4% B	173	60.2% B	83	44.7% B	54	52.5% B	456
My department/unit promotes respect for cultural differences	64.1% B	146	56.1% B	173	52.4% B	83	65.5% B	54	59.1% B	456
My department/unit understands the value of diversity	64.7% B	146	55.5% B	173	65.4% B	83	75.7% B	54	62.6% B	456
My department/unit communicates the importance of valuing diversity	71.0% C	146	62.4% C	173	42.9% C	83	62.0% B	54	61.5% B	456
I feel valued as an employee	63.3% B	146	55.3% B	173	60.5% B	83	62.0% B	54	59.6% B	456
I feel a strong sense of belonging to CSU	36.6% B	146	33.8% B	173	52.4% B	83	50.6% B	54	40.0% B	456
I feel a strong sense of belonging to my division/college	50.0% B	146	42.4% B	173	49.2% B	83	38.5% B	54	45.6% B	456
I feel a strong sense of belonging to my department/unit	53.1% B	146	56.0% B	173	48.9% B	83	57.9% B	54	54.0% B	456
I would recommend CSU as a place of employment	67.6% B	146	50.8% B	173	73.1% B	83	53.6% B	54	60.6% B	456
I would recommend my department/unit as a place of employment	70.4% B D	146	55.0% B	170	56.7% B	83	42.1% B	54	58.8% B	452

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 75: Performance Review in Last Year**

Did you have a performance review in the last year?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	81.7%	115	96.4%	167	89.6%	74	81.9%	44	88.8%	400
No, I did not have a review	18.3%	26	3.6%	6	10.4%	9	18.1%	10	11.2%	50
			A D				B			
Total	100.0%	141	100.0%	173	100.0%	83	100.0%	54	100.0%	451

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<sup>1,2</sup>

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 76: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	82.8%	115	76.3%	167	76.2%	74	73.7%	44	77.8%	400
I am satisfied with the effort my supervisor put into my most recent performance review	80.4%	115	66.1%	167	78.8%	74	57.9%	44	71.6%	400
			D							
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	6.3%	115	26.8%	167	13.1%	74	36.7%	44	19.5%	400
			A				A C			
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	67.9%	115	62.7%	167	49.8%	74	63.3%	44	61.8%	400

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<sup>1,2,3</sup>

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: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	66.1%	146	48.1%	173	64.0%	83	53.1%	54	57.4%	456
			B D				B			
My department/unit is treated with respect by other units within my college/division	61.8%	146	42.7%	173	57.0%	83	47.0%	54	51.9%	456
			B							
My college/division is treated with respect by CSU	58.5%	146	39.1%	173	55.7%	83	59.7%	54	50.8%	456
			B				B			
The people I interact with treat each other with respect	80.3%	146	63.2%	173	74.4%	83	73.5%	54	71.9%	456
			B							
There is respect for religious differences in my department/unit	53.0%	146	46.1%	173	64.4%	83	42.1%	54	51.2%	456
					B					
There is respect for liberal perspectives in my department/unit	83.5%	146	66.6%	173	77.4%	83	76.0%	54	75.1%	456
			B							
There is respect for conservative perspectives in my department/unit	59.5%	146	30.8%	173	55.2%	83	20.5%	54	43.2%	456
			B D				B D			

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 78: 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:	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)		(B)		(C)		(D)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	21.5%	143	36.4%	170	19.5%	80	28.0%	54	27.6%	446
Recognized within my department/unit	27.1%	146	53.7%	170	33.7%	83	33.1%	54	39.0%	452
Resources in my department/unit	25.1%	146	56.0%	170	15.5%	83	30.6%	54	35.6%	452
Professional development opportunities	17.5%	146	22.9%	170	18.2%	83	23.4%	54	20.4%	452
Promoted in my department/unit	21.2%	146	29.5%	170	21.5%	80	36.7%	54	26.3%	450
Hired in my department/unit	14.1%	143	20.0%	170	6.0%	83	16.3%	54	15.1%	449

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 79: Leadership Accountability: College/Division Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)		(B)		(C)		(D)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	33.3%	139	36.7%	170	49.2%	76	31.7%	52	37.2%	437
Leadership adequately addresses inappropriate behavior	38.3%	139	45.2%	170	43.2%	79	27.8%	54	40.5%	442
Leadership holds employees accountable for inappropriate behavior	31.2%	139	37.8%	170	38.3%	76	27.8%	54	34.5%	439
Leadership holds employees accountable for poor performance in the workplace	19.3%	139	30.3%	170	50.0%	76	19.7%	52	29.0%	437
Leadership acts ethically and honestly in the workplace	51.8%	139	52.2%	170	71.0%	79	46.0%	54	54.7%	442
Leadership addresses issues of inequity	45.9%	139	23.3%	170	49.2%	79	24.8%	54	35.2%	442
Leadership holds all employees to the same standards	13.3%	139	31.6%	170	41.0%	76	38.0%	54	28.2%	439

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 80: Leadership Accountability: Department/Unit Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	40.6%	139	40.2%	170	49.4% D	76	31.9%	52	40.9%	437
Leadership adequately addresses inappropriate behavior	35.2%	139	43.6% D	170	48.8% D	79	19.9%	54	39.0%	442
Leadership holds employees accountable for inappropriate behavior	30.2%	139	34.1%	170	37.9%	79	23.4%	54	32.2%	442
Leadership holds employees accountable for poor performance in the workplace	23.3%	139	28.8%	170	50.0% A B	76	30.8%	52	31.0%	437
Leadership acts ethically and honestly in the workplace	51.8%	139	52.2%	170	71.0% A B D	79	46.0%	54	54.7%	442
Leadership addresses issues of inequity	59.0% B D	139	35.4%	170	51.1% D	79	27.8%	54	44.7%	442
Leadership holds all employees to the same standards	27.1%	139	32.4%	170	38.8%	79	44.1%	54	33.3%	442

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 81: Climate: CSU Overall**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	50.0% B	132	38.6%	170	60.5% B	79	64.7% A B	49	49.1%	429
Recruits employees from a diverse set of backgrounds	51.2%	139	40.4%	170	60.2% B	79	69.7% B	51	50.8%	438
Improves the campus climate for all employees	39.1%	139	30.1%	170	71.0% A B	79	54.1% B	51	43.1%	438
Retains diverse employees	29.9%	135	31.1%	170	36.9%	79	63.4% A B C	51	35.5%	434
Creates a supportive environment for employees from diverse backgrounds	36.4%	139	23.0%	170	50.5% B	79	69.9% A B	49	37.5%	436
Encourages discussions related to diversity	88.0% B	139	64.9%	170	77.3%	79	76.7%	51	75.8%	438
Provides employees with a positive work experience	48.1%	136	37.2%	170	59.1% B	79	58.0%	51	47.0%	435
Climate has become consistently more inclusive of all employees	51.2%	139	43.2%	170	68.4% B	79	50.3%	51	51.1%	438

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 82: Climate: Department/Unit**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	58.4%	135	43.4%	170	49.8%	79	59.8%	47	51.1%	431
	B						B			
Recruits employees from a diverse set of backgrounds	57.5%	139	46.3%	170	55.2%	79	74.0%	51	54.7%	438
							B			
Improves the campus climate for all employees	56.5%	139	41.3%	170	57.5%	79	48.5%	47	49.9%	434
	B									
Retains diverse employees	43.0%	135	29.5%	170	26.9%	79	51.6%	51	35.8%	434
							B C			
Creates a supportive environment for employees from diverse backgrounds	36.4%	139	23.0%	170	50.5%	79	69.9%	49	37.5%	436
					B		A B			
Encourages discussions related to diversity	73.5%	139	57.8%	170	62.1%	79	59.3%	51	63.7%	438
	B									
Provides employees with a positive work experience	68.1%	139	43.9%	170	53.9%	79	46.5%	51	53.7%	438
	B D									
Climate has become consistently more inclusive of all employees	51.9%	139	48.4%	170	55.2%	79	45.1%	51	50.3%	438

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 83: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	49.5%	128	30.6%	167	40.4%	73	61.1%	51	41.8%	419
	B						B C			
Communications are effective	52.6%	132	24.3%	170	40.1%	76	63.6%	51	40.5%	428
	B						B C			
Communications are timely	59.1%	132	35.3%	170	46.7%	76	74.0%	51	49.2%	428
	B						B C			
Communications are relevant	44.1%	132	26.4%	170	44.7%	76	67.5%	51	39.9%	428
	B				B		A B C			
Communications are informative	42.7%	132	30.7%	167	36.3%	76	74.0%	51	40.6%	426
							A B C			
Communications are motivating	26.2%	132	8.0%	167	22.4%	76	31.4%	51	19.0%	426
	B				B		B			
Communications are honest	40.9%	132	33.8%	170	26.2%	76	51.6%	51	36.7%	428
							C			
Communications are accessible	73.3%	128	56.2%	170	58.3%	73	65.3%	51	62.9%	421
	B									

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 84: Communications: Division/College**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	55.7%	128	41.5%	167	51.7%	72	56.7%	51	49.4%	418
	B									
Communications are effective	51.1%	132	37.0%	170	50.6%	76	56.5%	51	46.1%	428
Communications are timely	57.1%	132	47.8%	170	40.2%	72	59.3%	51	50.8%	424
Communications are relevant	64.7%	132	49.2%	170	60.8%	76	63.1%	51	57.7%	428
	B									
Communications are informative	55.7%	132	42.6%	167	58.1%	76	63.1%	51	51.9%	426
Communications are motivating	25.8%	132	22.8%	167	42.1%	76	45.1%	51	29.8%	426
					B		B			
Communications are honest	58.0%	132	39.8%	170	46.8%	76	51.6%	51	48.0%	428
	B									
Communications are accessible	79.6%	128	54.9%	170	62.3%	76	58.2%	51	64.1%	424
	B D									

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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: Communications: Department/Unit**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	55.4%	123	46.4%	167	50.3%	72	54.8%	51	50.8%	413
Communications are effective	53.3%	128	43.2%	170	43.9%	72	45.1%	51	46.6%	421
Communications are timely	52.0%	128	44.2%	170	46.5%	76	55.5%	51	48.3%	424
Communications are relevant	64.0%	128	53.6%	170	64.3%	76	66.4%	51	60.2%	424
Communications are informative	56.9%	123	51.4%	167	57.8%	76	66.4%	51	56.0%	417
Communications are motivating	17.2%	128	26.6%	167	29.0%	76	37.4%	51	25.5%	422
							A			
Communications are honest	61.7%	128	54.4%	170	43.8%	76	58.7%	51	55.2%	424
Communications are accessible	72.5%	128	54.9%	170	66.1%	76	54.4%	51	62.2%	424
	B									

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 86: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	35.5%	47	60.7% A D	103	49.0%	39	31.1%	15	47.5%	203
Maybe, I can provide feedback in limited situations	41.0%	54	31.3%	53	37.4%	30	39.1%	18	36.3%	155
No, I don't have an opportunity to provide feedback	23.5% B	31	8.0%	13	13.6%	11	29.7% B	14	16.2%	69
Total	100.0%	132	100.0%	170	100.0%	79	100.0%	47	100.0%	427

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<sup>1,2</sup>

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 87: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	42.0%	99	50.2%	150	59.2% A	65	57.5% A	33	50.3%	347
One on one conversations with my supervisor	75.4%	101	71.0%	156	82.5%	65	79.1%	33	75.1%	355
My representation in shared governance (CPC, APC, or Faculty Council)	17.3%	101	29.1%	156	34.0%	65	50.7% A	33	28.7%	355
My service on committees	37.0%	99	57.6% A	150	79.6% A B D	65	49.8%	33	55.1%	347
Annual review process	50.7%	101	59.9%	156	64.9%	65	62.4%	33	58.5%	355
Input collection through anonymous surveys	30.3%	101	37.9%	156	34.7%	65	45.7%	33	35.8%	355

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.<sup>1,2,3</sup>

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 88: Feedback Valued**

When I give feedback it is valued by:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	40.9%	101	32.1%	156	44.5%	65	50.3% B	31	38.5%	353
CSU overall	20.9%	101	17.1%	156	20.9%	65	40.6% B	33	21.1%	355
My division/college	42.5%	101	31.2%	156	47.8%	65	40.6%	33	38.4%	355
My department/unit	59.4%	101	47.9%	156	64.9%	65	76.9% B	31	56.9%	353

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.<sup>1,2,3</sup>

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 89: Discriminatory Attitudes: CSU Overall**

Admin Pro	T/TT Fac	CCA Fac	SC	Overall
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**Table 89: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.9%	9	15.7%	27	8.7%	7	12.0%	7	10.9%	50
Physical appearance	8.3%	12	8.3%	14	4.4%	4	0.0%	*	6.6%	30
Physical disability	8.1%	12	5.0%	9	11.4%	9	0.0%	*	6.5%	30
Mental disability	8.9%	13	4.2%	7	11.4%	9	6.2%	4	7.2%	33
Employment classification	32.0%	47	27.0%	47	25.8%	21	40.2%	23	30.0%	138
Gender identity	4.4%	6	12.8%	22	16.5%	14	0.0%	*	9.2%	42
Job title	29.9%	44	28.5%	49	33.0%	27	18.6%	11	28.5%	131
Parental status	8.1%	12	6.5%	11	9.5%	8	0.0%	*	6.7%	31
Religion	15.9%	23	3.5%	6	0.0%	*	9.6%	6	7.6%	35
Political affiliation	13.0%	19	4.2%	7	10.5%	9	30.6%	18	11.5%	53
Sexual orientation	3.8%	6	5.8%	10	10.4%	9	0.0%	*	5.3%	24
Socio-economic status	19.4%	28	4.2%	7	3.5%	*	6.2%	4	9.2%	42
Ethnic origin	11.9%	17	14.9%	26	11.4%	9	0.0%	*	11.4%	53
Veteran status	2.2%	3	0.0%	*	0.0%	*	0.0%	*	0.7%	3
Race or color	9.8%	14	20.7%	36	17.4%	14	0.0%	*	14.0%	64
Marital status	0.0%	*	6.5%	11	9.5%	8	0.0%	*	4.2%	19
Nationality/country of origin	6.8%	10	19.9%	34	7.9%	6	0.0%	*	11.1%	51
None/no response	43.2%	63	46.8%	81	37.6%	31	53.6%	31	44.8%	206

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

Statistical significance not tested.

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

**Table 90: Discriminatory Attitudes: Division/College**

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro Pct	Pop	T/TT Fac Pct	Pop	CCA Fac Pct	Pop	SC Pct	Pop	Overall Pct	Pop
Age	3.7%	5	13.6%	24	0.0%	*	15.3%	9	8.2%	38
Physical appearance	5.9%	9	6.2%	11	0.0%	*	0.0%	*	4.2%	19
Physical disability	4.3%	6	0.8%	*	7.9%	6	0.0%	*	3.1%	14
Mental disability	4.3%	6	2.1%	4	4.4%	4	0.0%	*	2.9%	14
Employment classification	26.5%	39	22.7%	39	17.4%	14	40.2%	23	25.2%	116
Gender identity	6.2%	9	12.8%	22	4.4%	4	0.0%	*	7.6%	35
Job title	21.5%	31	31.3%	54	18.4%	15	18.6%	11	24.3%	112
Parental status	3.7%	5	4.4%	8	3.5%	*	0.0%	*	3.5%	16
Religion	5.9%	9	3.5%	6	0.0%	*	6.2%	4	4.0%	18
Political affiliation	5.9%	9	5.5%	10	7.0%	6	15.8%	9	7.2%	33
Sexual orientation	0.0%	*	5.8%	10	4.4%	4	0.0%	*	2.9%	14
Socio-economic status	8.1%	12	2.1%	4	0.0%	*	0.0%	*	3.4%	15
Ethnic origin	8.1%	12	10.7%	19	7.9%	6	0.0%	*	8.0%	37
Veteran status	2.2%	3	0.0%	*	0.0%	*	0.0%	*	0.7%	3
Race or color	5.1%	8	12.8%	22	7.9%	6	0.0%	*	7.9%	36
Marital status	0.0%	*	6.5%	11	3.5%	*	0.0%	*	3.1%	14
Nationality/country of origin	2.2%	3	13.6%	24	7.9%	6	0.0%	*	7.2%	33
None/no response	64.2%	94	55.9%	97	61.6%	51	59.8%	35	60.1%	276

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

Statistical significance not tested.

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

**Table 91: Discriminatory Attitudes: Department/Unit**

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	4.6%	7	20.8%	36	25.0%	21	21.5%	12	16.5%	76
Physical appearance	5.9%	9	4.8%	8	0.0%	*	5.7%	3	4.4%	20
Physical disability	4.3%	6	0.8%	*	7.9%	6	0.0%	*	3.1%	14
Mental disability	4.3%	6	2.1%	4	4.4%	4	3.3%	*	3.4%	15
Employment classification	24.0%	35	25.1%	43	31.6%	26	40.6%	23	27.9%	128
Gender identity	0.0%	*	15.1%	26	4.4%	4	0.0%	*	6.5%	30
Job title	26.2%	38	27.1%	47	23.4%	19	31.5%	18	26.7%	123
Parental status	3.7%	5	8.1%	14	0.0%	*	6.2%	4	5.0%	23
Religion	6.7%	10	2.1%	4	6.0%	5	9.6%	6	5.2%	24
Political affiliation	5.9%	9	8.4%	15	7.0%	6	19.1%	11	8.7%	40
Sexual orientation	0.0%	*	5.8%	10	6.0%	5	0.0%	*	3.2%	15
Socio-economic status	8.1%	12	2.1%	4	0.0%	*	3.3%	*	3.8%	17
Ethnic origin	8.1%	12	11.5%	20	4.4%	4	0.0%	*	7.7%	35
Veteran status	2.2%	3	0.0%	*	0.0%	*	0.0%	*	0.7%	3
Race or color	4.3%	6	12.9%	22	10.4%	9	0.0%	*	8.1%	37
Marital status	0.0%	*	6.5%	11	0.0%	*	0.0%	*	2.4%	11
Nationality/country of origin	2.2%	3	14.4%	25	4.4%	4	0.0%	*	6.9%	32
None/no response	70.6%	103	46.4%	80	40.5%	33	43.6%	25	52.7%	242

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

Statistical significance not tested.

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

**Table 92: Other Potential Problems: CSU Overall**

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.0%	4	9.4%	16	0.0%	*	0.0%	*	4.5%	21
Bullying	11.8%	17	12.8%	22	4.4%	4	9.6%	6	10.5%	48
Bias	14.9%	22	19.9%	34	19.2%	16	18.2%	11	17.9%	82
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	3.7%	5	5.2%	9	3.5%	*	0.0%	*	3.8%	17
Verbal abuse	12.9%	19	13.0%	23	4.4%	4	0.0%	*	9.8%	45
None/no response	72.5%	106	67.9%	118	80.8%	67	78.5%	45	73.0%	336

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

Statistical significance not tested.

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

**Table 93: Other Potential Problems: Division/College**

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	6.5%	11	0.0%	*	0.0%	*	2.4%	11
Bullying	8.9%	13	12.8%	22	0.0%	*	9.6%	6	8.8%	41
Bias	12.4%	18	20.6%	36	4.4%	4	18.2%	11	14.8%	68
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	3.7%	5	2.9%	5	0.0%	*	0.0%	*	2.3%	10
Verbal abuse	9.2%	13	13.0%	23	0.0%	*	6.2%	4	8.6%	39
None/no response	79.2%	116	70.8%	123	95.6%	79	78.5%	45	78.9%	363

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

Statistical significance not tested.

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



**Table 94: Other Potential Problems: Department/Unit**

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.3%	6	5.8%	10	6.0%	5	0.0%	*	4.6%	21
Bullying	12.1%	18	24.3%	42	14.3%	12	12.4%	7	17.1%	79
Bias	12.4%	18	32.6%	57	7.9%	6	27.7%	16	21.1%	97
Physical assault	0.0%	*	2.1%	4	0.0%	*	0.0%	*	0.8%	4
Sexual misconduct	3.7%	5	2.9%	5	0.0%	*	0.0%	*	2.3%	10
Verbal abuse	7.4%	11	15.1%	26	0.0%	*	5.7%	3	8.8%	40
None/no response	75.5%	110	53.0%	92	77.9%	64	68.9%	40	66.6%	306

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

Statistical significance not tested.

\* Values reported for items with  $n \geq 3$ .

## Comparisons by Department/Unit

Some departments with a small number of employees may have been combined for these comparisons. Groupings appear in the following table.

**Table 95: Department Grouping**

		<b>Pct</b>
Biochem Mol Bio	Biochemistry and Molecular Biology	10.9%
Biology	Biology	18.7%
Chemistry	Chemistry	9.2%
Comp Sci	Computer Science	4.1%
Math	Mathematics	8.3%
Other	Education & Outreach Center	0.6%
	Office of Dean	8.9%
	Unknown	0.7%
Physics	Physics	8.7%
Psych	Psychology	17.5%
Stats	Statistics	12.3%

# Employee Climate Survey 2021

**Table 96: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	55.2%	55	54.3%	91	60.3%	43	72.9%	21	63.0%	42	73.7%	52	51.1%	44	64.5%	86	25.3%	63	56.3%	498
											B G									
My department/unit promotes a work environment where all employees feel included	68.7%	55	57.2%	95	74.7%	47	64.5%	21	91.5%	42	79.3%	52	37.4%	44	76.8%	89	10.3%	63	61.4%	509
	G				G				B G		G				G					
My department/unit treats all employees equitably	56.2%	55	43.3%	91	30.9%	43	79.6%	21	71.2%	42	69.7%	52	42.5%	44	55.3%	89	16.0%	63	48.9%	501
							C		C		B C									
My department/unit is open and transparent in communication	49.7%	55	45.1%	91	60.3%	47	62.4%	21	51.9%	42	63.6%	52	50.2%	44	62.1%	89	10.3%	63	49.3%	505
My department/unit values employee input in major department/unit decisions	62.2%	55	45.4%	91	55.4%	47	62.4%	21	49.4%	42	74.1%	52	58.3%	44	57.7%	89	30.7%	63	53.6%	505
											B									
My department/unit promotes respect for cultural differences	72.2%	55	51.5%	91	47.7%	47	84.9%	21	64.2%	42	62.8%	52	58.3%	44	74.6%	89	29.3%	63	58.9%	505
															B					
My department/unit understands the value of diversity	72.2%	55	51.5%	91	65.1%	47	73.7%	21	74.3%	42	75.8%	52	54.1%	44	80.8%	89	28.0%	63	62.8%	505
															B					
My department/unit communicates the importance of valuing diversity	77.1%	55	53.1%	91	44.0%	47	84.9%	21	59.7%	42	93.1%	52	55.2%	44	73.5%	89	30.4%	63	61.8%	505
	C						C				B C E G				C					
I feel valued as an employee	55.7%	55	62.5%	91	55.8%	47	64.5%	21	75.4%	42	86.2%	52	56.7%	44	65.0%	89	41.8%	63	62.1%	505
											A									
I feel a strong sense of belonging to CSU	32.6%	55	51.1%	91	44.4%	47	67.7%	21	40.4%	42	52.4%	52	25.3%	44	52.5%	89	29.9%	63	43.7%	505
							G													
I feel a strong sense of belonging to my division/college	32.6%	55	53.1%	91	47.6%	47	75.6%	21	59.7%	42	69.7%	52	59.8%	44	49.7%	89	20.3%	63	49.5%	505
							A				A									
I feel a strong sense of belonging to my department/unit	38.6%	55	57.1%	91	72.9%	47	75.6%	21	56.8%	42	80.1%	52	48.6%	44	61.6%	89	35.7%	63	57.1%	505
					A						A									
I would recommend CSU as a place of employment	43.8%	55	68.2%	91	73.8%	47	75.6%	21	60.7%	42	68.9%	52	69.6%	44	69.7%	89	26.1%	63	61.0%	505
					A										A					
I would recommend my department/unit as a place of employment	56.2%	55	64.5%	91	76.4%	47	75.6%	21	63.7%	42	82.7%	52	48.6%	44	72.1%	86	20.3%	63	61.4%	501
											G									

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

# Employee Climate Survey 2021

**Table 97: Performance Review in Last Year**

Did you have a performance review in the last year?	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
No, I did not have a review	1.3%	*	43.7% A C G H	40	7.6%	4	26.4% A	6	0.0% <sup>1</sup>	*	0.0% <sup>1</sup>	*	16.2%	7	9.1%	8	21.5% A	13	15.7%	79
Yes, I had a review	98.7% B D I	54	56.3%	51	92.4% B	43	73.6%	15	100.0% <sup>1</sup>	42	100.0% <sup>1</sup>	47	83.8% B	37	90.9% B	81	78.5%	49	84.3%	421
Total	100.0%	55	100.0%	91	100.0%	47	100.0%	21	100.0%	42	100.0%	47	100.0%	44	100.0%	89	100.0%	63	100.0%	500

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.<sup>2,3</sup>

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 98: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	82.9% I	54	70.5%	51	74.8%	43	73.8%	15	81.0% I	42	85.2% I	47	91.7% B C I	37	77.9% I	81	60.9%	49	77.5%	421
I am satisfied with the effort my supervisor put into my most recent performance review	64.2%	54	63.0%	51	68.2%	43	78.6%	15	91.5% I	42	84.6% I	47	84.7% I	37	73.1% I	81	45.9%	49	71.3%	421
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	29.4% G	54	18.7%	51	17.1%	43	12.5%	15	20.3%	42	15.4%	47	0.0%	37	17.7%	81	40.6% G	49	20.2%	421
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	84.7% B E I	54	48.6%	51	56.2%	43	42.9%	15	51.4%	42	71.0% I	47	90.3% B C D E H I	37	60.5%	81	36.7%	49	61.2%	421

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<sup>1,2,3</sup>

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.

# Employee Climate Survey 2021

**Table 99: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	70.2%	55	57.8%	91	55.5%	47	78.5%	21	65.7%	42	63.9%	52	63.2%	41	54.6%	89	39.7%	63	58.7%	501
	I		I				H I		I		I		I							
My department/unit is treated with respect by other units within my college/division	67.6%	55	38.7%	91	56.2%	47	71.7%	21	71.2%	42	79.3%	52	77.4%	41	37.9%	89	10.0%	63	51.3%	501
	B H I		I		I		I		B H I		B H I		B H I		I					
My college/division is treated with respect by CSU	67.6%	55	43.5%	91	57.2%	47	88.8%	21	67.6%	42	48.9%	52	49.7%	41	47.0%	89	21.0%	63	50.2%	501
	I				I		B F H I		I						I					
The people I interact with treat each other with respect	62.2%	55	82.9%	91	69.6%	47	79.6%	21	91.5%	42	86.2%	52	79.0%	41	61.8%	89	63.2%	63	73.8%	501
			H						A H I		H									
There is respect for religious differences in my department/unit	75.8%	55	54.8%	91	52.1%	47	75.6%	21	52.0%	42	49.9%	52	43.0%	41	55.8%	89	38.6%	63	54.2%	501
	G I																			
There is respect for liberal perspectives in my department/unit	80.1%	55	78.2%	91	62.9%	47	100.0%	21	75.4%	42	72.4%	52	82.3%	41	88.9%	89	57.0%	63	76.6%	501
							C I								C I					
There is respect for conservative perspectives in my department/unit	67.6%	55	48.6%	91	35.2%	47	55.2%	21	36.6%	42	46.5%	52	47.5%	41	36.2%	89	48.6%	63	46.2%	501
	C H																			

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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 100: 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:	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	34.8%	55	23.9%	91	29.3%	47	16.9%	21	15.2%	42	25.8%	49	29.9%	41	24.6%	83	32.6%	63	26.5%	491
Recognized within my department/unit	51.8%	55	30.6%	91	38.1%	47	20.4%	21	17.2%	42	30.3%	52	43.2%	41	38.6%	86	49.8%	63	36.9%	498
	E																E			
Resources in my department/unit	45.8%	55	31.4%	91	34.5%	47	17.2%	21	24.7%	42	19.9%	52	21.0%	41	29.8%	86	62.9%	63	33.8%	498
																	B C D E F G H			
Professional development opportunities	19.5%	55	20.5%	91	30.3%	47	9.2%	21	8.5%	42	19.9%	52	43.2%	41	14.2%	86	16.0%	63	20.0%	498
													D E H I							
Promoted in my department/unit	40.4%	55	23.0%	91	34.5%	47	20.4%	21	8.5%	42	30.3%	52	29.8%	41	22.9%	83	17.3%	63	25.3%	495
	E																			
Hired in my department/unit	16.5%	55	13.9%	91	9.2%	47	17.2%	21	17.2%	42	21.3%	49	12.2%	41	14.2%	86	16.8%	63	15.2%	494

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

# Employee Climate Survey 2021

**Table 101: Leadership Accountability: College/Division Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	40.7% B	52	18.6%	91	36.7%	43	43.8%	21	54.1% B I	42	42.9% B I	49	59.5% B H I	41	36.5% B	79	21.0%	61	36.1%	479
Leadership adequately addresses inappropriate behavior	46.2%	52	27.8%	91	37.0%	43	38.1%	21	64.0% B I	42	46.1%	49	50.1% I	41	41.6%	82	19.2%	63	39.1%	483
Leadership holds employees accountable for inappropriate behavior	46.2% B	52	13.9%	91	29.7%	43	38.1%	21	59.7% B I	42	36.1%	52	50.1% B I	41	35.2%	79	19.2%	63	33.4%	484
Leadership holds employees accountable for poor performance in the workplace	37.8% B	52	12.7%	91	29.7%	43	28.9%	21	43.5% B	42	32.5%	52	55.2% B H I	41	22.8%	79	23.7%	61	29.1%	482
Leadership acts ethically and honestly in the workplace	46.2%	52	38.8%	91	52.6%	43	58.5%	21	71.5% B I	42	68.9% B I	52	72.9% B I	41	59.8% I	82	25.6%	63	52.4%	487
Leadership addresses issues of inequity	34.0%	52	13.2%	91	37.0%	43	47.3%	21	42.5% B	42	60.3% B H I	52	66.8% A B H I	41	34.1%	82	14.6%	63	34.7%	487
Leadership holds all employees to the same standards	34.0% B	52	5.0%	91	34.3% B	43	52.0% B	21	43.5% B	42	26.5%	52	62.3% B F H I	41	24.6%	79	20.3%	63	28.4%	484

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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.

# Employee Climate Survey 2021

**Table 102: Leadership Accountability: Department/Unit Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Biochem Mol		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP	44.6%	52	27.5%	91	30.6%	43	58.9%	21	53.2%	42	42.1%	52	53.2%	41	47.6%	79	27.8%	61	40.3%	482
ACCOUNTABILITY OVERALL							B I		B I				B I		B I					
Leadership adequately addresses inappropriate behavior	44.8%	52	23.2%	91	40.5%	43	38.1%	21	64.0%	42	32.5%	52	42.8%	41	55.3%	82	14.9%	63	38.2%	487
Leadership holds employees accountable for inappropriate behavior	44.8%	52	21.9%	91	7.0%	43	55.2%	21	64.3%	42	25.7%	52	29.0%	41	44.8%	82	9.2%	63	31.3%	487
							C I		B C F G I						B C I					
Leadership holds employees accountable for poor performance in the workplace	37.8%	52	15.3%	91	27.0%	43	58.0%	21	48.1%	42	32.5%	52	46.4%	41	26.8%	79	23.7%	61	30.9%	482
Leadership acts ethically and honestly in the workplace	46.2%	52	38.8%	91	52.6%	43	58.5%	21	71.5%	42	68.9%	52	72.9%	41	59.8%	82	25.6%	63	52.4%	487
Leadership addresses issues of inequity	41.0%	52	40.9%	91	26.0%	43	64.5%	21	51.0%	42	66.4%	52	54.6%	41	51.6%	82	34.4%	63	46.3%	487
											C I									
Leadership holds all employees to the same standards	41.0%	52	12.9%	91	34.3%	43	58.0%	21	31.8%	42	32.5%	52	55.0%	41	34.7%	82	31.4%	63	33.0%	487
	B						B						B							

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

# Employee Climate Survey 2021

**Table 103: Climate: CSU Overall**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	39.3%	52	42.5%	91	54.8%	41	72.0%	21	57.7%	42	55.4%	45	67.0%	37	47.6%	82	27.9%	63	48.0%	475
Recruits employees from a diverse set of backgrounds	25.3%	52	20.0%	91	45.4%	43	67.2%	21	56.8%	42	80.1%	52	68.3%	37	55.5%	82	38.7%	63	46.7%	483
Improves the campus climate for all employees	25.1%	52	37.1%	91	45.4%	43	73.7%	21	40.9%	42	29.0%	52	43.6%	37	54.4%	82	38.1%	63	41.2%	483
Retains diverse employees	25.3%	52	12.5%	91	59.9%	43	73.7%	21	48.0%	42	29.6%	49	70.2%	37	30.7%	82	9.9%	63	32.9%	480
Creates a supportive environment for employees from diverse backgrounds	43.7%	52	43.3%	91	44.7%	41	62.5%	21	64.3%	42	39.4%	52	60.5%	37	26.2%	82	9.9%	63	39.8%	482
Encourages discussions related to diversity	61.2%	52	78.9%	91	51.1%	43	100.0%	21	84.6%	42	87.0%	52	92.6%	37	63.5%	82	57.0%	63	72.4%	483
Provides employees with a positive work experience	56.9%	52	61.1%	91	58.3%	43	73.7%	21	61.7%	42	42.0%	49	58.2%	37	47.7%	82	14.9%	63	50.5%	480
Climate has become consistently more inclusive of all employees	37.2%	52	44.7%	91	68.3%	43	53.3%	21	47.3%	42	59.3%	52	75.2%	37	55.1%	82	27.1%	63	50.0%	483

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.



# Employee Climate Survey 2021

**Table 104: Climate: Department/Unit**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	48.9% 	52	45.4% 	91	48.4% 	43	72.0% B	21	61.2% 	39	67.9% B	49	56.0% 	37	60.1% 	82	24.6%	63	51.4%	476
Recruits employees from a diverse set of backgrounds	63.9%	52	51.6%	91	47.7%	43	78.4%	21	55.0%	42	53.2%	52	50.7%	37	65.1%	82	43.3%	63	55.3%	483
Improves the campus climate for all employees	41.0%	52	32.5%	91	49.9%	43	64.5%	21	70.3% B G	39	73.3% A B G	52	33.7%	37	62.5% B	82	35.0%	63	49.4%	480
Retains diverse employees	45.0% B	52	16.6%	91	45.4% B	43	73.7% B H	21	48.0% B	42	49.8% B	49	60.4% B H	37	27.6%	82	4.6%	63	34.6%	480
Creates a supportive environment for employees from diverse backgrounds	43.7% 	52	43.3% 	91	44.7% 	41	62.5% 	21	64.3% H	42	39.4% 	52	60.5% H	37	26.2%	82	9.9%	63	39.8%	482
Encourages discussions related to diversity	49.0%	52	61.0%	91	35.4%	43	73.7%	21	59.7%	42	76.6% C	52	84.7% A C	37	79.1% A C	82	38.1%	63	61.4%	483
Provides employees with a positive work experience	34.0%	52	66.6% A	91	52.6% 	43	64.5% 	21	56.8% 	42	73.3% A	52	50.3%	37	74.7% A	82	20.7%	63	55.8%	483
Climate has become consistently more inclusive of all employees	46.2% 	52	43.0% 	91	58.3% 	43	75.6% 	21	55.2% 	42	69.7% B	52	59.9% 	37	64.7% 	82	14.9%	63	51.4%	483

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

# Employee Climate Survey 2021

**Table 105: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	49.0%	52	50.5%	88	43.7%	43	72.8%	19	46.2%	42	33.2%	45	35.9%	37	36.4%	79	47.4%	60	44.5%	465
Communications are effective	44.7%	52	63.9%	88	51.5%	43	73.7%	21	55.6%	42	22.2%	49	38.7%	37	30.4%	82	34.9%	60	44.7%	473
Communications are timely	44.7%	52	67.5%	88	48.7%	43	62.5%	21	64.2%	42	39.9%	49	52.1%	37	29.5%	82	70.7%	60	52.6%	473
Communications are relevant	44.7%	52	38.5%	88	47.6%	43	73.7%	21	52.7%	42	35.8%	49	32.0%	37	41.4%	82	34.5%	60	42.0%	473
Communications are informative	44.7%	52	45.2%	88	47.6%	43	70.4%	19	40.3%	42	35.8%	49	28.3%	37	31.9%	82	55.5%	60	42.6%	471
Communications are motivating	38.6%	52	11.3%	88	24.3%	43	70.4%	19	7.5%	42	14.8%	49	5.2%	37	22.8%	82	16.8%	60	20.1%	471
Communications are honest	44.7%	52	56.2%	88	28.7%	43	64.5%	21	31.8%	42	28.7%	49	29.5%	37	35.4%	82	49.5%	60	41.3%	473
Communications are accessible	80.8%	52	70.8%	88	57.2%	43	75.6%	21	71.3%	42	40.7%	45	65.3%	37	56.1%	79	69.8%	60	64.9%	467

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

Employee Climate Survey 2021

**Table 106: Communications: Division/College**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	49.0%	52	46.5%	88	55.3%	40	70.0%	19	52.8%	42	60.5%	45	55.9%	37	49.5%	82	47.2%	60	51.8%	464
Communications are effective	44.7%	52	50.0%	88	65.9%	43	82.8%	21	39.6%	42	46.1%	49	65.3%	37	52.2%	82	27.3%	60	49.7%	473
					I		E I					I								
Communications are timely	44.7%	52	53.6%	88	58.0%	40	62.4%	21	48.1%	42	53.5%	49	65.3%	37	46.6%	82	64.7%	60	54.0%	470
Communications are relevant	44.7%	52	47.4%	88	74.4%	43	100.0%	21	67.4%	42	78.7%	49	58.6%	37	55.6%	82	55.5%	60	60.2%	473
					A B H I		A B H I				A B									
Communications are informative	44.7%	52	39.0%	88	65.9%	43	70.4%	19	55.6%	42	64.7%	49	43.4%	37	54.0%	82	57.8%	60	52.8%	471
Communications are motivating	38.6%	52	6.5%	88	38.8%	43	51.1%	19	59.7%	42	35.8%	49	24.0%	37	41.1%	82	6.0%	60	29.9%	471
	B I				B I		B I		B G I		B I				B I					
Communications are honest	44.7%	52	60.4%	88	43.2%	43	47.3%	21	43.5%	42	71.3%	49	69.6%	37	37.5%	82	49.5%	60	51.5%	473
									H		H									
Communications are accessible	80.8%	52	68.7%	88	38.1%	43	90.8%	21	55.3%	42	77.0%	45	65.3%	37	59.3%	82	69.8%	60	66.0%	470
	C		C				C				C						C			

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

# Employee Climate Survey 2021

**Table 107: Communications: Department/Unit**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	43.4%	46	50.7%	88	51.3%	40	72.2%	19	47.6%	42	62.8%	45	56.6%	37	67.7%	82	33.1%	60	53.0%	458
Communications are effective	34.0%	52	54.7%	88	47.1%	40	73.6%	21	43.2%	42	63.9%	45	65.3%	37	68.6%	82	12.0%	60	50.3%	466
Communications are timely	34.0%	52	52.1%	88	54.2%	43	62.4%	21	36.4%	42	64.9%	45	65.3%	37	64.7%	82	36.1%	60	51.8%	470
Communications are relevant	41.0%	52	52.1%	88	67.1%	43	100.0%	21	59.9%	42	77.0%	45	50.7%	37	83.5%	82	49.5%	60	62.5%	470
Communications are informative	45.8%	46	43.7%	88	67.1%	43	87.4%	19	56.8%	42	69.0%	45	60.4%	37	76.9%	82	26.9%	60	56.6%	462
Communications are motivating	27.9%	52	11.2%	88	34.3%	43	40.7%	19	36.4%	42	30.7%	45	27.6%	37	38.7%	82	6.0%	60	25.9%	467
Communications are honest	34.0%	52	72.3%	88	49.9%	43	64.5%	21	45.1%	42	69.0%	45	61.6%	37	70.1%	82	43.5%	60	58.0%	470
Communications are accessible	70.1%	52	68.7%	88	38.1%	43	90.8%	21	55.3%	42	64.9%	45	65.3%	37	71.7%	82	57.6%	60	64.3%	470

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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 108: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	50.1%	26	35.8%	31	53.3%	23	58.5%	12	42.5%	16	42.4%	21	58.6%	22	47.1%	39	36.8%	23	45.1%	213
Maybe, I can provide feedback in limited situations	33.9%	18	44.9%	39	22.3%	10	15.1%	3	49.2%	19	43.7%	21	29.8%	11	21.8%	18	60.2%	38	37.4%	177
No, I don't have an opportunity to provide feedback	15.9%	8	19.3%	17	24.5%	11	26.4%	6	8.2%	3	13.9%	7	11.6%	4	31.1%	25	3.1%	*	17.5%	83
Total	100.0%	52	100.0%	88	100.0%	43	100.0%	21	100.0%	39	100.0%	49	100.0%	37	100.0%	82	100.0%	63	100.0%	473

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.<sup>1,2</sup>

- 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.

# Employee Climate Survey 2021

**Table 109: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	50.7%	43	44.8%	71	52.5%	33	54.4%	15	63.2%	35	47.5%	38	49.0%	31	60.1%	56	41.4%	52	50.7%	375
One on one conversations with my supervisor	40.5%	43	83.8% A I	71	70.3% A	33	100.0% A I	15	89.9% A I	35	81.2% A	38	89.0% A I	33	91.2% A I	56	55.7%	58	76.0%	383
My representation in shared governance (CPC, APC, or Faculty Council)	40.5%	43	30.9%	71	20.6%	33	36.6%	15	39.0%	35	9.4%	38	32.0%	33	45.0% F I	56	11.9%	58	29.2%	383
My service on committees	83.4% B F G H	43	31.0%	71	70.5% B	33	39.2%	15	89.9% B D F G H	35	41.0%	38	34.1%	31	44.6%	56	59.9% B	52	53.7%	375
Annual review process	33.2%	43	36.2%	71	49.9%	33	57.1%	15	79.7% A B	35	63.5%	38	68.3% A B	33	85.6% A B C I	56	50.7%	58	56.8%	383
Input collection through anonymous surveys	56.0% E	43	42.2%	71	51.3%	33	39.2%	15	17.5%	35	42.5%	38	21.0%	33	34.1%	56	45.3%	58	39.6%	383

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.<sup>1,2,3</sup>

- 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 110: Feedback Valued**

When I give feedback it is valued by:	Biochem Mol Bio (A)		Biology (B)		Chemistry (C)		Comp Sci (D)		Math (E)		Other (F)		Physics (G)		Psych (H)		Stats (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	48.5% I	43	35.6%	71	23.7%	33	72.8% B C I	13	45.1% I	35	52.1% C I	38	48.7% I	33	43.3% I	56	18.6%	58	39.6%	381
CSU overall	48.8% B C E F G I	43	20.1%	71	9.7%	33	64.3% B C E F G I	15	14.0%	35	18.8%	38	5.9%	33	28.7%	56	10.7%	58	22.2%	383
My division/college	48.8% I	43	22.9%	71	34.5%	33	79.5% B H I	15	41.7%	35	64.6% B H I	38	66.3% B H I	33	31.5%	56	11.2%	58	38.2%	383
My department/unit	48.1%	43	63.8% C I	71	27.1%	33	82.6% C I	13	79.7% C I	35	72.9% C I	38	73.9% C I	33	69.6% C I	56	34.0%	58	59.1%	381

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.<sup>1,2,3</sup>

- 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.

# Employee Climate Survey 2021

**Table 111: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Biochem Mol Bio		Biology		Chemistry		Comp Sci		Math		Other		Physics		Psych		Stats		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	17.4%	10	11.9%	11	7.6%	4	0.0%	*	8.5%	4	12.7%	7	12.7%	6	6.7%	6	5.7%	4	9.8%	50
Physical appearance	9.8%	5	12.1%	12	0.0%	*	0.0%	*	0.0%	*	6.9%	4	8.1%	4	6.7%	6	0.0%	*	5.9%	30
Physical disability	0.0%	*	3.3%	3	0.0%	*	0.0%	*	6.9%	*	6.1%	3	0.0%	*	19.0%	17	5.7%	4	5.9%	30
Mental disability	0.0%	*	3.3%	3	0.0%	*	0.0%	*	0.0%	*	15.2%	8	0.0%	*	16.7%	15	11.4%	7	6.5%	33
Employment classification	33.8%	19	18.2%	17	26.2%	12	20.4%	4	35.7%	15	37.8%	20	12.3%	5	34.6%	31	28.7%	18	27.8%	141
Gender identity	0.0%	*	0.0%	*	0.0%	*	11.2%	*	11.8%	5	2.3%	*	4.6%	*	17.3%	15	25.8%	16	8.3%	42
Job title	33.8%	19	17.6%	17	27.3%	13	20.4%	4	20.3%	9	44.7%	23	12.3%	5	25.0%	22	35.9%	23	26.5%	135
Parental status	9.8%	5	3.3%	3	13.4%	6	0.0%	*	8.5%	4	0.0%	*	0.0%	*	8.3%	7	7.9%	5	6.1%	31
Religion	16.4%	9	10.7%	10	0.0%	*	37.6%	8	0.0%	*	16.5%	9	12.7%	6	8.2%	7	0.0%	*	9.5%	49
Political affiliation	22.4%	12	1.4%	*	0.0%	*	26.4%	6	15.4%	6	8.3%	4	12.7%	6	17.2%	15	8.4%	5	11.1%	56
Sexual orientation	0.0%	*	10.7%	10	0.0%	*	17.2%	4	11.8%	5	0.0%	*	4.6%	*	0.0%	*	21.6%	14	6.7%	34
Socio-economic status	9.8%	5	7.2%	7	6.7%	3	0.0%	*	0.0%	*	16.0%	8	0.0%	*	20.6%	18	0.0%	*	8.3%	42
Ethnic origin	16.4%	9	20.4%	19	6.7%	3	17.2%	4	0.0%	*	0.0%	*	4.6%	*	10.5%	9	31.5%	20	13.0%	66
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.1%	3	0.0%	*	0.0%	*	0.0%	*	0.6%	3
Race or color	0.0%	*	20.4%	19	22.6%	11	17.2%	4	20.5%	9	2.3%	*	4.6%	*	10.5%	9	31.5%	20	14.7%	75
Marital status	0.0%	*	3.8%	4	13.4%	6	0.0%	*	0.0%	*	6.9%	4	0.0%	*	4.8%	4	7.9%	5	4.5%	23
Nationality/country of origin	17.9%	10	27.5%	26	6.7%	3	17.2%	4	0.0%	*	2.3%	*	4.6%	*	9.9%	9	21.5%	13	13.4%	68
None/no response	66.2%	37	46.7%	44	38.3%	18	62.4%	13	40.3%	17	38.0%	20	66.9%	30	40.4%	36	37.2%	23	46.8%	238

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

Statistical significance not tested.

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

# Employee Climate Survey 2021

**Table 112: Discriminatory Attitudes: Division/College**

Please indicate if discriminatory attitudes are currently problematic.	Biochem Mol		Biology		Chemistry		Comp Sci		Math		Other		Physics		Psych		Stats		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	17.4%	10	16.2%	15	0.0%	*	0.0%	*	8.5%	4	0.0%	*	0.0%	*	4.2%	4	8.8%	6	7.4%	38
Physical appearance	9.8%	5	12.1%	12	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	2.6%	*	0.0%	*	3.8%	19
Physical disability	0.0%	*	3.3%	3	0.0%	*	0.0%	*	6.9%	*	6.1%	3	0.0%	*	1.5%	*	5.7%	4	2.8%	14
Mental disability	0.0%	*	3.3%	3	0.0%	*	0.0%	*	0.0%	*	6.1%	3	0.0%	*	0.0%	*	11.4%	7	2.7%	14
Employment classification	33.8%	19	18.2%	17	22.0%	10	20.4%	4	33.4%	14	22.6%	12	12.3%	5	21.0%	19	29.8%	19	23.5%	119
Gender identity	0.0%	*	0.0%	*	0.0%	*	11.2%	*	0.0%	*	17.3%	9	0.0%	*	0.0%	*	37.3%	23	6.8%	35
Job title	33.8%	19	17.7%	17	29.8%	14	9.2%	*	13.1%	6	25.9%	14	12.3%	5	29.0%	26	21.5%	13	22.7%	115
Parental status	9.8%	5	0.0%	*	13.4%	6	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.8%	4	0.0%	*	3.1%	16
Religion	16.4%	9	3.9%	4	0.0%	*	0.0%	*	0.0%	*	6.1%	3	0.0%	*	6.7%	6	0.0%	*	4.3%	22
Political affiliation	16.4%	9	3.9%	4	0.0%	*	0.0%	*	15.4%	6	6.1%	3	0.0%	*	13.9%	12	3.1%	*	7.2%	37
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	21.6%	14	2.7%	14
Socio-economic status	9.8%	5	7.2%	7	6.7%	3	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.0%	15
Ethnic origin	16.4%	9	5.8%	6	6.7%	3	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.0%	4	30.4%	19	7.9%	40
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.1%	3	0.0%	*	0.0%	*	0.0%	*	0.6%	3
Race or color	0.0%	*	5.8%	6	9.2%	4	0.0%	*	8.7%	4	0.0%	*	0.0%	*	4.0%	4	30.4%	19	7.1%	36
Marital status	0.0%	*	3.8%	4	13.4%	6	0.0%	*	0.0%	*	6.9%	4	0.0%	*	4.8%	4	0.0%	*	3.5%	18
Nationality/country of origin	17.9%	10	12.9%	12	6.7%	3	0.0%	*	0.0%	*	0.0%	*	0.0%	*	2.6%	*	20.3%	13	7.9%	40
None/no response	66.2%	37	70.3%	67	63.4%	30	79.6%	17	44.2%	19	56.8%	30	87.7%	39	56.0%	50	49.7%	31	62.5%	318

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

Statistical significance not tested.

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

# Employee Climate Survey 2021

**Table 113: Discriminatory Attitudes: Department/Unit**

Please indicate if discriminatory attitudes are currently problematic.	Biochem Mol		Biology		Chemistry		Comp Sci		Math		Other		Physics		Psych		Stats		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	17.4%	10	13.0%	12	13.4%	6	0.0%	*	17.0%	7	0.0%	*	23.7%	10	17.0%	15	23.6%	15	14.9%	76
Physical appearance	9.8%	5	8.3%	8	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.2%	4	5.3%	3	4.0%	20
Physical disability	0.0%	*	3.3%	3	0.0%	*	0.0%	*	6.9%	*	6.1%	3	0.0%	*	1.5%	*	5.7%	4	2.8%	14
Mental disability	0.0%	*	3.3%	3	0.0%	*	9.2%	*	0.0%	*	6.1%	3	0.0%	*	0.0%	*	11.4%	7	3.0%	15
Employment classification	28.9%	16	15.5%	15	61.7%	29	9.2%	*	33.4%	14	12.2%	6	39.7%	18	12.3%	11	33.7%	21	25.9%	132
Gender identity	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.9%	4	0.0%	*	0.0%	*	47.3%	30	6.6%	33
Job title	32.4%	18	13.9%	13	53.9%	25	9.2%	*	20.3%	9	25.9%	14	36.0%	16	15.3%	14	26.2%	16	24.8%	126
Parental status	9.8%	5	0.0%	*	21.0%	10	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.5%	*	10.0%	6	4.5%	23
Religion	16.4%	9	1.2%	*	0.0%	*	9.2%	*	0.0%	*	6.1%	3	0.0%	*	13.8%	12	0.0%	*	5.4%	28
Political affiliation	16.4%	9	2.5%	*	0.0%	*	9.2%	*	15.4%	6	6.1%	3	0.0%	*	21.0%	19	3.1%	*	8.6%	44
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.6%	5	15.9%	10	2.9%	15
Socio-economic status	13.3%	7	7.2%	7	6.7%	3	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.4%	17
Ethnic origin	16.4%	9	5.8%	6	14.5%	7	0.0%	*	0.0%	*	6.9%	4	0.0%	*	1.5%	*	25.8%	16	8.4%	43
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.1%	3	0.0%	*	0.0%	*	0.0%	*	0.6%	3
Race or color	0.0%	*	5.8%	6	14.5%	7	0.0%	*	8.7%	4	0.0%	*	0.0%	*	0.0%	*	33.7%	21	7.3%	37
Marital status	0.0%	*	3.8%	4	13.4%	6	0.0%	*	0.0%	*	6.9%	4	0.0%	*	1.5%	*	0.0%	*	2.9%	15
Nationality/country of origin	17.9%	10	12.9%	12	6.7%	3	0.0%	*	0.0%	*	6.9%	4	0.0%	*	4.2%	4	15.7%	10	8.3%	42
None/no response	56.2%	31	71.7%	68	38.3%	18	90.8%	19	44.2%	19	67.2%	35	55.9%	25	51.3%	46	31.8%	20	55.1%	280

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

Statistical significance not tested.

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

**Table 114: Other Potential Problems: CSU Overall**

Please indicate if any of the following are currently problematic.	Biochem Mol		Biology		Chemistry		Comp Sci		Math		Other		Physics		Psych		Stats		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	11.4%	6	1.4%	*	6.7%	3	0.0%	*	0.0%	*	9.2%	5	0.0%	*	5.6%	5	0.0%	*	4.0%	21
Bullying	16.4%	9	19.2%	18	0.0%	*	0.0%	*	4.6%	*	13.0%	7	8.1%	4	25.4%	23	5.7%	4	12.9%	66
Bias	22.4%	12	14.4%	14	15.9%	7	11.2%	*	15.4%	6	19.9%	10	12.7%	6	20.1%	18	21.5%	13	17.6%	90
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	1.4%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	14.2%	6	10.9%	10	0.0%	*	3.4%	17
Verbal abuse	27.8%	15	15.9%	15	13.4%	6	0.0%	*	0.0%	*	32.5%	17	8.1%	4	1.5%	*	5.7%	4	12.2%	62
None/no response	66.2%	37	74.9%	71	77.4%	36	88.8%	19	80.0%	34	61.4%	32	73.1%	32	64.1%	57	78.5%	49	72.2%	367

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

Statistical significance not tested.

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



# Employee Climate Survey 2021

**Table 115: Other Potential Problems: Division/College**

Please indicate if any of the following are currently problematic.	Biochem Mol Bio		Biology		Chemistry		Comp Sci		Math		Other		Physics		Psych		Stats		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	11.4%	6	1.4%	*	0.0%	*	0.0%	*	0.0%	*	6.9%	4	0.0%	*	0.0%	*	0.0%	*	2.2%	11
Bullying	16.4%	9	8.6%	8	0.0%	*	0.0%	*	4.6%	*	15.2%	8	0.0%	*	19.3%	17	5.7%	4	9.4%	48
Bias	22.4%	12	18.2%	17	13.4%	6	0.0%	*	8.5%	4	15.2%	8	4.6%	*	13.6%	12	21.5%	13	14.8%	75
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.9%	4	0.0%	*	7.6%	7	0.0%	*	2.0%	10
Verbal abuse	27.8%	15	5.2%	5	13.4%	6	0.0%	*	0.0%	*	22.1%	12	0.0%	*	5.6%	5	5.7%	4	9.2%	47
None/no response	66.2%	37	81.8%	78	86.6%	41	100.0%	21	86.9%	37	71.8%	37	95.4%	42	70.6%	63	78.5%	49	79.5%	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 116: Other Potential Problems: Department**

Please indicate if any of the following are currently problematic.	Biochem Mol Bio		Biology		Chemistry		Comp Sci		Math		Other		Physics		Psych		Stats		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	1.4%	*	6.7%	3	0.0%	*	8.7%	4	6.9%	4	0.0%	*	10.7%	9	0.0%	*	4.2%	21
Bullying	43.8%	24	14.3%	14	21.2%	10	9.2%	*	11.8%	5	6.9%	4	0.0%	*	22.9%	20	11.6%	7	16.9%	86
Bias	22.4%	12	18.2%	17	27.9%	13	9.2%	*	17.0%	7	19.9%	10	8.1%	4	16.9%	15	43.0%	27	21.2%	108
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.9%	4	0.0%	*	0.0%	*	0.0%	*	0.7%	4
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.9%	4	0.0%	*	7.6%	7	0.0%	*	2.0%	10
Verbal abuse	33.8%	19	10.9%	10	13.4%	6	0.0%	*	0.0%	*	6.9%	4	0.0%	*	5.6%	5	5.7%	4	9.3%	47
None/no response	56.2%	31	76.1%	72	58.7%	28	90.8%	19	62.5%	26	80.1%	42	91.9%	41	56.1%	50	57.0%	36	67.7%	345

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

Statistical significance not tested.

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