Employee Climate Survey 2021

College of Veterinary Medicine and Biomedical 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 Veterinary Medicine and Biomedical Sciences/VTH	1,085	1	43	438	40.4%
Biomedical Sciences	108	0	4	40	37.0%
CVMBS College Office	76	0	3	46	60.5%
Clinical Sciences	256	0	12	85	33.2%
Environmental and Radiological Health Sciences	112	0	6	38	33.9%
Fort Collins Diag Lab	59	1	3	40	69.0%
Grand Junction Diag Lab	3	0	0	2	66.7%
Microbiology, Immunology and Pathology	227	0	10	95	41.9%
Molecular, Cellular & Integrative Neurosciences	2	0	0	1	50.0%
Rocky Ford Diag Lab	3	0	0	3	100.0%
Veterinary Teaching Hospital	239	0	5	82	34.3%
Unknown	0	0	0	6	.

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	29%	25%	29%
	Woman	71%	73%	69%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	2%	2%
Racially minoritized status	Racially minoritized	13%	13%	15%
	Non-racially minoritized	87%	87%	85%
Employee type	Admin Professional	34%	38%	36%
	Contract, continuing, and adjunct (CCA)	8%	8%	7%
	Tenure or Tenure-track (T/TT) Faculty	15%	19%	15%
	State Classified	29%	29%	30%
	Other Salaried Employee	13%	6%	12%

Results are weighted by gender 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	4.0%	16.6%	16.5%	44.8%	18.0%	100.0%	1,062
My department/unit treats all employees equitably	5.9%	23.1%	16.9%	37.6%	16.5%	100.0%	1,064
My department/unit is open and transparent in communication	7.2%	18.0%	17.3%	39.6%	17.9%	100.0%	1,059
My department/unit values employee input in major department/unit decisions	7.3%	17.7%	20.6%	37.2%	17.3%	100.0%	1,060
My department/unit promotes respect for cultural differences	2.1%	5.2%	23.6%	43.4%	25.7%	100.0%	1,062
My department/unit understands the value of diversity	1.3%	7.4%	26.9%	41.2%	23.2%	100.0%	1,060
My department/unit communicates the importance of valuing diversity	2.2%	9.6%	31.6%	35.3%	21.4%	100.0%	1,064
I feel valued as an employee	7.8%	16.3%	16.0%	40.0%	19.9%	100.0%	1,062
I feel a strong sense of belonging to CSU	6.8%	18.0%	28.7%	33.4%	13.0%	100.0%	1,062
I feel a strong sense of belonging to my division/college	5.6%	19.2%	23.0%	34.9%	17.3%	100.0%	1,060
I feel a strong sense of belonging to my department/unit	3.5%	17.0%	15.3%	39.2%	25.0%	100.0%	1,060
I would recommend CSU as a place of employment	4.7%	9.6%	23.7%	43.3%	18.7%	100.0%	1,060
I would recommend my department/unit as a place of employment	6.6%	10.1%	22.1%	37.6%	23.5%	100.0%	1,060

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?	79.9%	20.1%	100.0%	1,057

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	4.2%	11.1%	13.4%	41.0%	30.2%	100.0%	837
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	27.8%	38.3%	15.1%	12.5%	6.3%	100.0%	832
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.5%	19.9%	22.5%	43.3%	10.8%	100.0%	835

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	3.7%	14.6%	20.3%	46.4%	14.9%	100.0%	1,040
My college/division is treated with respect by CSU	1.9%	9.1%	23.3%	50.6%	15.1%	100.0%	1,040
The people I interact with treat each other with respect	2.7%	9.3%	12.2%	57.8%	17.9%	100.0%	1,035
There is respect for religious differences in my department/unit	1.4%	2.5%	36.4%	43.0%	16.6%	100.0%	1,040
There is respect for liberal perspectives in my department/unit	0.7%	2.1%	23.5%	50.3%	23.3%	100.0%	1,040
There is respect for conservative perspectives in my department/unit	7.9%	11.7%	37.4%	33.3%	9.8%	100.0%	1,042

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	10.5%	24.0%	26.5%	27.4%	11.6%	100.0%	1,033
Resources in my department/unit	11.3%	26.9%	30.5%	22.4%	8.9%	100.0%	1,030
Professional development opportunities	13.5%	32.5%	31.3%	14.3%	8.4%	100.0%	1,028
Promoted in my department/unit	11.2%	27.4%	29.8%	21.5%	10.2%	100.0%	1,023
Hired in my department/unit	12.2%	28.0%	33.1%	18.3%	8.4%	100.0%	1,028

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	8.4%	13.6%	43.2%	30.7%	4.1%	100.0%	999
Leadership holds employees accountable for inappropriate behavior	9.1%	13.9%	44.4%	27.8%	4.8%	100.0%	999
Leadership holds employees accountable for poor performance in the workplace	8.6%	21.9%	43.4%	23.4%	2.8%	100.0%	999
Leadership acts ethically and honestly in the workplace	3.8%	7.6%	32.6%	46.0%	10.1%	100.0%	996
Leadership addresses issues of inequity	6.6%	13.9%	47.0%	26.6%	5.8%	100.0%	999
Leadership holds all employees to the same standards	10.0%	23.9%	38.4%	23.6%	4.0%	100.0%	999

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	8.3%	14.0%	30.4%	37.4%	9.9%	100.0%	993
Leadership holds employees accountable for inappropriate behavior	8.3%	15.0%	35.0%	33.3%	8.5%	100.0%	992
Leadership holds employees accountable for poor performance in the workplace	9.5%	23.3%	28.1%	33.6%	5.5%	100.0%	999
Leadership acts ethically and honestly in the workplace	3.8%	7.6%	32.6%	46.0%	10.1%	100.0%	996
Leadership addresses issues of inequity	6.1%	13.3%	39.4%	32.5%	8.7%	100.0%	986
Leadership holds all employees to the same standards	10.2%	25.5%	28.3%	28.9%	7.1%	100.0%	996

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	3.1%	7.9%	29.2%	48.1%	11.8%	100.0%	987
Improves the campus climate for all employees	4.5%	10.1%	37.4%	40.8%	7.2%	100.0%	981
Retains diverse employees	4.5%	8.5%	45.7%	34.7%	6.7%	100.0%	984
Creates a supportive environment for employees from diverse backgrounds	2.5%	8.4%	37.2%	42.3%	9.6%	100.0%	984
Encourages discussions related to diversity	3.8%	6.5%	31.0%	42.8%	15.9%	100.0%	979
Provides employees with a positive work experience	3.3%	12.2%	33.3%	42.8%	8.5%	100.0%	982
Climate has become consistently more inclusive of all employees	3.5%	9.0%	36.5%	41.2%	9.8%	100.0%	979

Table 11: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Recruits employees from a diverse set of backgrounds	3.8%	10.9%	24.3%	49.4%	11.5%	100.0%	984
Improves the campus climate for all employees	5.1%	11.5%	29.2%	43.5%	10.6%	100.0%	977
Retains diverse employees	5.2%	13.5%	37.2%	35.2%	8.9%	100.0%	982
Creates a supportive environment for employees from diverse backgrounds	2.5%	8.4%	37.2%	42.3%	9.6%	100.0%	984
Encourages discussions related to diversity	5.0%	14.7%	32.0%	35.6%	12.6%	100.0%	977
Provides employees with a positive work experience	5.3%	13.5%	21.8%	44.0%	15.5%	100.0%	982
Climate has become consistently more inclusive of all employees	4.3%	9.9%	35.7%	38.3%	11.7%	100.0%	979

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	4.9%	11.9%	25.4%	51.3%	6.4%	100.0%	985
Communications are timely	3.7%	7.7%	26.1%	52.8%	9.7%	100.0%	984
Communications are relevant	5.9%	12.8%	28.6%	47.3%	5.2%	100.0%	987
Communications are informative	4.0%	10.1%	26.2%	52.8%	7.0%	100.0%	987
Communications are motivating	7.3%	14.7%	45.5%	29.7%	2.7%	100.0%	987
Communications are honest	4.3%	8.1%	38.6%	43.3%	5.7%	100.0%	985
Communications are accessible	1.9%	2.3%	26.1%	57.9%	11.8%	100.0%	984

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	4.4%	13.6%	22.7%	53.3%	6.0%	100.0%	982
Communications are timely	3.2%	9.8%	23.8%	55.7%	7.5%	100.0%	982
Communications are relevant	3.0%	10.2%	29.0%	52.2%	5.6%	100.0%	982
Communications are informative	2.6%	7.2%	26.0%	56.6%	7.6%	100.0%	977
Communications are motivating	6.3%	12.3%	46.2%	31.7%	3.5%	100.0%	982
Communications are honest	3.9%	8.9%	36.5%	44.1%	6.6%	100.0%	980
Communications are accessible	2.3%	2.4%	24.3%	59.5%	11.5%	100.0%	984

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	6.0%	14.7%	15.7%	49.7%	13.9%	100.0%	982
Communications are timely	4.8%	12.7%	17.6%	51.4%	13.5%	100.0%	982
Communications are relevant	2.6%	6.8%	19.8%	54.9%	16.0%	100.0%	980
Communications are informative	2.3%	6.3%	18.5%	59.0%	13.9%	100.0%	979
Communications are motivating	5.2%	13.9%	37.7%	35.2%	8.0%	100.0%	987
Communications are honest	3.7%	8.4%	25.3%	52.2%	10.3%	100.0%	984
Communications are accessible	2.3%	5.0%	20.8%	58.4%	13.5%	100.0%	984

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?	41.3%	37.6%	21.0%	100.0%	986

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	3.2%	8.7%	8.8%	41.6%	37.7%	100.0%	758
My representation in shared governance (CPC, APC, or Faculty Council)	3.1%	6.4%	68.6%	19.1%	2.8%	100.0%	745
My service on committees	1.2%	4.1%	53.7%	34.1%	7.0%	100.0%	752
Annual review process	2.5%	9.9%	27.2%	42.8%	17.6%	100.0%	754
Input collection through anonymous surveys	4.3%	7.2%	47.3%	34.1%	7.0%	100.0%	750

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	8.0%	16.3%	48.2%	24.3%	3.2%	100.0%	752
My division/college	7.6%	10.1%	38.4%	38.4%	5.6%	100.0%	752
My department/unit	7.0%	8.5%	17.9%	43.4%	23.2%	100.0%	755

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	6.6%	71	7.1%	76	7.3%	78
Physical appearance	3.3%	35	4.8%	51	4.6%	50
Physical disability	2.9%	31	4.0%	42	3.1%	33
Mental disability	3.6%	39	4.2%	45	3.8%	41
Employment classification	12.9%	138	17.7%	190	16.9%	181
Gender identity	4.8%	52	5.1%	55	5.9%	63
Job title	10.2%	109	15.0%	160	16.4%	175
Parental status	6.3%	67	7.9%	85	9.1%	97
Religion	4.5%	48	3.2%	34	3.2%	34
Political affiliation	12.8%	137	11.0%	118	9.3%	99
Sexual orientation	2.9%	31	2.4%	26	2.7%	29
Socio-economic status	3.7%	40	4.7%	50	4.3%	46
Ethnic origin	4.6%	50	4.2%	45	3.0%	32
Veteran status	1.6%	18	1.5%	16	0.9%	9
Race or color	6.4%	68	5.9%	63	5.8%	62
Marital status	2.1%	23	3.2%	34	2.3%	24
Nationality/country of origin	3.7%	39	5.4%	58	5.7%	61
None/no response	70.8%	758	68.2%	730	67.2%	720

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%	43	3.9%	42	2.3%	25
Bullying	5.5%	59	11.0%	117	11.4%	122
Bias	14.0%	150	20.1%	215	21.3%	228
Physical assault	0.5%	5	0.2%	*	0.2%	*
Sexual misconduct	1.9%	21	0.6%	6	1.0%	10
Verbal abuse	3.8%	40	7.6%	81	8.4%	90
None/no response	82.3%	882	76.0%	814	73.3%	785

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 20: Gender

Gender (Select all that apply):	Pct	Pop
Agender	1.0%	10
Cisgender	14.2%	133
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.3%	*
Man	26.8%	252
Trans Man / Masculine	0.8%	7
Trans Woman / Feminine	0.0%	*
Two Spirit	0.0%	*
Woman	64.6%	606
Prefer not to disclose	4.7%	44
The gender I most closely align with is not listed (please specify)	0.3%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 21: Gender Scales

Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced. In an attempt to understand this complexity and how various genders experience the campus, we are using these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an attempt to understand the experiences of all genders on campus. In general, how do you see yourself? (please answer all three scales)	Feminine			Masculine			Androgynous		
	Pct	Pop	Mean	Pct	Pop	Mean	Pct	Pop	Mean
0 Not at all	20.1%	182		45.9%	415		79.5%	718	
1	4.2%	38		15.4%	139		6.7%	60	
2	3.7%	33		7.3%	66		6.2%	56	
3	8.2%	74		6.4%	57		6.1%	55	
4	15.7%	142		6.5%	59		0.5%	4	
5	18.1%	163		5.5%	50		0.8%	7	
6 Very	30.1%	272		13.0%	118		0.2%	*	
Total	100.0%	903	3.70	100.0%	903	1.81	100.0%	903	.44

* Values reported for items with n >= 3.

Table 22: Race/Ethnicity

Race and/or Ethnicity (Select all that apply):	Pct	Pop
Native American or Alaska Native or First Nations	1.0%	10
Asian (can include Middle Eastern and North African)	4.0%	38
Black or African American (can include Middle Eastern and North African)	0.8%	7
Hispanic or Latinx	9.1%	86
Native Hawaiian or Other Pacific Islander	0.3%	*
White	82.9%	783
Prefer not to disclose	6.9%	65
The race/ethnicity I most closely align with is not listed (please specify)	0.3%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 23: Black or African American

You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):	Pct	Pop
Black American	69.4%	5
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)	30.6%	*
Prefer not to disclose	0.0%	*
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 24: Native American or Alaska Native or First Nations

You indicated that you identify as Native American or Alaska Native or First Nations, please list your Tribal Nation affiliation(s) in the text box below.	Pct	Pop
Apache	24.9%	*
Cherokee	0.0%	*
Oglala Lakota Sioux	0.0%	*
Navajo/Diné	25.2%	*
Pueblo (e.g., Acoma, Cochiti, Taos)	24.9%	*
Another tribal affiliation	0.0%	*
Unknown/not disclosed	24.9%	*

Total may exceed 100% as respondents could select more than one option.
Categories coded from write-in responses.
* Values reported for items with n >= 3.

Table 25: Hispanic or Latinx

You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):	Pct	Pop
Mexican or Chicano/a	44.8%	36
Caribbean	0.0%	*
Puerto Rican	0.0%	*
Cuban	14.6%	12
Central American	2.7%	*
South American	32.9%	27
Prefer not to disclose	5.0%	4
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 26: Asian

You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):	Pct	Pop
Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	0.0%	*
Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	7.0%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	4.5%	*
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	67.4%	25
West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	7.0%	*
Prefer not to disclose	14.1%	5
The Asian identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 27: Hawaiian/Pacific Islander

You indicated that you identify as a Hawaiian/Pacific Islander, please select any additional identities that you align with (select all that apply):	Pct	Pop
Guamanian or Chamorro	0.0%	*
Native Hawaiian	100.0%	*
Samoan	0.0%	*
Prefer not to disclose	0.0%	*
The Pacific Islander identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 28: Disability

	Yes	No	Prefer not to respond	Total (Pct | Pop)	
Do you identify as a person with a disability?	8.1%	86.2%	5.7%	100.0%	961

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct | Pop)	
Do you identify in the LGBTQIA+ community?	9.4%	83.7%	2.0%	4.9%	100.0%	964

Table 30: CVMBS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Veterinary Medicine and Biomedical Sciences, please indicate your level of agreement with the following statements:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
I have the resources needed to perform my job to the best of my ability	7.1%	13.0%	11.9%	52.9%	15.1%	100.0%	964
My supervisor supports my professional development	2.9%	6.8%	11.7%	46.4%	32.3%	100.0%	964
My supervisor recognizes my current skills/knowledge	3.7%	8.6%	9.0%	47.4%	31.3%	100.0%	966
My department supports my overall health and well-being	6.7%	11.8%	19.2%	40.0%	22.3%	100.0%	964
My department creates an inclusive environment for all employees	6.2%	10.2%	25.1%	42.5%	16.0%	100.0%	956
CVMBS leadership makes sound decisions for the college	7.9%	13.2%	33.3%	38.1%	7.5%	100.0%	914
CVMBS leadership demonstrates collaboration	7.8%	11.9%	30.2%	40.0%	10.1%	100.0%	919
CVMBS leadership demonstrates accountability	10.0%	17.4%	31.7%	32.5%	8.4%	100.0%	923
CVMBS leadership demonstrates respect	6.6%	8.1%	27.3%	47.6%	10.4%	100.0%	936
CVMBS leadership demonstrates innovation	5.6%	9.3%	29.8%	43.8%	11.4%	100.0%	928
CVMBS leadership demonstrates transparency	8.8%	18.6%	30.3%	35.6%	6.8%	100.0%	939

Table 31: Department/Unit

	Pct	Pop
Biomedical Sciences	8.8%	94
CVMBS College Office	10.5%	113
Clinical Sciences	19.7%	211
Environmental and Radiological Health Sciences	8.0%	86
Fort Collins Diag Lab	9.2%	98
Grand Junction Diag Lab	0.4%	5
Microbiology, Immunology and Pathology	22.0%	236
Molecular, Cellular & Integrative Neurosciences	0.2%	*
Rocky Ford Diag Lab	0.7%	7
Veterinary Teaching Hospital	19.1%	205
Unknown	1.4%	15
Total	100.0%	1,071

Values reported for items with n >= 3.

Table 32: Employee Type

	Pct	Pop
Admin Professional	36.2%	382
CCAF Faculty	7.0%	74
Other Salaried Employee	12.0%	127
State Classified	29.7%	313
T or TT Faculty	15.0%	158
Total	100.0%	1,054

Comparisons by Gender

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

Table 33: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	66.0% B	243	57.7%	595	70.3%	17	60.3%	854
My department/unit promotes a work environment where all employees feel included	66.0%	248	63.5%	602	85.7%	17	64.6%	867
My department/unit treats all employees equitably	69.4% B	248	50.3%	604	71.4%	17	56.1%	869
My department/unit is open and transparent in communication	67.8% B	245	55.5%	604	85.7% B	17	59.6%	866
My department/unit values employee input in major department/unit decisions	63.3% B	248	53.6%	602	42.9%	17	56.2%	866
My department/unit promotes respect for cultural differences	72.1% C	248	69.0%	604	42.9%	17	69.4%	869
My department/unit understands the value of diversity	69.0%	248	62.8%	599	85.7%	17	65.1%	864
My department/unit communicates the importance of valuing diversity	67.0% B	248	54.5%	604	57.1%	17	58.1%	869
I feel valued as an employee	69.4% B	248	59.0%	604	71.4%	17	62.2%	869
I feel a strong sense of belonging to CSU	53.3%	248	44.8%	604	42.9%	17	47.2%	869
I feel a strong sense of belonging to my division/college	57.3%	245	49.7%	604	71.4%	17	52.3%	866
I feel a strong sense of belonging to my department/unit	71.1%	248	62.7%	604	71.4%	17	65.3%	869
I would recommend CSU as a place of employment	67.5%	248	61.3%	604	100.0% A B	17	63.8%	869
I would recommend my department/unit as a place of employment	65.9%	248	60.4%	604	85.7%	17	62.5%	869

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 34: Performance Review in Last Year

Did you have a performance review in the last year?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	73.1%	181	82.3% A	497	71.4%	12	79.4%	690
No, I did not have a review	26.9% B	67	17.7%	107	28.6%	5	20.6%	179
Total	100.0%	248	100.0%	604	100.0%	17	100.0%	869

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 35: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	73.5%	181	76.2%	497	86.7%	12	75.7%	690
I am satisfied with the effort my supervisor put into my most recent performance review	67.6%	181	75.2%	497	80.0%	12	73.3%	690
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	13.8%	181	19.5%	497	20.0%	12	18.1%	690
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	53.0%	181	53.4%	497	80.0%	12	53.8%	690

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[a,b,c]

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

Table 36: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	63.4%	248	63.7%	602	73.8%	17	63.8%	866
My department/unit is treated with respect by other units within my college/division	64.8%	248	60.0%	604	100.0% A B	17	62.1%	869
My college/division is treated with respect by CSU	73.1% B	248	64.2%	604	85.7%	17	67.1%	869
The people I interact with treat each other with respect	85.9% B	248	73.4%	602	85.7%	17	77.2%	866
There is respect for religious differences in my department/unit	57.9%	248	58.8%	604	57.1%	17	58.5%	869
There is respect for liberal perspectives in my department/unit	62.9%	248	78.8% A	604	85.7%	17	74.4%	869
There is respect for conservative perspectives in my department/unit	36.1%	248	47.3% A	604	28.6%	17	43.8%	869

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 37: 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	25.8%	248	31.2%	593	14.3%	17	29.3%	857
Recognized within my department/unit	33.6%	248	40.0%	602	14.3%	17	37.7%	867
Resources in my department/unit	28.4%	248	31.4%	602	14.3%	17	30.2%	867
Professional development opportunities	17.9%	248	23.0%	600	14.3%	17	21.4%	864
Promoted in my department/unit	24.6%	248	33.4% A	597	14.3%	17	30.5%	862
Hired in my department/unit	24.4%	248	27.5%	599	14.3%	17	26.3%	864

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 38: 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	43.3% B	245	33.4%	600	31.0%	17	36.2%	862
Leadership adequately addresses inappropriate behavior	46.0% B C	245	32.6%	602	14.3%	17	36.0%	864
Leadership holds employees accountable for inappropriate behavior	43.9% B C	245	30.0%	602	14.3%	17	33.6%	864
Leadership holds employees accountable for poor performance in the workplace	28.2%	245	26.2%	602	28.6%	17	26.9%	864
Leadership acts ethically and honestly in the workplace	65.7% B	245	55.3%	600	57.1%	17	58.3%	862
Leadership addresses issues of inequity	40.3% B	245	30.1%	602	57.1%	17	33.5%	864
Leadership holds all employees to the same standards	35.6% B	245	25.6%	602	14.3%	17	28.2%	864

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 39: 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	55.3% B	237	43.1%	588	40.5%	17	46.5%	842
Leadership adequately addresses inappropriate behavior	58.9% B C	242	46.2% C	602	14.3%	17	49.2%	861
Leadership holds employees accountable for inappropriate behavior	53.8% B C	243	39.2%	600	14.3%	17	42.8%	860
Leadership holds employees accountable for poor performance in the workplace	40.4%	245	39.4%	602	57.1%	17	40.1%	864
Leadership acts ethically and honestly in the workplace	65.7% B	245	55.3%	600	57.1%	17	58.3%	862
Leadership addresses issues of inequity	54.5% B	242	37.1%	596	57.1%	17	42.4%	854
Leadership holds all employees to the same standards	51.0% B	245	32.0%	600	28.6%	17	37.3%	862

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 40: 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	53.5%	244	51.7%	593	59.2%	17	52.4%	854
Recruits employees from a diverse set of backgrounds	60.5%	247	58.9%	601	42.9%	17	59.0%	864
Improves the campus climate for all employees	51.6%	244	46.4%	601	71.4%	17	48.4%	861
Retains diverse employees	44.6%	247	41.3%	601	57.1%	17	42.5%	864
Creates a supportive environment for employees from diverse backgrounds	56.1%	247	50.1%	601	57.1%	17	52.0%	864
Encourages discussions related to diversity	52.5%	247	62.1% A	596	71.4%	17	59.6%	859
Provides employees with a positive work experience	56.4%	247	50.6%	598	57.1%	17	52.4%	862
Climate has become consistently more inclusive of all employees	51.5%	247	52.3%	596	57.1%	17	52.2%	859

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 41: 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	61.7% B	242	50.5%	589	46.9%	17	53.6%	847
Recruits employees from a diverse set of backgrounds	67.5% B	247	58.1%	598	42.9%	17	60.5%	862
Improves the campus climate for all employees	62.4% B	244	52.5%	596	57.1%	17	55.4%	857
Retains diverse employees	53.8% B	245	40.8%	601	57.1%	17	44.8%	862
Creates a supportive environment for employees from diverse backgrounds	56.1%	247	50.1%	601	57.1%	17	52.0%	864
Encourages discussions related to diversity	56.2% B	247	47.0%	593	42.9%	17	49.6%	857
Provides employees with a positive work experience	66.2%	247	58.4%	598	57.1%	17	60.6%	862
Climate has become consistently more inclusive of all employees	59.9% B	247	47.6%	596	42.9%	17	51.0%	859

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 42: 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	45.8%	247	61.6% A	591	65.3%	17	57.1%	855
Communications are effective	50.6%	247	63.9% A	598	57.1%	17	60.0%	862
Communications are timely	55.4%	247	68.4% A	598	85.7% A	17	65.0%	862
Communications are relevant	39.9%	247	60.6% A	601	57.1%	17	54.6%	864
Communications are informative	42.3%	247	69.9% A	601	57.1%	17	61.8%	864
Communications are motivating	23.9%	247	37.8% A	601	57.1% A	17	34.2%	864
Communications are honest	42.2%	247	55.5% A	598	57.1%	17	51.7%	862
Communications are accessible	66.0%	247	71.6%	598	85.7%	17	70.3%	862

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 43: 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	58.4%	247	58.7%	586	71.4%	17	58.8%	850
Communications are effective	61.4%	247	58.9%	598	71.4%	17	59.8%	862
Communications are timely	66.4%	247	62.8%	598	100.0% A B	17	64.6%	862
Communications are relevant	58.2%	247	59.8%	598	57.1%	17	59.3%	862
Communications are informative	60.8%	247	68.1%	593	57.1%	17	65.8%	857
Communications are motivating	36.9%	247	35.7%	596	71.4% A B	17	36.8%	859
Communications are honest	55.3%	247	53.0%	596	57.1%	17	53.7%	860
Communications are accessible	69.7%	247	70.9%	598	85.7%	17	70.9%	862

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 44: 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	67.3%	247	64.2%	591	77.6%	17	65.3%	855
Communications are effective	68.7%	247	61.7%	598	71.4%	17	63.9%	862
Communications are timely	71.4% B	247	62.8%	598	100.0% A B	17	66.0%	862
Communications are relevant	66.9%	247	73.6%	596	85.7%	17	71.9%	860
Communications are informative	71.6%	247	74.6%	596	85.7%	17	73.9%	859
Communications are motivating	47.1%	247	41.8%	601	57.1%	17	43.6%	864
Communications are honest	69.4%	247	63.3%	598	71.4%	17	65.2%	862
Communications are accessible	76.0%	247	69.8%	598	71.4%	17	71.6%	862

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 45: 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	48.2% C	120	39.8%	238	14.3%	*	41.7%	361
Maybe, I can provide feedback in limited situations	31.8%	79	40.1%	240	71.4% A B	12	38.3%	332
No, I don't have an opportunity to provide feedback	20.1%	50	20.1%	120	14.3%	*	20.0%	173
Total	100.0%	250	100.0%	599	100.0%	17	100.0%	866

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.*[1,2]

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

Table 46: 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	52.1%	192	48.5%	456	43.3%	15	49.5%	662
One on one conversations with my supervisor	81.4%	195	80.9%	466	100.0%	15	81.5%	675
My representation in shared governance (CPC, APC, or Faculty Council)	17.4%	192	23.4%	460	0.0%	15	21.1%	666
My service on committees	49.1% B C	195	38.2%	462	16.7%	15	40.9%	671
Annual review process	63.9%	195	60.6%	462	50.0%	15	61.3%	671
Input collection through anonymous surveys	51.2% B	195	39.6%	460	50.0%	15	43.2%	669

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 47: 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	49.4%	195	45.6%	462	55.6%	15	46.9%	672
CSU overall	23.8%	195	29.5%	462	33.3%	15	27.9%	672
My division/college	48.3%	195	44.4%	462	33.3%	15	45.3%	672
My department/unit	76.2% B	195	62.8%	462	100.0% B	15	67.5%	672

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 48: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Man Pct	Man Pop	Woman Pct	Woman Pop	T/NB/NC Pct	T/NB/NC Pop	Overall Pct	Overall Pop
Age	4.6%	12	5.4%	32	0.0%	*	5.0%	44
Physical appearance	3.9%	10	3.0%	18	0.0%	*	3.2%	28
Physical disability	3.6%	9	2.8%	17	0.0%	*	3.0%	26
Mental disability	3.7%	9	4.1%	25	0.0%	*	3.9%	34
Employment classification	11.2%	28	16.2%	98	0.0%	*	14.5%	126
Gender identity	5.7%	14	4.5%	27	14.3%	*	5.1%	44
Job title	9.7%	24	12.8%	77	0.0%	*	11.7%	102
Parental status	3.9%	10	7.8%	47	14.3%	*	6.8%	60
Religion	6.5%	16	4.5%	27	0.0%	*	5.0%	43
Political affiliation	17.4%	43	10.6%	64	14.3%	*	12.6%	110
Sexual orientation	4.1%	10	2.3%	14	0.0%	*	2.8%	24
Socio-economic status	4.9%	12	2.9%	18	14.3%	*	3.7%	32
Ethnic origin	9.0%	23	3.3%	20	14.3%	*	5.1%	45
Veteran status	4.2%	10	1.2%	7	0.0%	*	2.0%	18
Race or color	10.2%	26	5.5%	33	14.3%	*	7.0%	61
Marital status	1.9%	5	2.6%	16	0.0%	*	2.4%	21
Nationality/country of origin	5.6%	14	3.4%	21	0.0%	*	4.0%	34
None/no response	70.9%	177	68.3%	413	71.4%	12	69.1%	602

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: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Man Pct	Man Pop	Woman Pct	Woman Pop	T/NB/NC Pct	T/NB/NC Pop	Overall Pct	Overall Pop
Age	5.9%	15	6.9%	41	0.0%	*	6.4%	56
Physical appearance	2.6%	7	5.8%	35	0.0%	*	4.8%	42
Physical disability	4.3%	11	4.1%	24	0.0%	*	4.0%	35
Mental disability	3.6%	9	5.1%	31	0.0%	*	4.6%	40
Employment classification	14.0%	35	22.4%	135	14.3%	*	19.8%	173
Gender identity	4.5%	11	5.6%	34	14.3%	*	5.5%	48
Job title	15.1%	38	17.9%	108	0.0%	*	16.7%	146
Parental status	7.6%	19	8.9%	54	14.3%	*	8.6%	75
Religion	5.2%	13	3.0%	18	0.0%	*	3.6%	31
Political affiliation	13.0%	32	10.5%	63	14.3%	*	11.3%	98
Sexual orientation	3.6%	9	1.2%	7	0.0%	*	1.9%	16
Socio-economic status	3.4%	9	5.2%	32	14.3%	*	4.9%	43
Ethnic origin	4.3%	11	4.8%	29	0.0%	*	4.6%	40
Veteran status	3.4%	9	1.2%	7	0.0%	*	1.8%	16
Race or color	5.1%	13	6.4%	39	0.0%	*	5.9%	51
Marital status	5.2%	13	3.1%	19	0.0%	*	3.7%	32
Nationality/country of origin	6.1%	15	6.3%	38	0.0%	*	6.1%	53
None/no response	75.1%	188	61.5%	371	71.4%	12	65.6%	571

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: 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	3.9%	10	8.1%	49	0.0%	*	6.7%	59
Physical appearance	0.0%	*	7.0%	42	0.0%	*	4.8%	42
Physical disability	0.8%	*	4.3%	26	0.0%	*	3.2%	28
Mental disability	1.0%	*	5.6%	34	0.0%	*	4.2%	36
Employment classification	15.7%	39	20.6%	125	0.0%	*	18.8%	164
Gender identity	2.7%	7	8.1%	49	14.3%	*	6.7%	58
Job title	12.8%	32	20.5%	124	0.0%	*	17.9%	156
Parental status	4.7%	12	12.6%	76	14.3%	*	10.4%	90
Religion	2.6%	7	4.2%	25	0.0%	*	3.6%	32
Political affiliation	8.4%	21	9.7%	59	14.3%	*	9.5%	82
Sexual orientation	1.0%	*	2.7%	16	0.0%	*	2.2%	19
Socio-economic status	0.8%	*	5.7%	35	14.3%	*	4.5%	39
Ethnic origin	1.9%	5	3.7%	22	0.0%	*	3.1%	27
Veteran status	0.8%	*	1.2%	7	0.0%	*	1.1%	9
Race or color	2.7%	7	7.2%	43	0.0%	*	5.7%	50
Marital status	0.0%	*	3.2%	19	0.0%	*	2.2%	19
Nationality/country of origin	3.7%	9	7.7%	47	0.0%	*	6.4%	56
None/no response	78.8%	197	57.4%	347	85.7%	15	64.1%	558

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: 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	4.8%	12	3.5%	21	0.0%	*	3.8%	33
Bullying	3.6%	9	5.9%	35	0.0%	*	5.1%	44
Bias	12.5%	31	15.3%	92	14.3%	*	14.5%	126
Physical assault	1.1%	*	0.4%	*	0.0%	*	0.6%	5
Sexual misconduct	2.7%	7	1.9%	11	0.0%	*	2.1%	18
Verbal abuse	3.6%	9	3.2%	19	0.0%	*	3.2%	28
None/no response	85.5%	213	80.4%	485	85.7%	15	81.9%	713

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: 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	3.8%	10	3.8%	23	14.3%	*	4.0%	35
Bullying	8.0%	20	12.5%	76	14.3%	*	11.2%	98
Bias	11.4%	29	25.2%	152	28.6%	5	21.3%	186
Physical assault	0.0%	*	0.4%	*	0.0%	*	0.2%	*
Sexual misconduct	0.8%	*	0.7%	4	0.0%	*	0.7%	6
Verbal abuse	7.1%	18	7.7%	47	14.3%	*	7.7%	67
None/no response	85.2%	213	70.0%	423	71.4%	12	74.4%	648

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 53: 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	1.8%	4	3.0%	18	0.0%	*	2.6%	23
Bullying	7.3%	18	14.0%	84	0.0%	*	11.8%	103
Bias	13.3%	33	26.9%	163	28.6%	5	23.1%	201
Physical assault	0.0%	*	0.4%	*	0.0%	*	0.2%	*
Sexual misconduct	0.0%	*	1.3%	8	0.0%	*	0.9%	8
Verbal abuse	6.9%	17	9.3%	56	14.3%	*	8.7%	76
None/no response	85.0%	212	65.7%	397	71.4%	12	71.3%	621

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 54: CVMBS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Veterinary Medicine and Biomedical Sciences, please indicate your level of agreement with the following statements:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I have the resources needed to perform my job to the best of my ability	70.5%	240	66.7%	602	85.7%	17	68.1%	859
My supervisor supports my professional development	77.7%	237	80.4%	602	85.7%	17	79.7%	856
My supervisor recognizes my current skills/knowledge	82.0%	240	79.9%	602	85.7%	17	80.6%	859
My department supports my overall health and well-being	65.0%	240	62.3%	599	71.4%	17	63.2%	857
My department creates an inclusive environment for all employees	69.2% B	235	56.2%	597	42.9%	17	59.6%	849
CVMBS leadership makes sound decisions for the college	54.7% B	230	45.3%	567	66.7%	15	48.4%	812
CVMBS leadership demonstrates collaboration	54.0%	225	50.7%	571	71.4%	17	52.1%	814
CVMBS leadership demonstrates accountability	49.5% B	230	38.7%	573	57.1%	17	42.1%	820
CVMBS leadership demonstrates respect	72.1% B	235	55.0%	581	71.4%	17	60.1%	833
CVMBS leadership demonstrates innovation	49.9%	229	58.6%	578	71.4%	17	56.4%	825
CVMBS leadership demonstrates transparency	53.8% B	235	39.8%	585	57.1%	17	44.1%	837

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

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 55: 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	50.2%	126	62.0% A	737	60.2%	863
My department/unit promotes a work environment where all employees feel included	49.9%	131	66.9% A	744	64.3%	875
My department/unit treats all employees equitably	45.3%	133	57.8% A	744	55.9%	877
My department/unit is open and transparent in communication	53.6%	131	60.6%	744	59.6%	874
My department/unit values employee input in major department/unit decisions	42.6%	133	59.5% A	741	56.9%	875
My department/unit promotes respect for cultural differences	49.3%	133	72.6% A	744	69.1%	877
My department/unit understands the value of diversity	50.7%	133	67.6% A	739	65.0%	873
My department/unit communicates the importance of valuing diversity	42.3%	133	60.7% A	744	57.9%	877
I feel valued as an employee	52.7%	133	63.9% A	744	62.2%	877
I feel a strong sense of belonging to CSU	50.6%	133	46.7%	744	47.3%	877
I feel a strong sense of belonging to my division/college	47.0%	131	53.3%	744	52.3%	875
I feel a strong sense of belonging to my department/unit	55.1%	133	66.5% A	744	64.8%	877
I would recommend CSU as a place of employment	63.8%	133	63.7%	744	63.7%	877
I would recommend my department/unit as a place of employment	52.1%	133	64.6% A	744	62.7%	877

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 56: 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	71.7%	96	81.9% A	609	80.3%	704
No, I did not have a review	28.3% B	38	18.1%	135	19.7%	173
Total	100.0%	133	100.0%	744	100.0%	877

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 57: 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	69.2%	96	76.3% A	609	75.4%	704
I am satisfied with the effort my supervisor put into my most recent performance review	68.7%	96	73.1%	609	72.5%	704
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	33.8% B	96	15.5%	609	18.0%	704
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	38.9%	96	55.9% A	609	53.6%	704

Asked only of those respondents who had a performance review in the last year.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.

*Reverse coded when included in overall ratinG[1,2,3]

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

Table 58: 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	56.3%	133	64.8% A	741	63.5%	875
My department/unit is treated with respect by other units within my college/division	53.9%	133	63.7% A	744	62.2%	877
My college/division is treated with respect by CSU	65.3%	133	67.5%	744	67.1%	877
The people I interact with treat each other with respect	63.6%	133	78.9% A	741	76.5%	875
There is respect for religious differences in my department/unit	49.1%	133	59.2% A	744	57.6%	877
There is respect for liberal perspectives in my department/unit	64.2%	133	75.8% A	744	74.1%	877
There is respect for conservative perspectives in my department/unit	41.8%	133	44.2%	744	43.8%	877

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 59: 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	41.5% B	133	26.6%	732	28.9%	866
Recognized within my department/unit	48.3% B	133	35.8%	742	37.7%	875
Resources in my department/unit	46.2% B	133	26.7%	742	29.7%	875
Professional development opportunities	37.7% B	133	17.1%	739	20.3%	873
Promoted in my department/unit	42.1% B	133	27.7%	737	29.9%	870
Hired in my department/unit	33.2% B	133	25.1%	739	26.3%	873

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 60: 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	26.9%	133	37.8% A	737	36.1%	870
Leadership adequately addresses inappropriate behavior	30.2%	133	35.6%	739	34.8%	872
Leadership holds employees accountable for inappropriate behavior	17.2%	133	36.6% A	739	33.6%	872
Leadership holds employees accountable for poor performance in the workplace	24.3%	133	28.3%	739	27.7%	872
Leadership acts ethically and honestly in the workplace	51.0%	133	60.3% A	737	58.9%	870
Leadership addresses issues of inequity	23.3%	133	34.0% A	739	32.3%	872
Leadership holds all employees to the same standards	15.0%	133	31.3% A	739	28.8%	872

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 61: 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	33.7%	129	48.8% A	725	46.5%	853
Leadership adequately addresses inappropriate behavior	39.3%	133	51.0% A	736	49.2%	870
Leadership holds employees accountable for inappropriate behavior	26.7%	131	45.9% A	737	43.0%	868
Leadership holds employees accountable for poor performance in the workplace	31.3%	133	42.0% A	739	40.3%	872
Leadership acts ethically and honestly in the workplace	51.0%	133	60.3% A	737	58.9%	870
Leadership addresses issues of inequity	25.6%	131	45.2% A	734	42.2%	866
Leadership holds all employees to the same standards	22.4%	133	40.3% A	737	37.5%	870

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 62: 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	46.3%	133	54.9% A	727	53.6%	860
Recruits employees from a diverse set of backgrounds	55.8%	133	61.4%	737	60.6%	870
Improves the campus climate for all employees	37.6%	133	51.9% A	734	49.7%	867
Retains diverse employees	34.4%	133	44.3% A	737	42.8%	870
Creates a supportive environment for employees from diverse backgrounds	50.4%	133	54.2%	737	53.6%	870
Encourages discussions related to diversity	48.6%	133	63.2% A	732	60.9%	865
Provides employees with a positive work experience	50.4%	133	53.4%	734	52.9%	868
Climate has become consistently more inclusive of all employees	47.1%	133	55.0%	732	53.8%	865

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 63: 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	40.9%	131	56.3% A	722	53.9%	853
Recruits employees from a diverse set of backgrounds	56.0%	133	62.2%	734	61.2%	868
Improves the campus climate for all employees	36.4%	131	59.0% A	731	55.6%	863
Retains diverse employees	28.5%	133	47.4% A	735	44.5%	868
Creates a supportive environment for employees from diverse backgrounds	50.4%	133	54.2%	737	53.6%	870
Encourages discussions related to diversity	30.6%	133	52.4% A	730	49.0%	863
Provides employees with a positive work experience	53.1%	133	62.2% A	734	60.8%	868
Climate has become consistently more inclusive of all employees	40.4%	133	54.2% A	732	52.1%	865

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 64: 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	56.5%	133	57.5%	730	57.4%	864
Communications are effective	55.1%	133	61.2%	737	60.2%	871
Communications are timely	69.3%	133	65.1%	737	65.8%	870
Communications are relevant	57.5%	133	54.4%	739	54.9%	873
Communications are informative	63.7%	133	62.3%	739	62.5%	873
Communications are motivating	30.3%	133	34.5%	739	33.8%	873
Communications are honest	53.0%	133	50.9%	737	51.2%	871
Communications are accessible	66.6%	133	71.9%	737	71.1%	870

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[a,b,c]

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

Table 65: 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	53.5%	133	60.1%	725	59.0%	859
Communications are effective	53.4%	133	61.6%	737	60.4%	870
Communications are timely	60.8%	133	66.2%	737	65.3%	870
Communications are relevant	53.3%	133	59.8%	737	58.8%	870
Communications are informative	63.7%	133	66.7%	732	66.2%	865
Communications are motivating	28.9%	133	38.1% A	734	36.7%	868
Communications are honest	50.0%	133	53.1%	735	52.6%	868
Communications are accessible	64.2%	133	73.7% A	737	72.2%	870

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 66: 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	58.4%	131	66.9% A	732	65.6%	863
Communications are effective	60.7%	133	65.5%	737	64.8%	870
Communications are timely	58.7%	133	67.6% A	737	66.3%	870
Communications are relevant	66.6%	131	72.5%	737	71.6%	868
Communications are informative	71.1%	133	74.4%	734	73.9%	868
Communications are motivating	31.8%	133	46.3% A	739	44.0%	873
Communications are honest	56.5%	133	66.0% A	737	64.5%	870
Communications are accessible	67.5%	133	74.0%	737	73.0%	870

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 67: 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	22.8%	30	43.7% A	323	40.5%	354
Maybe, I can provide feedback in limited situations	44.6%	60	39.1%	290	40.0%	349
No, I don't have an opportunity to provide feedback	32.6% B	44	17.2%	128	19.6%	171
Total	100.0%	133	100.0%	741	100.0%	874

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 68: 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	42.1%	87	49.8% A	582	48.8%	670
One on one conversations with my supervisor	68.7%	87	81.2% A	598	79.6%	685
My representation in shared governance (CPC, APC, or Faculty Council)	28.4%	87	20.3%	587	21.4%	674
My service on committees	39.2%	87	40.7%	591	40.5%	679
Annual review process	40.6%	87	63.5% A	594	60.6%	681
Input collection through anonymous surveys	33.5%	87	44.3%	590	42.9%	677

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 69: 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	36.1%	87	48.4% A	592	46.8%	679
CSU overall	22.9%	87	29.5%	592	28.7%	679
My division/college	33.4%	87	46.5% A	592	44.8%	679
My department/unit	52.1%	87	69.2% A	594	67.0%	682

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 70: 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	5.1%	7	5.7%	43	5.6%	49
Physical appearance	6.7%	9	2.9%	22	3.5%	31
Physical disability	3.5%	5	2.9%	22	3.0%	27
Mental disability	5.3%	7	3.7%	27	3.9%	35
Employment classification	11.0%	15	14.4%	108	13.9%	122
Gender identity	7.5%	10	4.7%	35	5.1%	45
Job title	8.3%	11	11.9%	89	11.4%	100
Parental status	9.8%	13	5.7%	42	6.3%	55
Religion	6.9%	9	4.1%	31	4.5%	40
Political affiliation	12.0%	16	12.7%	95	12.6%	111
Sexual orientation	5.6%	8	2.3%	17	2.8%	25
Socio-economic status	7.3%	10	2.8%	21	3.5%	31
Ethnic origin	7.0%	9	4.2%	31	4.6%	41
Veteran status	2.0%	*	1.4%	11	1.5%	13
Race or color	7.0%	9	6.4%	47	6.5%	57
Marital status	2.0%	*	2.4%	18	2.4%	21
Nationality/country of origin	8.7%	12	2.5%	19	3.5%	30
None/no response	69.3%	93	69.9%	521	69.8%	614

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 71: 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	6.2%	8	7.2%	53	7.0%	62
Physical appearance	7.4%	10	5.2%	39	5.6%	49
Physical disability	4.9%	7	4.8%	36	4.8%	42
Mental disability	6.7%	9	4.5%	33	4.8%	42
Employment classification	23.8%	32	18.7%	139	19.5%	171
Gender identity	10.4%	14	4.9%	36	5.7%	50
Job title	16.0%	21	16.4%	122	16.3%	144
Parental status	12.4%	16	7.8%	58	8.5%	75
Religion	9.8%	13	2.5%	19	3.6%	32
Political affiliation	11.6%	16	10.9%	81	11.0%	97
Sexual orientation	8.5%	11	1.3%	10	2.4%	21
Socio-economic status	8.6%	11	4.6%	34	5.2%	45
Ethnic origin	13.8%	18	2.6%	19	4.3%	38
Veteran status	4.9%	7	0.7%	5	1.3%	11
Race or color	11.1%	15	5.0%	37	5.9%	52
Marital status	4.9%	7	3.7%	28	3.9%	34
Nationality/country of origin	15.1%	20	3.9%	29	5.6%	49
None/no response	66.5%	89	66.5%	496	66.5%	584

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 72: 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	1.8%	*	8.3%	62	7.3%	64
Physical appearance	9.3%	12	4.4%	33	5.1%	45
Physical disability	4.0%	5	3.7%	27	3.7%	33
Mental disability	1.8%	*	4.9%	37	4.4%	39
Employment classification	18.9%	25	19.3%	144	19.2%	169
Gender identity	9.5%	13	6.1%	46	6.6%	58
Job title	18.0%	24	18.1%	135	18.1%	159
Parental status	12.9%	17	9.4%	70	10.0%	88
Religion	6.2%	8	3.5%	26	3.9%	34
Political affiliation	6.7%	9	10.3%	77	9.7%	86
Sexual orientation	3.6%	5	2.5%	19	2.7%	24
Socio-economic status	9.0%	12	4.3%	32	5.0%	44
Ethnic origin	6.2%	8	2.6%	19	3.1%	28
Veteran status	0.0%	*	0.7%	5	0.6%	5
Race or color	6.2%	8	5.7%	42	5.8%	51
Marital status	0.0%	*	2.9%	22	2.5%	22
Nationality/country of origin	11.5%	15	4.9%	36	5.9%	52
None/no response	61.2%	82	64.3%	480	63.9%	562

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 73: 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	3.3%	4	4.2%	31	4.1%	36
Bullying	3.3%	4	6.1%	45	5.7%	50
Bias	19.6%	26	13.5%	101	14.4%	127
Physical assault	2.0%	*	0.0%	*	0.3%	*
Sexual misconduct	3.8%	5	1.8%	13	2.1%	19
Verbal abuse	3.6%	5	3.6%	26	3.6%	31
None/no response	78.8%	105	81.9%	611	81.4%	716

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 74: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	4.4%	33	3.7%	33
Bullying	14.0%	19	11.4%	85	11.8%	103
Bias	32.8%	44	19.0%	142	21.1%	185
Physical assault	0.0%	*	0.3%	*	0.2%	*
Sexual misconduct	0.0%	*	0.9%	6	0.7%	6
Verbal abuse	6.7%	9	8.7%	65	8.4%	74
None/no response	67.2%	90	75.7%	565	74.4%	654

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 75: 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	1.5%	*	2.5%	19	2.3%	20
Bullying	18.5%	25	10.8%	81	12.0%	106
Bias	40.5%	54	19.7%	147	22.9%	201
Physical assault	0.0%	*	0.3%	*	0.2%	*
Sexual misconduct	1.5%	*	0.8%	6	0.9%	8
Verbal abuse	9.1%	12	9.5%	71	9.4%	83
None/no response	55.5%	74	74.6%	557	71.7%	631

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 76: CVMBS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Veterinary Medicine and Biomedical Sciences, please indicate your level of agreement with the following statements:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
I have the resources needed to perform my job to the best of my ability	67.7%	127	69.0%	738	68.8%	865
My supervisor supports my professional development	72.0%	124	80.5% A	740	79.3%	865
My supervisor recognizes my current skills/knowledge	70.3%	127	83.5% A	740	81.6%	867
My department supports my overall health and well-being	64.3%	127	63.3%	738	63.5%	865
My department creates an inclusive environment for all employees	52.5%	122	61.0%	735	59.8%	857
CVMBS leadership makes sound decisions for the college	35.4%	114	50.4% A	709	48.3%	823
CVMBS leadership demonstrates collaboration	42.0%	122	53.2% A	705	51.5%	827
CVMBS leadership demonstrates accountability	29.3%	119	44.3% A	712	42.2%	831
CVMBS leadership demonstrates respect	52.4%	124	60.3%	722	59.1%	846
CVMBS leadership demonstrates innovation	52.1%	124	57.5%	714	56.7%	838
CVMBS leadership demonstrates transparency	31.9%	122	45.4% A	726	43.5%	848

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

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 77: 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 (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	62.1%	370	56.6%	151	55.3%	71	58.3%	306	59.3%	899
My department/unit promotes a work environment where all employees feel included	64.6%	380	55.0%	154	52.5%	74	69.6% B C	311	63.7%	918
My department/unit treats all employees equitably	58.5% B	382	41.6%	154	44.5%	74	60.3% B	311	55.2%	920
My department/unit is open and transparent in communication	60.0%	375	49.0%	156	55.2%	74	59.1%	311	57.4%	915
My department/unit values employee input in major department/unit decisions	55.5%	380	56.9%	154	61.7%	74	54.8%	308	56.0%	915
My department/unit promotes respect for cultural differences	68.7%	380	74.5%	154	79.6%	74	69.8%	311	70.9%	918
My department/unit understands the value of diversity	71.1% D	380	63.9%	154	72.3%	74	60.6%	308	66.4%	916
My department/unit communicates the importance of valuing diversity	63.0% D	382	62.5%	154	65.7%	74	50.4%	311	58.9%	920
I feel valued as an employee	59.3%	380	58.3%	154	49.9%	74	58.0%	311	57.9%	918
I feel a strong sense of belonging to CSU	50.1%	380	50.6%	154	54.5%	74	40.3%	311	47.2%	918
I feel a strong sense of belonging to my division/college	54.5%	380	47.2%	154	50.3%	71	47.6%	311	50.6%	916
I feel a strong sense of belonging to my department/unit	62.9%	380	57.8%	151	52.5%	74	69.6% C	311	63.5%	916
I would recommend CSU as a place of employment	71.5% B C D	380	57.1%	151	53.9%	74	52.8%	311	61.4%	916
I would recommend my department/unit as a place of employment	63.7% C	380	59.0%	151	44.0%	74	64.1% C	311	61.4%	916

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 78: 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	81.6%	308	89.5% C	138	75.1%	55	96.0% A B C	296	87.3%	797
No, I did not have a review	18.4% D	69	10.5% D	16	24.9% B D	18	4.0%	12	12.7%	116
Total	100.0%	377	100.0%	154	100.0%	74	100.0%	308	100.0%	913

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 79: 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	76.7% C	303	77.0% C	138	65.2%	55	76.7% C	289	75.9%	785
I am satisfied with the effort my supervisor put into my most recent performance review	71.3%	305	69.6%	138	58.8%	55	76.2% C	291	72.0%	790
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	15.8%	303	12.2%	138	11.5%	55	20.2%	289	16.5%	785
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	58.5% C	305	61.3% C	138	36.8%	55	54.1%	289	55.9%	787

Asked only of those respondents who had a performance review in the last year.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.

*Reverse coded when included in overall ratinG[1,2,3]

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

Table 80: 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	68.1% B D	372	60.1%	151	68.2%	74	60.1%	296	64.1%	893
My department/unit is treated with respect by other units within my college/division	64.2%	372	61.4%	151	67.8%	74	57.8%	301	61.9%	898
My college/division is treated with respect by CSU	69.6%	372	63.4%	151	68.9%	74	62.9%	301	66.2%	898
The people I interact with treat each other with respect	82.6% B D	372	67.2%	151	74.9%	74	72.0%	296	75.8%	893
There is respect for religious differences in my department/unit	67.7% D	372	60.3%	151	62.5%	74	56.5%	301	62.3%	898
There is respect for liberal perspectives in my department/unit	78.3% D	372	69.3%	151	82.9%	74	68.8%	301	74.0%	898
There is respect for conservative perspectives in my department/unit	46.1%	372	38.3%	154	52.5%	74	43.5%	301	44.4%	901

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 81: 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 (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	27.3%	361	37.3% A D	151	46.1% A D	74	24.1%	294	29.5%	880
Recognized within my department/unit	34.4%	368	51.8% A D	154	59.9% A D	74	34.1%	299	39.4%	894
Resources in my department/unit	28.0% D	368	49.9% A D	151	56.7% A D	74	17.9%	299	30.7%	891
Professional development opportunities	18.9%	366	28.2%	151	30.3%	74	20.5%	299	22.0%	889
Promoted in my department/unit	31.4%	363	28.9%	151	48.7% A B D	74	27.4%	296	31.0%	884
Hired in my department/unit	24.9%	368	28.6%	151	34.8%	74	20.7%	296	25.0%	889

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 82: Leadership Accountability: College/Division 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
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	38.9% B	360	25.7%	147	32.9%	74	37.3% B	286	35.6%	867
Leadership adequately addresses inappropriate behavior	37.1% B	363	24.7%	147	32.2%	74	36.7%	286	34.5%	869
Leadership holds employees accountable for inappropriate behavior	38.1% B	363	15.9%	147	35.9% B	74	31.4% B	286	32.0%	869
Leadership holds employees accountable for poor performance in the workplace	30.5%	363	19.6%	147	23.0%	74	24.9%	286	26.2%	869
Leadership acts ethically and honestly in the workplace	58.2% B	360	44.2%	147	59.3%	74	59.6% B	286	56.4%	867
Leadership addresses issues of inequity	36.4%	363	28.5%	147	32.2%	74	41.0%	286	36.2%	869
Leadership holds all employees to the same standards	31.9% C	363	21.1%	147	15.0%	74	30.3%	286	28.1%	869

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 83: 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	46.1%	353	37.1%	145	41.6%	71	51.5% B	270	45.9%	840
Leadership adequately addresses inappropriate behavior	46.0% B	360	32.6%	147	37.4%	74	56.8% A B C	283	46.5%	864
Leadership holds employees accountable for inappropriate behavior	45.4% B	360	24.1%	145	37.1%	71	46.2% B	286	41.4%	863
Leadership holds employees accountable for poor performance in the workplace	42.9%	363	32.6%	147	32.2%	74	41.1%	286	39.7%	869
Leadership acts ethically and honestly in the workplace	58.2% B	360	44.2%	147	59.3%	74	59.6% B	286	56.4%	867
Leadership addresses issues of inequity	43.5%	358	44.1%	147	43.9%	74	46.4%	278	44.6%	857
Leadership holds all employees to the same standards	36.0%	363	30.7%	147	26.8%	74	44.0% B C	283	36.9%	867

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 84: 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	61.0% B D	353	45.7%	148	51.0%	74	52.7%	273	54.8%	847
Recruits employees from a diverse set of backgrounds	64.5% B	355	49.6%	148	62.5%	74	68.1% B	283	63.0%	860
Improves the campus climate for all employees	58.0% B	353	41.6%	148	42.7%	74	48.2%	280	50.6%	854
Retains diverse employees	45.3% B	353	30.2%	148	34.8%	74	49.9% B	283	43.3%	857
Creates a supportive environment for employees from diverse backgrounds	56.2%	353	46.6%	148	51.9%	74	57.9%	283	54.8%	857
Encourages discussions related to diversity	73.8% D	353	65.7% D	148	64.5%	74	52.4%	278	64.6%	852
Provides employees with a positive work experience	66.8% B C D	353	39.4%	148	46.0%	74	45.3%	281	53.2%	855
Climate has become consistently more inclusive of all employees	62.8% B D	353	47.1%	148	54.6%	74	45.1%	278	53.6%	852

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 85: 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	57.6%	351	50.6%	145	53.4%	74	54.8%	270	55.1%	840
Recruits employees from a diverse set of backgrounds	63.2%	355	51.5%	148	68.9%	74	64.3%	281	62.0%	857
Improves the campus climate for all employees	58.2%	351	49.1%	148	55.1%	74	56.6%	278	55.8%	850
Retains diverse employees	44.4%	353	43.1%	145	47.2%	74	51.2%	283	46.6%	855
Creates a supportive environment for employees from diverse backgrounds	56.2%	353	46.6%	148	51.9%	74	57.9%	283	54.8%	857
Encourages discussions related to diversity	55.5% D	353	62.1% D	148	54.5%	74	42.1%	276	52.2%	850
Provides employees with a positive work experience	66.5% B C	353	51.4%	148	46.6%	74	62.6%	281	60.9%	855
Climate has become consistently more inclusive of all employees	59.9% B D	353	46.6%	148	46.6%	74	45.3%	278	51.7%	852

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 86: 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	60.2% B	353	43.5%	145	65.0% B	74	55.9% B	278	56.3%	851
Communications are effective	65.5% B	356	41.6%	145	61.3% B	74	59.0% B	283	58.9%	858
Communications are timely	63.5% B	358	49.4%	145	76.4% B	74	64.8% B	281	62.6%	857
Communications are relevant	61.1% B	358	35.3%	145	59.2% B	74	56.9% B	283	55.2%	860
Communications are informative	67.0% B	358	42.8%	145	67.9% B	74	62.3% B	283	61.4%	860
Communications are motivating	37.8% B	358	22.6%	145	38.1%	74	32.1%	283	33.4%	860
Communications are honest	49.8%	356	45.5%	145	68.4% A B D	74	46.9%	283	49.7%	858
Communications are accessible	74.6%	358	67.1%	145	83.4% D	74	65.4%	281	71.1%	857

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 87: 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	64.0% B D	351	46.9%	145	62.9% B	74	56.0%	271	58.4%	841
Communications are effective	70.3% B D	355	40.3%	145	65.8% B	74	57.2% B	281	60.5%	855
Communications are timely	67.6% B	355	47.0%	145	71.7% B	74	65.1% B	281	63.7%	855
Communications are relevant	68.7% B D	355	48.1%	145	61.1%	74	56.2%	281	60.4%	855
Communications are informative	72.5% B	355	47.9%	145	68.5% B	74	63.5% B	276	65.0%	850
Communications are motivating	40.8% B	358	25.7%	145	35.5%	74	33.3%	278	35.3%	855
Communications are honest	51.8%	353	48.9%	145	59.9%	74	48.1%	281	50.8%	853
Communications are accessible	75.9%	358	70.2%	145	78.2%	74	67.4%	281	72.4%	857

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 88: 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	68.0%	353	60.9%	145	63.5%	74	64.7%	276	65.3%	848
Communications are effective	69.5% B	355	56.3%	145	61.7%	74	65.8%	281	65.4%	855
Communications are timely	69.6%	355	60.6%	145	69.0%	74	64.3%	281	66.3%	855
Communications are relevant	76.3%	353	64.7%	145	66.4%	74	72.0%	281	72.1%	853
Communications are informative	76.8%	355	67.8%	145	69.1%	74	72.7%	278	73.3%	852
Communications are motivating	48.4%	358	39.0%	145	38.1%	74	41.4%	283	43.6%	860
Communications are honest	61.8%	358	62.9%	145	69.6%	74	62.2%	281	62.8%	857
Communications are accessible	74.9%	358	75.0%	145	70.3%	74	69.2%	281	72.6%	857

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 89: 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	43.7%	155	50.3% D	75	45.3%	33	36.0%	101	42.5%	365
Maybe, I can provide feedback in limited situations	41.7% B	148	28.8%	43	35.6%	26	38.4%	108	37.9%	325
No, I don't have an opportunity to provide feedback	14.7%	52	20.9%	31	19.1%	14	25.5% A	72	19.7%	169
Total	100.0%	355	100.0%	148	100.0%	74	100.0%	281	100.0%	859

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 90: 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	50.7%	292	56.7% D	111	50.7%	60	45.6%	204	50.1%	666
One on one conversations with my supervisor	84.5% C	303	72.8%	114	68.2%	60	76.9%	207	78.8%	684
My representation in shared governance (CPC, APC, or Faculty Council)	23.0%	296	25.3%	111	21.9%	60	21.1%	204	22.7%	670
My service on committees	41.7% D	298	71.7% A D	112	59.4% A D	60	24.1%	207	42.8%	678
Annual review process	62.9%	301	69.8%	112	53.5%	60	69.5%	207	65.2%	680
Input collection through anonymous surveys	42.5%	298	42.5%	111	50.2%	60	39.2%	207	42.2%	676

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 91: 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	52.2% C	301	47.2%	111	37.3%	60	45.9%	207	48.2%	678
CSU overall	34.2%	301	23.8%	111	25.1%	60	30.3%	207	30.5%	678
My division/college	54.4% C D	301	44.9%	111	28.4%	60	40.3%	207	46.2%	678
My department/unit	68.4%	303	72.8%	111	58.3%	60	67.1%	207	67.8%	680

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 92: Discriminatory Attitudes: CSU Overall

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	9.9%	38	10.7%	17	5.3%	4	2.4%	7	7.1%	66
Physical appearance	3.8%	14	3.7%	6	2.6%	*	4.1%	13	3.8%	35
Physical disability	2.5%	9	3.9%	6	3.3%	*	1.6%	5	2.5%	23
Mental disability	3.6%	14	3.7%	6	9.2%	7	3.2%	10	3.9%	36
Employment classification	17.2%	66	14.5%	23	22.4%	17	8.8%	28	14.3%	133
Gender identity	5.4%	21	6.5%	10	6.6%	5	2.5%	8	4.7%	44
Job title	15.5%	59	10.6%	17	13.8%	10	6.5%	20	11.5%	107
Parental status	8.4%	32	6.9%	11	7.9%	6	2.5%	8	6.1%	57
Religion	5.4%	21	3.7%	6	0.0%	*	3.3%	10	4.0%	37
Political affiliation	18.2%	70	10.5%	17	8.5%	6	8.4%	26	12.8%	119
Sexual orientation	3.0%	12	1.3%	*	6.6%	5	4.1%	13	3.4%	31
Socio-economic status	7.5%	29	2.6%	4	2.6%	*	1.6%	5	4.3%	40
Ethnic origin	4.3%	16	9.2%	14	2.6%	*	3.3%	10	4.7%	43
Veteran status	2.0%	7	1.3%	*	0.0%	*	2.5%	8	1.9%	18
Race or color	7.1%	27	9.2%	14	2.6%	*	5.1%	16	6.4%	59
Marital status	4.2%	16	1.3%	*	0.0%	*	1.6%	5	2.5%	23
Nationality/country of origin	3.6%	14	6.8%	11	2.6%	*	3.3%	10	4.0%	37
None/no response	65.2%	249	64.2%	102	57.8%	43	82.9%	260	70.4%	653

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: Discriminatory Attitudes: Division/College

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	6.6%	25	8.7%	14	5.3%	4	5.1%	16	6.3%	59
Physical appearance	4.2%	16	5.8%	9	2.6%	*	3.9%	12	4.3%	40
Physical disability	3.1%	12	2.6%	4	0.0%	*	3.9%	12	3.0%	28
Mental disability	4.7%	18	0.0%	*	3.2%	*	3.9%	12	3.5%	33
Employment classification	20.0%	77	15.8%	25	29.7%	22	15.3%	48	18.5%	172
Gender identity	5.3%	20	4.8%	8	6.5%	5	1.6%	5	4.1%	38
Job title	16.4%	62	12.6%	20	25.0%	18	12.4%	39	15.0%	140
Parental status	7.7%	29	8.0%	13	13.8%	10	5.9%	18	7.6%	71
Religion	3.5%	13	0.0%	*	0.0%	*	1.6%	5	2.0%	18
Political affiliation	14.4%	55	5.5%	9	5.9%	4	8.8%	28	10.3%	96
Sexual orientation	0.6%	*	1.5%	*	6.6%	5	3.1%	10	2.1%	20
Socio-economic status	4.8%	18	3.9%	6	5.3%	4	3.2%	10	4.1%	38
Ethnic origin	2.3%	9	6.3%	10	5.3%	4	3.2%	10	3.5%	33
Veteran status	0.6%	*	1.3%	*	0.0%	*	1.6%	5	1.0%	9
Race or color	3.0%	11	10.2%	16	5.3%	4	3.9%	12	4.7%	44
Marital status	2.9%	11	0.0%	*	0.0%	*	0.8%	*	1.5%	14
Nationality/country of origin	2.3%	9	6.5%	10	8.5%	6	2.4%	7	3.6%	33
None/no response	69.9%	267	68.1%	108	44.0%	32	74.3%	233	69.0%	640

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: 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	7.2%	27	8.7%	14	11.8%	9	4.1%	13	6.8%	63
Physical appearance	3.0%	11	3.7%	6	5.3%	4	3.2%	10	3.3%	31
Physical disability	2.4%	9	3.4%	5	0.0%	*	1.6%	5	2.1%	20
Mental disability	5.2%	20	1.1%	*	6.6%	5	3.9%	12	4.2%	39
Employment classification	16.4%	63	20.0%	32	36.3%	27	13.7%	43	17.7%	164
Gender identity	5.3%	20	6.1%	10	6.5%	5	3.9%	12	5.1%	47
Job title	17.5%	67	16.3%	26	31.0%	23	11.2%	35	16.3%	151
Parental status	9.9%	38	9.3%	15	19.1%	14	4.1%	13	8.6%	79
Religion	2.9%	11	1.1%	*	0.0%	*	3.2%	10	2.5%	23
Political affiliation	12.6%	48	8.1%	13	2.6%	*	8.8%	28	9.8%	90
Sexual orientation	1.2%	5	1.5%	*	9.2%	7	4.7%	15	3.1%	29
Socio-economic status	4.8%	18	3.9%	6	5.3%	4	2.4%	7	3.9%	36
Ethnic origin	2.5%	9	7.1%	11	5.3%	4	2.4%	7	3.5%	32
Veteran status	0.6%	*	1.3%	*	0.0%	*	1.6%	5	1.0%	9
Race or color	4.3%	16	8.9%	14	5.3%	4	5.5%	17	5.6%	52
Marital status	2.3%	9	0.0%	*	0.0%	*	2.4%	7	1.8%	16
Nationality/country of origin	4.2%	16	6.3%	10	8.5%	6	3.9%	12	4.8%	45
None/no response	70.6%	270	62.3%	99	41.4%	30	73.7%	231	67.9%	630

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 95: 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	6.6%	25	7.6%	12	0.0%	*	1.0%	3	4.3%	40
Bullying	9.7%	37	9.3%	15	0.0%	*	1.6%	5	6.1%	57
Bias	18.7%	71	17.4%	27	17.1%	13	8.2%	26	14.8%	137
Physical assault	1.3%	5	0.0%	*	0.0%	*	0.0%	*	0.5%	5
Sexual misconduct	3.0%	12	2.6%	4	0.0%	*	0.8%	*	2.0%	18
Verbal abuse	7.9%	30	5.0%	8	0.0%	*	0.0%	*	4.1%	38
None/no response	76.6%	293	74.4%	118	82.9%	61	89.2%	280	81.0%	751

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 96: 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	4.2%	16	6.3%	10	3.2%	*	1.0%	3	3.4%	31
Bullying	9.0%	34	15.8%	25	11.9%	9	8.7%	27	10.3%	95
Bias	18.4%	70	19.3%	30	31.6%	23	16.9%	53	19.1%	177
Physical assault	0.6%	*	0.0%	*	0.0%	*	0.0%	*	0.2%	*
Sexual misconduct	1.1%	4	1.3%	*	0.0%	*	0.0%	*	0.7%	6
Verbal abuse	7.9%	30	9.8%	15	9.2%	7	4.7%	15	7.2%	67
None/no response	79.2%	303	67.5%	107	65.8%	48	81.5%	255	76.9%	714

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 97: 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	2.8%	11	1.3%	*	5.9%	4	0.8%	*	2.1%	20
Bullying	9.4%	36	19.9%	31	19.8%	15	3.3%	10	10.0%	92
Bias	19.6%	75	25.9%	41	34.2%	25	13.0%	41	19.6%	182
Physical assault	0.6%	*	0.0%	*	0.0%	*	0.0%	*	0.2%	*
Sexual misconduct	1.1%	4	2.6%	4	2.6%	*	0.0%	*	1.1%	10
Verbal abuse	10.1%	39	10.6%	17	14.5%	11	2.4%	7	7.9%	73
None/no response	75.1%	287	63.5%	100	57.8%	43	86.3%	270	75.5%	700

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 98: CVMBS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Veterinary Medicine and Biomedical Sciences, please indicate your level of agreement with the following statements:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I have the resources needed to perform my job to the best of my ability	75.6% B C	353	55.8%	144	46.6%	74	69.2% B C	274	67.7%	844
My supervisor supports my professional development	86.9% B C D	350	63.4%	144	69.6%	74	78.3% B	276	78.6%	843
My supervisor recognizes my current skills/knowledge	85.0% B D	353	73.0%	144	75.6%	74	76.0%	276	79.2%	846
My department supports my overall health and well-being	71.2% B C	351	43.0%	144	52.5%	74	65.9% B	276	63.0%	844
My department creates an inclusive environment for all employees	63.1% C	348	53.1%	144	43.3%	74	60.9% C	278	59.0%	844
CVMBS leadership makes sound decisions for the college	55.1% B C	335	29.8%	140	37.4%	74	47.6% B	269	46.7%	818
CVMBS leadership demonstrates collaboration	63.0% B C D	341	36.2%	136	29.0%	72	46.2% C	263	50.1%	812
CVMBS leadership demonstrates accountability	52.0% B C D	336	25.4%	140	26.2%	74	41.3% B	266	41.6%	816
CVMBS leadership demonstrates respect	67.4% B C	341	45.0%	140	48.6%	74	58.6% B	274	59.0%	828
CVMBS leadership demonstrates innovation	68.5% B D	340	29.7%	140	58.1% B	72	51.9% B	268	55.5%	820
CVMBS leadership demonstrates transparency	48.9% B	343	29.2%	142	44.7%	74	42.2%	274	43.0%	832

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

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 99: Department Grouping

		Pct
Biomed Sci/MCIN	Biomedical Sciences	8.8%
	Molecular, Cellular & Integrative Neurosciences	0.2%
Clinic Sci	Clinical Sciences	19.7%
College Ofc	CVMBS College Office	10.5%
	Unknown	1.4%
Diag labs	Fort Collins Diag Lab	9.2%
	Grand Junction Diag Lab	0.4%
	Rocky Ford Diag Lab	0.7%
Env Rad Hth Sci	Environmental and Radiological Health Sciences	8.0%
Micro Imm Path	Microbiology, Immunology and Pathology	22.0%
Vet Treach Hosp	Veterinary Teaching Hospital	19.1%

Values reported for items with n >= 3.

Table 100: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	63.8% B	92	48.7%	211	65.1% B	127	54.9%	105	55.5%	86	66.0% B	221	59.1% B	200	58.9%	1,043
My department/unit promotes a work environment where all employees feel included	64.7%	94	49.0%	211	69.6% B	127	66.0%	110	55.1%	86	63.4% B	231	73.1% B	202	62.9%	1,062
My department/unit treats all employees equitably	57.7% B	94	37.0%	211	64.8% B	127	55.0% B	110	56.4% B	86	51.8% B	234	64.7% B	202	54.1%	1,064
My department/unit is open and transparent in communication	64.5%	94	47.0%	211	60.9%	127	48.9%	110	53.0%	86	63.9% B	228	62.2% B	202	57.5%	1,059
My department/unit values employee input in major department/unit decisions	64.1% B D	94	43.5%	211	55.0%	127	36.6%	107	54.7%	86	57.6% D	231	66.8% B D	202	54.5%	1,060
My department/unit promotes respect for cultural differences	73.6%	94	56.9%	211	72.6% B	127	60.0%	110	69.0%	86	78.1% B D	231	72.7% B	202	69.2%	1,062
My department/unit understands the value of diversity	62.9%	94	53.0%	211	67.9%	127	59.1%	108	65.3%	86	74.5% B	234	65.3%	200	64.4%	1,060
My department/unit communicates the importance of valuing diversity	65.2% B D G	94	46.1%	211	60.6%	127	42.6%	110	60.0%	86	75.1% B D G	234	46.0%	202	56.6%	1,064
I feel valued as an employee	62.8%	94	54.1%	211	62.4%	127	53.1%	110	58.9%	86	68.5% B	231	57.1%	202	59.9%	1,062
I feel a strong sense of belonging to CSU	57.4% G	94	46.3%	211	51.4%	127	46.1%	110	42.9%	86	48.8%	231	37.4%	202	46.4%	1,062
I feel a strong sense of belonging to my division/college	61.7%	92	45.0%	211	66.2% B E G	127	49.0%	110	40.4%	86	57.5%	231	47.2%	202	52.2%	1,060
I feel a strong sense of belonging to my department/unit	68.1%	94	53.6%	211	74.6% B	127	58.3%	110	59.9%	86	68.8% B	229	66.5%	202	64.2%	1,060
I would recommend CSU as a place of employment	72.3% B G	94	53.1%	211	68.6% G	127	74.6% B G	110	57.9%	86	71.8% B G	229	46.1%	202	62.0%	1,060
I would recommend my department/unit as a place of employment	64.8%	94	48.8%	211	71.1% B E	127	55.1%	110	48.4%	86	68.1% B E	229	67.0% B	202	61.2%	1,060

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 101: Performance Review in Last Year

Did you have a performance review in the last year?	Biomed Sci/MCIN (A) Pct	Pop	Clinic Sci (B) Pct	Pop	College Ofc (C) Pct	Pop	Diag labs (D) Pct	Pop	Env Rad Hth Sci (E) Pct	Pop	Micro Imm Path (F) Pct	Pop	Vet Treach Hosp (G) Pct	Pop	Overall Pct	Pop
No, I did not have a review	32.0% C G	30	30.3% C G	63	13.0%	17	15.1%	16	19.5%	17	22.8% G	53	8.5%	17	20.1%	213
Yes, I had a review	68.0%	64	69.7%	145	87.0% A B	111	84.9%	91	80.5%	69	77.2%	178	91.5% A B F	185	79.9%	844
Total	100.0%	94	100.0%	209	100.0%	127	100.0%	107	100.0%	86	100.0%	231	100.0%	202	100.0%	1,057

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 102: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Biomed Sci/MCIN (A) Pct	Pop	Clinic Sci (B) Pct	Pop	College Ofc (C) Pct	Pop	Diag labs (D) Pct	Pop	Env Rad Hth Sci (E) Pct	Pop	Micro Imm Path (F) Pct	Pop	Vet Treach Hosp (G) Pct	Pop	Overall Pct	Pop
PERFORMANCE REVIEW OVERALL	78.2% E	62	71.5%	145	79.2% D E	108	68.1%	91	64.7%	69	76.9% E	176	80.3% B D E	180	75.1%	832
I am satisfied with the effort my supervisor put into my most recent performance review	80.0% D E	64	64.9%	145	74.9% E	111	57.0%	91	51.8%	69	76.4% D E	176	80.8% B D E	180	71.3%	837
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	3.5%	62	19.7%	145	25.4% A	108	29.9% A	91	21.9%	69	16.2%	176	15.0%	180	18.8%	832
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	53.2%	64	49.8%	145	63.3%	108	47.4%	91	42.4%	69	54.4%	176	60.2%	180	54.1%	835

Asked only of those respondents who had a performance review in the last year.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.

*Reverse coded when included in overall ratinG[1,2,3]

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

Table 103: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	69.4% D E G	92	59.6%	209	72.3% B D E G	127	56.1%	105	53.1%	81	70.7% B D E G	226	57.4%	195	63.2%	1,035
My department/unit is treated with respect by other units within my college/division	71.6% E G	92	60.6% E G	209	75.5% E G	127	60.7% E	107	32.8%	81	73.8% E G	226	45.8%	197	61.3%	1,040
My college/division is treated with respect by CSU	85.0% B D E G	92	63.9%	209	77.2% D E G	127	56.6%	107	48.1%	81	75.6% D E G	226	52.0%	197	65.7%	1,040
The people I interact with treat each other with respect	83.4%	92	71.0%	209	82.7% G	127	73.9%	105	64.8%	81	85.1% B E G	226	67.3%	195	75.7%	1,035
There is respect for religious differences in my department/unit	60.8%	92	47.3%	209	63.6%	127	52.6%	107	65.7%	81	66.3% B	226	63.5%	197	59.7%	1,040
There is respect for liberal perspectives in my department/unit	71.3%	92	69.1%	209	84.6% B D	127	55.9%	107	67.0%	81	84.7% B D E	226	72.3% D	197	73.7%	1,040
There is respect for conservative perspectives in my department/unit	44.3%	92	45.9%	209	50.0%	127	37.4%	107	39.9%	81	38.2%	229	44.9%	197	43.0%	1,042

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 104: 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:	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	31.7%	90	42.4% E F G	197	30.4%	127	33.4% G	105	26.2%	81	28.7%	226	18.5%	192	30.2%	1,019
Recognized within my department/unit	41.7%	90	50.9% F G	201	42.3%	127	44.1%	107	35.5%	81	34.0%	229	27.7%	197	39.0%	1,033
Resources in my department/unit	32.1%	90	49.0% C D F G	201	29.9%	127	27.9%	107	35.7% G	81	30.2% G	226	15.2%	197	31.3%	1,030
Professional development opportunities	28.2%	90	34.5% E F G	199	20.7%	127	31.2% G	107	14.6%	81	18.0%	226	13.7%	197	22.7%	1,028
Promoted in my department/unit	34.9%	90	40.7% G	199	30.4%	127	35.5%	105	26.7%	81	34.2% G	226	18.8%	195	31.7%	1,023
Hired in my department/unit	21.6%	90	37.7% E G	201	28.9%	127	27.7%	107	18.4%	81	27.7%	226	17.8%	195	26.6%	1,028

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 105: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	40.8% B	90	24.8%	197	40.5% B	122	38.4% B	107	33.3%	76	40.4% B	214	32.0%	190	35.0%	996
Leadership adequately addresses inappropriate behavior	39.2%	90	25.9%	197	37.6%	122	41.6%	107	33.3%	76	38.6%	216	32.8%	190	34.8%	999
Leadership holds employees accountable for inappropriate behavior	39.6% B	90	18.4%	197	37.4% B	122	38.5% B	107	30.6%	76	43.4% B G	216	25.7%	190	32.5%	999
Leadership holds employees accountable for poor performance in the workplace	33.8%	90	18.9%	197	20.2%	122	27.3%	107	26.5%	76	32.7% B	216	25.7%	190	26.2%	999
Leadership acts ethically and honestly in the workplace	60.2%	90	48.5%	197	60.7%	122	50.1%	107	56.1%	76	63.9% B	214	53.4%	190	56.0%	996
Leadership addresses issues of inequity	38.7% B	90	19.6%	197	52.5% B D E F G	122	32.4%	107	20.0%	76	34.4% B	216	32.6%	190	32.4%	999
Leadership holds all employees to the same standards	33.4%	90	17.2%	197	34.4% B	122	40.3% B G	107	33.2%	76	27.5%	216	21.9%	190	27.6%	999

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 106: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	45.2% B	90	26.4%	192	51.3% B	117	44.5% B	100	39.2%	74	54.8% B E	216	51.9% B	180	45.1%	970
Leadership adequately addresses inappropriate behavior	45.7% B	90	25.9%	197	50.7% B	117	57.7% B	107	36.0%	76	57.7% B E	216	54.9% B	190	47.3%	993
Leadership holds employees accountable for inappropriate behavior	41.5% B	90	22.1%	195	54.5% B	122	42.9% B	107	34.2%	74	48.6% B	216	48.6% B	188	41.8%	992
Leadership holds employees accountable for poor performance in the workplace	38.1%	90	25.6%	197	36.5%	122	40.1%	107	31.7%	76	47.8% B	216	47.6% B	190	39.1%	999
Leadership acts ethically and honestly in the workplace	60.2%	90	48.5%	197	60.7%	122	50.1%	107	56.1%	76	63.9% B	214	53.4%	190	56.0%	996
Leadership addresses issues of inequity	41.4% B	90	21.7%	195	58.9% B D E G	122	33.7%	100	27.8%	76	56.2% B D E	216	42.1% B	187	41.2%	986
Leadership holds all employees to the same standards	33.4% B	90	15.1%	197	42.6% B	122	29.4%	107	35.9% B	76	44.2% B	216	49.1% B D	187	36.0%	996

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 107: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	55.5%	92	46.5%	195	58.7%	117	57.8%	107	46.7%	74	54.6%	215	46.1%	175	51.8%	974
Recruits employees from a diverse set of backgrounds	66.1%	92	52.0%	195	68.1%	120	68.1%	107	49.0%	74	58.0%	215	61.6%	185	59.9%	987
Improves the campus climate for all employees	40.2%	92	47.2%	195	55.1% A G	117	62.2%	107	46.1%	74	48.8%	215	39.3%	182	48.0%	981
Retains diverse employees	49.9%	92	38.0%	195	47.0%	117	51.6% E	107	27.6%	74	37.3%	215	41.0%	185	41.3%	984
Creates a supportive environment for employees from diverse backgrounds	62.4%	92	44.7%	195	49.1%	117	62.7%	107	48.6%	74	51.0%	215	51.8%	185	51.9%	984
Encourages discussions related to diversity	60.4%	92	55.7%	195	73.0% D G	117	49.5%	107	54.5%	74	67.3% D G	215	49.0%	180	58.8%	979
Provides employees with a positive work experience	53.6%	92	41.7%	195	61.9% B G	117	62.9% B G	107	49.0%	74	58.1% B G	215	39.4%	182	51.3%	982
Climate has become consistently more inclusive of all employees	56.0%	92	45.9%	195	57.3%	117	47.2%	107	52.2%	74	61.3% B G	215	39.5%	180	51.0%	979

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 108: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	58.5% B	92	37.0%	195	59.1% B E	117	51.8% B	105	42.8%	74	65.3% B D E G	213	52.6% B	172	52.8%	967
Recruits employees from a diverse set of backgrounds	63.3%	92	45.9%	195	64.2% B	120	68.6% B E	107	45.4%	74	74.8% B E G	215	59.1%	182	60.9%	984
Improves the campus climate for all employees	47.1%	92	43.9%	195	61.4%	117	60.4%	105	45.9%	74	61.4% B	215	55.0%	179	54.1%	977
Retains diverse employees	55.0% B E	92	29.8%	195	45.4%	117	47.4%	107	26.8%	74	55.1% B E	213	45.2% B	185	44.1%	982
Creates a supportive environment for employees from diverse backgrounds	62.4%	92	44.7%	195	49.1%	117	62.7%	107	48.6%	74	51.0%	215	51.8%	185	51.9%	984
Encourages discussions related to diversity	60.8% B D	92	34.0%	195	57.7% B D	117	20.0%	107	39.1%	74	71.3% B D E G	215	44.1% D	178	48.2%	977
Provides employees with a positive work experience	64.5% B	92	39.8%	195	72.5% B E	117	60.9% B	107	46.4%	74	70.6% B E	215	60.6% B	182	59.4%	982
Climate has become consistently more inclusive of all employees	59.7% B	92	30.9%	195	61.9% B G	117	46.9%	107	47.0%	74	64.7% B D G	215	43.7%	180	50.0%	979

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 109: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	56.4%	92	58.7%	192	56.5%	120	52.5%	107	50.9%	74	56.7%	210	50.8%	182	55.1%	977
Communications are effective	59.0%	92	62.6%	192	58.1%	120	61.2%	107	45.1%	74	61.9%	213	50.2%	187	57.7%	985
Communications are timely	63.2%	92	67.5%	192	61.6%	120	63.5%	107	50.5%	74	67.1%	215	56.0%	185	62.4%	984
Communications are relevant	56.1%	92	51.6%	192	69.5% B F G	120	51.9%	107	50.8%	74	45.8%	215	49.9%	187	52.6%	987
Communications are informative	65.7%	92	62.5%	192	61.4%	120	62.3%	107	54.0%	74	56.7%	215	57.6%	187	59.8%	987
Communications are motivating	39.0%	92	35.7%	192	28.4%	120	25.9%	107	39.7%	74	32.4%	215	29.4%	187	32.4%	987
Communications are honest	41.6%	92	62.9% A C D G	192	44.7%	120	35.7%	107	51.2%	74	51.6%	213	45.0%	187	49.0%	985
Communications are accessible	70.3%	92	68.2%	192	71.9%	120	67.3%	107	65.4%	74	78.7% G	215	62.4%	185	69.8%	984

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 110: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	61.5%	92	55.6%	190	67.9% E G	120	54.7%	103	50.9%	74	61.4% G	210	49.6%	180	57.4%	968
Communications are effective	61.4%	92	60.5% G	190	73.6% E G	120	64.3% G	107	48.4%	74	62.7% G	215	45.1%	185	59.3%	982
Communications are timely	63.8%	92	60.3%	190	72.9% G	120	68.9% G	107	54.2%	74	70.9% G	215	50.9%	185	63.2%	982
Communications are relevant	64.6%	92	47.4%	190	79.5% B D E F G	120	56.9%	107	53.6%	74	60.2%	215	50.5%	185	57.8%	982
Communications are informative	64.6%	92	64.6%	190	77.7% E G	120	64.4%	105	51.7%	74	64.5%	215	59.3%	182	64.2%	977
Communications are motivating	53.5% B D G	92	29.7%	192	44.8% D	120	24.4%	107	34.4%	74	35.7%	215	31.6%	182	35.2%	982
Communications are honest	51.7%	92	55.4%	192	49.4%	120	42.3%	105	51.0%	74	59.0% G	210	41.3%	187	50.7%	980
Communications are accessible	70.6%	92	70.6%	192	77.6%	120	67.3%	107	63.1%	74	77.6%	215	65.1%	185	71.0%	984

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 111: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	67.3%	92	55.3%	190	70.2% B E	120	56.1%	105	50.9%	74	74.2% B D E	213	67.5% B E	182	64.4%	975
Communications are effective	68.9% B E	92	47.6%	190	73.1% B E	120	60.9%	107	42.8%	74	77.4% B E	215	65.1% B E	185	63.6%	982
Communications are timely	68.8% E	92	54.0%	190	77.2% B E	120	59.5%	107	45.0%	74	77.8% B D E G	215	62.5%	185	64.9%	982
Communications are relevant	69.7%	92	64.0%	190	79.5% E	120	67.1%	107	56.3%	74	76.5% E	213	74.5%	185	70.9%	980
Communications are informative	69.7%	92	68.7%	190	73.6%	120	70.9%	105	60.1%	74	80.5% E	215	75.7%	185	72.9%	979
Communications are motivating	56.5% B D	92	29.0%	192	53.2% B D	120	24.8%	107	34.1%	74	54.2% B D E	215	46.4% B D	187	43.2%	987
Communications are honest	66.4%	92	55.3%	192	61.5%	120	48.1%	107	54.9%	74	73.1% B D	215	68.1% D	185	62.5%	984
Communications are accessible	71.0%	92	68.8%	192	73.5%	120	58.7%	107	63.1%	74	81.6% D E	215	74.4%	185	71.9%	984

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 112: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	37.2%	34	37.2%	72	40.3%	48	37.1%	40	37.1%	27	52.6% B	114	39.4%	72	41.3%	408
Maybe, I can provide feedback in limited situations	22.3%	20	40.0%	78	46.0% A	55	45.1% A	48	42.2%	31	32.2%	70	37.5%	68	37.6%	371
No, I don't have an opportunity to provide feedback	40.5% B C D F	37	22.8%	44	13.7%	16	17.8%	19	20.7%	15	15.2%	33	23.1%	42	21.0%	207
Total	100.0%	92	100.0%	194	100.0%	120	100.0%	107	100.0%	74	100.0%	216	100.0%	182	100.0%	986

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

Significance level for upper case letters (A, B, C): .05[1,2]

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

Table 113: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Biomed Sci/MCIN (A)		Clinic Sci (B)		College Ofc (C)		Diag labs (D)		Env Rad Hth Sci (E)		Micro Imm Path (F)		Vet Treach Hosp (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	57.5% D	55	45.0%	144	54.2% D	84	40.6%	84	50.6%	56	52.5% D	180	43.9%	137	48.5%	740
One on one conversations with my supervisor	87.4% B	55	67.5%	148	81.0%	89	76.9%	86	88.4% B	59	84.2% B	182	78.9%	140	79.3%	758
My representation in shared governance (CPC, APC, or Faculty Council)	17.3%	55	21.4%	144	31.3%	84	25.0%	86	23.7%	59	22.7%	180	14.6%	137	21.9%	745
My service on committees	61.3% D G	55	49.4% D G	146	52.2% D G	87	21.6%	86	46.0%	56	43.7% D G	182	24.2%	140	41.1%	752
Annual review process	70.1% B	55	43.1%	146	73.2% B D	89	50.0%	84	54.2%	59	65.6% B	182	68.5% B	140	60.4%	754
Input collection through anonymous surveys	51.1%	55	44.6%	146	36.3%	87	29.2%	84	40.5%	59	46.5%	180	37.3%	140	41.2%	750

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

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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

Table 114: Feedback Valued

When I give feedback it is valued by:	Biomed Sci/MCIN (A) Pct	Pop	Clinic Sci (B) Pct	Pop	College Ofc (C) Pct	Pop	Diag labs (D) Pct	Pop	Env Rad Hth Sci (E) Pct	Pop	Micro Imm Path (F) Pct	Pop	Vet Treach Hosp (G) Pct	Pop	Overall Pct	Pop
FEEDBACK VALUED OVERALL	60.6% B F	55	33.9%	146	57.6% B	87	49.9% B	86	44.4%	59	43.7%	180	46.9% B	140	46.0%	752
CSU overall	37.5%	55	25.4%	146	31.3%	87	39.1% F	86	28.4%	59	18.4%	180	27.7%	140	27.5%	752
My division/college	65.5% B F G	55	35.1%	146	68.8% B E F G	87	48.3%	86	40.5%	59	37.1%	180	37.2%	140	44.0%	752
My department/unit	78.8% B	55	41.3%	146	73.4% B	89	62.2% B	86	64.1% B	59	75.7% B	180	75.8% B	140	66.6%	755

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

The reported population reflects the number of respondents who answered the survey item. [1,2,3]

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

Table 115: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Biomed Sci/MCIN Pct	Pop	Clinic Sci Pct	Pop	College Ofc Pct	Pop	Diag labs Pct	Pop	Env Rad Hth Sci Pct	Pop	Micro Imm Path Pct	Pop	Vet Treach Hosp Pct	Pop	Overall Pct	Pop
Age	4.8%	5	5.3%	11	16.4%	21	8.9%	10	5.5%	5	4.2%	10	4.8%	10	6.6%	71
Physical appearance	2.3%	*	2.1%	4	7.9%	10	0.0%	*	7.9%	7	0.7%	*	4.8%	10	3.3%	35
Physical disability	0.0%	*	1.2%	*	3.9%	5	2.0%	*	7.9%	7	1.8%	4	5.0%	10	2.9%	31
Mental disability	2.5%	*	1.2%	*	5.8%	7	4.0%	4	7.9%	7	3.4%	8	3.6%	7	3.6%	39
Employment classification	13.1%	13	7.0%	15	23.5%	30	11.2%	12	12.8%	11	14.0%	33	12.0%	25	12.9%	138
Gender identity	4.6%	4	2.3%	5	11.6%	15	2.0%	*	5.5%	5	7.8%	18	1.1%	*	4.8%	52
Job title	9.3%	9	4.7%	10	21.9%	28	8.9%	10	8.0%	7	13.0%	31	7.2%	15	10.2%	109
Parental status	2.3%	*	2.9%	6	18.2%	23	4.7%	5	9.4%	8	7.4%	17	2.4%	5	6.3%	67
Religion	4.4%	4	3.1%	7	15.4%	20	4.2%	5	7.5%	6	0.9%	*	2.3%	5	4.5%	48
Political affiliation	21.2%	20	4.1%	9	22.6%	29	13.9%	15	10.6%	9	15.1%	36	9.2%	19	12.8%	137
Sexual orientation	2.5%	*	2.3%	5	7.9%	10	2.0%	*	5.5%	5	0.9%	*	2.4%	5	2.9%	31
Socio-economic status	0.0%	*	1.2%	*	14.7%	19	0.0%	*	5.5%	5	5.8%	14	0.0%	*	3.7%	40
Ethnic origin	0.0%	*	3.3%	7	7.9%	10	2.0%	*	9.9%	8	8.3%	20	1.2%	*	4.6%	50
Veteran status	0.0%	*	0.0%	*	8.1%	10	0.0%	*	5.5%	5	0.0%	*	1.2%	*	1.6%	18
Race or color	0.0%	*	3.3%	7	15.0%	19	6.7%	7	12.4%	11	8.3%	20	2.4%	5	6.4%	68
Marital status	2.3%	*	0.0%	*	3.6%	5	0.0%	*	8.0%	7	0.9%	*	3.5%	7	2.1%	23
Nationality/country of origin	0.0%	*	2.1%	4	9.9%	13	2.0%	*	7.9%	7	4.6%	11	1.2%	*	3.7%	39
None/no response	63.3%	61	77.6%	164	57.4%	73	73.2%	81	78.1%	67	63.4%	149	79.7%	163	70.8%	758

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: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Biomed Sci/MCIN		Clinic Sci		College Ofc		Diag labs		Env Rad Hth Sci		Micro Imm Path		Vet Treach Hosp		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	11.1%	11	4.0%	9	16.9%	22	7.0%	8	6.3%	5	1.8%	4	8.6%	18	7.1%	76
Physical appearance	13.0%	13	0.9%	*	7.5%	10	2.0%	*	2.0%	*	2.5%	6	8.6%	18	4.8%	51
Physical disability	8.9%	9	0.0%	*	7.5%	10	4.2%	5	0.0%	*	0.9%	*	8.6%	18	4.0%	42
Mental disability	11.5%	11	1.0%	*	7.5%	10	2.0%	*	0.0%	*	1.8%	4	7.4%	15	4.2%	45
Employment classification	20.9%	20	18.4%	39	24.0%	31	13.2%	14	4.9%	4	19.2%	45	17.8%	36	17.7%	190
Gender identity	11.5%	11	3.3%	7	7.5%	10	0.0%	*	2.0%	*	7.6%	18	3.7%	8	5.1%	55
Job title	18.3%	18	14.3%	30	22.2%	28	9.7%	11	4.9%	4	15.7%	37	15.7%	32	15.0%	160
Parental status	6.8%	7	5.7%	12	18.8%	24	4.7%	5	3.9%	3	8.3%	20	6.9%	14	7.9%	85
Religion	9.0%	9	3.1%	7	5.5%	7	2.0%	*	0.0%	*	0.9%	*	3.5%	7	3.2%	34
Political affiliation	23.3%	23	5.2%	11	14.5%	19	7.0%	8	7.5%	6	10.7%	25	13.0%	27	11.0%	118
Sexual orientation	9.2%	9	2.3%	5	3.9%	5	0.0%	*	0.0%	*	1.0%	*	2.4%	5	2.4%	26
Socio-economic status	6.8%	7	5.3%	11	7.5%	10	0.0%	*	0.0%	*	5.4%	13	4.9%	10	4.7%	50
Ethnic origin	6.8%	7	4.6%	10	5.8%	7	4.0%	4	4.4%	4	4.4%	10	1.2%	*	4.2%	45
Veteran status	6.8%	7	0.0%	*	3.6%	5	0.0%	*	2.4%	*	0.0%	*	1.2%	*	1.5%	16
Race or color	6.8%	7	6.9%	15	7.7%	10	4.0%	4	6.3%	5	5.3%	12	5.0%	10	5.9%	63
Marital status	6.8%	7	2.5%	5	5.5%	7	0.0%	*	2.5%	*	3.7%	9	2.3%	5	3.2%	34
Nationality/country of origin	6.8%	7	8.3%	17	7.5%	10	2.0%	*	4.4%	4	4.5%	11	3.8%	8	5.4%	58
None/no response	58.4%	56	67.9%	143	66.7%	85	77.6%	85	83.6%	72	63.5%	150	67.7%	138	68.2%	730

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 117: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Biomed Sci/MCIN		Clinic Sci		College Ofc		Diag labs		Env Rad Hth Sci		Micro Imm Path		Vet Treach Hosp		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	2.5%	*	6.5%	14	14.5%	19	9.2%	10	4.4%	4	5.1%	12	8.6%	18	7.3%	78
Physical appearance	2.3%	*	6.0%	13	11.1%	14	0.0%	*	0.0%	*	3.3%	8	6.2%	13	4.6%	50
Physical disability	0.0%	*	3.3%	7	3.6%	5	4.2%	5	0.0%	*	1.6%	4	6.2%	13	3.1%	33
Mental disability	4.7%	5	2.2%	5	7.5%	10	6.2%	7	0.0%	*	3.5%	8	3.6%	7	3.8%	41
Employment classification	16.2%	16	21.7%	46	22.2%	28	15.4%	17	4.4%	4	17.6%	41	14.2%	29	16.9%	181
Gender identity	4.7%	5	9.0%	19	3.9%	5	4.2%	5	2.0%	*	7.6%	18	4.9%	10	5.9%	63
Job title	13.8%	13	20.0%	42	18.2%	23	17.7%	19	6.6%	6	17.7%	42	14.5%	30	16.4%	175
Parental status	0.0%	*	12.2%	26	12.8%	16	9.0%	10	3.9%	3	11.9%	28	6.9%	14	9.1%	97
Religion	2.3%	*	3.1%	7	9.4%	12	6.5%	7	2.0%	*	0.0%	*	2.3%	5	3.2%	34
Political affiliation	11.6%	11	7.3%	15	9.0%	11	13.4%	15	7.1%	6	6.0%	14	13.0%	27	9.3%	99
Sexual orientation	2.5%	*	3.3%	7	5.8%	7	4.2%	5	0.0%	*	1.0%	*	2.4%	5	2.7%	29
Socio-economic status	0.0%	*	6.8%	14	5.6%	7	2.2%	*	2.0%	*	5.6%	13	3.7%	8	4.3%	46
Ethnic origin	2.8%	*	2.9%	6	3.9%	5	6.2%	7	6.3%	5	2.6%	6	0.0%	*	3.0%	32
Veteran status	0.0%	*	0.0%	*	3.6%	5	0.0%	*	2.4%	*	0.0%	*	1.2%	*	0.9%	9
Race or color	2.8%	*	8.8%	19	7.7%	10	6.2%	7	6.3%	5	3.7%	9	5.0%	10	5.8%	62
Marital status	0.0%	*	2.5%	5	5.5%	7	0.0%	*	0.0%	*	0.9%	*	4.7%	10	2.3%	24
Nationality/country of origin	2.8%	*	9.3%	20	7.5%	10	6.2%	7	4.4%	4	4.4%	10	3.8%	8	5.7%	61
None/no response	69.8%	67	55.7%	118	70.3%	90	69.4%	76	86.6%	75	64.1%	151	70.1%	143	67.2%	720

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 118: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Biomed Sci/MCIN		Clinic Sci		College Ofc		Diag labs		Env Rad Hth Sci		Micro Imm Path		Vet Treach Hosp		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.7%	5	2.2%	5	9.2%	12	2.7%	3	7.6%	7	4.3%	10	1.1%	*	4.0%	43
Bullying	2.5%	*	2.8%	6	12.8%	16	2.2%	*	12.0%	10	6.0%	14	3.6%	7	5.5%	59
Bias	25.3%	24	7.4%	16	24.2%	31	7.0%	8	15.3%	13	20.8%	49	4.7%	10	14.0%	150
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.1%	*	0.9%	*	0.0%	*	0.5%	5
Sexual misconduct	2.3%	*	1.2%	*	5.5%	7	0.0%	*	3.1%	*	2.7%	6	0.0%	*	1.9%	21
Verbal abuse	4.8%	5	2.0%	4	9.4%	12	2.0%	*	10.0%	9	2.7%	6	1.2%	*	3.8%	40
None/no response	74.7%	72	89.7%	189	74.1%	94	86.1%	95	82.8%	71	74.3%	175	90.6%	185	82.3%	882

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 119: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Biomed Sci/MCIN		Clinic Sci		College Ofc		Diag labs		Env Rad Hth Sci		Micro Imm Path		Vet Treach Hosp		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	7.0%	15	5.5%	7	0.0%	*	0.0%	*	5.0%	12	4.1%	8	3.9%	42
Bullying	8.7%	8	19.5%	41	13.0%	17	6.5%	7	9.3%	8	5.0%	12	11.9%	24	11.0%	117
Bias	29.4%	28	22.9%	48	23.7%	30	13.4%	15	9.8%	8	17.0%	40	21.9%	45	20.1%	215
Physical assault	0.0%	*	0.0%	*	1.7%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.2%	*
Sexual misconduct	0.0%	*	1.0%	*	1.7%	*	0.0%	*	0.0%	*	0.9%	*	0.0%	*	0.6%	6
Verbal abuse	6.3%	6	11.9%	25	10.9%	14	4.2%	5	4.4%	4	2.3%	5	11.0%	23	7.6%	81
None/no response	66.2%	64	69.9%	147	76.3%	97	86.6%	95	85.9%	74	78.1%	184	74.5%	152	76.0%	814

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 120: Other Potential Problems: Department

Please indicate if any of the following are currently problematic.	Biomed Sci/MCIN		Clinic Sci		College Ofc		Diag labs		Env Rad Hth Sci		Micro Imm Path		Vet Treach Hosp		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.3%	*	5.6%	12	1.7%	*	0.0%	*	0.0%	*	2.7%	6	1.2%	*	2.3%	25
Bullying	4.0%	4	24.6%	52	9.4%	12	9.2%	10	14.5%	12	9.5%	22	4.7%	10	11.4%	122
Bias	22.6%	22	33.9%	71	25.7%	33	23.1%	25	12.5%	11	16.2%	38	13.3%	27	21.3%	228
Physical assault	0.0%	*	0.0%	*	1.7%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.2%	*
Sexual misconduct	2.5%	*	2.0%	4	1.7%	*	0.0%	*	0.0%	*	0.7%	*	0.0%	*	1.0%	10
Verbal abuse	4.5%	4	17.3%	36	7.5%	10	2.0%	*	2.0%	*	9.1%	22	7.1%	14	8.4%	90
None/no response	75.1%	73	57.0%	120	72.4%	92	76.9%	85	79.3%	68	74.1%	175	84.3%	172	73.3%	785

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 121: CVMBS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Veterinary Medicine and Biomedical Sciences, please indicate your level of agreement with the following statements:	College Ofc (A)		Clinic Sci (B)		Env Rad Hth Sci (C)		Micro Imm Path (D)		Vet Treach Hosp (E)		Biomed Sci/MCIN (F)		Diag labs (G)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I have the resources needed to perform my job to the best of my ability	72.9% B	120	55.5%	191	56.1%	71	80.7% B C E	209	61.8%	180	67.0%	85	79.4% B C E	107	68.0%	964
My supervisor supports my professional development	78.8%	120	74.8%	189	71.8%	71	84.4%	209	80.7%	182	72.1%	85	80.9%	107	78.7%	964
My supervisor recognizes my current skills/knowledge	77.0%	120	74.4%	191	77.3%	71	88.6% B G	209	79.5%	182	77.4%	85	69.8%	107	78.7%	966
My department supports my overall health and well-being	68.8%	120	52.6%	191	53.3%	71	67.5% B	209	64.5%	182	69.7%	83	58.3%	107	62.3%	964
My department creates an inclusive environment for all employees	63.5%	115	46.7%	191	44.4%	71	64.3% B	204	68.2% B C	185	64.8%	85	50.5%	105	58.5%	956
CVMBS leadership makes sound decisions for the college	50.1%	117	33.4%	177	35.1%	63	57.9% B C E	197	39.9%	180	54.3% B	82	47.4%	97	45.6%	914
CVMBS leadership demonstrates collaboration	63.7% B E	117	39.9%	182	44.5%	63	56.6% B	199	44.9%	175	53.2%	85	49.8%	98	50.1%	919
CVMBS leadership demonstrates accountability	58.6% B C E	117	28.5%	182	33.0%	61	48.1% B E	202	31.9%	178	50.8% B	85	40.4%	98	40.9%	923
CVMBS leadership demonstrates respect	66.7% B E	115	47.2%	182	54.9%	63	68.1% B E	203	46.4%	180	59.1%	85	68.1% B E	107	58.0%	936
CVMBS leadership demonstrates innovation	71.7% B C E	115	52.9%	182	36.0%	61	58.6% C	203	47.4%	177	53.0%	85	60.3% C	105	55.2%	928
CVMBS leadership demonstrates transparency	54.9% B E	117	34.4%	182	38.2%	63	49.0%	204	35.4%	182	47.5%	85	39.8%	105	42.4%	939

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.[1,2,3]

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