

# Employee Climate Survey 2021

## Vice President for Research

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*
Research	192	1	8	84	44.0%
Analytical Resources Core	13	0	3	5	38.5%
Biosafety	2	0	0	2	100.0%
CSU Energy Institute	19	0	0	7	36.8%
Center for Healthy Aging	3	0	0	1	33.3%
Infectious Disease Research Center	34	0	1	15	44.1%
Laboratory Animal Resources	33	0	0	10	30.3%
One Health Institute	4	1	0	2	66.7%
Research Integrity and Compliance Review Office	11	0	1	7	63.6%
Research Services	10	0	0	3	30.0%
Sponsored Programs	35	0	3	19	54.3%
Vice President for Research	28	0	0	13	46.4%

\* 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	34%	29%	34%
	Woman	66%	71%	66%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	0%	0%
Racially minoritized status	Racially minoritized	11%	10%	10%
	Non-racially minoritized	89%	90%	90%
Employee type	Admin Professional	88%	89%	90%
	Contract, continuing, and adjunct (CCA)	0%	0%	0%
	Tenure or Tenure-track (T/TT)	0%	0%	0%
	Faculty	0%	0%	0%
	State Classified	10%	10%	9%
	Other Salaried Employee	2%	1%	1%

*Results are weighted by gender.*

## Frequencies of Results

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

**Table 3: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct   Pop)
My department/unit promotes a work environment where all employees feel included	8.5%	5.7%	14.0%	48.0%	23.7%	100.0%   190
My department/unit treats all employees equitably	6.0%	13.0%	18.5%	40.5%	22.0%	100.0%   190
My department/unit is open and transparent in communication	9.5%	8.7%	25.7%	39.2%	17.0%	100.0%   190
My department/unit values employee input in major department/unit decisions	9.6%	15.6%	22.0%	37.2%	15.5%	100.0%   190
My department/unit promotes respect for cultural differences	4.6%	1.2%	23.5%	39.9%	30.8%	100.0%   190
My department/unit understands the value of diversity	4.9%	6.2%	20.2%	42.8%	26.0%	100.0%   190
My department/unit communicates the importance of valuing diversity	3.7%	7.3%	20.5%	42.7%	25.9%	100.0%   190
I feel valued as an employee	11.1%	8.6%	18.0%	39.6%	22.7%	100.0%   190
I feel a strong sense of belonging to CSU	6.1%	10.6%	32.4%	31.7%	19.2%	100.0%   190
I feel a strong sense of belonging to my division/college	9.3%	15.8%	34.8%	26.8%	13.3%	100.0%   190
I feel a strong sense of belonging to my department/unit	6.2%	8.7%	20.9%	37.0%	27.3%	100.0%   190
I would recommend CSU as a place of employment	3.5%	12.4%	20.1%	44.9%	19.2%	100.0%   190
I would recommend my department/unit as a place of employment	5.9%	12.4%	14.9%	40.7%	26.2%	100.0%   190

**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?	83.0%	17.0%	100.0%   190

**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	4.3%	4.4%	8.4%	47.0%	35.8%	100.0%   157
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	20.1%	49.2%	22.0%	5.8%	3.0%	100.0%   157
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	1.3%	10.5%	23.6%	53.8%	10.8%	100.0%   157

*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	3.4%	18.0%	24.5%	42.8%	11.4%	100.0%   190
My college/division is treated with respect by CSU	4.5%	17.1%	25.4%	42.2%	10.8%	100.0%   190
The people I interact with treat each other with respect	2.3%	1.2%	17.0%	55.2%	24.3%	100.0%   190
There is respect for religious differences in my department/unit	0.0%	1.2%	35.6%	41.0%	22.2%	100.0%   187
There is respect for liberal perspectives in my department/unit	1.2%	0.0%	29.7%	46.0%	23.2%	100.0%   187
There is respect for conservative perspectives in my department/unit	6.1%	5.1%	37.8%	37.5%	13.5%	100.0%   187

**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	12.2%	33.8%	23.3%	16.1%	14.6%	100.0%   185
Resources in my department/unit	13.3%	35.3%	20.4%	19.8%	11.2%	100.0%   185
Professional development opportunities	13.3%	36.2%	24.1%	16.3%	10.0%	100.0%   185
Promoted in my department/unit	12.2%	27.1%	31.8%	12.6%	16.3%	100.0%   185
Hired in my department/unit	14.5%	34.6%	32.3%	7.5%	11.2%	100.0%   185

**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	9.5%	9.1%	43.6%	31.6%	6.2%	100.0%   187
Leadership holds employees accountable for inappropriate behavior	9.5%	9.3%	44.5%	29.4%	7.3%	100.0%   187
Leadership holds employees accountable for poor performance in the workplace	10.9%	10.1%	45.7%	28.5%	4.8%	100.0%   187
Leadership acts ethically and honestly in the workplace	7.2%	10.0%	33.9%	40.5%	8.4%	100.0%   187
Leadership addresses issues of inequity	10.9%	8.4%	45.7%	27.7%	7.3%	100.0%   187
Leadership holds all employees to the same standards	15.1%	14.2%	42.4%	22.1%	6.2%	100.0%   187

**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	7.5%	10.2%	31.4%	34.9%	16.1%	100.0%   185
Leadership holds employees accountable for inappropriate behavior	4.9%	9.2%	30.2%	43.1%	12.6%	100.0%   185
Leadership holds employees accountable for poor performance in the workplace	8.8%	13.1%	26.6%	36.8%	14.7%	100.0%   187
Leadership acts ethically and honestly in the workplace	7.2%	10.0%	33.9%	40.5%	8.4%	100.0%   187
Leadership addresses issues of inequity	7.7%	7.0%	37.1%	36.4%	11.9%	100.0%   187
Leadership holds all employees to the same standards	9.1%	12.2%	24.6%	40.6%	13.6%	100.0%   187

**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	1.2%	7.4%	27.8%	49.7%	13.8%	100.0%   187
Improves the campus climate for all employees	3.5%	8.6%	28.6%	44.1%	15.2%	100.0%   187
Retains diverse employees	4.9%	13.0%	41.9%	26.4%	13.8%	100.0%   187
Creates a supportive environment for employees from diverse backgrounds	3.5%	9.9%	29.1%	42.2%	15.2%	100.0%   187
Encourages discussions related to diversity	2.3%	3.7%	12.2%	52.4%	29.3%	100.0%   187
Provides employees with a positive work experience	3.6%	9.6%	20.9%	48.1%	17.7%	100.0%   187
Climate has become consistently more inclusive of all employees	2.4%	6.0%	28.8%	50.2%	12.6%	100.0%   187

**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	1.4%	9.2%	30.2%	41.8%	17.5%	100.0%   187
Improves the campus climate for all employees	4.9%	6.0%	29.9%	42.7%	16.6%	100.0%   187
Retains diverse employees	5.1%	14.1%	40.8%	27.4%	12.6%	100.0%   187
Creates a supportive environment for employees from diverse backgrounds	3.5%	9.9%	29.1%	42.2%	15.2%	100.0%   187
Encourages discussions related to diversity	2.8%	2.2%	25.2%	47.4%	22.3%	100.0%   187
Provides employees with a positive work experience	4.9%	7.5%	14.8%	50.4%	22.4%	100.0%   185
Climate has become consistently more inclusive of all employees	2.6%	4.8%	32.7%	44.7%	15.2%	100.0%   187

**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	2.7%	15.0%	25.8%	46.7%	9.8%	100.0% 183
Communications are timely	2.7%	12.6%	21.3%	51.4%	11.9%	100.0% 181
Communications are relevant	2.7%	7.7%	31.1%	45.1%	13.4%	100.0% 181
Communications are informative	1.3%	7.0%	26.9%	50.0%	14.9%	100.0% 181
Communications are motivating	1.3%	15.2%	40.4%	31.7%	11.4%	100.0% 181
Communications are honest	2.7%	8.6%	35.5%	40.4%	12.7%	100.0% 178
Communications are accessible	1.3%	1.3%	26.9%	51.9%	18.7%	100.0% 181

**Table 13: Communications: Division/College**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct   Pop)
Communications are effective	7.4%	30.8%	22.0%	33.4%	6.4%	100.0% 181
Communications are timely	8.8%	27.0%	19.9%	36.8%	7.6%	100.0% 181
Communications are relevant	8.6%	16.5%	22.5%	44.8%	7.7%	100.0% 178
Communications are informative	5.9%	18.6%	25.7%	40.7%	9.0%	100.0% 181
Communications are motivating	8.2%	19.4%	46.9%	16.7%	8.7%	100.0% 181
Communications are honest	7.4%	13.2%	37.7%	30.4%	11.4%	100.0% 181
Communications are accessible	5.0%	3.9%	33.4%	46.1%	11.6%	100.0% 181

**Table 14: Communications: Department/Unit**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct   Pop)
Communications are effective	7.9%	7.7%	16.4%	49.1%	19.0%	100.0% 181
Communications are timely	7.6%	9.0%	17.6%	48.1%	17.8%	100.0% 181
Communications are relevant	5.2%	1.2%	15.6%	59.3%	18.7%	100.0% 181
Communications are informative	3.8%	4.1%	15.0%	56.9%	20.2%	100.0% 181
Communications are motivating	6.4%	9.1%	38.7%	30.6%	15.1%	100.0% 181
Communications are honest	5.0%	2.9%	21.0%	47.8%	23.4%	100.0% 181
Communications are accessible	2.6%	3.8%	19.9%	53.0%	20.7%	100.0% 181

**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?	46.7%	34.8%	18.5%	100.0% 183

**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	0.0%	8.6%	8.0%	42.1%	41.3%	100.0%   146
My representation in shared governance (CPC, APC, or Faculty Council)	0.0%	4.7%	72.7%	13.3%	9.3%	100.0%   146
My service on committees	0.0%	8.3%	61.6%	19.4%	10.8%	100.0%   146
Annual review process	1.5%	13.0%	23.1%	41.0%	21.3%	100.0%   146
Input collection through anonymous surveys	5.0%	10.2%	42.6%	31.3%	10.9%	100.0%   146

*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	7.7%	20.7%	40.3%	20.8%	10.5%	100.0%   146
My division/college	15.3%	19.1%	35.1%	24.3%	6.2%	100.0%   146
My department/unit	9.4%	8.3%	12.0%	38.5%	31.8%	100.0%   146

*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 my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	17.7%	34	8.4%	16	3.9%	7
Physical appearance	3.4%	6	4.9%	9	1.4%	*
Physical disability	6.2%	12	2.3%	4	0.0%	*
Mental disability	4.8%	9	3.5%	7	2.3%	4
Employment classification	19.6%	37	20.2%	38	9.2%	18
Gender identity	5.9%	11	4.9%	9	2.6%	5
Job title	19.7%	37	24.4%	46	12.1%	23
Parental status	1.1%	*	2.3%	4	2.5%	5
Religion	6.1%	12	3.4%	6	0.0%	*
Political affiliation	12.0%	23	7.1%	13	5.1%	10
Sexual orientation	3.6%	7	2.3%	4	0.0%	*
Socio-economic status	4.7%	9	5.9%	11	1.1%	*
Ethnic origin	6.2%	12	3.5%	7	1.2%	*
Veteran status	1.1%	*	2.3%	4	1.1%	*
Race or color	9.8%	19	4.9%	9	2.6%	5
Marital status	3.7%	7	3.5%	7	1.2%	*
Nationality/country of origin	6.7%	13	3.5%	7	1.2%	*
None/no response	55.8%	106	71.2%	135	81.8%	155

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

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

**Table 19: Other Potential Problems**

Please indicate if any of the following are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	8.2%	16	4.8%	9	1.4%	*
Bullying	12.6%	24	8.2%	16	3.9%	7
Bias	20.2%	38	12.9%	25	7.5%	14
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	3.4%	6	0.0%	*	0.0%	*
Verbal abuse	4.5%	9	4.6%	9	0.0%	*
None/no response	79.8%	151	86.0%	163	90.0%	171

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

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

**Table 20: Gender**

<b>Gender (Select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Agender	0.0%	*
Cisgender	16.6%	29
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.0%	*
Man	31.3%	55
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.0%	*
Woman	61.0%	107
Prefer not to disclose	5.1%	9
The gender I most closely align with is not listed (please specify)	0.0%	*

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

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

**Table 21: Gender Scales**

<b>Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced. In an attempt to understand this complexity and how various genders experience the campus, we are using these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an attempt to understand the experiences of all genders on campus. In general, how do you see yourself? (please answer all three scales)</b>	<b>Feminine</b>			<b>Masculine</b>			<b>Androgynous</b>		
	<b>Pct</b>	<b>Pop</b>	<b>Mean</b>	<b>Pct</b>	<b>Pop</b>	<b>Mean</b>	<b>Pct</b>	<b>Pop</b>	<b>Mean</b>
0 Not at all	28.4%	45		40.3%	63		83.2%	131	
1	1.7%	*		20.2%	32		8.4%	13	
2	4.0%	6		8.1%	13		5.8%	9	
3	4.1%	6		0.0%	*		2.7%	4	
4	17.4%	27		3.0%	5		0.0%	*	
5	14.7%	23		11.7%	18		0.0%	*	
6 Very	29.7%	47		16.7%	26		0.0%	*	
Total	100.0%	157	3.43	100.0%	157	2.07	100.0%	157	.28

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

**Table 22: Race/Ethnicity**

<b>Race and/or Ethnicity (Select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Native American or Alaska Native or First Nations	1.2%	*
Asian (can include Middle Eastern and North African)	2.5%	4
Black or African American (can include Middle Eastern and North African)	2.8%	5
Hispanic or Latinx	2.8%	5
Native Hawaiian or Other Pacific Islander	0.0%	*
White	83.9%	143
Prefer not to disclose	8.1%	14
The race/ethnicity I most closely align with is not listed (please specify)	0.0%	*

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

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



**Table 23: Black or African American**

<b>You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Black American	100.0%	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)	0.0%	*
Prefer not to disclose	0.0%	*
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

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

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

**Table 24: Native American or Alaska Native or First Nations**

<b>You indicated that you identify as Native American or Alaska Native or First Nations, please list your Tribal Nation affiliation(s) in the text box below.</b>	<b>Pct</b>	<b>Pop</b>
Apache	0.0%	*
Cherokee	100.0%	*
Oglala Lakota Sioux	0.0%	*
Navajo/Diné	0.0%	*
Pueblo (e.g., Acoma, Cochiti, Taos)	0.0%	*
Another tribal affiliation	0.0%	*
Unknown/not disclosed	0.0%	*

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

Categories coded from write-in responses.

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

**Table 25: Hispanic or Latinx**

<b>You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Mexican or Chicano/a	100.0%	5
Caribbean	0.0%	*
Puerto Rican	0.0%	*
Cuban	0.0%	*
Central American	0.0%	*
South American	0.0%	*
Prefer not to disclose	0.0%	*
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	55.5%	*

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

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

**Table 26: Asian**

<b>You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	0.0%	*
Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	0.0%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	0.0%	*
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	100.0%	4
West Asians/Middle East (i.e., Bahrain, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	0.0%	*
Prefer not to disclose	0.0%	*
The Asian identity that I most closely align with is not listed (please specify)	0.0%	*

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

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

**Table 27: Hawaiian/Pacific Islander**

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

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

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

**Table 28: Disability**

	Yes	No	Prefer not to respond	Total (Pct   Pop)
Do you identify as a person with a disability?	7.7%	86.0%	6.4%	100.0%   181

**Table 29: LGBTQIA+**

	Yes	No	Unsure	Prefer not to respond	Total (Pct   Pop)
Do you identify in the LGBTQIA+ community?	4.1%	87.0%	1.5%	7.4%	100.0%   178

**Table 30: Department/Unit**

	Pct	Pop
Analytical Resources Core	6.1%	12
Biosafety	2.2%	4
CSU Energy Institute	8.8%	17
Center for Healthy Aging	1.1%	*
Infectious Disease Research Center	18.5%	35
Laboratory Animal Resources	11.3%	22
One Health Institute	2.2%	4
Research Integrity and Compliance Review Office	8.0%	15
Research Services	3.9%	7
Sponsored Programs	22.4%	42
Vice President for Research	15.4%	29
Total	100.0%	190

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

**Table 31: Employee Type**

	Pct	Pop
Admin Professional	89.9%	171
Other Salaried Employee	1.1%	*
State Classified	9.0%	17
Total	100.0%	190

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

## 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 32: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	61.9%	55	64.9%	107	63.9%	163
My department/unit promotes a work environment where all employees feel included	81.0%	55	72.5%	107	75.4%	163
My department/unit treats all employees equitably	57.1%	55	72.5%	107	67.3%	163
			A			
My department/unit is open and transparent in communication	61.9%	55	56.9%	107	58.6%	163
My department/unit values employee input in major department/unit decisions	61.9%	55	52.9%	107	56.0%	163
My department/unit promotes respect for cultural differences	81.0%	55	70.6%	107	74.1%	163
My department/unit understands the value of diversity	66.7%	55	74.5%	107	71.8%	163
My department/unit communicates the importance of valuing diversity	61.9%	55	74.5%	107	70.2%	163
I feel valued as an employee	52.4%	55	70.6%	107	64.4%	163
			A			
I feel a strong sense of belonging to CSU	47.6%	55	54.9%	107	52.4%	163
I feel a strong sense of belonging to my division/college	33.3%	55	43.1%	107	39.8%	163
I feel a strong sense of belonging to my department/unit	66.7%	55	66.7%	107	66.7%	163
I would recommend CSU as a place of employment	61.9%	55	66.7%	107	65.1%	163
I would recommend my department/unit as a place of employment	71.4%	55	66.7%	107	68.3%	163

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 33: Performance Review in Last Year**

Did you have a performance review in the last year?	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	76.2%	42	84.3%	91	81.6%	133
No, I did not have a review	23.8%	13	15.7%	17	18.4%	30
Total	100.0%	55	100.0%	107	100.0%	163

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

Significance level for upper case letters (A, B, C): .05<sup>a,b</sup>

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

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

**Table 34: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	83.3%	42	80.6%	91	81.5%	133
I am satisfied with the effort my supervisor put into my most recent performance review	81.2%	42	81.4%	91	81.3%	133
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	12.5%	42	7.0%	91	8.7%	133
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	68.8%	42	60.5%	91	63.1%	133

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

*Percent "Agree" or "Strongly agree"*

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

*\*Reverse coded when included in overall rating<sup>a,b,c</sup>*

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

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

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

**Table 35: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	71.4%	55	62.0%	105	65.2%	160
My department/unit is treated with respect by other units within my college/division	66.7%	55	52.9%	107	57.6%	163
My college/division is treated with respect by CSU	47.6%	55	60.8%	107	56.3%	163
The people I interact with treat each other with respect	95.2%	55	72.5%	107	80.3%	163
	B					
There is respect for religious differences in my department/unit	76.2%	55	62.0%	105	66.9%	160
There is respect for liberal perspectives in my department/unit	81.0%	55	70.0%	105	73.8%	160
There is respect for conservative perspectives in my department/unit	61.9%	55	52.0%	105	55.4%	160

*Percent "Agree" or "Strongly agree"*

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

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

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

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

**Table 36: Favoritism**

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	35.2%	55	23.2%	105	27.3%	160
Recognized within my department/unit	33.3%	55	28.0%	105	29.8%	160
Resources in my department/unit	38.1%	55	26.0%	105	30.2%	160
Professional development opportunities	38.1%	55	22.0%	105	27.5%	160
	B					
Promoted in my department/unit	42.9%	55	24.0%	105	30.5%	160
	B					
Hired in my department/unit	23.8%	55	16.0%	105	18.7%	160

*Percent "Agree" or "Strongly agree"*

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

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

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

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

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

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	31.0%	55	42.5%	107	38.6%	163
Leadership adequately addresses inappropriate behavior	28.6%	55	47.1% A	107	40.8%	163
Leadership holds employees accountable for inappropriate behavior	28.6%	55	43.1%	107	38.2%	163
Leadership holds employees accountable for poor performance in the workplace	28.6%	55	39.2%	107	35.6%	163
Leadership acts ethically and honestly in the workplace	42.9%	55	54.9%	107	50.8%	163
Leadership addresses issues of inequity	38.1%	55	37.3%	107	37.5%	163
Leadership holds all employees to the same standards	19.0%	55	33.3%	107	28.5%	163

Percent "Agree" or "Strongly agree"

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

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

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

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

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

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	45.2%	55	61.0% A	105	55.6%	160
Leadership adequately addresses inappropriate behavior	47.6%	55	54.0%	105	51.8%	160
Leadership holds employees accountable for inappropriate behavior	47.6%	55	58.0%	105	54.4%	160
Leadership holds employees accountable for poor performance in the workplace	47.6%	55	54.9%	107	52.4%	163
Leadership acts ethically and honestly in the workplace	42.9%	55	54.9%	107	50.8%	163
Leadership addresses issues of inequity	28.6%	55	56.9% A	107	47.3%	163
Leadership holds all employees to the same standards	33.3%	55	62.7% A	107	52.8%	163

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 39: Climate: CSU Overall**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	59.9%	55	65.5%	107	63.6%	163
Recruits employees from a diverse set of backgrounds	61.9%	55	68.6%	107	66.3%	163
Improves the campus climate for all employees	47.6%	55	70.6% A	107	62.8%	163
Retains diverse employees	47.6%	55	37.3%	107	40.8%	163
Creates a supportive environment for employees from diverse backgrounds	52.4%	55	60.8%	107	57.9%	163
Encourages discussions related to diversity	81.0%	55	86.3%	107	84.5%	163
Provides employees with a positive work experience	61.9%	55	72.5%	107	68.9%	163
Climate has become consistently more inclusive of all employees	66.7%	55	62.7%	107	64.1%	163

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 40: Climate: Department/Unit**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	57.1%	55	61.7%	105	60.1%	160
Recruits employees from a diverse set of backgrounds	61.9%	55	56.9%	107	58.6%	163
Improves the campus climate for all employees	47.6%	55	70.6%	107	62.8%	163
			A			
Retains diverse employees	42.9%	55	37.3%	107	39.2%	163
Creates a supportive environment for employees from diverse backgrounds	52.4%	55	60.8%	107	57.9%	163
Encourages discussions related to diversity	66.7%	55	70.6%	107	69.3%	163
Provides employees with a positive work experience	66.7%	55	76.0%	105	72.8%	160
Climate has become consistently more inclusive of all employees	52.4%	55	60.8%	107	57.9%	163

Percent "Agree" or "Strongly agree"

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

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

**Table 41: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	55.0%	53	62.2%	107	59.8%	160
Communications are effective	52.4%	55	58.8%	107	56.6%	163
Communications are timely	57.1%	55	66.7%	107	63.4%	163
Communications are relevant	57.1%	55	62.7%	107	60.8%	163
Communications are informative	66.7%	55	70.6%	107	69.3%	163
Communications are motivating	33.3%	55	49.0%	107	43.7%	163
Communications are honest	30.0%	53	60.8%	107	50.7%	160
			A			
Communications are accessible	81.0%	55	66.7%	107	71.5%	163

Percent "Agree" or "Strongly agree"

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

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



**Table 42: Communications: Division/College**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	38.1%	55	49.1%	105	45.3%	160
Communications are effective	38.1%	55	43.1%	107	41.4%	163
Communications are timely	33.3%	55	49.0%	107	43.7%	163
Communications are relevant	42.9%	55	60.0%	105	54.1%	160
			A			
Communications are informative	47.6%	55	52.9%	107	51.1%	163
Communications are motivating	14.3%	55	33.3%	107	26.9%	163
			A			
Communications are honest	28.6%	55	45.1%	107	39.5%	163
			A			
Communications are accessible	61.9%	55	56.9%	107	58.6%	163

Percent "Agree" or "Strongly agree"

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

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

**Table 43: Communications: Department/Unit**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	58.5%	55	72.0%	107	67.4%	163
			A			
Communications are effective	57.1%	55	72.5%	107	67.3%	163
			A			
Communications are timely	57.1%	55	66.7%	107	63.4%	163
Communications are relevant	66.7%	55	84.3%	107	78.3%	163
			A			
Communications are informative	71.4%	55	80.4%	107	77.3%	163
Communications are motivating	38.1%	55	49.0%	107	45.3%	163
Communications are honest	47.6%	55	78.4%	107	68.0%	163
			A			
Communications are accessible	71.4%	55	72.5%	107	72.2%	163

Percent "Agree" or "Strongly agree"

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

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

**Table 44: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	42.9%	24	47.1%	51	45.6%	74
Maybe, I can provide feedback in limited situations	38.1%	21	33.3%	36	34.9%	57
No, I don't have an opportunity to provide feedback	19.0%	11	19.6%	21	19.4%	32
Total	100.0%	55	100.0%	107	100.0%	163

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

Significance level for upper case letters (A, B, C): .05<sup>a,b</sup>

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

**Table 45: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	36.3%	42	55.1% A	86	48.9%	128
One on one conversations with my supervisor	62.5%	42	92.7% A	86	82.8%	128
My representation in shared governance (CPC, APC, or Faculty Council)	18.8%	42	29.3% A	86	25.8%	128
My service on committees	25.0%	42	39.0% A	86	34.4%	128
Annual review process	50.0%	42	68.3% A	86	62.3%	128
Input collection through anonymous surveys	25.0%	42	46.3% A	86	39.4%	128

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

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

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

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

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

**Table 46: Feedback Valued**

When I give feedback it is valued by:	Man (A)		Woman (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	35.4%	42	48.8% A	86	44.4%	128
CSU overall	18.8%	42	41.5% A	86	34.0%	128
My division/college	25.0%	42	31.7% A	86	29.5%	128
My department/unit	62.5%	42	73.2% A	86	69.7%	128

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

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

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

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

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



**Table 47: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	14.3%	8	17.6%	19	16.5%	27
Physical appearance	0.0%	*	3.9%	4	2.6%	4
Physical disability	9.5%	5	3.9%	4	5.8%	9
Mental disability	4.8%	*	3.9%	4	4.2%	7
Employment classification	9.5%	5	25.5%	27	20.1%	33
Gender identity	4.8%	*	5.9%	6	5.5%	9
Job title	9.5%	5	23.5%	25	18.8%	31
Parental status	0.0%	*	2.0%	*	1.3%	*
Religion	9.5%	5	5.9%	6	7.1%	12
Political affiliation	14.3%	8	11.8%	13	12.6%	21
Sexual orientation	4.8%	*	3.9%	4	4.2%	7
Socio-economic status	4.8%	*	5.9%	6	5.5%	9
Ethnic origin	9.5%	5	3.9%	4	5.8%	9
Veteran status	0.0%	*	2.0%	*	1.3%	*
Race or color	14.3%	8	7.8%	8	10.0%	16
Marital status	4.8%	*	2.0%	*	2.9%	5
Nationality/country of origin	0.0%	*	9.8%	11	6.5%	11
None/no response	52.4%	29	54.9%	59	54.0%	88

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

Statistical significance not tested.

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

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

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	9.5%	5	7.8%	8	8.4%	14
Physical appearance	4.8%	*	2.0%	*	2.9%	5
Physical disability	0.0%	*	2.0%	*	1.3%	*
Mental disability	0.0%	*	2.0%	*	1.3%	*
Employment classification	19.0%	11	19.6%	21	19.4%	32
Gender identity	4.8%	*	2.0%	*	2.9%	5
Job title	33.3%	18	19.6%	21	24.3%	39
Parental status	0.0%	*	2.0%	*	1.3%	*
Religion	0.0%	*	3.9%	4	2.6%	4
Political affiliation	4.8%	*	5.9%	6	5.5%	9
Sexual orientation	0.0%	*	2.0%	*	1.3%	*
Socio-economic status	4.8%	*	5.9%	6	5.5%	9
Ethnic origin	0.0%	*	2.0%	*	1.3%	*
Veteran status	0.0%	*	2.0%	*	1.3%	*
Race or color	4.8%	*	2.0%	*	2.9%	5
Marital status	0.0%	*	2.0%	*	1.3%	*
Nationality/country of origin	0.0%	*	2.0%	*	1.3%	*
None/no response	66.7%	37	72.5%	78	70.6%	115

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

Statistical significance not tested.

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

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

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	9.5%	5	2.0%	*	4.5%	7
Physical appearance	4.8%	*	0.0%	*	1.6%	*
Mental disability	0.0%	*	2.0%	*	1.3%	*
Employment classification	4.8%	*	11.8%	13	9.4%	15
Gender identity	4.8%	*	0.0%	*	1.6%	*
Job title	14.3%	8	9.8%	11	11.3%	18
Parental status	4.8%	*	2.0%	*	2.9%	5
Political affiliation	9.5%	5	2.0%	*	4.5%	7
Socio-economic status	0.0%	*	2.0%	*	1.3%	*
Veteran status	0.0%	*	2.0%	*	1.3%	*
Race or color	4.8%	*	0.0%	*	1.6%	*
None/no response	76.2%	42	84.3%	91	81.6%	133

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.8%	*	7.8%	8	6.8%	11
Bullying	4.8%	*	15.7%	17	12.0%	19
Bias	19.0%	11	19.6%	21	19.4%	32
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	3.9%	4	2.6%	4
Verbal abuse	0.0%	*	5.9%	6	3.9%	6
None/no response	81.0%	45	80.4%	86	80.6%	131

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.8%	*	3.9%	4	4.2%	7
Bullying	4.8%	*	7.8%	8	6.8%	11
Bias	9.5%	5	13.7%	15	12.3%	20
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	3.9%	4	2.6%	4
None/no response	90.5%	50	84.3%	91	86.4%	140

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

Statistical significance not tested.

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

**Table 52: Other Potential Problems: Department/Unit**

Please indicate if any of the following are currently problematic.	Man		Woman		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.8%	*	0.0%	*	1.6%	*
Bullying	9.5%	5	2.0%	*	4.5%	7
Bias	14.3%	8	5.9%	6	8.7%	14
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	81.0%	45	92.2%	99	88.4%	144

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

Statistical significance not tested.

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

## Comparisons by Racially Minoritized Status

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

**Table 53: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	65.4%	16	62.8%	141	63.0%	157
My department/unit promotes a work environment where all employees feel included	86.7%	16	73.2%	141	74.5%	157
My department/unit treats all employees equitably	70.0%	16	67.6%	141	67.9%	157
My department/unit is open and transparent in communication	56.7%	16	60.5%	141	60.1%	157
My department/unit values employee input in major department/unit decisions	56.7%	16	51.0%	141	51.6%	157
My department/unit promotes respect for cultural differences	53.4%	16	73.8%	141	71.8%	157
My department/unit understands the value of diversity	70.0%	16	69.4%	141	69.4%	157
My department/unit communicates the importance of valuing diversity	70.0%	16	71.0%	141	70.9%	157
I feel valued as an employee	86.7%	16	62.4%	141	64.8%	157
I feel a strong sense of belonging to CSU	70.0%	16	50.5%	141	52.4%	157
I feel a strong sense of belonging to my division/college	43.3%	16	38.9%	141	39.4%	157
I feel a strong sense of belonging to my department/unit	86.7%	16	63.1%	141	65.5%	157
I would recommend CSU as a place of employment	26.7%	16	68.0%	141	63.8%	157
I would recommend my department/unit as a place of employment	73.3%	16	66.5%	141	67.2%	157

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 54: Performance Review in Last Year**

Did you have a performance review in the last year?	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	53.4%	8	87.3%	123	83.9%	132
No, I did not have a review	46.6%	7	12.7%	18	16.1%	25
Total	100.0%	16	100.0%	141	100.0%	157

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

Significance level for upper case letters (A, B, C): .05<sup>1,2</sup>

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

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

**Table 55: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	75.0%	8	81.2%	123	80.8%	132
I am satisfied with the effort my supervisor put into my most recent performance review	75.0%	8	81.7%	123	81.2%	132
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	0.0%	8	9.4%	123	8.8%	132
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	50.0%	8	61.9%	123	61.2%	132

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

*Percent "Agree" or "Strongly agree"*

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

*\*Reverse coded when included in overall rating <sup>a,b,c</sup>*

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

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

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

**Table 56: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	41.7%	16	67.0%	139	64.4%	155
My department/unit is treated with respect by other units within my college/division	60.0%	16	56.0%	141	56.4%	157
My college/division is treated with respect by CSU	43.3%	16	54.5%	141	53.4%	157
The people I interact with treat each other with respect	73.3%	16	80.3%	141	79.6%	157
There is respect for religious differences in my department/unit	30.0%	16	71.6%	139	67.4%	155
There is respect for liberal perspectives in my department/unit	30.0%	16	77.7%	139	72.8%	155
There is respect for conservative perspectives in my department/unit	13.3%	16	60.6%	139	55.8%	155

*Percent "Agree" or "Strongly agree"*

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

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

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

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

**Table 57: Favoritism**

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	32.7%	16	27.8%	139	28.3%	155
Recognized within my department/unit	43.3%	16	29.5%	139	30.9%	155
Resources in my department/unit	30.0%	16	31.4%	139	31.2%	155
Professional development opportunities	16.6%	16	29.9%	139	28.5%	155
Promoted in my department/unit	43.3%	16	30.2%	139	31.6%	155
Hired in my department/unit	30.0%	16	18.1%	139	19.3%	155

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 58: Leadership Accountability: College/Division Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	11.7%	16	41.5% A	141	38.5%	157
Leadership adequately addresses inappropriate behavior	13.3%	16	45.3% A	141	42.1%	157
Leadership holds employees accountable for inappropriate behavior	13.3%	16	42.3% A	141	39.4%	157
Leadership holds employees accountable for poor performance in the workplace	13.3%	16	37.7%	141	35.3%	157
Leadership acts ethically and honestly in the workplace	13.3%	16	55.0% A	141	50.8%	157
Leadership addresses issues of inequity	16.6%	16	37.5%	141	35.4%	157
Leadership holds all employees to the same standards	0.0%	16	31.0% A	141	27.9%	157

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 59: Leadership Accountability: Department/Unit Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	56.1%	16	55.8%	139	55.8%	155
Leadership adequately addresses inappropriate behavior	43.3%	16	53.0%	139	52.0%	155
Leadership holds employees accountable for inappropriate behavior	56.7%	16	54.5%	139	54.8%	155
Leadership holds employees accountable for poor performance in the workplace	56.7%	16	50.4%	141	51.0%	157
Leadership acts ethically and honestly in the workplace	13.3%	16	55.0% A	141	50.8%	157
Leadership addresses issues of inequity	40.0%	16	47.9%	141	47.1%	157
Leadership holds all employees to the same standards	70.0%	16	52.7%	141	54.5%	157

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 60: Climate: CSU Overall**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	38.6%	16	67.5% A	141	64.6%	157
Recruits employees from a diverse set of backgrounds	43.3%	16	67.6%	141	65.2%	157
Improves the campus climate for all employees	40.0%	16	67.2% A	141	64.5%	157
Retains diverse employees	0.0%	16	44.5% A	141	40.0%	157
Creates a supportive environment for employees from diverse backgrounds	13.3%	16	65.0% A	141	59.8%	157
Encourages discussions related to diversity	73.3%	16	88.8%	141	87.3%	157
Provides employees with a positive work experience	56.7%	16	71.0%	141	69.5%	157
Climate has become consistently more inclusive of all employees	43.3%	16	68.4% A	141	65.8%	157

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 61: Climate: Department/Unit**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	41.9%	16	61.7% A	139	59.7%	155
Recruits employees from a diverse set of backgrounds	46.6%	16	58.3%	141	57.1%	157
Improves the campus climate for all employees	56.7%	16	62.3%	141	61.7%	157
Retains diverse employees	0.0%	16	39.5% A	141	35.5%	157
Creates a supportive environment for employees from diverse backgrounds	13.3%	16	65.0% A	141	59.8%	157
Encourages discussions related to diversity	43.3%	16	74.7% A	141	71.5%	157
Provides employees with a positive work experience	73.3%	16	71.7%	139	71.8%	155
Climate has become consistently more inclusive of all employees	43.3%	16	61.3%	141	59.5%	157

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 62: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	43.3%	16	61.8%	139	59.9%	154
Communications are effective	26.7%	16	60.2% A	141	56.8%	157
Communications are timely	43.3%	16	66.1%	141	63.8%	157
Communications are relevant	60.0%	16	59.4%	141	59.5%	157
Communications are informative	43.3%	16	69.4% A	141	66.7%	157
Communications are motivating	26.7%	16	47.1%	141	45.1%	157
Communications are honest	43.3%	16	55.2%	139	54.0%	154
Communications are accessible	60.0%	16	71.7%	141	70.5%	157

Percent "Agree" or "Strongly agree"

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

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

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

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



**Table 63: Communications: Division/College**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	27.6%	16	46.4%	139	44.5%	155
Communications are effective	26.7%	16	39.2%	141	37.9%	157
Communications are timely	13.3%	16	46.8%	141	43.4%	157
			A			
Communications are relevant	26.7%	16	55.4%	139	52.5%	155
			A			
Communications are informative	26.7%	16	52.0%	141	49.4%	157
Communications are motivating	13.3%	16	27.7%	141	26.2%	157
Communications are honest	43.3%	16	40.4%	141	40.7%	157
Communications are accessible	43.3%	16	60.5%	141	58.8%	157

Percent "Agree" or "Strongly agree"

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

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

**Table 64: Communications: Department/Unit**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	68.1%	16	67.2%	141	67.3%	157
Communications are effective	70.0%	16	66.0%	141	66.4%	157
Communications are timely	70.0%	16	63.1%	141	63.8%	157
Communications are relevant	70.0%	16	78.4%	141	77.6%	157
Communications are informative	70.0%	16	77.3%	141	76.6%	157
Communications are motivating	70.0%	16	42.3%	141	45.1%	157
			B			
Communications are honest	56.7%	16	71.7%	141	70.2%	157
Communications are accessible	70.0%	16	71.3%	141	71.2%	157

Percent "Agree" or "Strongly agree"

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

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

**Table 65: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	13.3%	*	50.5%	71	46.8%	73
			A			
Maybe, I can provide feedback in limited situations	40.0%	6	33.9%	48	34.5%	54
No, I don't have an opportunity to provide feedback	46.6%	7	15.6%	22	18.8%	29
			B			
Total	100.0%	16	100.0%	141	100.0%	157

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  $n \geq 3$ .<sup>1,2</sup>

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

**Table 66: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	55.0%	8	48.5%	119	48.9%	128
One on one conversations with my supervisor	100.0%	8	81.5%	119	82.7%	128
My representation in shared governance (CPC, APC, or Faculty Council)	25.0%	8	23.8%	119	23.9%	128
My service on committees	25.0%	8	35.3%	119	34.6%	128
Annual review process	75.0%	8	61.5%	119	62.4%	128
Input collection through anonymous surveys	50.0%	8	40.4%	119	41.1%	128

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

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 67: Feedback Valued**

When I give feedback it is valued by:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	33.3%	8	45.8%	119	45.0%	128
CSU overall	25.0%	8	36.8%	119	36.0%	128
My division/college	0.0%	8	33.4%	119	31.2%	128
			A			
My department/unit	75.0%	8	67.2%	119	67.7%	128

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

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 68: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	13.3%	*	17.5%	25	17.1%	27
Physical appearance	13.3%	*	1.5%	*	2.7%	4
Physical disability	13.3%	*	5.2%	7	6.0%	9
Mental disability	13.3%	*	3.3%	5	4.4%	7
Employment classification	13.3%	*	21.6%	31	20.8%	33
Gender identity	13.3%	*	4.8%	7	5.7%	9
Job title	13.3%	*	20.1%	28	19.4%	31
Parental status	13.3%	*	0.0%	*	1.3%	*
Religion	13.3%	*	4.8%	7	5.7%	9
Political affiliation	13.3%	*	9.3%	13	9.7%	15
Sexual orientation	13.3%	*	3.3%	5	4.4%	7
Socio-economic status	30.0%	5	3.0%	4	5.7%	9
Ethnic origin	13.3%	*	5.2%	7	6.0%	9
Veteran status	0.0%	*	1.5%	*	1.3%	*
Race or color	13.3%	*	10.0%	14	10.4%	16
Marital status	13.3%	*	1.9%	*	3.0%	5
Nationality/country of origin	26.7%	4	4.5%	6	6.7%	11
None/no response	56.7%	9	55.7%	79	55.8%	88

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

Statistical significance not tested.

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

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

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	13.3%	*	8.2%	12	8.7%	14
Physical appearance	13.3%	*	1.9%	*	3.0%	5
Physical disability	13.3%	*	0.0%	*	1.3%	*
Mental disability	13.3%	*	0.0%	*	1.3%	*
Employment classification	30.0%	5	19.0%	27	20.1%	32
Gender identity	13.3%	*	1.9%	*	3.0%	5
Job title	30.0%	5	24.6%	35	25.1%	39
Parental status	13.3%	*	0.0%	*	1.3%	*
Religion	13.3%	*	1.5%	*	2.7%	4
Political affiliation	13.3%	*	4.8%	7	5.7%	9
Sexual orientation	13.3%	*	0.0%	*	1.3%	*
Socio-economic status	30.0%	5	3.0%	4	5.7%	9
Ethnic origin	13.3%	*	0.0%	*	1.3%	*
Veteran status	0.0%	*	1.5%	*	1.3%	*
Race or color	13.3%	*	1.9%	*	3.0%	5
Marital status	13.3%	*	0.0%	*	1.3%	*
Nationality/country of origin	13.3%	*	0.0%	*	1.3%	*
None/no response	70.0%	11	69.5%	98	69.5%	109

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

Statistical significance not tested.

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

**Table 70: Discriminatory Attitudes: Department/Unit**

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	5.2%	7	4.7%	7
Physical appearance	0.0%	*	1.9%	*	1.7%	*
Mental disability	0.0%	*	1.5%	*	1.3%	*
Employment classification	13.3%	*	9.3%	13	9.7%	15
Gender identity	0.0%	*	1.9%	*	1.7%	*
Job title	0.0%	*	13.0%	18	11.7%	18
Parental status	0.0%	*	3.3%	5	3.0%	5
Political affiliation	0.0%	*	3.3%	5	3.0%	5
Socio-economic status	0.0%	*	1.5%	*	1.3%	*
Veteran status	0.0%	*	1.5%	*	1.3%	*
Race or color	0.0%	*	1.9%	*	1.7%	*
None/no response	86.7%	14	82.1%	116	82.6%	130

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: 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	30.0%	5	4.5%	6	7.0%	11
Bullying	30.0%	5	10.4%	15	12.4%	19
Bias	30.0%	5	17.1%	24	18.4%	29
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	3.0%	4	2.7%	4
Verbal abuse	13.3%	*	3.0%	4	4.0%	6
None/no response	70.0%	11	82.9%	117	81.6%	128

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

Statistical significance not tested.

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

**Table 72: Other Potential Problems: Division/College**

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	13.3%	*	3.3%	5	4.4%	7
Bullying	13.3%	*	6.3%	9	7.0%	11
Bias	13.3%	*	12.7%	18	12.7%	20
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	13.3%	*	1.5%	*	2.7%	4
None/no response	86.7%	14	85.9%	121	85.9%	135

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: Department/Unit**

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	1.9%	*	1.7%	*
Bullying	0.0%	*	3.3%	5	3.0%	5
Bias	0.0%	*	10.0%	14	9.0%	14
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	16	88.5%	125	89.6%	141

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

Statistical significance not tested.

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

## Comparisons by Employee Type

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

**Table 74: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	61.0%	171	63.2%	17	61.2%	187
My department/unit promotes a work environment where all employees feel included	71.2%	171	74.3%	17	71.5%	187
My department/unit treats all employees equitably	62.1%	171	61.9%	17	62.0%	187
My department/unit is open and transparent in communication	55.0%	171	62.8%	17	55.7%	187
My department/unit values employee input in major department/unit decisions	51.2%	171	61.9%	17	52.2%	187
My department/unit promotes respect for cultural differences	72.3%	171	50.4%	17	70.3%	187
My department/unit understands the value of diversity	67.7%	171	75.2%	17	68.4%	187
My department/unit communicates the importance of valuing diversity	67.5%	171	75.2%	17	68.2%	187
I feel valued as an employee	59.5%	171	86.7%	17	61.9%	187
A						
I feel a strong sense of belonging to CSU	51.7%	171	49.6%	17	51.5%	187
I feel a strong sense of belonging to my division/college	38.4%	171	49.6%	17	39.4%	187
I feel a strong sense of belonging to my department/unit	65.3%	171	49.6%	17	63.9%	187
I would recommend CSU as a place of employment	63.8%	171	62.8%	17	63.7%	187
I would recommend my department/unit as a place of employment	66.9%	171	61.9%	17	66.5%	187

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 75: Performance Review in Last Year**

Did you have a performance review in the last year?	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	82.3%	140	100.0% <sup>a</sup>	17	83.9%	157
No, I did not have a review	17.7%	30	0.0% <sup>a</sup>	*	16.1%	30
Total	100.0%	171	100.0%	17	100.0%	187

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  $n \geq 3$ .<sup>b,c</sup>

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

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

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

**Table 76: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	84.4%	140	67.0%	17	82.5%	157
I am satisfied with the effort my supervisor put into my most recent performance review	B 82.3%	140	87.6%	17	82.9%	157
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	8.3%	140	12.4%	17	8.8%	157
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	B 70.8%	140	13.3%	17	64.6%	157

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

*Percent "Agree" or "Strongly agree"*

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

*\*Reverse coded when included in overall rating<sup>1,2,3</sup>*

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

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

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

**Table 77: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	63.3%	171	40.1%	15	61.4%	185
My department/unit is treated with respect by other units within my college/division	B 56.5%	171	24.8%	17	53.6%	187
My college/division is treated with respect by CSU	B 52.8%	171	49.6%	17	52.5%	187
The people I interact with treat each other with respect	81.0%	171	61.9%	17	79.3%	187
There is respect for religious differences in my department/unit	B 65.8%	171	28.3%	15	62.8%	185
There is respect for liberal perspectives in my department/unit	B 71.1%	171	42.4%	15	68.8%	185
There is respect for conservative perspectives in my department/unit	B 52.4%	171	28.3%	15	50.5%	185

*Percent "Agree" or "Strongly agree"*

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

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

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

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

**Table 78: Favoritism**

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	28.6%	168	11.5%	15	27.2%	183
Recognized within my department/unit	30.0%	168	29.3%	15	29.9%	183
Resources in my department/unit	32.9%	168	14.1%	15	31.3%	183
Professional development opportunities	B 28.9%	168	0.0%	15	26.6%	183
Promoted in my department/unit	30.5%	168	14.1%	15	29.2%	183
Hired in my department/unit	20.5%	168	0.0%	15	18.8%	183

*Percent "Agree" or "Strongly agree"*

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

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

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

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



**Table 79: Leadership Accountability: College/Division Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	36.2%	171	35.7%	15	36.1%	185
Leadership adequately addresses inappropriate behavior	36.6%	171	42.9%	15	37.1%	185
Leadership holds employees accountable for inappropriate behavior	36.7%	171	28.6%	15	36.0%	185
Leadership holds employees accountable for poor performance in the workplace	32.9%	171	28.6%	15	32.5%	185
Leadership acts ethically and honestly in the workplace	46.3%	171	71.4%	15	48.3%	185
Leadership addresses issues of inequity	36.0%	171	28.6%	15	35.4%	185
Leadership holds all employees to the same standards	28.7%	171	14.3%	15	27.5%	185

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 80: Leadership Accountability: Department/Unit Leadership**

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	55.6%	168	54.8%	15	55.5%	183
Leadership adequately addresses inappropriate behavior	51.0%	168	42.9%	15	50.4%	183
Leadership holds employees accountable for inappropriate behavior	55.0%	168	57.1%	15	55.2%	183
Leadership holds employees accountable for poor performance in the workplace	51.7%	171	42.9%	15	51.0%	185
Leadership acts ethically and honestly in the workplace	46.3%	171	71.4%	15	48.3%	185
Leadership addresses issues of inequity	49.3%	171	42.9%	15	48.8%	185
Leadership holds all employees to the same standards	53.4%	171	57.1%	15	53.7%	185

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 81: Climate: CSU Overall**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	61.5%	171	63.3%	15	61.6%	185
Recruits employees from a diverse set of backgrounds	63.7%	171	71.4%	15	64.3%	185
Improves the campus climate for all employees	56.5%	171	85.7%	15	58.8%	185
			A			
Retains diverse employees	40.5%	171	42.9%	15	40.6%	185
Creates a supportive environment for employees from diverse backgrounds	58.2%	171	42.9%	15	57.0%	185
Encourages discussions related to diversity	81.1%	171	85.7%	15	81.5%	185
Provides employees with a positive work experience	66.2%	171	57.1%	15	65.4%	185
Climate has become consistently more inclusive of all employees	64.1%	171	57.1%	15	63.5%	185

Percent "Agree" or "Strongly agree"

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

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

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

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



**Table 82: Climate: Department/Unit**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	60.9%	168	53.1%	15	60.3%	183
Recruits employees from a diverse set of backgrounds	61.4%	171	42.9%	15	59.9%	185
Improves the campus climate for all employees	56.5%	171	85.7%	15	58.8%	185
			A			
Retains diverse employees	41.5%	171	28.6%	15	40.4%	185
Creates a supportive environment for employees from diverse backgrounds	58.2%	171	42.9%	15	57.0%	185
Encourages discussions related to diversity	70.4%	171	57.1%	15	69.4%	185
Provides employees with a positive work experience	71.3%	168	85.7%	15	72.5%	183
Climate has become consistently more inclusive of all employees	62.1%	171	42.9%	15	60.6%	185

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 83: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	57.5%	161	69.4%	15	58.5%	176
Communications are effective	55.9%	166	57.1%	15	56.0%	181
Communications are timely	63.4%	164	57.1%	15	62.9%	178
Communications are relevant	55.5%	164	85.7%	15	58.0%	178
			A			
Communications are informative	61.2%	164	100.0%	15	64.4%	178
			A			
Communications are motivating	41.1%	164	57.1%	15	42.4%	178
Communications are honest	52.2%	161	57.1%	15	52.6%	176
Communications are accessible	70.2%	164	71.4%	15	70.3%	178

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 84: Communications: Division/College**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	41.8%	164	73.8%	13	44.1%	176
			A			
Communications are effective	37.4%	164	57.1%	15	39.1%	178
Communications are timely	42.5%	164	57.1%	15	43.7%	178
Communications are relevant	49.4%	164	83.3%	13	51.9%	176
			A			
Communications are informative	45.9%	164	85.7%	15	49.2%	178
			A			
Communications are motivating	21.6%	164	57.1%	15	24.6%	178
			A			
Communications are honest	39.7%	164	57.1%	15	41.1%	178
Communications are accessible	55.9%	164	71.4%	15	57.2%	178

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 85: Communications: Department/Unit**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	66.6%	164	85.7%	15	68.2%	178
			A			
Communications are effective	64.8%	164	100.0%	15	67.7%	178
			A			
Communications are timely	63.6%	164	85.7%	15	65.4%	178
Communications are relevant	77.0%	164	85.7%	15	77.7%	178
Communications are informative	74.8%	164	100.0%	15	76.8%	178
			A			
Communications are motivating	42.8%	164	71.4%	15	45.1%	178
			A			
Communications are honest	70.8%	164	71.4%	15	70.8%	178
Communications are accessible	72.3%	164	85.7%	15	73.4%	178

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 86: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	46.4%	77	42.9%	6	46.1%	83
Maybe, I can provide feedback in limited situations	34.5%	57	42.9%	6	35.2%	64
No, I don't have an opportunity to provide feedback	19.1%	32	14.3%	*	18.7%	34
Total	100.0%	166	100.0%	15	100.0%	181

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  $n \geq 3$ .<sup>a,b</sup>

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

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

**Table 87: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	47.8%	132	53.3%	13	48.3%	144
One on one conversations with my supervisor	81.5%	132	100.0%	13	83.1%	144
My representation in shared governance (CPC, APC, or Faculty Council)	23.6%	132	16.7%	13	23.0%	144
My service on committees	33.6%	132	0.0%	13	30.6%	144
Annual review process	61.3%	132	83.3%	13	63.2%	144
Input collection through anonymous surveys	38.9%	132	66.7%	13	41.4%	144

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

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 88: Feedback Valued**

When I give feedback it is valued by:	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	42.6%	132	55.6%	13	43.7%	144
CSU overall	30.1%	132	50.0%	13	31.8%	144
My division/college	29.1%	132	33.3%	13	29.5%	144
My department/unit	68.6%	132	83.3%	13	69.9%	144

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

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 89: Discriminatory Attitudes: CSU Overall**

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	18.5%	31	12.4%	*	17.9%	34
Physical appearance	3.8%	6	0.0%	*	3.4%	6
Physical disability	6.9%	12	0.0%	*	6.3%	12
Mental disability	5.3%	9	0.0%	*	4.9%	9
Employment classification	19.3%	33	24.8%	4	19.8%	37
Gender identity	6.6%	11	0.0%	*	6.0%	11
Job title	20.6%	35	12.4%	*	19.9%	37
Parental status	1.2%	*	0.0%	*	1.1%	*
Religion	6.8%	12	0.0%	*	6.2%	12
Political affiliation	13.4%	23	0.0%	*	12.1%	23
Sexual orientation	4.0%	7	0.0%	*	3.6%	7
Socio-economic status	5.2%	9	0.0%	*	4.8%	9
Ethnic origin	6.9%	12	0.0%	*	6.3%	12
Veteran status	1.2%	*	0.0%	*	1.1%	*
Race or color	10.9%	19	0.0%	*	9.9%	19
Marital status	4.1%	7	0.0%	*	3.7%	7
Nationality/country of origin	7.5%	13	0.0%	*	6.8%	13
None/no response	53.4%	91	75.2%	13	55.4%	104

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

Statistical significance not tested.

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

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

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	9.3%	16	0.0%	*	8.5%	16
Physical appearance	5.4%	9	0.0%	*	4.9%	9
Physical disability	2.6%	4	0.0%	*	2.3%	4
Mental disability	3.9%	7	0.0%	*	3.5%	7
Employment classification	22.5%	38	0.0%	*	20.4%	38
Gender identity	5.4%	9	0.0%	*	4.9%	9
Job title	27.1%	46	0.0%	*	24.6%	46
Parental status	2.6%	4	0.0%	*	2.3%	4
Religion	3.8%	6	0.0%	*	3.4%	6
Political affiliation	7.9%	13	0.0%	*	7.2%	13
Sexual orientation	2.6%	4	0.0%	*	2.3%	4
Socio-economic status	6.6%	11	0.0%	*	6.0%	11
Ethnic origin	3.9%	7	0.0%	*	3.5%	7
Veteran status	2.6%	4	0.0%	*	2.3%	4
Race or color	5.4%	9	0.0%	*	4.9%	9
Marital status	3.9%	7	0.0%	*	3.5%	7
Nationality/country of origin	3.9%	7	0.0%	*	3.5%	7
None/no response	68.0%	116	100.0%	17	70.9%	133

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

Statistical significance not tested.

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

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

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	4.3%	7	0.0%	*	3.9%	7
Physical appearance	1.5%	*	0.0%	*	1.4%	*
Mental disability	2.6%	4	0.0%	*	2.3%	4
Employment classification	9.0%	15	12.4%	*	9.3%	18
Gender identity	2.9%	5	0.0%	*	2.6%	5
Job title	13.4%	23	0.0%	*	12.2%	23
Parental status	2.8%	5	0.0%	*	2.5%	5
Political affiliation	5.6%	10	0.0%	*	5.1%	10
Socio-economic status	1.2%	*	0.0%	*	1.1%	*
Ethnic origin	1.3%	*	0.0%	*	1.2%	*
Veteran status	1.2%	*	0.0%	*	1.1%	*
Race or color	2.9%	5	0.0%	*	2.6%	5
Marital status	1.3%	*	0.0%	*	1.2%	*
Nationality/country of origin	1.3%	*	0.0%	*	1.2%	*
None/no response	81.0%	138	87.6%	15	81.6%	153

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.1%	16	0.0%	*	8.3%	16
Bullying	12.8%	22	12.4%	*	12.8%	24
Bias	20.0%	34	12.4%	*	19.3%	36
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	3.8%	6	0.0%	*	3.4%	6
Verbal abuse	5.0%	9	0.0%	*	4.6%	9
None/no response	80.0%	136	87.6%	15	80.7%	151

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	5.3%	9	0.0%	*	4.9%	9
Bullying	9.1%	16	0.0%	*	8.3%	16
Bias	13.1%	22	0.0%	*	11.9%	22
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	5.1%	9	0.0%	*	4.7%	9
None/no response	85.6%	146	100.0%	17	86.9%	163

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	Admin	Pro	SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.5%	*	0.0%	*	1.4%	*
Bullying	4.3%	7	0.0%	*	3.9%	7
Bias	7.1%	12	0.0%	*	6.4%	12
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	90.1%	154	100.0%	17	91.0%	171

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

*Statistical significance not tested.*

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

## Comparisons by Department/Unit

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

**Table 95: Department Grouping**

		Pct
CSU Eng Inst	CSU Energy Institute	8.8%
Infect Dis Res Ctr	Infectious Disease Research Center	18.5%
Lab Animal Res	Laboratory Animal Resources	11.3%
Other	Analytical Resources Core	6.1%
	Biosafety	2.2%
	Center for Healthy Aging	1.1%
	One Health Institute	2.2%
	Research Integrity and Compliance Review Office	8.0%
	Research Services	3.9%
Sponsored Prog	Sponsored Programs	22.4%
VP Research	Vice President for Research	15.4%

**Table 96: Work Culture**

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	55.4%	17	46.1%	35	61.5%	22	74.5% B F	45	71.7% B F	42	48.9%	29	61.5%	190
My department/unit promotes a work environment where all employees feel included	61.1%	17	66.7%	35	60.1%	22	89.4% F	45	84.7% F	42	46.8%	29	71.8%	190
My department/unit treats all employees equitably	31.6%	17	52.8%	35	60.1%	22	78.8% A F	45	78.5% A F	42	45.0%	29	62.5%	190
My department/unit is open and transparent in communication	45.2%	17	72.7% C F	35	30.1%	22	74.1% C F	45	64.9% F	42	21.6%	29	56.2%	190
My department/unit values employee input in major department/unit decisions	61.1%	17	33.3%	35	29.4%	22	70.6% B C F	45	79.8% B C F	42	22.1%	29	52.7%	190
My department/unit promotes respect for cultural differences	86.4% F	17	59.8%	35	90.2% F	22	81.2% F	45	75.2% F	42	37.8%	29	70.7%	190
My department/unit understands the value of diversity	86.4%	17	52.3%	35	60.1%	22	84.7% B	45	67.7%	42	61.7%	29	68.7%	190
My department/unit communicates the importance of valuing diversity	70.6%	17	59.2%	35	79.7%	22	78.8%	45	69.0%	42	54.0%	29	68.5%	190
I feel valued as an employee	45.2%	17	45.3%	35	80.4%	22	69.4%	45	78.5% B F	42	45.0%	29	62.3%	190
I feel a strong sense of belonging to CSU	31.6%	17	12.4%	35	69.9% B	22	64.7% B	45	57.4% B	42	63.5% B	29	50.9%	190
I feel a strong sense of belonging to my division/college	31.6%	17	13.9%	35	40.6%	22	49.4% B	45	56.2% B	42	38.3%	29	40.1%	190
I feel a strong sense of belonging to my department/unit	47.5%	17	45.7%	35	49.6%	22	83.5% B	45	74.8%	42	62.2%	29	64.3%	190
I would recommend CSU as a place of employment	61.1%	17	31.8%	35	79.7% B	22	69.4% B	45	75.2% B	42	68.9% B	29	64.1%	190
I would recommend my department/unit as a place of employment	61.1%	17	52.8%	35	69.9%	22	74.1%	45	69.8%	42	69.4%	29	66.9%	190

Percent "Agree" or "Strongly agree"

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

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

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

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



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

Did you have a performance review in the last year?	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
No, I did not have a review	29.4%	5	19.4%	7	9.8%	*	25.9%	12	0.0% <sup>a</sup>	*	23.4%	7	17.0%	32
Yes, I had a review	70.6%	12	80.6%	28	90.2%	19	74.1%	33	100.0% <sup>a</sup>	42	76.6%	22	83.0%	157
Total	100.0%	17	100.0%	35	100.0%	22	100.0%	45	100.0%	42	100.0%	29	100.0%	190

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  $n \geq 3$ .<sup>b,c</sup>

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

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

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

**Table 98: Performance Review**

Please indicate your level of agreement with the following statements about your most recent performance review.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	86.1%	12	82.5%	28	85.3%	19	82.5%	33	86.8%	42	70.0%	22	82.5%	157
I am satisfied with the effort my supervisor put into my most recent performance review	100.0% F	12	81.5%	28	78.3%	19	80.9%	33	95.0% F	42	59.4%	22	82.9%	157
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	18.0%	12	9.3%	28	0.0%	19	0.0%	33	5.0%	42	31.2% C D E	22	8.8%	157
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	58.3%	12	66.1%	28	77.5%	19	66.7%	33	65.2%	42	50.7%	22	64.6%	157

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

Percent "Agree" or "Strongly agree"

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

\*Reverse coded when included in overall rating<sup>1,2,3</sup>

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

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

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

**Table 99: Respect**

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	69.2%	17	57.4%	35	60.4%	22	78.6% B E F	45	57.1%	40	44.8%	29	61.8%	187
My department/unit is treated with respect by other units within my college/division	70.6%	17	46.4%	35	30.1%	22	67.0%	45	47.2%	42	62.2%	29	54.1%	190
My college/division is treated with respect by CSU	86.4% B C E	17	18.0%	35	39.9%	22	80.0% B C E	45	36.4%	42	68.9% B E	29	53.0%	190
The people I interact with treat each other with respect	73.7%	17	87.6%	35	80.4%	22	81.2%	45	78.5%	42	71.2%	29	79.5%	190
There is respect for religious differences in my department/unit	70.6% F	17	79.7% F	35	80.4% F	22	71.8% F	45	57.4% F	40	21.6%	29	63.2%	187
There is respect for liberal perspectives in my department/unit	72.8%	17	72.7% F	35	70.6%	22	90.6% F	45	62.7%	40	37.8%	29	69.1%	187
There is respect for conservative perspectives in my department/unit	41.2%	17	40.4%	35	60.9% F	22	81.2% A B F	45	57.4% F	40	7.2%	29	51.0%	187

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 100: Favoritism**

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	14.7%	14	36.9%	35	17.8%	22	16.9%	45	15.0%	40	60.4% A C D E	29	27.1%	185
Recognized within my department/unit	14.7%	14	46.8% D	35	19.6%	22	15.3%	45	21.3%	40	64.0% A C D E	29	30.7%	185
Resources in my department/unit	14.7%	14	34.8%	35	30.1%	22	16.5%	45	20.9%	40	71.2% A B C D E	29	31.0%	185
Professional development opportunities	14.7%	14	40.8% E	35	9.8%	22	16.5%	45	10.5%	40	63.5% A C D E	29	26.3%	185
Promoted in my department/unit	14.7%	14	40.8%	35	19.6%	22	21.2%	45	17.0%	40	56.3% C D E	29	28.8%	185
Hired in my department/unit	14.7%	14	21.4%	35	9.8%	22	15.3%	45	5.2%	40	47.3% C D E	29	18.6%	185

Percent "Agree" or "Strongly agree"

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

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

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

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

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

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	45.1%	17	33.0%	35	28.3%	22	44.5%	45	40.2%	40	25.6%	29	36.7%	187
Leadership adequately addresses inappropriate behavior	31.6%	17	43.8%	35	30.1%	22	49.4%	45	27.5%	40	36.0%	29	37.8%	187
Leadership holds employees accountable for inappropriate behavior	31.6%	17	43.8%	35	30.1%	22	44.7%	45	43.6%	40	14.4%	29	36.7%	187
Leadership holds employees accountable for poor performance in the workplace	31.6%	17	31.4%	35	30.1%	22	44.7%	45	38.4%	40	14.4%	29	33.3%	187
Leadership acts ethically and honestly in the workplace	70.6%	17	30.4%	35	30.1%	22	67.0% B C F	45	60.3%	40	29.3%	29	48.9%	187
Leadership addresses issues of inequity	60.1%	17	24.4%	35	30.1%	22	36.5%	45	32.8%	40	37.8%	29	35.0%	187
Leadership holds all employees to the same standards	45.2%	17	24.4%	35	19.6%	22	24.7%	45	38.4%	40	21.6%	29	28.3%	187

Percent "Agree" or "Strongly agree"

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

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

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

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

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

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	47.4%	17	51.6%	35	58.5%	22	69.8% F	43	61.6%	40	35.7%	29	55.8%	185
Leadership adequately addresses inappropriate behavior	31.6%	17	59.2%	35	60.1%	22	61.7%	43	51.1%	40	29.3%	29	51.0%	185
Leadership holds employees accountable for inappropriate behavior	45.2%	17	59.2% F	35	69.9% F	22	61.7% F	43	67.2% F	40	22.1%	29	55.7%	185
Leadership holds employees accountable for poor performance in the workplace	47.5%	17	45.3%	35	50.4%	22	68.2% F	45	56.7%	40	29.3%	29	51.5%	187
Leadership acts ethically and honestly in the workplace	70.6%	17	30.4%	35	30.1%	22	67.0% B C F	45	60.3%	40	29.3%	29	48.9%	187
Leadership addresses issues of inequity	44.3%	17	37.2%	35	50.4%	22	69.4%	45	38.0%	40	43.7%	29	48.2%	187
Leadership holds all employees to the same standards	45.2%	17	38.3%	35	50.4%	22	71.8% B F	45	67.2%	40	36.5%	29	54.2%	187

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 103: Climate: CSU Overall**

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	53.9%	17	34.8%	35	68.3% B	22	71.1% B	45	73.0% B	40	62.7% B	29	61.6%	187
Recruits employees from a diverse set of backgrounds	60.1%	17	43.8%	35	79.7%	22	74.1%	45	62.0%	40	63.5%	29	63.6%	187
Improves the campus climate for all employees	44.3%	17	18.4%	35	59.4% B	22	78.8% B	45	83.0% A B	40	54.5% B	29	59.3%	187
Retains diverse employees	47.5%	17	30.4%	35	30.1%	22	44.7%	45	46.2%	40	40.1%	29	40.2%	187
Creates a supportive environment for employees from diverse backgrounds	42.1%	17	33.3%	35	79.7% B	22	63.5%	45	68.5% B	40	54.5%	29	57.5%	187
Encourages discussions related to diversity	54.8%	17	54.3%	35	90.2% A B	22	95.3% A B	45	94.8% A B	40	85.1% B	29	81.7%	187
Provides employees with a positive work experience	57.9%	17	31.8%	35	69.2% B	22	64.7% B	45	89.5% B	40	77.9% B	29	65.8%	187
Climate has become consistently more inclusive of all employees	70.6%	17	31.8%	35	69.9% B	22	76.5% B	45	67.2% B	40	63.5%	29	62.8%	187

Percent "Agree" or "Strongly agree"

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

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

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

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

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

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	62.3%	17	47.9%	35	58.4%	22	68.7%	45	67.9%	38	52.4%	29	60.3%	185
Recruits employees from a diverse set of backgrounds	73.7%	17	53.2%	35	69.9%	22	58.8%	45	56.7%	40	54.5%	29	59.2%	187
Improves the campus climate for all employees	44.3%	17	31.8%	35	49.6%	22	74.1% B	45	83.0% B	40	52.7%	29	59.3%	187
Retains diverse employees	61.1%	17	25.9%	35	19.6%	22	44.7%	45	44.9%	40	46.0%	29	40.0%	187
Creates a supportive environment for employees from diverse backgrounds	42.1%	17	33.3%	35	79.7% B	22	63.5%	45	68.5% B	40	54.5%	29	57.5%	187
Encourages discussions related to diversity	54.8%	17	61.1%	35	80.4%	22	84.7%	45	68.1%	40	59.9%	29	69.7%	187
Provides employees with a positive work experience	73.7%	17	50.7%	35	59.4%	22	80.0% B	45	94.5% B C	38	69.4%	29	72.8%	185
Climate has become consistently more inclusive of all employees	70.6%	17	51.7%	35	60.1%	22	75.3%	45	55.4%	40	46.0%	29	59.9%	187

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 105: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	62.4%	14	48.0%	33	65.5%	22	54.1%	42	72.6%	40	52.9%	27	59.0%	178
Communications are effective	70.6%	17	48.4%	33	60.1%	22	44.7%	45	77.7% D	40	42.9%	27	56.5%	183
Communications are timely	81.7%	14	48.4%	33	69.9%	22	55.3%	45	76.4%	40	60.4%	27	63.3%	181
Communications are relevant	69.6%	14	42.0%	33	49.6%	22	60.0%	45	71.2%	40	58.5%	27	58.5%	181
Communications are informative	69.6%	14	42.0%	33	48.9%	22	60.0%	45	93.5% B C D	40	68.2%	27	64.8%	181
Communications are motivating	0.0%	14	34.0%	33	69.9% A	22	49.4% A	45	45.9% A	40	40.9%	27	43.1%	181
Communications are honest	48.7%	14	56.4%	33	80.4% D F	22	35.0%	42	65.9%	40	39.0%	27	53.1%	178
Communications are accessible	85.3%	14	64.4%	33	79.7%	22	65.9%	45	77.7%	40	60.4%	27	70.6%	181

Percent "Agree" or "Strongly agree"

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

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

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

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

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

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	69.2% F	14	47.5%	33	37.0%	22	39.9%	43	55.1% F	40	26.7%	27	44.7%	178
Communications are effective	100.0% B C D E F	14	54.8% F	33	19.6%	22	35.3%	45	43.3% F	40	7.8%	27	39.8%	181
Communications are timely	81.7% F	14	48.4%	33	39.9%	22	40.0%	45	54.1% F	40	15.6%	27	44.3%	181
Communications are relevant	84.3% C	14	40.4%	33	30.1%	22	53.1%	43	69.9% C	40	40.9%	27	52.4%	178
Communications are informative	84.3% C D	14	42.0%	33	30.1%	22	40.0%	45	69.9% C	40	42.9%	27	49.8%	181
Communications are motivating	0.0%	14	34.0%	33	19.6%	22	29.4%	45	27.5%	40	23.4%	27	25.4%	181
Communications are honest	67.0% D	14	48.4%	33	50.4%	22	18.8%	45	60.7% D F	40	23.4%	27	41.8%	181
Communications are accessible	67.0%	14	64.4%	33	69.2%	22	56.5%	45	60.7%	40	33.1%	27	57.7%	181

Percent "Agree" or "Strongly agree"

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

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

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

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

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

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	73.9%	14	54.8%	33	67.0%	22	78.5% B F	45	82.3% B F	40	46.5%	27	68.5%	181
Communications are effective	81.7%	14	48.9%	33	59.4%	22	78.8% B F	45	89.5% B F	40	41.5%	27	68.1%	181
Communications are timely	81.7% F	14	48.9%	33	60.1%	22	78.8% F	45	84.3% B F	40	33.7%	27	65.8%	181
Communications are relevant	84.3%	14	69.7%	33	69.9%	22	83.5%	45	94.8% F	40	57.1%	27	78.0%	181
Communications are informative	84.3%	14	69.7%	33	79.7%	22	78.8%	45	94.8% F	40	51.2%	27	77.1%	181
Communications are motivating	18.3%	14	28.1%	33	39.9%	22	68.2% A B	45	51.1%	40	41.5%	27	45.8%	181
Communications are honest	81.7%	14	61.7%	33	80.4%	22	71.8%	45	84.3% F	40	49.3%	27	71.2%	181
Communications are accessible	85.3%	14	56.9%	33	79.7%	22	89.4% B F	45	77.7%	40	51.2%	27	73.7%	181

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 108: Communicated Feedback**

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	44.3%	7	34.0%	11	41.3%	9	56.5%	25	59.4%	24	33.1%	9	46.7%	85
Maybe, I can provide feedback in limited situations	43.0%	7	44.7%	15	19.6%	4	38.8%	17	23.6%	9	39.6%	11	34.8%	64
No, I don't have an opportunity to provide feedback	12.7%	*	21.2%	7	39.1% D	8	4.7%	*	17.0%	7	27.3%	7	18.5%	34
Total	100.0%	17	100.0%	33	100.0%	22	100.0%	45	100.0%	40	100.0%	27	100.0%	183

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  $n \geq 3$ .<sup>1,2</sup>

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

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



**Table 109: Responsiveness to Feedback**

When I use the following channels, leadership is responsive to my feedback:	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	40.5%	14	26.2%	26	46.7%	13	56.8% B	40	61.6% B	33	43.2%	20	48.1%	146
One on one conversations with my supervisor	100.0%	14	69.6%	26	82.8%	13	81.6%	40	100.0% B F	33	65.2%	20	83.4%	146
My representation in shared governance (CPC, APC, or Faculty Council)	18.1%	14	8.1%	26	16.1%	13	27.6%	40	26.9%	33	32.2%	20	22.6%	146
My service on committees	0.0%	14	8.1%	26	16.1%	13	50.0% A B	40	41.1%	33	32.2%	20	30.2%	146
Annual review process	66.3% B	14	18.3%	26	67.8% B	13	71.1% B	40	93.7% B F	33	42.9%	20	62.3%	146
Input collection through anonymous surveys	18.1%	14	27.0%	26	50.6%	13	54.0%	40	46.3%	33	43.7%	20	42.2%	146

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

Percent "Agree" or "Strongly agree"

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

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

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

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

**Table 110: Feedback Valued**

When I give feedback it is valued by:	CSU Eng Inst (A)		Infect Dis Res Ctr (B)		Lab Animal Res (C)		Other (D)		Sponsored Prog (E)		VP Research (F)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	41.4%	14	28.8%	26	44.4%	13	39.5%	40	62.5% B D	33	44.1%	20	44.1%	146
CSU overall	18.1%	14	16.8%	26	16.1%	13	26.3%	40	45.8%	33	56.3%	20	31.4%	146
My division/college	36.2%	14	25.0%	26	33.3%	13	10.5%	40	54.2% D	33	32.2%	20	30.5%	146
My department/unit	69.9%	14	44.6%	26	83.9%	13	81.6% B F	40	87.4% B F	33	43.7%	20	70.3%	146

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 111: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	CSU Eng Inst		Infect Dis Res Ctr		Lab Animal Res		Other		Sponsored Prog		VP Research		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	13.6%	*	19.9%	7	0.0%	*	15.3%	7	21.1%	9	29.3%	9	17.7%	34
Physical appearance	0.0%	*	6.4%	*	0.0%	*	4.7%	*	0.0%	*	7.2%	*	3.4%	6
Physical disability	0.0%	*	7.5%	*	0.0%	*	4.7%	*	6.2%	*	14.9%	4	6.2%	12
Mental disability	0.0%	*	0.0%	*	10.5%	*	4.7%	*	6.2%	*	7.2%	*	4.8%	9
Employment classification	26.3%	4	7.5%	*	10.5%	*	14.1%	6	26.1%	11	36.0%	11	19.6%	37
Gender identity	13.6%	*	6.0%	*	0.0%	*	4.7%	*	6.2%	*	7.2%	*	5.9%	11
Job title	26.3%	4	6.4%	*	10.5%	*	24.7%	11	16.1%	7	36.0%	11	19.7%	37
Parental status	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	0.0%	*	1.1%	*
Religion	15.8%	*	13.5%	5	0.0%	*	4.7%	*	0.0%	*	7.2%	*	6.1%	12
Political affiliation	31.6%	5	12.4%	4	0.0%	*	24.7%	11	0.0%	*	7.2%	*	12.0%	23
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	4.7%	*	6.2%	*	7.2%	*	3.6%	7
Socio-economic status	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	23.4%	7	4.7%	9
Ethnic origin	13.6%	*	7.5%	*	0.0%	*	4.7%	*	6.2%	*	7.2%	*	6.2%	12
Veteran status	0.0%	*	0.0%	*	9.8%	*	0.0%	*	0.0%	*	0.0%	*	1.1%	*
Race or color	13.6%	*	20.9%	7	0.0%	*	4.7%	*	6.2%	*	14.4%	4	9.8%	19
Marital status	13.6%	*	7.5%	*	0.0%	*	4.7%	*	0.0%	*	0.0%	*	3.7%	7
Nationality/country of origin	13.6%	*	6.0%	*	0.0%	*	9.4%	4	0.0%	*	14.4%	4	6.7%	13
None/no response	42.1%	7	65.2%	23	79.7%	17	55.3%	25	57.8%	25	32.9%	10	55.8%	106

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

Statistical significance not tested.

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

Table 112: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	CSU Eng Inst		Infect Dis Res Ctr		Lab Animal Res		Other		Sponsored Prog		VP Research		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	7.5%	*	0.0%	*	10.6%	5	0.0%	*	29.3%	9	8.4%	16
Physical appearance	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	16.7%	5	4.9%	9
Physical disability	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	2.3%	4
Mental disability	0.0%	*	0.0%	*	10.5%	*	4.7%	*	0.0%	*	7.7%	*	3.5%	7
Employment classification	26.3%	4	7.5%	*	10.5%	*	20.0%	9	11.2%	5	52.7%	15	20.2%	38
Gender identity	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	16.7%	5	4.9%	9
Job title	26.3%	4	7.5%	*	10.5%	*	30.6%	14	17.4%	7	54.5%	16	24.4%	46
Parental status	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	2.3%	4
Religion	0.0%	*	6.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	3.4%	6
Political affiliation	13.6%	*	6.0%	*	0.0%	*	15.3%	7	0.0%	*	7.7%	*	7.1%	13
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	2.3%	4
Socio-economic status	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	31.1%	9	5.9%	11
Ethnic origin	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	3.5%	7
Veteran status	0.0%	*	0.0%	*	9.8%	*	0.0%	*	0.0%	*	7.7%	*	2.3%	4
Race or color	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	16.7%	5	4.9%	9
Marital status	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	3.5%	7
Nationality/country of origin	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	7.7%	*	3.5%	7
None/no response	73.7%	12	86.5%	30	79.7%	17	64.7%	29	82.6%	35	38.3%	11	71.2%	135

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

Statistical significance not tested.

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



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

Please indicate if discriminatory attitudes are currently problematic.	CSU Eng Inst		Infect Dis Res Ctr		Lab Animal Res		Other		Sponsored Prog		VP Research		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	7.5%	*	0.0%	*	5.9%	*	0.0%	*	7.2%	*	3.9%	7
Physical appearance	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	9.0%	*	1.4%	*
Mental disability	0.0%	*	0.0%	*	20.3%	4	0.0%	*	0.0%	*	0.0%	*	2.3%	4
Employment classification	12.7%	*	7.5%	*	20.3%	4	0.0%	*	5.0%	*	21.6%	6	9.2%	18
Gender identity	13.6%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	9.0%	*	2.6%	5
Job title	26.3%	4	7.5%	*	10.5%	*	10.6%	5	0.0%	*	30.6%	9	12.1%	23
Parental status	0.0%	*	7.5%	*	0.0%	*	4.7%	*	0.0%	*	0.0%	*	2.5%	5
Political affiliation	29.4%	5	6.0%	*	0.0%	*	5.9%	*	0.0%	*	0.0%	*	5.1%	10
Socio-economic status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	7.2%	*	1.1%	*
Ethnic origin	13.6%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.2%	*
Veteran status	0.0%	*	0.0%	*	9.8%	*	0.0%	*	0.0%	*	0.0%	*	1.1%	*
Race or color	13.6%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	9.0%	*	2.6%	5
Marital status	13.6%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.2%	*
Nationality/country of origin	13.6%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.2%	*
None/no response	57.9%	10	86.5%	30	79.7%	17	83.5%	37	95.0%	40	69.4%	20	81.8%	155

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	CSU Eng Inst		Infect Dis Res Ctr		Lab Animal Res		Other		Sponsored Prog		VP Research		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	13.6%	*	12.4%	4	0.0%	*	4.7%	*	0.0%	*	23.4%	7	8.2%	16
Bullying	13.6%	*	6.0%	*	0.0%	*	9.4%	4	9.9%	4	38.3%	11	12.6%	24
Bias	29.4%	5	19.9%	7	0.0%	*	20.0%	9	14.9%	6	38.3%	11	20.2%	38
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	12.4%	4	0.0%	*	0.0%	*	0.0%	*	7.2%	*	3.4%	6
Verbal abuse	13.6%	*	6.0%	*	0.0%	*	4.7%	*	0.0%	*	7.2%	*	4.5%	9
None/no response	70.6%	12	80.1%	28	100.0%	22	80.0%	36	85.1%	36	61.7%	18	79.8%	151

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

Statistical significance not tested.

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

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

Please indicate if any of the following are currently problematic.	CSU Eng Inst		Infect Dis Res Ctr		Lab Animal Res		Other		Sponsored Prog		VP Research		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	6.0%	*	0.0%	*	4.7%	*	0.0%	*	16.7%	5	4.8%	9
Bullying	13.6%	*	6.0%	*	0.0%	*	9.4%	4	0.0%	*	23.9%	7	8.2%	16
Bias	13.6%	*	0.0%	*	0.0%	*	29.4%	13	0.0%	*	31.1%	9	12.9%	25
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	13.6%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	14.9%	4	4.6%	9
None/no response	86.4%	14	94.0%	33	100.0%	22	70.6%	32	100.0%	42	68.9%	20	86.0%	163

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

Statistical significance not tested.

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

**Table 116: Other Potential Problems: Department**

Please indicate if any of the following are currently problematic.	CSU Eng Inst		Infect Dis Res Ctr		Lab Animal Res		Other		Sponsored Prog		VP Research		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	9.0%	*	1.4%	*
Bullying	0.0%	*	6.0%	*	0.0%	*	5.9%	*	0.0%	*	9.0%	*	3.9%	7
Bias	0.0%	*	7.5%	*	9.8%	*	15.3%	7	0.0%	*	9.0%	*	7.5%	14
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	17	86.5%	30	90.2%	19	78.8%	35	100.0%	42	91.0%	27	90.0%	171

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

Statistical significance not tested.

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