# Employee Climate Survey 2021

# Student Affairs

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* |
|---|---|---|---|---|---|
| Student Affairs | 896 | 3 | 29 | 402 | 45.0% |
| ASCSU | 1 | 0 | 0 | 0 | 0.0% |
| Academic Advancement Center | 9 | 0 | 0 | 4 | 44.4% |
| Adult Learners and Veterans Services | 2 | 1 | 0 | 0 | 0.0% |
| Asian/Pacific American Cultural Center | 3 | 0 | 0 | 3 | 100.0% |
| Black/African American Cultural Center | 2 | 0 | 0 | 1 | 50.0% |
| Bookstore | 19 | 0 | 1 | 16 | 84.2% |
| Campus Recreation | 31 | 0 | 0 | 14 | 45.2% |
| Career Center | 22 | 0 | 1 | 14 | 63.6% |
| Collaborative for Student Achievement | 47 | 1 | 3 | 24 | 52.2% |
| Conference & Event Services | 8 | 0 | 1 | 5 | 62.5% |
| El Centro | 2 | 0 | 0 | 2 | 100.0% |
| HDS Administration | 24 | 0 | 1 | 14 | 58.3% |
| HDS Technology Services | 13 | 0 | 0 | 10 | 76.9% |
| Health Network Counseling | 49 | 1 | 3 | 19 | 39.6% |
| Health Network Medical | 141 | 0 | 5 | 53 | 37.6% |
| Housing and Dining Facilities | 168 | 0 | 2 | 64 | 38.1% |
| LSC Dining Services | 21 | 0 | 1 | 10 | 47.6% |
| Lory Student Center | 46 | 0 | 2 | 27 | 58.7% |
| Mountain Campus | 3 | 0 | 0 | 0 | 0.0% |
| Native American Cultural Center | 3 | 0 | 0 | 0 | 0.0% |
| Off-Campus Life | 3 | 0 | 0 | 2 | 66.7% |
| Orientation & Transition Programs | 7 | 0 | 2 | 4 | 57.1% |
| Pride Resource Center | 3 | 0 | 0 | 3 | 100.0% |
| RamCard Office | 2 | 0 | 0 | 1 | 50.0% |
| Residential Dining | 147 | 0 | 0 | 36 | 24.5% |

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

| | Sent | Bounce | Opt-out and refusal | Completed | Response rate* |
|---|---|---|---|---|---|
| Student Case Management and Referral Coordination | 7 | 0 | 1 | 6 | 85.7% |
| Student Disability Center | 8 | 0 | 2 | 3 | 37.5% |
| Student Leadership, Involvement & Community Engagement | 11 | 0 | 0 | 8 | 72.7% |
| Student Legal Services | 3 | 0 | 0 | 1 | 33.3% |
| Student Resolution Center | 12 | 0 | 0 | 6 | 50.0% |
| Student-Athlete Support Services | 7 | 0 | 0 | 7 | 100.0% |
| Support & Safety Assessment | 6 | 0 | 0 | 4 | 66.7% |
| University Housing | 36 | 0 | 1 | 22 | 61.1% |
| Vice President for Student Affairs | 22 | 0 | 3 | 12 | 54.5% |
| Women & Gender Advocacy Center | 8 | 0 | 0 | 4 | 50.0% |
| Unknown | 0 | 0 | 0 | 3 | . |

*\* 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 | 41% | 39% | 39% |
| | Woman | 59% | 55% | 55% |
| | Trans, nonbinary, nonconforming (T/NB/NC) | . | 6% | 6% |
| Racially minoritized status | Racially minoritized | 28% | 26% | 29% |
| | Non-racially minoritized | 72% | 74% | 71% |
| Employee type | Admin Professional | 43% | 56% | 48% |
| | Contract, continuing, and adjunct (CCA) | 0% | 0% | 0% |
| | Tenure or Tenure-track (T/TT) Faculty | 0% | 0% | 0% |
| | State Classified | 56% | 43% | 52% |
| | Other Salaried Employee | 1% | 0% | 0% |

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

# Frequencies of Results

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

**Table 3: Work Culture**

| Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct | Pop) | |
|---|---|---|---|---|---|---|---|
| My department/unit promotes a work environment where all employees feel included | 5.9% | 12.7% | 11.5% | 43.7% | 26.1% | 100.0% | 883 |
| My department/unit treats all employees equitably | 8.3% | 20.2% | 16.5% | 33.8% | 21.1% | 100.0% | 883 |
| My department/unit is open and transparent in communication | 7.5% | 18.2% | 14.8% | 35.3% | 24.3% | 100.0% | 875 |
| My department/unit values employee input in major department/unit decisions | 8.9% | 19.1% | 17.9% | 30.2% | 24.0% | 100.0% | 881 |
| My department/unit promotes respect for cultural differences | 2.6% | 5.5% | 9.5% | 41.0% | 41.4% | 100.0% | 877 |
| My department/unit understands the value of diversity | 2.3% | 4.5% | 12.9% | 38.2% | 42.2% | 100.0% | 880 |
| My department/unit communicates the importance of valuing diversity | 1.6% | 5.2% | 13.6% | 36.7% | 42.9% | 100.0% | 880 |
| I feel valued as an employee | 12.0% | 13.8% | 14.9% | 33.3% | 25.9% | 100.0% | 878 |
| I feel a strong sense of belonging to CSU | 10.4% | 15.6% | 23.1% | 33.2% | 17.7% | 100.0% | 880 |
| I feel a strong sense of belonging to my division/college | 11.6% | 13.3% | 27.2% | 28.4% | 19.5% | 100.0% | 877 |
| I feel a strong sense of belonging to my department/unit | 7.5% | 13.1% | 16.1% | 33.3% | 29.9% | 100.0% | 883 |
| I would recommend CSU as a place of employment | 6.4% | 9.8% | 23.7% | 39.9% | 20.2% | 100.0% | 883 |
| I would recommend my department/unit as a place of employment | 8.6% | 11.9% | 17.6% | 31.7% | 30.1% | 100.0% | 883 |

**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? | 91.7% | 8.3% | 100.0% | 881 |

**Table 5: Performance Review**

| Please indicate your level of agreement with the following statements about your most recent performance review. | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct | Pop) | |
|---|---|---|---|---|---|---|---|
| I am satisfied with the effort my supervisor put into my most recent performance review | 4.1% | 5.1% | 10.4% | 39.3% | 41.2% | 100.0% | 806 |
| I fear negative job consequences if I am to raise an issue of unfair treatment during my review | 30.8% | 33.8% | 15.4% | 11.6% | 8.5% | 100.0% | 806 |
| I am aware of the process to mediate disagreements with my supervisor regarding my evaluation. | 2.2% | 13.4% | 17.4% | 46.1% | 20.8% | 100.0% | 806 |

*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 | 6.7% | 8.8% | 21.6% | 45.3% | 17.7% | 100.0% | 874 |
| My college/division is treated with respect by CSU | 6.8% | 14.1% | 23.5% | 40.3% | 15.2% | 100.0% | 874 |
| The people I interact with treat each other with respect | 1.9% | 7.1% | 12.1% | 53.8% | 25.0% | 100.0% | 870 |
| There is respect for religious differences in my department/unit | 2.8% | 4.2% | 20.7% | 43.3% | 29.0% | 100.0% | 874 |
| There is respect for liberal perspectives in my department/unit | 1.4% | 2.3% | 15.5% | 45.0% | 35.9% | 100.0% | 874 |
| There is respect for conservative perspectives in my department/unit | 12.2% | 14.8% | 31.0% | 29.8% | 12.2% | 100.0% | 874 |

**Table 7: Favoritism**

| During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets: | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct \| Pop) | |
|---|---|---|---|---|---|---|---|
| Recognized within my department/unit | 14.8% | 25.0% | 18.7% | 26.4% | 15.0% | 100.0% | 864 |
| Resources in my department/unit | 16.9% | 27.5% | 25.8% | 19.1% | 10.7% | 100.0% | 864 |
| Professional development opportunities | 21.0% | 34.0% | 22.9% | 14.1% | 8.0% | 100.0% | 864 |
| Promoted in my department/unit | 16.3% | 23.4% | 21.6% | 22.9% | 15.9% | 100.0% | 864 |
| Hired in my department/unit | 18.4% | 27.0% | 23.9% | 18.0% | 12.6% | 100.0% | 864 |

**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 | 9.7% | 12.8% | 42.1% | 27.1% | 8.2% | 100.0% | 849 |
| Leadership holds employees accountable for inappropriate behavior | 8.8% | 13.9% | 44.9% | 24.1% | 8.3% | 100.0% | 846 |
| Leadership holds employees accountable for poor performance in the workplace | 11.1% | 18.3% | 44.8% | 19.2% | 6.7% | 100.0% | 845 |
| Leadership acts ethically and honestly in the workplace | 6.5% | 10.8% | 27.9% | 39.7% | 15.1% | 100.0% | 845 |
| Leadership addresses issues of inequity | 8.6% | 15.2% | 35.4% | 28.5% | 12.3% | 100.0% | 842 |
| Leadership holds all employees to the same standards | 15.2% | 19.6% | 35.7% | 21.7% | 7.9% | 100.0% | 842 |

**Table 9: Leadership Accountability: Department/Unit Leadership**

| Thinking about the past 12 months, please indicate your level of agreement about leadership accountability. | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct | Pop) | |
|---|---|---|---|---|---|---|---|
| Leadership adequately addresses inappropriate behavior | 6.9% | 11.7% | 26.5% | 39.7% | 15.1% | 100.0% | 851 |
| Leadership holds employees accountable for inappropriate behavior | 7.3% | 11.5% | 32.6% | 35.0% | 13.5% | 100.0% | 846 |
| Leadership holds employees accountable for poor performance in the workplace | 11.9% | 16.7% | 30.8% | 30.8% | 9.8% | 100.0% | 849 |
| Leadership acts ethically and honestly in the workplace | 6.5% | 10.8% | 27.9% | 39.7% | 15.1% | 100.0% | 845 |
| Leadership addresses issues of inequity | 7.6% | 12.2% | 27.0% | 35.4% | 17.9% | 100.0% | 846 |
| Leadership holds all employees to the same standards | 14.7% | 23.3% | 22.2% | 27.0% | 12.8% | 100.0% | 853 |

**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 | 5.6% | 13.3% | 23.2% | 42.4% | 15.6% | 100.0% | 849 |
| Improves the campus climate for all employees | 10.2% | 17.0% | 28.5% | 33.7% | 10.6% | 100.0% | 851 |
| Retains diverse employees | 12.0% | 20.1% | 32.0% | 26.5% | 9.4% | 100.0% | 849 |
| Creates a supportive environment for employees from diverse backgrounds | 8.9% | 13.2% | 30.1% | 35.5% | 12.3% | 100.0% | 849 |
| Encourages discussions related to diversity | 4.8% | 5.3% | 19.7% | 47.7% | 22.5% | 100.0% | 849 |
| Provides employees with a positive work experience | 7.4% | 13.9% | 29.0% | 37.6% | 12.1% | 100.0% | 845 |
| Climate has become consistently more inclusive of all employees | 7.2% | 11.6% | 30.5% | 37.2% | 13.4% | 100.0% | 849 |

**Table 11: Climate: Department/Unit**

| Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate. | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct | Pop) | |
|---|---|---|---|---|---|---|---|
| Recruits employees from a diverse set of backgrounds | 3.1% | 8.7% | 18.2% | 49.8% | 20.2% | 100.0% | 846 |
| Improves the campus climate for all employees | 8.7% | 10.6% | 24.0% | 41.2% | 15.6% | 100.0% | 847 |
| Retains diverse employees | 8.2% | 15.1% | 28.4% | 35.5% | 12.8% | 100.0% | 847 |
| Creates a supportive environment for employees from diverse backgrounds | 8.9% | 13.2% | 30.1% | 35.5% | 12.3% | 100.0% | 849 |
| Encourages discussions related to diversity | 4.2% | 4.9% | 14.4% | 42.1% | 34.5% | 100.0% | 843 |
| Provides employees with a positive work experience | 8.8% | 12.3% | 19.3% | 38.2% | 21.4% | 100.0% | 843 |
| Climate has become consistently more inclusive of all employees | 6.1% | 10.0% | 23.4% | 42.0% | 18.5% | 100.0% | 849 |

**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 | 9.6% | 20.8% | 22.9% | 36.5% | 10.1% | 100.0% | 838 |
| Communications are timely | 9.0% | 15.3% | 23.6% | 41.3% | 10.8% | 100.0% | 840 |
| Communications are relevant | 7.6% | 16.6% | 26.2% | 40.9% | 8.7% | 100.0% | 836 |
| Communications are informative | 5.7% | 12.4% | 25.7% | 44.9% | 11.3% | 100.0% | 835 |
| Communications are motivating | 13.1% | 22.0% | 31.6% | 27.3% | 6.1% | 100.0% | 840 |
| Communications are honest | 11.2% | 13.1% | 33.0% | 34.6% | 8.2% | 100.0% | 841 |
| Communications are accessible | 4.5% | 7.1% | 22.1% | 50.9% | 15.5% | 100.0% | 837 |

**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 | 6.9% | 18.3% | 22.9% | 40.9% | 11.0% | 100.0% | 836 |
| Communications are timely | 6.1% | 15.1% | 25.9% | 42.1% | 10.8% | 100.0% | 837 |
| Communications are relevant | 6.1% | 14.6% | 25.8% | 44.0% | 9.5% | 100.0% | 837 |
| Communications are informative | 5.8% | 9.6% | 26.8% | 45.6% | 12.2% | 100.0% | 834 |
| Communications are motivating | 12.1% | 16.3% | 36.9% | 28.4% | 6.3% | 100.0% | 835 |
| Communications are honest | 8.4% | 8.5% | 31.8% | 39.4% | 11.8% | 100.0% | 836 |
| Communications are accessible | 4.0% | 7.2% | 23.9% | 49.8% | 15.0% | 100.0% | 835 |

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

| Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications. | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct \| Pop) | |
|---|---|---|---|---|---|---|---|
| Communications are effective | 10.2% | 10.7% | 17.2% | 42.2% | 19.7% | 100.0% | 841 |
| Communications are timely | 9.5% | 10.9% | 17.5% | 44.4% | 17.7% | 100.0% | 840 |
| Communications are relevant | 6.0% | 7.6% | 15.4% | 49.8% | 21.1% | 100.0% | 836 |
| Communications are informative | 4.9% | 7.4% | 18.9% | 50.4% | 18.4% | 100.0% | 828 |
| Communications are motivating | 10.2% | 13.5% | 32.0% | 30.8% | 13.6% | 100.0% | 832 |
| Communications are honest | 8.0% | 6.9% | 21.9% | 42.0% | 21.2% | 100.0% | 838 |
| Communications are accessible | 4.5% | 7.2% | 19.2% | 50.0% | 19.2% | 100.0% | 836 |

**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% | 42.3% | 11.0% | 100.0% | 835 |

**Table 16: Responsiveness to Feedback**

| When I use the following channels, leadership is responsive to my feedback: | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Total (Pct | Pop) |
|---|---|---|---|---|---|---|
| One on one conversations with my supervisor | 2.6% | 4.6% | 11.2% | 39.5% | 42.2% | 100.0% 728 |
| My representation in shared governance (CPC, APC, or Faculty Council) | 4.1% | 7.3% | 65.1% | 17.4% | 6.0% | 100.0% 722 |
| My service on committees | 3.8% | 7.0% | 45.0% | 35.2% | 9.1% | 100.0% 720 |
| Annual review process | 2.6% | 9.0% | 20.9% | 46.3% | 21.3% | 100.0% 725 |
| Input collection through anonymous surveys | 6.9% | 9.0% | 40.7% | 31.5% | 11.9% | 100.0% 723 |

*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 | 11.8% | 17.7% | 42.2% | 21.8% | 6.4% | 100.0% 721 |
| My division/college | 9.9% | 10.9% | 36.9% | 32.1% | 10.2% | 100.0% 721 |
| My department/unit | 6.8% | 10.7% | 16.7% | 40.2% | 25.6% | 100.0% 728 |

*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 | 17.0% | 151 | 11.7% | 103 | 14.5% | 128 |
| Physical appearance | 10.3% | 91 | 7.7% | 68 | 6.6% | 59 |
| Physical disability | 12.9% | 114 | 9.5% | 84 | 8.9% | 79 |
| Mental disability | 12.5% | 111 | 7.9% | 70 | 9.5% | 84 |
| Employment classification | 29.9% | 265 | 20.2% | 178 | 18.5% | 163 |
| Gender identity | 18.6% | 164 | 9.5% | 84 | 8.8% | 77 |
| Job title | 21.0% | 186 | 19.7% | 175 | 17.8% | 158 |
| Parental status | 9.8% | 87 | 7.6% | 67 | 7.0% | 62 |
| Religion | 13.6% | 120 | 7.1% | 63 | 6.5% | 57 |
| Political affiliation | 21.7% | 192 | 14.7% | 130 | 13.0% | 115 |
| Sexual orientation | 13.8% | 122 | 6.3% | 55 | 4.3% | 38 |
| Socio-economic status | 18.8% | 167 | 12.5% | 111 | 8.5% | 75 |
| Ethnic origin | 14.7% | 130 | 6.4% | 56 | 4.6% | 40 |
| Veteran status | 4.4% | 39 | 3.5% | 31 | 1.6% | 14 |
| Race or color | 24.6% | 217 | 11.3% | 100 | 9.3% | 83 |
| Marital status | 4.7% | 42 | 5.0% | 44 | 3.1% | 28 |
| Nationality/country of origin | 13.0% | 115 | 5.2% | 46 | 3.7% | 33 |
| None/no response | 47.3% | 419 | 61.6% | 545 | 60.0% | 531 |

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

**Table 19: Other Potential Problems**

| Please indicate if any of the following are currently problematic. | Problematic at CSU | | Problematic in my Division/College | | Problematic in my Department/Unit | |
|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop |
| Sexual harassment | 16.6% | 147 | 6.2% | 55 | 1.6% | 14 |
| Bullying | 14.6% | 129 | 9.3% | 82 | 10.9% | 97 |
| Bias | 33.1% | 293 | 17.4% | 154 | 20.5% | 182 |
| Physical assault | 5.0% | 44 | 1.5% | 13 | 0.6% | 5 |
| Sexual misconduct | 13.5% | 119 | 3.9% | 35 | 1.6% | 14 |
| Verbal abuse | 13.5% | 119 | 6.1% | 54 | 9.3% | 82 |
| None/no response | 61.4% | 543 | 79.9% | 707 | 72.5% | 642 |

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

**Table 20: Gender**

| Gender (Select all that apply): | Pct | Pop |
|---|---|---|
| Agender | 0.3% | * |
| Cisgender | 27.0% | 219 |
| Trans / Transgender | 0.5% | 4 |
| Non-binary / Gender Queer / Gender Non-Conforming | 4.9% | 40 |
| Man | 34.5% | 279 |
| Trans Man / Masculine | 0.3% | * |
| Trans Woman / Feminine | 0.3% | * |
| Two Spirit | 0.3% | * |
| Woman | 48.6% | 393 |
| Prefer not to disclose | 5.7% | 46 |
| The gender I most closely align with is not listed (please specify) | 0.3% | * |

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

**Table 21: Gender Scales**

| Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced. In an attempt to understand this complexity and how various genders experience the campus, we are using these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an attempt to understand the experiences of all genders on campus. In general, how do you see yourself? (please answer all three scales) | Feminine | | | Masculine | | | Androgynous | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Mean | Pct | Pop | Mean | Pct | Pop | Mean |
| 0 Not at all | 25.3% | 192 | | 34.3% | 261 | | 72.4% | 551 | |
| 1 | 5.6% | 43 | | 13.8% | 105 | | 9.7% | 74 | |
| 2 | 8.5% | 65 | | 5.5% | 42 | | 8.0% | 61 | |
| 3 | 7.1% | 54 | | 6.4% | 48 | | 4.5% | 34 | |
| 4 | 13.2% | 100 | | 10.0% | 76 | | 2.9% | 22 | |
| 5 | 15.6% | 119 | | 13.1% | 99 | | 1.0% | 8 | |
| 6 Very | 24.7% | 188 | | 16.9% | 129 | | 1.6% | 12 | |
| Total | 100.0% | 761 | 3.23 | 100.0% | 761 | 2.51 | 100.0% | 761 | .65 |

**Table 22: Race/Ethnicity**

| Race and/or Ethnicity (Select all that apply): | Pct | Pop |
|---|---|---|
| Native American or Alaska Native or First Nations | 2.3% | 19 |
| Asian (can include Middle Eastern and North African) | 4.8% | 39 |
| Black or African American (can include Middle Eastern and North African) | 4.7% | 38 |
| Hispanic or Latinx | 15.9% | 129 |
| Native Hawaiian or Other Pacific Islander | 0.4% | 3 |
| White | 72.0% | 585 |
| Prefer not to disclose | 8.7% | 71 |
| The race/ethnicity I most closely align with is not listed (please specify) | 0.0% | * |

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

**Table 23: Black or African American**

| You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply): | Pct | Pop |
|---|---|---|
| Black American | 89.4% | 32 |
| Caribbean | 5.2% | * |
| Eastern Africa (i.e., Ethiopia, Kenya, Somalia) | 14.3% | 5 |
| 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) | 15.0% | 5 |
| Prefer not to disclose | 0.0% | * |
| The Black identity that I most closely align with is not listed (please specify) | 0.0% | * |

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


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

| You indicated that you identify as Native American or Alaska Native or First Nations, please list your Tribal Nation affiliation(s) in the text box below. | Pct | Pop |
|---|---|---|
| Apache | 0.0% | * |
| Cherokee | 0.0% | * |
| Oglala Lakota Sioux | 0.0% | * |
| Navajo/Diné | 31.4% | 3 |
| Pueblo (e.g., Acoma, Cochiti, Taos) | 0.0% | * |
| Another tribal affiliation | 37.3% | 4 |
| Unknown/not disclosed | 31.4% | 3 |

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


**Table 25: Hispanic or Latinx**

| You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply): | Pct | Pop |
|---|---|---|
| Mexican or Chicano/a | 57.5% | 71 |
| Caribbean | 0.0% | * |
| Puerto Rican | 8.5% | 11 |
| Cuban | 4.2% | 5 |
| Central American | 5.8% | 7 |
| South American | 0.0% | * |
| Prefer not to disclose | 10.1% | 12 |
| The Latinx/Hispanic identity that I most closely align with is not listed (please specify) | 12.8% | 16 |
| Spanish or Portuguese | 4.1% | 5 |

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

**Table 26: Asian**

| You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply): | Pct | Pop |
|---|---|---|
| Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek) | 8.4% | 3 |
| Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese) | 21.1% | 8 |
| South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan) | 4.9% | * |
| East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan) | 65.6% | 25 |
| West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen) | 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) | 100.0% | 3 |

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

**Table 28: Disability**

| | Yes | No | Prefer not to respond | Total (Pct | Pop) | |
|---|---|---|---|---|---|
| Do you identify as a person with a disability? | 16.9% | 75.1% | 8.1% | 100.0% | 814 |

**Table 29: LGBTQIA+**

| | Yes | No | Unsure | Prefer not to respond | Total (Pct | Pop) | |
|---|---|---|---|---|---|---|
| Do you identify in the LGBTQIA+ community? | 19.4% | 71.7% | 1.7% | 7.2% | 100.0% | 814 |

**Table 30: Department/Unit**

| | Pct | Pop |
|---|---|---|
| Academic Advancement Center | 0.9% | 8 |
| Asian/Pacific American Cultural Center | 0.7% | 6 |
| Black/African American Cultural Center | 0.2% | * |
| Bookstore | 4.1% | 36 |
| Campus Recreation | 3.5% | 31 |
| Career Center | 3.3% | 29 |
| Collaborative for Student Achievement | 5.3% | 47 |
| Conference & Event Services | 1.2% | 10 |
| El Centro | 0.4% | 4 |
| HDS Administration | 3.4% | 30 |
| HDS Technology Services | 2.0% | 18 |
| Health Network Counseling | 4.3% | 38 |
| Health Network Medical | 12.9% | 114 |
| Housing and Dining Facilities | 19.2% | 170 |
| LSC Dining Services | 2.6% | 23 |
| Lory Student Center | 6.9% | 61 |
| Off-Campus Life | 0.6% | 5 |
| Orientation & Transition Programs | 0.8% | 7 |
| Pride Resource Center | 0.7% | 6 |
| RamCard Office | 0.4% | 3 |
| Residential Dining | 9.8% | 87 |
| Student Case Management and Referral Coordination | 1.3% | 11 |
| Student Disability Center | 0.6% | 5 |
| Student Leadership, Involvement & Community Engagement | 1.8% | 16 |
| Student Legal Services | 0.3% | * |
| Student Resolution Center | 1.3% | 12 |
| Student-Athlete Support Services | 1.5% | 13 |
| Support & Safety Assessment | 0.9% | 8 |
| University Housing | 5.1% | 45 |
| Vice President for Student Affairs | 2.6% | 23 |
| Women & Gender Advocacy Center | 0.9% | 8 |
| Unknown | 0.8% | 7 |
| Total | 100.0% | 885 |

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

**Table 31: Employee Type**

| | Pct | Pop |
|---|---|---|
| Admin Professional | 47.6% | 418 |
| Other Salaried Employee | 0.3% | * |
| State Classified | 52.2% | 458 |
| Total | 100.0% | 878 |

*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) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| WORK CULTURE OVERALL | 64.7% | 266 | 66.0% | 376 | 64.0% | 42 | 65.4% | 684 |
| My department/unit promotes a work environment where all employees feel included | 72.8% | 275 | 72.8% | 387 | 75.0% | 44 | 73.0% | 706 |
| My department/unit treats all employees equitably | 61.1% | 275 | 56.3% | 387 | 45.0% | 44 | 57.5% | 706 |
| My department/unit is open and transparent in communication | 61.2% | 272 | 60.1% | 384 | 68.4% | 42 | 61.1% | 698 |
| My department/unit values employee input in major department/unit decisions | 53.0% | 275 | 56.7% | 385 | 55.0% | 44 | 55.2% | 704 |
| My department/unit promotes respect for cultural differences | 88.0% | 271 | 83.9% | 385 | 90.0% | 44 | 85.9% | 700 |
| My department/unit understands the value of diversity | 85.8% | 272 | 80.8% | 387 | 80.0% | 44 | 82.7% | 703 |
| My department/unit communicates the importance of valuing diversity | 79.4% | 272 | 82.3% | 387 | 90.0% | 44 | 81.6% | 703 |
| I feel valued as an employee | 58.3% | 272 | 63.0% | 384 | 60.0% | 44 | 61.0% | 701 |
| I feel a strong sense of belonging to CSU | 47.4% | 272 | 58.0% A | 387 | 40.0% | 44 | 52.7% | 703 |
| I feel a strong sense of belonging to my division/college | 46.6% | 272 | 51.7% | 384 | 55.0% | 44 | 49.9% | 700 |
| I feel a strong sense of belonging to my department/unit | 64.2% | 275 | 68.0% | 387 | 60.0% | 44 | 66.0% | 706 |
| I would recommend CSU as a place of employment | 59.1% | 275 | 60.9% | 387 | 55.0% | 44 | 59.8% | 706 |
| I would recommend my department/unit as a place of employment | 65.4% | 275 | 62.7% | 387 | 70.0% | 44 | 64.2% | 706 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Did you have a performance review in the last year? | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| Yes, I had a review | 94.8% | 260 | 94.0% | 362 | 90.0% | 40 | 94.0% | 662 |
| No, I did not have a review | 5.2% | 14 | 6.0% | 23 | 10.0% | 4 | 6.0% | 42 |
| Total | 100.0% | 275 | 100.0% | 385 | 100.0% | 44 | 100.0% | 704 |

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

**Table 34: Performance Review**

| Please indicate your level of agreement with the following statements about your most recent performance review. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| PERFORMANCE REVIEW OVERALL | 82.9% | 260 | 84.7% | 362 | 79.6% | 40 | 83.7% | 662 |
| I am satisfied with the effort my supervisor put into my most recent performance review | 79.7% | 260 | 83.4% | 362 | 88.9% | 40 | 82.3% | 662 |
| I fear negative job consequences if I am to raise an issue of unfair treatment during my review* | 24.1% | 260 | 17.4% | 362 | 11.1% | 40 | 19.7% | 662 |
| I am aware of the process to mediate disagreements with my supervisor regarding my evaluation. | 69.1% C | 260 | 70.7% C | 362 | 50.0% | 40 | 68.8% | 662 |

*Asked only of those respondents who had a performance review in the last year.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*
*\*Reverse coded when included in overall rating* [1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| RESPECT OVERALL | 67.2% | 271 | 66.9% | 387 | 71.7% | 44 | 67.3% | 702 |
| My department/unit is treated with respect by other units within my college/division | 62.7% | 275 | 67.5% | 387 | 55.0% | 44 | 64.9% | 706 |
| My college/division is treated with respect by CSU | 51.2% | 275 | 60.6% A | 387 | 60.0% | 44 | 56.9% | 706 |
| The people I interact with treat each other with respect | 81.4% | 271 | 80.1% | 387 | 95.0% B | 44 | 81.6% | 702 |
| There is respect for religious differences in my department/unit | 81.8% B | 275 | 71.5% | 387 | 75.0% | 44 | 75.7% | 706 |
| There is respect for liberal perspectives in my department/unit | 80.5% | 275 | 80.9% | 387 | 90.0% | 44 | 81.3% | 706 |
| There is respect for conservative perspectives in my department/unit | 46.3% | 275 | 40.8% | 387 | 55.0% | 44 | 43.8% | 706 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 36: Favoritism**

| During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets: | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| FAVORITISM OVERALL | 32.9% | 267 | 30.0% | 387 | 25.3% | 42 | 30.8% | 695 |
| Recognized within my department/unit | 42.1% | 267 | 39.0% | 387 | 31.6% | 42 | 39.8% | 695 |
| Resources in my department/unit | 26.7% | 267 | 29.8% | 387 | 15.8% | 42 | 27.7% | 695 |
| Professional development opportunities | 21.0% | 267 | 18.8% | 387 | 21.1% | 42 | 19.8% | 695 |
| Promoted in my department/unit | 40.9% | 267 | 35.4% | 387 | 36.8% | 42 | 37.6% | 695 |
| Hired in my department/unit | 33.7% | 267 | 26.9% | 387 | 21.1% | 42 | 29.1% | 695 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[a,b,c]
a. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
c. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about the past 12 months, please indicate your level of agreement about leadership accountability. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL | 44.0% B | 266 | 33.9% | 375 | 41.2% | 42 | 38.3% | 683 |
| Leadership adequately addresses inappropriate behavior | 42.0% B | 269 | 31.8% | 385 | 42.1% | 42 | 36.4% | 696 |
| Leadership holds employees accountable for inappropriate behavior | 40.7% B | 269 | 28.6% | 382 | 36.8% | 42 | 33.8% | 694 |
| Leadership holds employees accountable for poor performance in the workplace | 32.9% B | 269 | 22.0% | 381 | 31.6% | 42 | 26.8% | 692 |
| Leadership acts ethically and honestly in the workplace | 58.6% | 269 | 57.5% | 381 | 47.4% | 42 | 57.3% | 692 |
| Leadership addresses issues of inequity | 48.6% B | 269 | 38.2% | 378 | 47.4% | 42 | 42.8% | 689 |
| Leadership holds all employees to the same standards | 39.7% B | 266 | 23.6% | 381 | 42.1% B | 42 | 30.9% | 689 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about the past 12 months, please indicate your level of agreement about leadership accountability. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL | 52.4% | 267 | 51.4% | 382 | 59.6% | 42 | 52.3% | 691 |
| Leadership adequately addresses inappropriate behavior | 56.9% | 269 | 55.3% | 387 | 57.9% | 42 | 56.1% | 698 |
| Leadership holds employees accountable for inappropriate behavior | 54.4% | 267 | 48.0% | 387 | 52.6% | 42 | 50.7% | 695 |
| Leadership holds employees accountable for poor performance in the workplace | 40.2% | 269 | 39.5% | 385 | 57.9% | 42 | 40.9% | 696 |
| Leadership acts ethically and honestly in the workplace | 58.6% | 269 | 57.5% | 381 | 47.4% | 42 | 57.3% | 692 |
| Leadership addresses issues of inequity | 53.6% | 269 | 53.6% | 382 | 70.0% | 44 | 54.6% | 696 |
| Leadership holds all employees to the same standards | 41.8% | 269 | 39.2% | 387 | 55.0% | 44 | 41.2% | 700 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[a,b,c]
a. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
c. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 39: Climate: CSU Overall**

| Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| CSU CLIMATE OVERALL | 58.1% B | 268 | 50.1% | 383 | 46.4% | 44 | 52.9% | 695 |
| Recruits employees from a diverse set of backgrounds | 65.1% | 269 | 59.2% | 385 | 55.0% | 44 | 61.2% | 699 |
| Improves the campus climate for all employees | 48.9% | 269 | 45.1% | 387 | 30.0% | 44 | 45.6% | 700 |
| Retains diverse employees | 46.0% B | 269 | 33.6% | 387 | 30.0% | 44 | 38.2% | 700 |
| Creates a supportive environment for employees from diverse backgrounds | 61.5% B C | 269 | 43.2% | 387 | 40.0% | 44 | 50.0% | 700 |
| Encourages discussions related to diversity | 74.3% | 269 | 70.8% | 387 | 65.0% | 44 | 71.8% | 700 |
| Provides employees with a positive work experience | 54.8% | 268 | 49.8% | 385 | 50.0% | 44 | 51.7% | 697 |
| Climate has become consistently more inclusive of all employees | 56.8% | 269 | 48.8% | 387 | 55.0% | 44 | 52.2% | 700 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| DEPARTMENT/UNIT CLIMATE OVERALL | 66.0% | 261 | 64.2% | 381 | 53.4% | 42 | 64.2% | 683 |
| Recruits employees from a diverse set of backgrounds | 74.1% | 269 | 72.4% | 387 | 68.4% | 42 | 72.8% | 698 |
| Improves the campus climate for all employees | 57.5% C | 269 | 60.5% C | 385 | 36.8% | 42 | 57.9% | 696 |
| Retains diverse employees | 56.9% C | 267 | 48.2% C | 387 | 26.3% | 42 | 50.2% | 696 |
| Creates a supportive environment for employees from diverse backgrounds | 61.5% B C | 269 | 43.2% | 387 | 40.0% | 44 | 50.0% | 700 |
| Encourages discussions related to diversity | 74.4% | 264 | 80.7% | 387 | 78.9% | 42 | 78.2% | 693 |
| Provides employees with a positive work experience | 59.1% | 268 | 64.0% | 382 | 52.6% | 42 | 61.4% | 692 |
| Climate has become consistently more inclusive of all employees | 60.9% | 269 | 61.7% | 387 | 57.9% | 42 | 61.1% | 698 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 41: Communications: CSU Overall**

| Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** |
| CSU COMMUNICATIONS OVERALL | 51.2% | 272 | 52.3% | 374 | 45.2% | 40 | 51.5% | 685 |
| Communications are effective | 49.9% | 272 | 49.1% | 385 | 44.4% | 40 | 49.1% | 697 |
| Communications are timely | 59.5% | 272 | 52.6% | 387 | 61.1% | 40 | 55.8% | 699 |
| Communications are relevant | 46.0% | 272 | 56.9% A | 385 | 50.0% | 40 | 52.2% | 697 |
| Communications are informative | 52.8% | 272 | 62.6% A | 379 | 63.2% | 42 | 58.8% | 693 |
| Communications are motivating | 32.0% | 272 | 35.9% | 384 | 31.6% | 42 | 34.1% | 698 |
| Communications are honest | 45.3% C | 272 | 47.7% C | 385 | 21.1% | 42 | 45.2% | 699 |
| Communications are accessible | 72.9% B | 272 | 63.7% | 384 | 57.9% | 42 | 66.9% | 698 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** |
| COLLEGE/DIVISION COMMUNICATIONS OVERALL | 51.8% | 272 | 56.1% | 376 | 42.9% | 40 | 53.7% | 688 |
| Communications are effective | 54.2% | 272 | 52.9% | 382 | 38.9% | 40 | 52.6% | 694 |
| Communications are timely | 55.5% | 272 | 53.6% | 384 | 44.4% | 40 | 53.8% | 696 |
| Communications are relevant | 45.9% | 272 | 62.3% A | 384 | 44.4% | 40 | 54.9% | 696 |
| Communications are informative | 46.0% | 272 | 67.6% A | 381 | 50.0% | 40 | 58.1% | 693 |
| Communications are motivating | 33.7% | 272 | 38.5% | 381 | 33.3% | 40 | 36.3% | 693 |
| Communications are honest | 55.2% | 272 | 52.5% | 382 | 38.9% | 40 | 52.7% | 694 |
| Communications are accessible | 72.2% C | 272 | 63.9% | 384 | 50.0% | 40 | 66.4% | 696 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications. | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| DEPARTMENT/UNIT COMMUNICATIONS OVERALL | 63.7% | 262 | 66.6% | 376 | 66.4% | 38 | 65.5% | 676 |
| Communications are effective | 64.3% | 272 | 63.2% | 385 | 63.2% | 42 | 63.6% | 699 |
| Communications are timely | 66.5% | 270 | 62.9% | 387 | 68.4% | 42 | 64.6% | 699 |
| Communications are relevant | 70.0% | 272 | 74.8% | 385 | 73.7% | 42 | 72.8% | 699 |
| Communications are informative | 61.7% | 268 | 75.3% A | 379 | 72.2% | 40 | 69.8% | 687 |
| Communications are motivating | 40.9% | 269 | 49.6% | 384 | 58.8% | 38 | 46.7% | 690 |
| Communications are honest | 64.1% | 272 | 67.0% | 385 | 55.6% | 40 | 65.2% | 697 |
| Communications are accessible | 75.1% C | 272 | 70.8% | 387 | 55.6% | 40 | 71.6% | 699 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 44: Communicated Feedback**

| During the past 12 months, have you had the opportunity to communicate feedback to CSU? | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| Yes, I have the opportunity to provide feedback | 50.2% | 136 | 44.5% | 172 | 35.3% | 13 | 46.2% | 322 |
| Maybe, I can provide feedback in limited situations | 39.0% | 106 | 43.3% | 168 | 58.8% | 22 | 42.5% | 296 |
| No, I don't have an opportunity to provide feedback | 10.8% | 29 | 12.1% | 47 | 5.9% | * | 11.3% | 78 |
| Total | 100.0% | 271 | 100.0% | 387 | 100.0% | 38 | 100.0% | 696 |

*Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.*
*Significance level for upper case letters (A, B, C): .05* Values reported for items with n >= 3.[a,b]*
a. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
b. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

**Table 45: Responsiveness to Feedback**

| When I use the following channels, leadership is responsive to my feedback: | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| RESPONSIVENESS TO FEEDBACK OVERALL | 55.8% C | 235 | 53.6% C | 331 | 38.7% | 33 | 53.6% | 598 |
| One on one conversations with my supervisor | 88.5% | 240 | 83.7% | 335 | 81.3% | 35 | 85.4% | 611 |
| My representation in shared governance (CPC, APC, or Faculty Council) | 32.3% B C | 236 | 20.6% | 333 | 6.2% | 35 | 24.3% | 605 |
| My service on committees | 44.9% C | 236 | 45.9% C | 333 | 20.0% | 33 | 44.1% | 602 |
| Annual review process | 72.9% C | 240 | 70.1% C | 333 | 50.0% | 35 | 70.0% | 608 |
| Input collection through anonymous surveys | 42.1% | 238 | 48.2% | 333 | 43.8% | 35 | 45.5% | 606 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 46: Feedback Valued**

| When I give feedback it is valued by: | Man (A) | | Woman (B) | | T/NB/NC (C) | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** |
| FEEDBACK VALUED OVERALL | 53.0% B | 240 | 43.6% | 331 | 37.5% | 35 | 47.0% | 606 |
| CSU overall | 41.7% B C | 240 | 23.3% | 331 | 12.5% | 35 | 29.9% | 606 |
| My division/college | 48.7% B | 240 | 38.2% | 331 | 43.8% | 35 | 42.7% | 606 |
| My department/unit | 68.7% | 240 | 69.3% | 335 | 56.3% | 35 | 68.3% | 611 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Please indicate if discriminatory attitudes are currently problematic. | Man | | Woman | | T/NB/NC | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** |
| Age | 15.8% | 44 | 16.3% | 63 | 25.0% | 11 | 16.7% | 118 |
| Physical appearance | 9.7% | 27 | 11.5% | 44 | 25.0% | 11 | 11.6% | 82 |
| Physical disability | 9.7% | 27 | 14.0% | 54 | 30.0% | 13 | 13.4% | 94 |
| Mental disability | 8.7% | 24 | 13.3% | 51 | 30.0% | 13 | 12.5% | 89 |
| Employment classification | 22.3% | 61 | 36.6% | 142 | 30.0% | 13 | 30.6% | 216 |
| Gender identity | 12.2% | 33 | 19.5% | 76 | 40.0% | 18 | 17.9% | 127 |
| Job title | 21.1% | 58 | 18.8% | 73 | 30.0% | 13 | 20.4% | 144 |
| Parental status | 7.2% | 20 | 11.1% | 43 | 20.0% | 9 | 10.1% | 71 |
| Religion | 13.5% | 37 | 11.7% | 45 | 20.0% | 9 | 12.9% | 91 |
| Political affiliation | 26.1% | 72 | 20.2% | 78 | 15.0% | 7 | 22.2% | 157 |
| Sexual orientation | 13.3% | 37 | 11.8% | 46 | 30.0% | 13 | 13.5% | 96 |
| Socio-economic status | 12.6% | 35 | 21.6% | 84 | 45.0% | 20 | 19.6% | 138 |
| Ethnic origin | 9.4% | 26 | 16.1% | 62 | 30.0% | 13 | 14.4% | 102 |
| Veteran status | 6.1% | 17 | 3.9% | 15 | 15.0% | 7 | 5.5% | 39 |
| Race or color | 17.8% | 49 | 25.8% | 100 | 55.0% | 24 | 24.6% | 173 |
| Marital status | 4.4% | 12 | 5.4% | 21 | 10.0% | 4 | 5.3% | 37 |
| Nationality/country of origin | 11.1% | 30 | 13.8% | 53 | 25.0% | 11 | 13.5% | 95 |
| None/no response | 48.9% | 134 | 45.0% | 174 | 25.0% | 11 | 45.3% | 319 |

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

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

| Please indicate if discriminatory attitudes are currently problematic. | Man | | Woman | | T/NB/NC | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| Age | 10.5% | 29 | 10.7% | 41 | 15.0% | 7 | 10.9% | 77 |
| Physical appearance | 8.0% | 22 | 8.5% | 33 | 10.0% | 4 | 8.4% | 59 |
| Physical disability | 8.4% | 23 | 10.5% | 41 | 25.0% | 11 | 10.6% | 75 |
| Mental disability | 6.6% | 18 | 7.6% | 30 | 20.0% | 9 | 8.0% | 56 |
| Employment classification | 17.1% | 47 | 24.3% | 94 | 20.0% | 9 | 21.2% | 150 |
| Gender identity | 7.2% | 20 | 8.0% | 31 | 30.0% | 13 | 9.1% | 64 |
| Job title | 21.1% | 58 | 18.7% | 72 | 35.0% | 15 | 20.7% | 146 |
| Parental status | 5.6% | 15 | 7.8% | 30 | 15.0% | 7 | 7.4% | 52 |
| Religion | 7.7% | 21 | 6.2% | 24 | 10.0% | 4 | 7.0% | 50 |
| Political affiliation | 17.7% | 49 | 15.8% | 61 | 10.0% | 4 | 16.2% | 114 |
| Sexual orientation | 8.0% | 22 | 3.5% | 13 | 10.0% | 4 | 5.7% | 40 |
| Socio-economic status | 11.1% | 31 | 10.4% | 40 | 30.0% | 13 | 11.9% | 84 |
| Ethnic origin | 5.9% | 16 | 5.3% | 20 | 20.0% | 9 | 6.4% | 45 |
| Veteran status | 4.6% | 13 | 3.5% | 14 | 5.0% | * | 4.0% | 28 |
| Race or color | 9.6% | 26 | 9.3% | 36 | 40.0% | 18 | 11.4% | 80 |
| Marital status | 5.2% | 14 | 5.5% | 21 | 5.0% | * | 5.3% | 38 |
| Nationality/country of origin | 6.9% | 19 | 3.5% | 14 | 20.0% | 9 | 5.8% | 41 |
| None/no response | 63.8% | 175 | 60.3% | 233 | 50.0% | 22 | 61.0% | 430 |

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

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

| Please indicate if discriminatory attitudes are currently problematic. | Man | | Woman | | T/NB/NC | | Overall | |
|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| Age | 10.6% | 29 | 18.2% | 70 | 10.0% | 4 | 14.7% | 104 |
| Physical appearance | 6.6% | 18 | 6.4% | 25 | 15.0% | 7 | 7.0% | 50 |
| Physical disability | 6.5% | 18 | 10.0% | 39 | 30.0% | 13 | 9.9% | 70 |
| Mental disability | 7.3% | 20 | 10.9% | 42 | 30.0% | 13 | 10.7% | 76 |
| Employment classification | 16.4% | 45 | 21.5% | 83 | 10.0% | 4 | 18.8% | 132 |
| Gender identity | 6.1% | 17 | 8.2% | 32 | 30.0% | 13 | 8.8% | 62 |
| Job title | 19.8% | 54 | 17.6% | 68 | 30.0% | 13 | 19.2% | 136 |
| Parental status | 3.3% | 9 | 10.2% | 39 | 10.0% | 4 | 7.5% | 53 |
| Religion | 5.1% | 14 | 6.7% | 26 | 10.0% | 4 | 6.3% | 44 |
| Political affiliation | 14.4% | 40 | 13.1% | 51 | 15.0% | 7 | 13.8% | 97 |
| Sexual orientation | 5.0% | 14 | 3.5% | 14 | 5.0% | * | 4.2% | 30 |
| Socio-economic status | 7.3% | 20 | 9.2% | 35 | 25.0% | 11 | 9.4% | 67 |
| Ethnic origin | 4.7% | 13 | 4.2% | 16 | 10.0% | 4 | 4.8% | 34 |
| Veteran status | 1.0% | * | 3.0% | 12 | 0.0% | * | 2.0% | 14 |
| Race or color | 7.2% | 20 | 8.2% | 32 | 30.0% | 13 | 9.2% | 65 |
| Marital status | 2.9% | 8 | 4.5% | 18 | 5.0% | * | 3.9% | 28 |
| Nationality/country of origin | 5.5% | 15 | 3.4% | 13 | 10.0% | 4 | 4.6% | 33 |
| None/no response | 58.7% | 161 | 56.1% | 217 | 60.0% | 27 | 57.3% | 405 |

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

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

| Please indicate if any of the following are currently problematic. | Man Pct | Man Pop | Woman Pct | Woman Pop | T/NB/NC Pct | T/NB/NC Pop | Overall Pct | Overall Pop |
|---|---|---|---|---|---|---|---|---|
| Sexual harassment | 15.1% | 41 | 17.6% | 68 | 25.0% | 11 | 17.1% | 121 |
| Bullying | 14.1% | 39 | 13.7% | 53 | 25.0% | 11 | 14.5% | 103 |
| Bias | 28.2% | 77 | 34.6% | 134 | 50.0% | 22 | 33.1% | 233 |
| Physical assault | 2.8% | 8 | 5.4% | 21 | 15.0% | 7 | 5.0% | 35 |
| Sexual misconduct | 11.5% | 32 | 15.2% | 59 | 25.0% | 11 | 14.4% | 101 |
| Verbal abuse | 12.6% | 34 | 11.7% | 45 | 30.0% | 13 | 13.2% | 93 |
| None/no response | 61.3% | 168 | 60.3% | 233 | 50.0% | 22 | 60.0% | 423 |

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

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

| Please indicate if any of the following are currently problematic. | Man Pct | Man Pop | Woman Pct | Woman Pop | T/NB/NC Pct | T/NB/NC Pop | Overall Pct | Overall Pop |
|---|---|---|---|---|---|---|---|---|
| Sexual harassment | 3.2% | 9 | 9.1% | 35 | 5.0% | * | 6.6% | 46 |
| Bullying | 8.3% | 23 | 9.6% | 37 | 15.0% | 7 | 9.5% | 67 |
| Bias | 15.0% | 41 | 16.6% | 64 | 50.0% | 22 | 18.1% | 127 |
| Physical assault | 2.1% | 6 | 1.4% | 5 | 0.0% | * | 1.6% | 11 |
| Sexual misconduct | 3.1% | 8 | 4.5% | 17 | 5.0% | * | 4.0% | 28 |
| Verbal abuse | 6.2% | 17 | 5.5% | 21 | 15.0% | 7 | 6.3% | 45 |
| None/no response | 82.9% | 228 | 79.8% | 309 | 50.0% | 22 | 79.1% | 558 |

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

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

| Please indicate if any of the following are currently problematic. | Man Pct | Man Pop | Woman Pct | Woman Pop | T/NB/NC Pct | T/NB/NC Pop | Overall Pct | Overall Pop |
|---|---|---|---|---|---|---|---|---|
| Sexual harassment | 1.9% | 5 | 1.6% | 6 | 0.0% | * | 1.6% | 12 |
| Bullying | 10.2% | 28 | 11.5% | 44 | 10.0% | 4 | 10.9% | 77 |
| Bias | 17.4% | 48 | 21.5% | 83 | 40.0% | 18 | 21.0% | 148 |
| Physical assault | 1.1% | 3 | 0.0% | * | 0.0% | * | 0.4% | 3 |
| Sexual misconduct | 3.1% | 8 | 0.9% | 4 | 0.0% | * | 1.7% | 12 |
| Verbal abuse | 10.2% | 28 | 8.9% | 34 | 15.0% | 7 | 9.8% | 69 |
| None/no response | 71.9% | 197 | 72.6% | 281 | 55.0% | 24 | 71.2% | 502 |

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

## Comparisons by Racially Minoritized Status

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

**Table 53: Work Culture**

| Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. | Racially minoritized (A) | | Non-racially minoritized (B) | | Overall | |
|---|---|---|---|---|---|---|
| | **Pct** | **Pop** | **Pct** | **Pop** | **Pct** | **Pop** |
| WORK CULTURE OVERALL | 62.0% | 211 | 67.0% | 512 | 65.6% | 724 |
| My department/unit promotes a work environment where all employees feel included | 70.4% | 211 | 73.7% | 530 | 72.8% | 741 |
| My department/unit treats all employees equitably | 61.8% | 211 | 55.7% | 530 | 57.4% | 741 |
| My department/unit is open and transparent in communication | 65.1% | 211 | 60.1% | 525 | 61.5% | 736 |
| My department/unit values employee input in major department/unit decisions | 61.0% | 211 | 55.4% | 528 | 57.0% | 739 |
| My department/unit promotes respect for cultural differences | 79.5% | 211 | 86.9% A | 526 | 84.8% | 738 |
| My department/unit understands the value of diversity | 69.8% | 211 | 88.1% A | 527 | 82.9% | 738 |
| My department/unit communicates the importance of valuing diversity | 76.4% | 211 | 84.6% A | 527 | 82.2% | 738 |
| I feel valued as an employee | 56.3% | 211 | 62.6% | 525 | 60.8% | 736 |
| I feel a strong sense of belonging to CSU | 46.1% | 211 | 54.8% A | 527 | 52.3% | 738 |
| I feel a strong sense of belonging to my division/college | 50.1% | 211 | 48.2% | 524 | 48.7% | 736 |
| I feel a strong sense of belonging to my department/unit | 59.4% | 211 | 67.6% A | 530 | 65.2% | 741 |
| I would recommend CSU as a place of employment | 51.6% | 211 | 66.2% A | 530 | 62.0% | 741 |
| I would recommend my department/unit as a place of employment | 57.7% | 211 | 66.7% A | 530 | 64.1% | 741 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Did you have a performance review in the last year? | Racially minoritized (A) | | Non-racially minoritized (B) | | Overall | |
|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop |
| Yes, I had a review | 88.3% | 187 | 94.2% A | 498 | 92.5% | 684 |
| No, I did not have a review | 11.7% B | 25 | 5.8% | 31 | 7.5% | 55 |
| Total | 100.0% | 211 | 100.0% | 528 | 100.0% | 739 |

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

**Table 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 | 87.0% B | 187 | 83.3% | 498 | 84.3% | 684 |
| I am satisfied with the effort my supervisor put into my most recent performance review | 85.1% | 187 | 82.0% | 498 | 82.9% | 684 |
| I fear negative job consequences if I am to raise an issue of unfair treatment during my review* | 16.7% | 187 | 19.9% | 498 | 19.1% | 684 |
| I am aware of the process to mediate disagreements with my supervisor regarding my evaluation. | 75.9% B | 187 | 68.0% | 498 | 70.1% | 684 |

*Asked only of those respondents who had a performance review in the last year.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*
*\*Reverse coded when included in overall rating [1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 63.0% | 211 | 68.9% A | 528 | 67.2% | 739 |
| My department/unit is treated with respect by other units within my college/division | 63.5% | 211 | 64.8% | 530 | 64.4% | 741 |
| My college/division is treated with respect by CSU | 53.2% | 211 | 58.3% | 530 | 56.9% | 741 |
| The people I interact with treat each other with respect | 80.9% | 211 | 81.9% | 528 | 81.6% | 739 |
| There is respect for religious differences in my department/unit | 69.6% | 211 | 77.7% A | 530 | 75.4% | 741 |
| There is respect for liberal perspectives in my department/unit | 71.9% | 211 | 85.9% A | 530 | 81.9% | 741 |
| There is respect for conservative perspectives in my department/unit | 39.0% | 211 | 44.9% | 530 | 43.2% | 741 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 33.7% | 209 | 30.5% | 522 | 31.4% | 731 |
| Recognized within my department/unit | 40.0% | 209 | 40.3% | 522 | 40.2% | 731 |
| Resources in my department/unit | 32.1% | 209 | 27.9% | 522 | 29.1% | 731 |
| Professional development opportunities | 24.3% | 209 | 18.4% | 522 | 20.1% | 731 |
| Promoted in my department/unit | 38.5% | 209 | 38.1% | 522 | 38.2% | 731 |
| Hired in my department/unit | 33.8% | 209 | 27.8% | 522 | 29.5% | 731 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[a,b,c]
a. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
c. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 31.7% | 206 | 40.8% A | 512 | 38.2% | 718 |
| Leadership adequately addresses inappropriate behavior | 31.1% | 209 | 39.0% A | 523 | 36.7% | 732 |
| Leadership holds employees accountable for inappropriate behavior | 28.7% | 209 | 35.7% | 520 | 33.7% | 729 |
| Leadership holds employees accountable for poor performance in the workplace | 20.2% | 209 | 29.3% A | 518 | 26.7% | 727 |
| Leadership acts ethically and honestly in the workplace | 47.2% | 209 | 61.3% A | 518 | 57.3% | 727 |
| Leadership addresses issues of inequity | 34.8% | 209 | 45.7% A | 516 | 42.6% | 725 |
| Leadership holds all employees to the same standards | 27.5% | 206 | 31.9% | 518 | 30.7% | 724 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 59: 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 | 50.4% | 209 | 54.0% | 515 | 53.0% | 724 |
| Leadership adequately addresses inappropriate behavior | 56.6% | 209 | 58.0% | 524 | 57.6% | 733 |
| Leadership holds employees accountable for inappropriate behavior | 49.0% | 209 | 52.4% | 520 | 51.5% | 729 |
| Leadership holds employees accountable for poor performance in the workplace | 41.5% | 209 | 41.7% | 523 | 41.6% | 732 |
| Leadership acts ethically and honestly in the workplace | 47.2% | 209 | 61.3% A | 518 | 57.3% | 727 |
| Leadership addresses issues of inequity | 51.0% | 211 | 57.1% | 520 | 55.3% | 731 |
| Leadership holds all employees to the same standards | 44.5% | 211 | 39.2% | 524 | 40.7% | 736 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 60: 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 | 37.1% | 211 | 58.5% A | 520 | 52.3% | 731 |
| Recruits employees from a diverse set of backgrounds | 43.5% | 211 | 66.8% A | 523 | 60.1% | 734 |
| Improves the campus climate for all employees | 29.3% | 211 | 52.1% A | 524 | 45.5% | 736 |
| Retains diverse employees | 24.2% | 211 | 42.5% A | 524 | 37.2% | 736 |
| Creates a supportive environment for employees from diverse backgrounds | 32.9% | 211 | 56.1% A | 524 | 49.4% | 736 |
| Encourages discussions related to diversity | 51.7% | 211 | 78.8% A | 524 | 71.0% | 736 |
| Provides employees with a positive work experience | 40.6% | 211 | 55.7% A | 521 | 51.3% | 732 |
| Climate has become consistently more inclusive of all employees | 37.3% | 211 | 57.7% A | 524 | 51.8% | 736 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 61: 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 | 59.1% | 204 | 65.8% A | 517 | 63.9% | 721 |
| Recruits employees from a diverse set of backgrounds | 69.2% | 209 | 72.7% | 524 | 71.7% | 733 |
| Improves the campus climate for all employees | 51.4% | 209 | 60.8% A | 523 | 58.1% | 732 |
| Retains diverse employees | 40.0% | 207 | 53.4% A | 524 | 49.6% | 732 |
| Creates a supportive environment for employees from diverse backgrounds | 32.9% | 211 | 56.1% A | 524 | 49.4% | 736 |
| Encourages discussions related to diversity | 70.2% | 206 | 81.2% A | 524 | 78.1% | 730 |
| Provides employees with a positive work experience | 61.6% | 209 | 61.0% | 518 | 61.2% | 728 |
| Climate has become consistently more inclusive of all employees | 55.3% | 209 | 63.6% A | 524 | 61.2% | 733 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 62: 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 | 41.6% | 204 | 54.8% A | 515 | 51.1% | 719 |
| Communications are effective | 34.2% | 209 | 53.9% A | 523 | 48.3% | 732 |
| Communications are timely | 37.6% | 209 | 62.2% A | 525 | 55.2% | 734 |
| Communications are relevant | 45.6% | 207 | 54.9% A | 523 | 52.3% | 730 |
| Communications are informative | 52.1% | 208 | 59.6% | 521 | 57.4% | 728 |
| Communications are motivating | 23.3% | 211 | 37.9% A | 522 | 33.7% | 733 |
| Communications are honest | 32.9% | 211 | 48.8% A | 523 | 44.2% | 734 |
| Communications are accessible | 61.3% | 211 | 69.7% A | 522 | 67.3% | 733 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 63: 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 | 47.6% | 206 | 56.3% A | 518 | 53.9% | 724 |
| Communications are effective | 42.0% | 209 | 57.5% A | 521 | 53.1% | 730 |
| Communications are timely | 41.4% | 209 | 60.7% A | 522 | 55.2% | 731 |
| Communications are relevant | 48.6% | 209 | 58.3% A | 522 | 55.5% | 731 |
| Communications are informative | 51.4% | 206 | 61.5% A | 522 | 58.6% | 728 |
| Communications are motivating | 35.8% | 209 | 35.3% | 519 | 35.5% | 728 |
| Communications are honest | 46.7% | 209 | 54.5% | 521 | 52.3% | 730 |
| Communications are accessible | 63.0% | 209 | 67.4% | 522 | 66.2% | 731 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 64: Communications: 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 | 62.2% | 200 | 66.2% | 509 | 65.1% | 710 |
| Communications are effective | 59.0% | 211 | 65.4% | 523 | 63.6% | 734 |
| Communications are timely | 61.2% | 209 | 66.7% | 525 | 65.1% | 734 |
| Communications are relevant | 64.1% | 211 | 76.1% A | 523 | 72.6% | 734 |
| Communications are informative | 65.8% | 206 | 71.4% | 516 | 69.8% | 722 |
| Communications are motivating | 50.2% | 206 | 44.3% | 520 | 46.0% | 726 |
| Communications are honest | 59.2% | 209 | 66.6% | 523 | 64.5% | 732 |
| Communications are accessible | 67.8% | 209 | 71.6% | 523 | 70.5% | 732 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 45.5% | 93 | 47.4% | 249 | 46.9% | 342 |
| Maybe, I can provide feedback in limited situations | 39.3% | 80 | 43.6% | 229 | 42.4% | 309 |
| No, I don't have an opportunity to provide feedback | 15.2% B | 31 | 9.0% | 48 | 10.8% | 78 |
| Total | 100.0% | 204 | 100.0% | 525 | 100.0% | 729 |

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

**Table 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 | 58.4% B | 163 | 51.9% | 469 | 53.5% | 632 |
| One on one conversations with my supervisor | 83.3% | 168 | 85.8% | 476 | 85.2% | 644 |
| My representation in shared governance (CPC, APC, or Faculty Council) | 31.6% B | 164 | 21.5% | 474 | 24.1% | 638 |
| My service on committees | 56.3% B | 166 | 40.8% | 469 | 44.9% | 635 |
| Annual review process | 74.6% | 168 | 68.6% | 473 | 70.2% | 641 |
| Input collection through anonymous surveys | 48.2% | 166 | 43.3% | 473 | 44.6% | 639 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 46.5% | 166 | 45.8% | 471 | 46.0% | 637 |
| CSU overall | 28.0% | 166 | 28.6% | 471 | 28.5% | 637 |
| My division/college | 42.2% | 166 | 42.9% | 471 | 42.7% | 637 |
| My department/unit | 69.7% | 168 | 65.8% | 476 | 66.8% | 644 |

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

**Table 68: 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 | 22.9% | 48 | 15.6% | 83 | 17.7% | 131 |
| Physical appearance | 15.2% | 32 | 10.7% | 57 | 12.0% | 89 |
| Physical disability | 20.4% | 43 | 11.3% | 60 | 13.9% | 103 |
| Mental disability | 23.1% | 49 | 10.4% | 55 | 14.0% | 104 |
| Employment classification | 38.0% | 80 | 29.4% | 156 | 31.9% | 236 |
| Gender identity | 29.3% | 62 | 16.0% | 85 | 19.8% | 147 |
| Job title | 22.9% | 48 | 21.4% | 114 | 21.9% | 162 |
| Parental status | 10.8% | 23 | 9.2% | 49 | 9.6% | 71 |
| Religion | 20.6% | 43 | 10.7% | 57 | 13.5% | 100 |
| Political affiliation | 29.2% | 62 | 17.1% | 90 | 20.5% | 152 |
| Sexual orientation | 20.6% | 44 | 11.9% | 63 | 14.4% | 107 |
| Socio-economic status | 26.5% | 56 | 17.6% | 93 | 20.1% | 149 |
| Ethnic origin | 19.1% | 40 | 13.2% | 70 | 14.9% | 110 |
| Veteran status | 5.4% | 11 | 5.1% | 27 | 5.2% | 39 |
| Race or color | 36.6% | 77 | 20.6% | 109 | 25.2% | 187 |
| Marital status | 6.0% | 13 | 4.2% | 22 | 4.7% | 35 |
| Nationality/country of origin | 16.1% | 34 | 12.8% | 68 | 13.7% | 102 |
| None/no response | 36.2% | 77 | 47.9% | 254 | 44.6% | 330 |

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

**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 | 17.6% | 37 | 9.5% | 51 | 11.8% | 88 |
| Physical appearance | 16.0% | 34 | 5.7% | 30 | 8.6% | 64 |
| Physical disability | 17.7% | 37 | 7.5% | 40 | 10.4% | 77 |
| Mental disability | 11.6% | 24 | 7.3% | 39 | 8.5% | 63 |
| Employment classification | 24.8% | 52 | 20.0% | 106 | 21.4% | 159 |
| Gender identity | 14.0% | 30 | 8.2% | 43 | 9.8% | 73 |
| Job title | 25.5% | 54 | 19.9% | 105 | 21.5% | 159 |
| Parental status | 10.2% | 22 | 5.8% | 30 | 7.0% | 52 |
| Religion | 12.4% | 26 | 4.9% | 26 | 7.0% | 52 |
| Political affiliation | 19.4% | 41 | 13.4% | 71 | 15.1% | 112 |
| Sexual orientation | 9.2% | 19 | 4.7% | 25 | 6.0% | 44 |
| Socio-economic status | 19.8% | 42 | 10.5% | 56 | 13.1% | 97 |
| Ethnic origin | 11.1% | 24 | 5.4% | 29 | 7.0% | 52 |
| Veteran status | 5.3% | 11 | 3.7% | 20 | 4.1% | 31 |
| Race or color | 18.9% | 40 | 9.7% | 51 | 12.3% | 91 |
| Marital status | 8.3% | 17 | 3.8% | 20 | 5.1% | 38 |
| Nationality/country of origin | 6.6% | 14 | 5.1% | 27 | 5.6% | 41 |
| None/no response | 52.1% | 110 | 62.1% | 329 | 59.3% | 439 |

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

**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 | 14.4% | 30 | 15.1% | 80 | 14.9% | 110 |
| Physical appearance | 13.0% | 27 | 5.5% | 29 | 7.6% | 56 |
| Physical disability | 10.3% | 22 | 9.1% | 48 | 9.4% | 70 |
| Mental disability | 12.9% | 27 | 10.0% | 53 | 10.8% | 80 |
| Employment classification | 19.9% | 42 | 19.6% | 104 | 19.7% | 146 |
| Gender identity | 11.0% | 23 | 8.6% | 45 | 9.3% | 69 |
| Job title | 20.3% | 43 | 18.8% | 99 | 19.2% | 142 |
| Parental status | 8.0% | 17 | 6.8% | 36 | 7.1% | 53 |
| Religion | 9.8% | 21 | 5.3% | 28 | 6.6% | 49 |
| Political affiliation | 14.4% | 30 | 13.0% | 69 | 13.4% | 99 |
| Sexual orientation | 4.0% | 8 | 4.0% | 21 | 4.0% | 30 |
| Socio-economic status | 10.3% | 22 | 8.4% | 45 | 9.0% | 67 |
| Ethnic origin | 10.5% | 22 | 2.6% | 14 | 4.8% | 36 |
| Veteran status | 0.0% | * | 2.7% | 14 | 1.9% | 14 |
| Race or color | 15.5% | 33 | 8.1% | 43 | 10.2% | 76 |
| Marital status | 3.0% | 6 | 3.6% | 19 | 3.4% | 25 |
| Nationality/country of origin | 3.9% | 8 | 4.2% | 22 | 4.1% | 30 |
| None/no response | 55.5% | 117 | 58.4% | 309 | 57.6% | 427 |

*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 | 25.0% | 53 | 14.1% | 75 | 17.2% | 127 |
| Bullying | 19.5% | 41 | 12.8% | 68 | 14.7% | 109 |
| Bias | 47.4% | 100 | 28.9% | 153 | 34.2% | 253 |
| Physical assault | 6.4% | 13 | 4.5% | 24 | 5.1% | 38 |
| Sexual misconduct | 19.9% | 42 | 12.0% | 64 | 14.3% | 106 |
| Verbal abuse | 19.1% | 40 | 11.6% | 61 | 13.7% | 102 |
| None/no response | 45.6% | 96 | 64.7% | 342 | 59.2% | 439 |

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

**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 | 8.0% | 17 | 5.1% | 27 | 6.0% | 44 |
| Bullying | 15.1% | 32 | 7.4% | 39 | 9.6% | 71 |
| Bias | 27.6% | 58 | 14.7% | 78 | 18.4% | 136 |
| Physical assault | 3.0% | 6 | 0.5% | * | 1.2% | 9 |
| Sexual misconduct | 5.8% | 12 | 2.6% | 14 | 3.5% | 26 |
| Verbal abuse | 10.1% | 21 | 4.4% | 23 | 6.0% | 45 |
| None/no response | 68.5% | 145 | 83.1% | 440 | 78.9% | 585 |

*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 | 0.9% | * | 1.8% | 10 | 1.6% | 12 |
| Bullying | 8.0% | 17 | 12.6% | 67 | 11.3% | 83 |
| Bias | 26.0% | 55 | 19.8% | 105 | 21.5% | 160 |
| Physical assault | 1.5% | 3 | 0.0% | * | 0.4% | 3 |
| Sexual misconduct | 2.4% | 5 | 1.3% | 7 | 1.6% | 12 |
| Verbal abuse | 8.1% | 17 | 10.7% | 56 | 9.9% | 74 |
| None/no response | 71.1% | 150 | 71.1% | 377 | 71.1% | 527 |

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

## Comparisons by 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 | 69.7% B | 411 | 57.4% | 443 | 63.3% | 854 |
| My department/unit promotes a work environment where all employees feel included | 79.2% B | 418 | 60.7% | 456 | 69.5% | 874 |
| My department/unit treats all employees equitably | 61.9% B | 418 | 48.2% | 456 | 54.8% | 874 |
| My department/unit is open and transparent in communication | 68.6% B | 418 | 50.9% | 449 | 59.4% | 867 |
| My department/unit values employee input in major department/unit decisions | 66.2% B | 416 | 42.7% | 456 | 53.9% | 872 |
| My department/unit promotes respect for cultural differences | 87.6% B | 412 | 77.4% | 456 | 82.2% | 868 |
| My department/unit understands the value of diversity | 86.9% B | 418 | 73.9% | 453 | 80.2% | 871 |
| My department/unit communicates the importance of valuing diversity | 88.4% B | 418 | 71.0% | 453 | 79.3% | 871 |
| I feel valued as an employee | 65.9% B | 418 | 53.1% | 453 | 59.2% | 871 |
| I feel a strong sense of belonging to CSU | 50.0% | 418 | 51.4% | 453 | 50.7% | 871 |
| I feel a strong sense of belonging to my division/college | 50.2% | 418 | 45.8% | 451 | 47.9% | 868 |
| I feel a strong sense of belonging to my department/unit | 67.9% B | 418 | 58.8% | 456 | 63.2% | 874 |
| I would recommend CSU as a place of employment | 61.4% | 418 | 59.1% | 456 | 60.2% | 874 |
| I would recommend my department/unit as a place of employment | 69.4% B | 418 | 55.1% | 456 | 62.0% | 874 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 88.6% | 367 | 94.9% A | 435 | 91.9% | 801 |
| No, I did not have a review | 11.4% B | 47 | 5.1% | 23 | 8.1% | 71 |
| Total | 100.0% | 414 | 100.0% | 458 | 100.0% | 872 |

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

**Table 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 | 82.8% | 367 | 82.1% | 433 | 82.4% | 799 |
| I am satisfied with the effort my supervisor put into my most recent performance review | 85.7% B | 367 | 75.8% | 433 | 80.3% | 799 |
| I fear negative job consequences if I am to raise an issue of unfair treatment during my review* | 12.3% | 367 | 26.9% A | 433 | 20.2% | 799 |
| I am aware of the process to mediate disagreements with my supervisor regarding my evaluation. | 62.6% | 367 | 70.6% A | 433 | 67.0% | 799 |

*Asked only of those respondents who had a performance review in the last year.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*
*\*Reverse coded when included in overall rating [1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 68.7% B | 407 | 62.3% | 454 | 65.4% | 861 |
| My department/unit is treated with respect by other units within my college/division | 67.9% B | 411 | 59.3% | 454 | 63.4% | 865 |
| My college/division is treated with respect by CSU | 54.8% | 411 | 56.4% | 454 | 55.6% | 865 |
| The people I interact with treat each other with respect | 82.7% B | 407 | 74.8% | 454 | 78.5% | 861 |
| There is respect for religious differences in my department/unit | 77.4% B | 411 | 67.7% | 454 | 72.3% | 865 |
| There is respect for liberal perspectives in my department/unit | 90.0% B | 411 | 72.2% | 454 | 80.6% | 865 |
| There is respect for conservative perspectives in my department/unit | 39.9% | 411 | 43.7% | 454 | 41.9% | 865 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 26.0% | 411 | 39.2% A | 444 | 32.8% | 855 |
| Recognized within my department/unit | 36.3% | 411 | 47.2% A | 444 | 41.9% | 855 |
| Resources in my department/unit | 24.7% | 411 | 35.0% A | 444 | 30.1% | 855 |
| Professional development opportunities | 14.7% | 411 | 29.4% A | 444 | 22.3% | 855 |
| Promoted in my department/unit | 29.6% | 411 | 47.5% A | 444 | 38.9% | 855 |
| Hired in my department/unit | 24.8% | 411 | 36.7% A | 444 | 31.0% | 855 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 36.5% | 398 | 36.3% | 429 | 36.4% | 827 |
| Leadership adequately addresses inappropriate behavior | 35.0% | 403 | 35.3% | 437 | 35.2% | 840 |
| Leadership holds employees accountable for inappropriate behavior | 30.2% | 403 | 34.1% | 435 | 32.2% | 838 |
| Leadership holds employees accountable for poor performance in the workplace | 24.2% | 401 | 26.4% | 435 | 25.4% | 836 |
| Leadership acts ethically and honestly in the workplace | 57.3% | 401 | 52.6% | 435 | 54.9% | 836 |
| Leadership addresses issues of inequity | 41.1% | 401 | 39.9% | 432 | 40.5% | 833 |
| Leadership holds all employees to the same standards | 29.8% | 401 | 28.9% | 432 | 29.3% | 833 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[a,b,c]
a. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
c. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 56.0% B | 401 | 45.7% | 430 | 50.7% | 830 |
| Leadership adequately addresses inappropriate behavior | 57.9% | 405 | 51.6% | 437 | 54.6% | 842 |
| Leadership holds employees accountable for inappropriate behavior | 50.5% | 402 | 47.1% | 435 | 48.8% | 837 |
| Leadership holds employees accountable for poor performance in the workplace | 44.5% B | 403 | 35.7% | 437 | 39.9% | 840 |
| Leadership acts ethically and honestly in the workplace | 57.3% | 401 | 52.6% | 435 | 54.9% | 836 |
| Leadership addresses issues of inequity | 62.1% B | 403 | 44.7% | 435 | 53.1% | 838 |
| Leadership holds all employees to the same standards | 45.2% B | 405 | 34.6% | 440 | 39.7% | 844 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 81: 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 | 43.4% | 397 | 57.6% A | 437 | 50.9% | 835 |
| Recruits employees from a diverse set of backgrounds | 47.4% | 403 | 66.8% A | 437 | 57.5% | 840 |
| Improves the campus climate for all employees | 37.7% | 405 | 50.3% A | 437 | 44.3% | 842 |
| Retains diverse employees | 21.8% | 402 | 49.1% A | 437 | 36.0% | 840 |
| Creates a supportive environment for employees from diverse backgrounds | 36.2% | 402 | 58.9% A | 437 | 48.0% | 840 |
| Encourages discussions related to diversity | 70.6% | 402 | 69.7% | 437 | 70.1% | 840 |
| Provides employees with a positive work experience | 45.0% | 399 | 54.0% A | 437 | 49.7% | 836 |
| Climate has become consistently more inclusive of all employees | 46.1% | 402 | 54.3% A | 437 | 50.4% | 840 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 82: 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 | 67.8% B | 393 | 57.3% | 429 | 62.3% | 823 |
| Recruits employees from a diverse set of backgrounds | 68.2% | 402 | 71.0% | 435 | 69.7% | 837 |
| Improves the campus climate for all employees | 65.6% B | 403 | 48.7% | 435 | 56.8% | 838 |
| Retains diverse employees | 45.6% | 403 | 50.8% | 435 | 48.3% | 838 |
| Creates a supportive environment for employees from diverse backgrounds | 36.2% | 402 | 58.9% A | 437 | 48.0% | 840 |
| Encourages discussions related to diversity | 90.2% B | 402 | 63.4% | 432 | 76.3% | 834 |
| Provides employees with a positive work experience | 69.5% B | 401 | 50.2% | 432 | 59.5% | 834 |
| Climate has become consistently more inclusive of all employees | 68.0% B | 405 | 52.6% | 435 | 60.0% | 840 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 83: 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 | 42.3% | 396 | 56.3% A | 420 | 49.5% | 816 |
| Communications are effective | 36.0% | 398 | 56.1% A | 433 | 46.5% | 832 |
| Communications are timely | 43.6% | 400 | 59.9% A | 433 | 52.1% | 833 |
| Communications are relevant | 44.4% | 396 | 54.1% A | 433 | 49.5% | 830 |
| Communications are informative | 51.3% | 398 | 60.6% A | 430 | 56.1% | 828 |
| Communications are motivating | 25.7% | 400 | 40.4% A | 433 | 33.4% | 833 |
| Communications are honest | 33.2% | 398 | 51.8% A | 436 | 42.9% | 834 |
| Communications are accessible | 61.0% | 400 | 71.3% A | 431 | 66.3% | 831 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 84: 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 | 51.6% | 398 | 53.0% | 422 | 52.3% | 821 |
| Communications are effective | 50.6% | 398 | 52.3% | 431 | 51.5% | 829 |
| Communications are timely | 49.1% | 400 | 55.8% | 431 | 52.6% | 831 |
| Communications are relevant | 53.6% | 400 | 52.7% | 431 | 53.1% | 831 |
| Communications are informative | 61.1% B | 400 | 54.0% | 427 | 57.5% | 827 |
| Communications are motivating | 34.5% | 400 | 34.3% | 428 | 34.4% | 828 |
| Communications are honest | 51.8% | 398 | 50.5% | 431 | 51.1% | 829 |
| Communications are accessible | 61.3% | 400 | 68.1% A | 428 | 64.8% | 829 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 85: 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 | 70.7% B | 392 | 56.9% | 412 | 63.6% | 805 |
| Communications are effective | 72.4% B | 398 | 51.6% | 436 | 61.5% | 834 |
| Communications are timely | 70.1% B | 400 | 54.5% | 436 | 61.9% | 836 |
| Communications are relevant | 77.5% B | 396 | 64.5% | 433 | 70.7% | 830 |
| Communications are informative | 76.9% B | 397 | 60.9% | 425 | 68.6% | 822 |
| Communications are motivating | 51.3% B | 400 | 37.5% | 425 | 44.2% | 825 |
| Communications are honest | 73.4% B | 398 | 53.2% | 433 | 62.9% | 832 |
| Communications are accessible | 71.1% | 398 | 67.3% | 431 | 69.2% | 829 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 86: 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 | 48.5% | 193 | 44.3% | 191 | 46.3% | 384 |
| Maybe, I can provide feedback in limited situations | 41.2% | 164 | 44.0% | 189 | 42.6% | 353 |
| No, I don't have an opportunity to provide feedback | 10.4% | 41 | 11.7% | 51 | 11.1% | 92 |
| Total | 100.0% | 398 | 100.0% | 431 | 100.0% | 829 |

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

**Table 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 | 51.5% | 345 | 52.2% | 371 | 51.8% | 716 |
| One on one conversations with my supervisor | 81.0% | 354 | 82.4% | 374 | 81.7% | 728 |
| My representation in shared governance (CPC, APC, or Faculty Council) | 20.2% | 349 | 26.5% A | 374 | 23.5% | 722 |
| My service on committees | 51.6% B | 349 | 37.4% | 371 | 44.3% | 720 |
| Annual review process | 66.8% | 354 | 68.2% | 371 | 67.6% | 725 |
| Input collection through anonymous surveys | 40.3% | 353 | 46.2% | 371 | 43.4% | 723 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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 | 49.9% B | 351 | 41.2% | 371 | 45.4% | 721 |
| CSU overall | 24.2% | 351 | 32.0% A | 371 | 28.2% | 721 |
| My division/college | 46.1% B | 351 | 38.8% | 371 | 42.3% | 721 |
| My department/unit | 79.2% B | 354 | 53.1% | 374 | 65.8% | 728 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Please indicate if discriminatory attitudes are currently problematic. | Admin Pro Pct | Pop | SC Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|
| Age | 22.4% | 94 | 12.5% | 57 | 17.2% | 151 |
| Physical appearance | 14.7% | 61 | 6.5% | 30 | 10.4% | 91 |
| Physical disability | 22.3% | 93 | 4.1% | 19 | 12.8% | 112 |
| Mental disability | 21.9% | 92 | 3.7% | 17 | 12.4% | 108 |
| Employment classification | 38.8% | 162 | 22.0% | 101 | 30.0% | 263 |
| Gender identity | 30.0% | 126 | 7.0% | 32 | 18.0% | 158 |
| Job title | 29.1% | 121 | 14.1% | 65 | 21.3% | 186 |
| Parental status | 15.7% | 66 | 4.6% | 21 | 9.9% | 87 |
| Religion | 18.1% | 76 | 9.7% | 44 | 13.7% | 120 |
| Political affiliation | 25.6% | 107 | 18.0% | 83 | 21.7% | 190 |
| Sexual orientation | 21.5% | 90 | 7.0% | 32 | 13.9% | 122 |
| Socio-economic status | 27.1% | 113 | 11.7% | 54 | 19.0% | 167 |
| Ethnic origin | 24.7% | 103 | 5.9% | 27 | 14.9% | 130 |
| Veteran status | 6.7% | 28 | 2.4% | 11 | 4.4% | 39 |
| Race or color | 34.9% | 146 | 14.7% | 67 | 24.3% | 213 |
| Marital status | 6.8% | 28 | 3.0% | 14 | 4.8% | 42 |
| Nationality/country of origin | 19.1% | 80 | 7.7% | 35 | 13.1% | 115 |
| None/no response | 36.9% | 154 | 57.3% | 262 | 47.6% | 417 |

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

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

| Please indicate if discriminatory attitudes are currently problematic. | Admin Pro Pct | Pop | SC Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|
| Age | 13.1% | 55 | 10.6% | 48 | 11.8% | 103 |
| Physical appearance | 8.2% | 34 | 7.4% | 34 | 7.8% | 68 |
| Physical disability | 13.4% | 56 | 6.1% | 28 | 9.5% | 84 |
| Mental disability | 10.2% | 43 | 5.9% | 27 | 8.0% | 70 |
| Employment classification | 23.1% | 96 | 17.9% | 82 | 20.4% | 178 |
| Gender identity | 13.6% | 57 | 5.4% | 25 | 9.3% | 82 |
| Job title | 25.7% | 107 | 14.7% | 67 | 19.9% | 175 |
| Parental status | 10.2% | 43 | 5.4% | 25 | 7.7% | 67 |
| Religion | 7.4% | 31 | 6.9% | 32 | 7.2% | 63 |
| Political affiliation | 17.5% | 73 | 12.4% | 57 | 14.8% | 130 |
| Sexual orientation | 8.5% | 36 | 4.3% | 20 | 6.3% | 55 |
| Socio-economic status | 17.5% | 73 | 8.2% | 38 | 12.6% | 111 |
| Ethnic origin | 9.4% | 39 | 3.7% | 17 | 6.4% | 56 |
| Veteran status | 4.0% | 17 | 3.1% | 14 | 3.5% | 31 |
| Race or color | 15.2% | 63 | 7.5% | 35 | 11.2% | 98 |
| Marital status | 5.9% | 24 | 4.3% | 20 | 5.1% | 44 |
| Nationality/country of origin | 6.4% | 27 | 4.1% | 19 | 5.2% | 46 |
| None/no response | 52.5% | 219 | 69.7% | 319 | 61.5% | 539 |

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

**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 | 9.6% | 40 | 19.2% | 88 | 14.6% | 128 |
| Physical appearance | 4.1% | 17 | 9.1% | 41 | 6.7% | 59 |
| Physical disability | 7.2% | 30 | 10.1% | 46 | 8.7% | 76 |
| Mental disability | 9.1% | 38 | 10.1% | 46 | 9.6% | 84 |
| Employment classification | 15.8% | 66 | 21.2% | 97 | 18.7% | 163 |
| Gender identity | 10.3% | 43 | 7.1% | 32 | 8.6% | 75 |
| Job title | 16.2% | 68 | 19.2% | 88 | 17.8% | 156 |
| Parental status | 6.7% | 28 | 7.3% | 34 | 7.0% | 62 |
| Religion | 5.0% | 21 | 8.0% | 37 | 6.6% | 57 |
| Political affiliation | 11.2% | 47 | 14.8% | 68 | 13.1% | 115 |
| Sexual orientation | 3.5% | 15 | 5.2% | 24 | 4.4% | 38 |
| Socio-economic status | 9.4% | 39 | 7.4% | 34 | 8.4% | 73 |
| Ethnic origin | 4.7% | 20 | 4.5% | 21 | 4.6% | 40 |
| Veteran status | 0.8% | 3 | 2.4% | 11 | 1.6% | 14 |
| Race or color | 9.4% | 39 | 8.9% | 41 | 9.2% | 80 |
| Marital status | 3.8% | 16 | 2.6% | 12 | 3.2% | 28 |
| Nationality/country of origin | 4.4% | 18 | 3.1% | 14 | 3.7% | 33 |
| None/no response | 62.9% | 263 | 57.1% | 261 | 59.8% | 524 |

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

**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 | 30.2% | 126 | 4.6% | 21 | 16.8% | 147 |
| Bullying | 21.1% | 88 | 8.9% | 41 | 14.7% | 129 |
| Bias | 47.2% | 197 | 20.4% | 94 | 33.2% | 291 |
| Physical assault | 8.0% | 33 | 2.4% | 11 | 5.0% | 44 |
| Sexual misconduct | 22.6% | 94 | 5.4% | 25 | 13.6% | 119 |
| Verbal abuse | 21.1% | 88 | 6.8% | 31 | 13.6% | 119 |
| None/no response | 49.3% | 206 | 72.1% | 330 | 61.2% | 536 |

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

**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 | 9.2% | 38 | 3.6% | 17 | 6.3% | 55 |
| Bullying | 10.3% | 43 | 8.5% | 39 | 9.4% | 82 |
| Bias | 22.4% | 94 | 12.2% | 56 | 17.1% | 150 |
| Physical assault | 1.1% | 4 | 2.0% | 9 | 1.5% | 13 |
| Sexual misconduct | 4.8% | 20 | 3.1% | 14 | 4.0% | 35 |
| Verbal abuse | 6.3% | 26 | 6.0% | 27 | 6.1% | 54 |
| None/no response | 75.3% | 315 | 84.6% | 388 | 80.2% | 702 |

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

**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 | 1.4% | 6 | 1.7% | 8 | 1.6% | 14 |
| Bullying | 4.6% | 19 | 16.5% | 75 | 10.8% | 95 |
| Bias | 15.6% | 65 | 24.4% | 112 | 20.2% | 177 |
| Physical assault | 0.5% | * | 0.7% | 3 | 0.6% | 5 |
| Sexual misconduct | 1.4% | 6 | 1.8% | 8 | 1.6% | 14 |
| Verbal abuse | 4.5% | 19 | 13.9% | 64 | 9.4% | 82 |
| None/no response | 80.6% | 337 | 65.6% | 301 | 72.8% | 637 |

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

## Comparisons by 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 |
| --- | --- | --- |
| Academic | Academic Advancement Center | 0.9% |
|  | Career Center | 3.3% |
|  | Collaborative for Student Achievement | 5.3% |
|  | Orientation & Transition Programs | 0.8% |
| Camp Life | Off-Campus Life | 0.6% |
|  | Student Case Management and Referral Coordination | 1.3% |
|  | Student Legal Services | 0.3% |
|  | Student Resolution Center | 1.3% |
| Camp Rec | Campus Recreation | 3.5% |
| Health Net | Health Network Counseling | 4.3% |
|  | Health Network Medical | 12.9% |
| Hous Din | Conference & Event Services | 1.2% |
|  | HDS Administration | 3.4% |
|  | HDS Technology Services | 2.0% |
|  | Housing and Dining Facilities | 19.2% |
|  | RamCard Office | 0.4% |
|  | Residential Dining | 9.8% |
|  | University Housing | 5.1% |
| LSC | Bookstore | 4.1% |
|  | Lory Student Center | 6.9% |
|  | LSC Dining Services | 2.6% |
|  | Student Leadership, Involvement & Community Engagement | 1.8% |
| SDPS | Asian/Pacific American Cultural Center | 0.7% |
|  | Black/African American Cultural Center | 0.2% |
|  | El Centro | 0.4% |
|  | Pride Resource Center | 0.7% |
|  | Student Disability Center | 0.6% |
|  | Women & Gender Advocacy Center | 0.9% |
| VPSA | Student-Athlete Support Services | 1.5% |
|  | Support & Safety Assessment | 0.9% |
|  | Unknown | 0.8% |
|  | Vice President for Student Affairs | 2.6% |

**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. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| WORK CULTURE OVERALL | 70.8% E | 91 | 83.5% E | 30 | 74.9% E | 31 | 64.0% E | 148 | 53.4% | 353 | 68.3% E | 131 | 61.4% | 31 | 88.3% D E F G | 46 | 63.3% | 861 |
| My department/unit promotes a work environment where all employees feel included | 80.9% E | 91 | 94.5% D E | 30 | 85.8% | 31 | 65.7% | 152 | 59.7% | 361 | 75.6% E | 136 | 74.1% | 31 | 92.3% D E | 50 | 69.9% | 883 |
| My department/unit treats all employees equitably | 61.7% E | 91 | 81.6% E | 30 | 61.4% | 31 | 56.6% | 152 | 43.3% | 361 | 59.9% E | 136 | 62.3% | 31 | 84.1% D E | 50 | 55.0% | 883 |
| My department/unit is open and transparent in communication | 67.5% E | 91 | 94.5% D E | 30 | 64.7% | 31 | 59.6% | 152 | 46.5% | 354 | 69.8% E | 136 | 66.7% | 31 | 81.5% E | 50 | 59.6% | 875 |
| My department/unit values employee input in major department/unit decisions | 75.4% D E | 91 | 83.4% E | 30 | 64.9% | 31 | 54.1% E | 150 | 38.8% | 361 | 56.1% E | 136 | 60.5% | 31 | 92.3% D E F | 50 | 54.1% | 881 |
| My department/unit promotes respect for cultural differences | 84.1% | 91 | 94.5% | 30 | 85.8% | 31 | 85.9% E | 152 | 74.0% | 360 | 91.2% E | 134 | 85.5% | 31 | 95.4% E | 48 | 82.4% | 877 |
| My department/unit understands the value of diversity | 90.9% E | 91 | 100.0% D E | 30 | 85.8% | 31 | 75.5% | 152 | 74.0% | 361 | 83.2% | 133 | 86.6% | 31 | 95.6% D E | 50 | 80.4% | 880 |
| My department/unit communicates the importance of valuing diversity | 89.5% E | 91 | 94.5% | 30 | 85.8% | 31 | 80.0% | 152 | 72.3% | 361 | 77.8% | 133 | 86.6% | 31 | 100.0% E F | 50 | 79.6% | 880 |
| I feel valued as an employee | 74.7% E G | 91 | 89.0% E G | 30 | 80.5% E | 31 | 63.2% E | 152 | 44.5% | 361 | 66.0% E | 133 | 43.3% | 31 | 88.1% D E G | 48 | 59.3% | 878 |
| I feel a strong sense of belonging to CSU | 46.0% | 91 | 63.4% | 30 | 52.7% | 31 | 48.2% | 152 | 46.4% | 361 | 56.8% | 133 | 38.9% | 31 | 84.2% A D E F G | 50 | 50.9% | 880 |
| I feel a strong sense of belonging to my division/college | 49.4% | 91 | 63.2% | 30 | 70.2% | 31 | 44.8% | 149 | 42.7% | 361 | 49.0% | 133 | 38.7% | 31 | 71.9% D E | 50 | 47.9% | 877 |
| I feel a strong sense of belonging to my department/unit | 74.4% E | 91 | 89.0% E | 30 | 80.5% E | 31 | 63.1% | 152 | 50.1% | 361 | 69.6% E | 136 | 61.3% | 31 | 96.7% D E F G | 50 | 63.3% | 883 |
| I would recommend CSU as a place of employment | 50.3% | 91 | 65.9% | 30 | 75.3% G | 31 | 65.2% G | 152 | 55.1% | 361 | 69.5% G | 136 | 32.5% | 31 | 77.0% A G | 50 | 60.1% | 883 |
| I would recommend my department/unit as a place of employment | 75.5% E | 91 | 72.4% | 30 | 80.5% E | 31 | 64.3% E | 152 | 49.6% | 361 | 64.9% E | 136 | 61.3% | 31 | 92.3% D E F | 50 | 61.8% | 883 |

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

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

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

| Did you have a performance review in the last year? | Academic (A) Pct | Pop | Camp Life (B) Pct | Pop | Camp Rec (C) Pct | Pop | Health Net (D) Pct | Pop | Hous Din (E) Pct | Pop | LSC (F) Pct | Pop | SDPS (G) Pct | Pop | VPSA (H) Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No, I did not have a review | 6.6% | 6 | 0.0%[1] | * | 12.2% | 4 | 9.6% | 14 | 6.8% | 25 | 6.9% | 9 | 35.4% A D E F | 10 | 8.8% | 4 | 8.3% | 73 |
| Yes, I had a review | 93.4% G | 85 | 100.0%[1] | 30 | 87.8% | 27 | 90.4% G | 135 | 93.2% G | 339 | 93.1% G | 126 | 64.6% | 19 | 91.2% | 46 | 91.7% | 808 |
| Total | 100.0% | 91 | 100.0% | 30 | 100.0% | 31 | 100.0% | 150 | 100.0% | 364 | 100.0% | 136 | 100.0% | 29 | 100.0% | 50 | 100.0% | 881 |

*Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.*
*Significance level for upper case letters (A, B, C): .05\* Values reported for items with n >= 3.[2,3]*
1. This category is not used in comparisons because its column proportion is equal to zero or one.
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

**Table 98: Performance Review**

| Please indicate your level of agreement with the following statements about your most recent performance review. | Academic (A) Pct | Pop | Camp Life (B) Pct | Pop | Camp Rec (C) Pct | Pop | Health Net (D) Pct | Pop | Hous Din (E) Pct | Pop | LSC (F) Pct | Pop | SDPS (G) Pct | Pop | VPSA (H) Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PERFORMANCE REVIEW OVERALL | 83.8% | 85 | 87.8% | 30 | 87.9% | 27 | 81.9% | 135 | 81.6% | 337 | 80.0% | 126 | 80.5% | 19 | 89.6% | 46 | 82.5% | 806 |
| I am satisfied with the effort my supervisor put into my most recent performance review | 88.5% | 85 | 100.0% E | 30 | 79.8% | 27 | 81.7% | 135 | 75.0% | 337 | 78.5% | 126 | 79.6% | 19 | 95.9% E | 46 | 80.5% | 806 |
| I fear negative job consequences if I am to raise an issue of unfair treatment during my review* | 6.8% | 85 | 11.0% | 30 | 0.0% | 27 | 24.6% A H | 135 | 26.6% A C H | 337 | 17.0% | 126 | 41.0% A C H | 19 | 0.0% | 46 | 20.0% | 806 |
| I am aware of the process to mediate disagreements with my supervisor regarding my evaluation. | 62.9% | 85 | 63.3% | 30 | 83.8% | 27 | 63.9% | 135 | 69.7% | 337 | 61.5% | 126 | 62.0% | 19 | 72.9% | 46 | 67.0% | 806 |

*Asked only of those respondents who had a performance review in the last year.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*
*\*Reverse coded when included in overall rating [1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 99: Respect**

| Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| RESPECT OVERALL | 64.7% | 91 | 73.5% | 30 | 77.7% E | 31 | 69.2% E | 143 | 59.2% | 358 | 71.0% E | 136 | 60.5% | 31 | 75.4% E | 50 | 65.4% | 870 |
| My department/unit is treated with respect by other units within my college/division | 69.8% G | 91 | 66.1% | 30 | 87.8% E G | 31 | 62.2% | 143 | 58.7% | 361 | 66.8% G | 136 | 36.8% | 31 | 72.3% G | 50 | 63.0% | 874 |
| My college/division is treated with respect by CSU | 53.4% G | 91 | 53.1% G | 30 | 50.7% | 31 | 61.8% G | 143 | 54.8% G | 361 | 62.3% G | 136 | 12.6% | 31 | 59.6% G | 50 | 55.6% | 874 |
| The people I interact with treat each other with respect | 81.4% | 91 | 87.1% | 30 | 92.9% E | 31 | 85.8% E | 143 | 68.6% | 358 | 86.9% E | 136 | 83.0% | 31 | 87.9% E | 50 | 78.8% | 870 |
| There is respect for religious differences in my department/unit | 69.8% | 91 | 87.1% | 30 | 87.8% | 31 | 72.5% | 143 | 66.7% | 361 | 75.0% | 136 | 86.3% | 31 | 82.4% | 50 | 72.3% | 874 |
| There is respect for liberal perspectives in my department/unit | 89.5% E | 91 | 100.0% E | 30 | 92.9% E | 31 | 83.6% E | 143 | 70.0% | 361 | 84.0% E | 136 | 93.6% E | 31 | 100.0% E | 50 | 80.8% | 874 |
| There is respect for conservative perspectives in my department/unit | 24.2% | 91 | 47.7% | 30 | 54.5% | 31 | 49.1% A | 143 | 36.9% | 361 | 50.9% A | 136 | 50.5% | 31 | 49.9% | 50 | 42.0% | 874 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 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: | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| FAVORITISM OVERALL | 27.4% | 91 | 18.0% | 30 | 20.1% | 31 | 29.3% | 143 | 43.1% A B C D F H | 351 | 26.4% | 136 | 30.8% | 31 | 11.1% | 50 | 32.5% | 864 |
| Recognized within my department/unit | 32.9% | 91 | 16.6% | 30 | 24.7% | 31 | 38.5% | 143 | 53.5% A B C D H | 351 | 39.3% | 136 | 38.5% | 31 | 14.8% | 50 | 41.5% | 864 |
| Resources in my department/unit | 21.1% | 91 | 16.6% | 30 | 28.3% | 31 | 28.8% | 143 | 38.8% A F H | 351 | 23.3% | 136 | 31.3% | 31 | 10.8% | 50 | 29.8% | 864 |
| Professional development opportunities | 17.1% | 91 | 9.1% | 30 | 7.1% | 31 | 23.1% | 143 | 31.2% C F H | 351 | 14.3% | 136 | 14.5% | 31 | 7.7% | 50 | 22.1% | 864 |
| Promoted in my department/unit | 33.6% | 91 | 24.0% | 30 | 28.0% | 31 | 30.6% | 143 | 50.0% D H | 351 | 36.4% | 136 | 38.5% | 31 | 14.7% | 50 | 38.7% | 864 |
| Hired in my department/unit | 32.5% | 91 | 24.0% | 30 | 12.4% | 31 | 25.7% | 143 | 42.2% C D F H | 351 | 18.8% | 136 | 31.3% | 31 | 7.7% | 50 | 30.6% | 864 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about the past 12 months, please indicate your level of agreement about leadership accountability. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL | 32.3% G | 88 | 22.1% | 30 | 25.8% | 31 | 41.2% G | 133 | 37.2% G | 342 | 40.7% G | 130 | 8.1% | 31 | 50.8% B G | 50 | 36.7% | 836 |
| Leadership adequately addresses inappropriate behavior | 28.6% | 89 | 16.6% | 30 | 15.9% | 31 | 38.2% | 135 | 37.4% | 350 | 41.7% G | 133 | 10.6% | 31 | 46.4% G | 50 | 35.3% | 849 |
| Leadership holds employees accountable for inappropriate behavior | 22.7% | 89 | 16.6% | 30 | 14.2% | 31 | 32.7% | 135 | 35.5% | 350 | 39.1% | 130 | 10.6% | 31 | 43.7% | 50 | 32.4% | 846 |
| Leadership holds employees accountable for poor performance in the workplace | 21.7% | 89 | 11.0% | 30 | 7.1% | 31 | 35.8% C G | 135 | 24.5% | 348 | 28.2% | 130 | 6.2% | 31 | 43.1% B C G | 50 | 25.9% | 845 |
| Leadership acts ethically and honestly in the workplace | 55.7% G | 89 | 36.8% | 30 | 56.1% G | 31 | 60.7% G | 133 | 55.5% G | 350 | 55.4% G | 130 | 16.0% | 31 | 64.6% G | 50 | 54.8% | 845 |
| Leadership addresses issues of inequity | 41.2% G | 88 | 29.5% | 30 | 38.8% | 31 | 44.9% G | 135 | 39.7% G | 347 | 43.8% G | 130 | 5.4% | 31 | 59.4% G | 50 | 40.8% | 842 |
| Leadership holds all employees to the same standards | 21.1% | 89 | 22.1% | 30 | 22.9% | 31 | 32.9% G | 133 | 28.7% G | 347 | 37.3% G | 130 | 0.0% | 31 | 47.7% A G | 50 | 29.5% | 842 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

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

| Thinking about the past 12 months, please indicate your level of agreement about leadership accountability. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL | 48.6% | 89 | 69.2% E | 30 | 54.0% | 31 | 48.9% | 135 | 43.6% | 340 | 58.8% E | 133 | 54.2% | 31 | 73.7% A D E | 50 | 50.9% | 839 |
| Leadership adequately addresses inappropriate behavior | 44.7% | 89 | 61.6% | 30 | 49.0% | 31 | 50.6% | 137 | 50.8% | 350 | 67.2% A E | 133 | 65.7% | 31 | 72.9% A | 50 | 54.9% | 851 |
| Leadership holds employees accountable for inappropriate behavior | 44.3% | 89 | 70.7% | 30 | 49.0% | 31 | 39.6% | 137 | 44.5% | 345 | 61.4% D E | 133 | 54.1% | 31 | 56.5% | 50 | 48.5% | 846 |
| Leadership holds employees accountable for poor performance in the workplace | 36.9% | 89 | 61.6% C E | 30 | 22.9% | 31 | 43.6% | 135 | 32.8% | 350 | 47.2% | 133 | 47.8% | 31 | 69.0% A C D E | 50 | 40.5% | 849 |
| Leadership acts ethically and honestly in the workplace | 55.7% G | 89 | 36.8% | 30 | 56.1% G | 31 | 60.7% G | 133 | 55.5% G | 350 | 55.4% G | 130 | 16.0% | 31 | 64.6% G | 50 | 54.8% | 845 |
| Leadership addresses issues of inequity | 60.6% | 89 | 63.4% | 30 | 75.3% E | 31 | 49.4% | 135 | 45.7% | 347 | 54.6% | 133 | 54.3% | 31 | 79.8% D E | 50 | 53.3% | 846 |
| Leadership holds all employees to the same standards | 36.6% | 89 | 76.2% A D E | 30 | 42.1% | 31 | 35.9% | 137 | 29.5% | 352 | 50.9% E | 133 | 43.5% | 31 | 73.1% A D E | 50 | 39.8% | 853 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 103: Climate: CSU Overall**

| Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| CSU CLIMATE OVERALL | 44.4% G | 89 | 36.9% | 30 | 47.9% G | 29 | 51.5% G | 137 | 55.4% G | 345 | 57.8% G | 133 | 16.7% | 31 | 42.6% G | 50 | 50.9% | 844 |
| Recruits employees from a diverse set of backgrounds | 58.3% C | 89 | 44.0% | 30 | 21.2% | 31 | 48.6% | 137 | 69.9% C D G H | 348 | 57.9% C | 133 | 31.5% | 31 | 47.1% | 50 | 58.0% | 849 |
| Improves the campus climate for all employees | 34.4% | 89 | 11.0% | 30 | 43.9% | 31 | 53.6% B G | 137 | 47.0% B G | 350 | 52.7% B G | 133 | 5.4% | 31 | 39.4% | 50 | 44.3% | 851 |
| Retains diverse employees | 22.9% | 89 | 16.4% | 30 | 17.1% | 29 | 27.3% | 137 | 47.2% A B C D G H | 350 | 43.1% A G | 133 | 7.2% | 31 | 24.7% | 50 | 35.9% | 849 |
| Creates a supportive environment for employees from diverse backgrounds | 29.5% | 89 | 29.3% | 30 | 40.1% | 29 | 45.4% G | 137 | 59.2% A B G H | 350 | 51.9% A G | 133 | 11.6% | 31 | 33.8% | 50 | 47.8% | 849 |
| Encourages discussions related to diversity | 72.6% G | 89 | 73.1% G | 30 | 90.5% G | 29 | 78.5% G | 137 | 67.6% G | 350 | 73.2% G | 133 | 31.3% | 31 | 63.8% G | 50 | 70.2% | 849 |
| Provides employees with a positive work experience | 46.4% G | 89 | 47.6% | 30 | 66.3% G | 29 | 59.1% G | 137 | 46.0% G | 347 | 58.8% G | 133 | 11.6% | 31 | 46.4% | 50 | 49.7% | 845 |
| Climate has become consistently more inclusive of all employees | 46.9% | 89 | 36.6% | 30 | 51.3% | 29 | 48.2% | 137 | 51.4% G | 350 | 67.2% D E G | 133 | 18.0% | 31 | 42.7% | 50 | 50.7% | 849 |

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

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

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

| Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| DEPARTMENT/UNIT CLIMATE OVERALL | 71.8% D E | 86 | 71.9% | 30 | 72.6% | 31 | 55.3% | 137 | 54.5% | 339 | 70.4% D E | 128 | 64.4% | 31 | 85.6% D E | 50 | 62.4% | 831 |
| Recruits employees from a diverse set of backgrounds | 74.4% D | 89 | 52.2% | 30 | 68.2% | 31 | 45.9% | 137 | 75.6% D | 348 | 70.4% D | 131 | 82.2% D | 31 | 92.3% B D | 50 | 70.0% | 846 |
| Improves the campus climate for all employees | 64.0% E | 88 | 79.8% E | 30 | 80.5% E | 31 | 55.9% | 137 | 42.3% | 348 | 70.1% E | 133 | 55.1% | 31 | 83.6% D E | 50 | 56.8% | 847 |
| Retains diverse employees | 39.7% | 87 | 65.0% D | 30 | 49.3% | 31 | 30.9% | 137 | 45.8% | 348 | 66.0% A D E | 133 | 55.9% | 31 | 65.9% D | 50 | 48.3% | 847 |
| Creates a supportive environment for employees from diverse backgrounds | 29.5% | 89 | 29.3% | 30 | 40.1% | 29 | 45.4% G | 137 | 59.2% A B G H | 350 | 51.9% A G | 133 | 11.6% | 31 | 33.8% | 50 | 47.8% | 849 |
| Encourages discussions related to diversity | 96.0% E F | 89 | 92.6% E | 30 | 85.8% | 31 | 85.2% E | 137 | 62.5% | 342 | 77.1% E | 133 | 80.2% | 31 | 95.6% E | 50 | 76.6% | 843 |
| Provides employees with a positive work experience | 76.8% E | 89 | 87.1% E | 30 | 71.9% E | 31 | 59.1% E | 137 | 43.7% | 344 | 66.6% E | 130 | 61.3% | 31 | 96.7% D E F G | 50 | 59.6% | 843 |
| Climate has become consistently more inclusive of all employees | 76.3% E | 89 | 65.0% | 30 | 87.8% D E G | 31 | 58.0% | 137 | 46.4% | 348 | 75.4% E | 133 | 47.9% | 31 | 84.7% D E G | 50 | 60.5% | 849 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 105: Communications: CSU Overall**

| Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| CSU COMMUNICATIONS OVERALL | 41.4% | 89 | 26.9% | 28 | 40.4% | 29 | 54.2% B G | 124 | 52.6% B G | 340 | 59.4% A B G | 133 | 18.4% | 28 | 41.4% | 50 | 49.6% | 823 |
| Communications are effective | 25.8% | 89 | 17.5% | 28 | 21.0% | 31 | 61.8% A B C G H | 130 | 52.1% A B C G | 346 | 54.3% A B C G | 133 | 20.9% | 31 | 34.7% | 50 | 46.6% | 838 |
| Communications are timely | 41.7% | 89 | 24.0% | 30 | 34.9% | 31 | 58.4% B G | 130 | 56.1% B G | 346 | 63.7% A B G | 133 | 26.1% | 31 | 40.6% | 50 | 52.2% | 840 |
| Communications are relevant | 47.4% G | 89 | 32.9% | 28 | 42.0% | 31 | 55.9% G | 130 | 50.4% G | 346 | 58.7% G | 133 | 13.6% | 28 | 42.5% | 50 | 49.6% | 836 |
| Communications are informative | 60.6% G | 89 | 31.0% | 28 | 49.0% | 31 | 57.4% G | 127 | 59.4% G | 344 | 62.1% G | 133 | 20.9% | 31 | 48.2% | 50 | 56.2% | 835 |
| Communications are motivating | 30.3% | 89 | 25.7% | 30 | 17.6% | 31 | 40.3% G | 130 | 33.4% G | 345 | 42.4% G | 133 | 7.2% | 31 | 27.2% | 50 | 33.4% | 840 |
| Communications are honest | 30.1% | 89 | 11.7% | 28 | 24.3% | 31 | 47.4% B G | 130 | 46.4% B G | 348 | 57.2% A B C G | 133 | 11.8% | 31 | 38.7% | 50 | 42.8% | 841 |
| Communications are accessible | 53.8% G | 89 | 56.7% | 30 | 79.2% G | 29 | 68.3% G | 127 | 69.5% G | 348 | 77.7% A G | 133 | 19.8% | 31 | 58.2% G | 50 | 66.3% | 837 |

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

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

**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. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| COLLEGE/DIVISION COMMUNICATIONS OVERALL | 51.7% G | 89 | 41.3% | 28 | 54.5% G | 29 | 54.5% G | 130 | 50.5% G | 340 | 59.3% G | 131 | 20.7% | 31 | 70.7% B E G | 50 | 52.6% | 828 |
| Communications are effective | 44.2% | 89 | 34.9% | 28 | 45.7% | 31 | 52.6% G | 130 | 51.6% G | 346 | 62.9% G | 131 | 19.8% | 31 | 70.1% G | 50 | 51.9% | 836 |
| Communications are timely | 43.8% | 89 | 38.5% | 30 | 49.1% | 31 | 52.6% G | 130 | 53.1% G | 346 | 64.2% G | 131 | 13.4% | 31 | 74.0% A B G | 50 | 52.9% | 837 |
| Communications are relevant | 61.0% G | 89 | 55.0% | 30 | 54.5% | 31 | 57.4% G | 130 | 50.0% G | 346 | 52.6% G | 131 | 19.1% | 31 | 76.3% E G | 50 | 53.5% | 837 |
| Communications are informative | 64.3% G | 89 | 53.3% | 30 | 64.9% | 31 | 60.9% | 130 | 53.1% | 342 | 60.1% | 131 | 30.6% | 31 | 78.8% E G | 50 | 57.8% | 834 |
| Communications are motivating | 43.1% | 89 | 36.6% | 30 | 24.7% | 31 | 35.1% | 130 | 31.5% | 343 | 35.0% | 131 | 13.4% | 31 | 57.3% E G | 50 | 34.7% | 835 |
| Communications are honest | 49.5% | 89 | 29.0% | 28 | 41.9% | 31 | 58.8% G | 130 | 46.3% | 346 | 61.5% B G | 131 | 23.4% | 31 | 77.1% A B C E G | 50 | 51.2% | 836 |
| Communications are accessible | 55.7% | 89 | 56.7% | 30 | 79.2% G | 29 | 64.0% G | 130 | 65.8% G | 346 | 78.5% A G | 131 | 25.2% | 31 | 61.4% G | 50 | 64.8% | 835 |

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

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

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

| Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications. | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| DEPARTMENT/UNIT COMMUNICATIONS OVERALL | 70.7% E | 89 | 79.7% E | 28 | 84.7% E | 23 | 62.5% | 127 | 52.5% | 332 | 74.5% E | 131 | 58.8% | 31 | 86.8% D E G | 48 | 63.8% | 809 |
| Communications are effective | 71.0% E | 89 | 86.3% E | 28 | 64.9% | 31 | 63.6% E | 130 | 47.2% | 348 | 71.8% E | 133 | 66.9% | 31 | 96.7% D E F | 50 | 61.8% | 841 |
| Communications are timely | 70.1% E | 89 | 81.6% E | 30 | 75.3% E | 31 | 61.4% | 130 | 47.6% | 348 | 77.5% E | 133 | 60.5% | 31 | 92.0% D E | 48 | 62.1% | 840 |
| Communications are relevant | 83.0% E | 89 | 80.5% | 28 | 86.8% E | 29 | 69.2% | 130 | 59.5% | 346 | 81.9% E | 133 | 60.5% | 31 | 95.6% D E G | 50 | 70.9% | 836 |
| Communications are informative | 78.2% E | 89 | 88.3% E | 28 | 85.0% | 30 | 68.7% | 127 | 58.3% | 342 | 77.8% E | 131 | 54.1% | 31 | 89.7% E G | 50 | 68.8% | 828 |
| Communications are motivating | 60.2% E | 89 | 57.6% | 30 | 45.6% | 31 | 43.2% | 130 | 31.2% | 337 | 55.3% E | 133 | 42.2% | 31 | 71.3% D E | 50 | 44.4% | 832 |
| Communications are honest | 72.7% E | 89 | 80.5% E | 28 | 71.6% | 31 | 66.7% | 130 | 48.4% | 346 | 72.4% E | 133 | 66.9% | 31 | 96.7% D E F | 50 | 63.2% | 838 |
| Communications are accessible | 59.7% | 89 | 76.2% | 30 | 83.4% | 27 | 67.4% | 130 | 66.5% | 346 | 81.6% A E | 133 | 60.3% | 31 | 69.0% | 50 | 69.1% | 836 |

*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.[1,2,3]*
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

**Table 108: Communicated Feedback**

| During the past 12 months, have you had the opportunity to communicate feedback to CSU? | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| Yes, I have the opportunity to provide feedback | 39.9% | 36 | 47.8% | 14 | 54.3% | 17 | 46.6% | 61 | 43.9% | 152 | 53.2% | 69 | 29.6% | 9 | 66.8% G | 34 | 46.7% | 390 |
| Maybe, I can provide feedback in limited situations | 43.2% | 39 | 36.1% | 11 | 38.6% | 12 | 42.4% | 55 | 43.6% | 150 | 41.8% | 54 | 58.8% | 18 | 28.8% | 15 | 42.3% | 353 |
| No, I don't have an opportunity to provide feedback | 16.9% | 15 | 16.2% | 5 | 7.1% | * | 11.0% | 14 | 12.4% | 43 | 5.1% | 7 | 11.6% | 4 | 4.4% | * | 11.0% | 92 |
| Total | 100.0% | 89 | 100.0% | 30 | 100.0% | 31 | 100.0% | 130 | 100.0% | 345 | 100.0% | 129 | 100.0% | 31 | 100.0% | 31 | 100.0% | 835 |

*Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.*
*Significance level for upper case letters (A, B, C): .05\* Values reported for items with n >= 3.[1,2]*
1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

**Table 109: Responsiveness to Feedback**

| When I use the following channels, leadership is responsive to my feedback: | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| RESPONSIVENESS TO FEEDBACK OVERALL | 54.9% G | 72 | 47.7% | 25 | 55.5% | 29 | 52.0% | 110 | 52.8% G | 300 | 48.3% | 116 | 32.5% | 27 | 62.4% G | 37 | 51.8% | 716 |
| One on one conversations with my supervisor | 89.6% | 74 | 71.4% | 25 | 86.6% | 29 | 73.8% | 113 | 84.1% | 300 | 79.6% | 122 | 69.4% | 27 | 89.4% | 37 | 81.7% | 728 |
| My representation in shared governance (CPC, APC, or Faculty Council) | 13.2% | 74 | 13.2% | 25 | 21.0% | 29 | 17.3% | 112 | 31.7% A G | 300 | 19.7% | 119 | 0.0% | 27 | 33.7% G | 37 | 23.5% | 722 |
| My service on committees | 55.1% | 72 | 45.1% | 25 | 49.0% | 29 | 55.0% | 110 | 39.8% | 300 | 36.8% | 120 | 43.1% | 27 | 47.7% | 37 | 44.3% | 720 |
| Annual review process | 68.7% | 74 | 71.4% | 25 | 75.6% | 29 | 73.3% | 113 | 62.2% | 300 | 68.8% | 120 | 49.9% | 27 | 91.1% E G | 37 | 67.6% | 725 |
| Input collection through anonymous surveys | 50.0% G | 74 | 37.3% | 25 | 45.3% G | 29 | 44.1% G | 113 | 46.2% G | 300 | 39.8% G | 118 | 0.0% | 27 | 50.0% G | 37 | 43.4% | 723 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]

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

**Table 110: Feedback Valued**

| When I give feedback it is valued by: | Academic (A) | | Camp Life (B) | | Camp Rec (C) | | Health Net (D) | | Hous Din (E) | | LSC (F) | | SDPS (G) | | VPSA (H) | | Overall | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop | Pct | Pop |
| FEEDBACK VALUED OVERALL | 43.7% | 74 | 59.1% | 23 | 44.0% | 29 | 52.4% | 113 | 40.3% | 298 | 46.2% | 120 | 34.7% | 27 | 66.7% E G | 37 | 45.4% | 721 |
| CSU overall | 12.9% | 74 | 32.8% | 23 | 17.1% | 29 | 36.3% A G | 113 | 29.7% G | 298 | 32.7% G | 120 | 0.0% | 27 | 34.5% | 37 | 28.2% | 721 |
| My division/college | 37.0% | 74 | 61.0% | 23 | 32.1% | 29 | 53.7% | 113 | 38.2% | 298 | 38.8% | 120 | 27.4% | 27 | 70.0% A C E F G | 37 | 42.3% | 721 |
| My department/unit | 81.2% E | 74 | 78.0% | 25 | 82.9% E | 29 | 67.1% | 113 | 53.4% | 300 | 67.8% | 122 | 76.6% | 27 | 95.6% D E F | 37 | 65.8% | 728 |

*Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.*
*Percent "Agree" or "Strongly agree"*
*The reported population reflects the number of respondents who answered the survey item.*[1,2,3]

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

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

| Please indicate if discriminatory attitudes are currently problematic. | Academic Pct | Pop | Camp Life Pct | Pop | Camp Rec Pct | Pop | Health Net Pct | Pop | Hous Din Pct | Pop | LSC Pct | Pop | SDPS Pct | Pop | VPSA Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | 30.1% | 28 | 34.1% | 10 | 7.1% | * | 9.0% | 14 | 13.0% | 47 | 19.7% | 27 | 32.5% | 10 | 26.4% | 13 | 17.0% | 151 |
| Physical appearance | 18.2% | 17 | 9.1% | * | 5.1% | * | 10.7% | 16 | 6.4% | 23 | 8.4% | 11 | 31.7% | 10 | 18.5% | 9 | 10.3% | 91 |
| Physical disability | 23.0% | 21 | 14.0% | 4 | 0.0% | * | 11.2% | 17 | 5.2% | 19 | 13.1% | 18 | 45.1% | 14 | 42.2% | 21 | 12.9% | 114 |
| Mental disability | 18.7% | 17 | 12.1% | 4 | 5.3% | * | 10.1% | 15 | 6.0% | 22 | 9.2% | 13 | 65.0% | 20 | 37.1% | 19 | 12.5% | 111 |
| Employment classification | 44.1% | 40 | 45.0% | 13 | 43.5% | 14 | 28.5% | 43 | 18.6% | 68 | 31.0% | 42 | 51.5% | 16 | 57.0% | 29 | 29.9% | 265 |
| Gender identity | 23.1% | 21 | 37.8% | 11 | 5.1% | * | 20.6% | 31 | 7.9% | 29 | 17.8% | 24 | 69.5% | 21 | 48.5% | 24 | 18.6% | 164 |
| Job title | 34.8% | 32 | 26.7% | 8 | 19.3% | 6 | 15.2% | 23 | 15.4% | 56 | 21.5% | 29 | 53.1% | 16 | 31.4% | 16 | 21.0% | 186 |
| Parental status | 22.5% | 21 | 17.6% | 5 | 20.9% | 6 | 7.6% | 12 | 2.7% | 10 | 8.9% | 12 | 33.5% | 10 | 21.6% | 11 | 9.8% | 87 |
| Religion | 29.2% | 27 | 6.6% | * | 0.0% | * | 12.1% | 18 | 9.8% | 36 | 13.6% | 18 | 13.4% | 4 | 29.3% | 15 | 13.6% | 120 |
| Political affiliation | 36.3% | 33 | 14.7% | 4 | 17.6% | 5 | 12.3% | 19 | 19.6% | 71 | 26.1% | 35 | 18.6% | 6 | 35.0% | 18 | 21.7% | 192 |
| Sexual orientation | 22.0% | 20 | 17.6% | 5 | 10.4% | 3 | 14.7% | 22 | 6.0% | 22 | 14.0% | 19 | 57.7% | 18 | 24.9% | 13 | 13.8% | 122 |
| Socio-economic status | 35.0% | 32 | 32.3% | 10 | 0.0% | * | 14.8% | 23 | 12.5% | 46 | 21.5% | 29 | 55.7% | 17 | 21.6% | 11 | 18.8% | 167 |
| Ethnic origin | 17.3% | 16 | 28.6% | 9 | 5.3% | * | 20.3% | 31 | 7.2% | 26 | 13.2% | 18 | 45.1% | 14 | 30.8% | 16 | 14.7% | 130 |
| Veteran status | 4.0% | 4 | 0.0% | * | 0.0% | * | 5.0% | 8 | 2.2% | 8 | 6.2% | 8 | 18.6% | 6 | 10.2% | 5 | 4.4% | 39 |
| Race or color | 36.3% | 33 | 43.3% | 13 | 26.0% | 8 | 24.3% | 37 | 14.3% | 52 | 22.6% | 31 | 71.1% | 22 | 43.5% | 22 | 24.6% | 217 |
| Marital status | 8.1% | 7 | 6.6% | * | 0.0% | * | 6.9% | 10 | 2.1% | 8 | 5.0% | 7 | 13.4% | 4 | 6.9% | 3 | 4.7% | 42 |
| Nationality/country of origin | 14.1% | 13 | 27.6% | 8 | 0.0% | * | 16.7% | 25 | 6.2% | 23 | 11.5% | 16 | 51.5% | 16 | 28.3% | 14 | 13.0% | 115 |
| None/no response | 19.0% | 17 | 21.9% | 7 | 42.2% | 13 | 55.2% | 84 | 57.4% | 209 | 52.4% | 71 | 11.8% | 4 | 28.3% | 14 | 47.3% | 419 |

*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. | Academic Pct | Pop | Camp Life Pct | Pop | Camp Rec Pct | Pop | Health Net Pct | Pop | Hous Din Pct | Pop | LSC Pct | Pop | SDPS Pct | Pop | VPSA Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | 21.4% | 20 | 21.2% | 6 | 5.1% | * | 5.1% | 8 | 12.3% | 45 | 9.8% | 13 | 18.8% | 6 | 8.8% | 4 | 11.7% | 103 |
| Physical appearance | 8.2% | 7 | 15.7% | 5 | 7.1% | * | 5.0% | 8 | 7.6% | 28 | 7.9% | 11 | 18.0% | 6 | 4.4% | * | 7.7% | 68 |
| Physical disability | 14.6% | 13 | 6.6% | * | 0.0% | * | 7.5% | 11 | 8.6% | 31 | 8.7% | 12 | 31.7% | 10 | 8.3% | 4 | 9.5% | 84 |
| Mental disability | 8.2% | 7 | 5.5% | * | 7.1% | * | 6.5% | 10 | 7.1% | 26 | 4.6% | 6 | 39.7% | 12 | 8.3% | 4 | 7.9% | 70 |
| Employment classification | 20.1% | 18 | 26.7% | 8 | 22.9% | 7 | 18.7% | 28 | 18.1% | 66 | 24.7% | 34 | 32.5% | 10 | 14.1% | 7 | 20.2% | 178 |
| Gender identity | 8.8% | 8 | 6.6% | * | 5.3% | * | 10.5% | 16 | 7.6% | 28 | 8.3% | 11 | 45.9% | 14 | 7.0% | 4 | 9.5% | 84 |
| Job title | 22.2% | 20 | 26.7% | 8 | 12.2% | 4 | 12.3% | 19 | 18.0% | 66 | 21.3% | 29 | 52.3% | 16 | 26.7% | 13 | 19.7% | 175 |
| Parental status | 13.0% | 12 | 11.0% | 3 | 15.6% | 5 | 5.1% | 8 | 5.2% | 19 | 7.7% | 10 | 19.8% | 6 | 8.8% | 4 | 7.6% | 67 |
| Religion | 8.8% | 8 | 0.0% | * | 0.0% | * | 6.9% | 11 | 7.1% | 26 | 11.0% | 15 | 6.2% | * | 3.8% | * | 7.1% | 63 |
| Political affiliation | 27.5% | 25 | 14.7% | 4 | 0.0% | * | 9.1% | 14 | 13.4% | 49 | 18.2% | 25 | 11.4% | 3 | 19.2% | 10 | 14.7% | 130 |
| Sexual orientation | 8.4% | 8 | 6.6% | * | 0.0% | * | 6.1% | 9 | 4.8% | 18 | 4.7% | 6 | 27.9% | 9 | 8.1% | 4 | 6.3% | 55 |
| Socio-economic status | 17.5% | 16 | 23.1% | 7 | 0.0% | * | 11.2% | 17 | 9.6% | 35 | 11.5% | 16 | 44.9% | 14 | 12.5% | 6 | 12.5% | 111 |
| Ethnic origin | 2.4% | * | 19.5% | 6 | 0.0% | * | 8.0% | 12 | 5.6% | 20 | 5.7% | 8 | 20.7% | 6 | 3.8% | * | 6.4% | 56 |
| Veteran status | 1.8% | * | 0.0% | * | 0.0% | * | 2.5% | 4 | 3.8% | 14 | 2.8% | 4 | 11.4% | 3 | 7.7% | 4 | 3.5% | 31 |
| Race or color | 10.0% | 9 | 19.5% | 6 | 0.0% | * | 11.9% | 18 | 9.1% | 33 | 10.4% | 14 | 46.7% | 14 | 11.4% | 6 | 11.3% | 100 |
| Marital status | 6.0% | 5 | 12.1% | 4 | 0.0% | * | 3.6% | 6 | 4.5% | 17 | 3.6% | 5 | 6.2% | * | 12.5% | 6 | 5.0% | 44 |
| Nationality/country of origin | 2.4% | * | 0.0% | * | 0.0% | * | 8.0% | 12 | 5.4% | 20 | 4.2% | 6 | 12.6% | 4 | 3.8% | * | 5.2% | 46 |
| None/no response | 48.5% | 44 | 54.8% | 16 | 54.5% | 17 | 69.7% | 106 | 66.3% | 241 | 61.7% | 84 | 23.6% | 7 | 58.9% | 30 | 61.6% | 545 |

*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. | Academic Pct | Pop | Camp Life Pct | Pop | Camp Rec Pct | Pop | Health Net Pct | Pop | Hous Din Pct | Pop | LSC Pct | Pop | SDPS Pct | Pop | VPSA Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | 15.0% | 14 | 11.0% | 3 | 7.1% | * | 10.5% | 16 | 20.2% | 73 | 13.0% | 18 | 6.4% | * | 0.0% | * | 14.5% | 128 |
| Physical appearance | 4.0% | 4 | 0.0% | * | 0.0% | * | 5.0% | 8 | 11.1% | 40 | 5.0% | 7 | 0.0% | * | 0.0% | * | 6.6% | 59 |
| Physical disability | 8.3% | 8 | 0.0% | * | 7.1% | * | 9.0% | 14 | 12.3% | 45 | 6.1% | 8 | 7.2% | * | 0.0% | * | 8.9% | 79 |
| Mental disability | 8.2% | 7 | 11.0% | 3 | 5.3% | * | 8.0% | 12 | 14.1% | 51 | 3.2% | 4 | 7.2% | * | 3.9% | * | 9.5% | 84 |
| Employment classification | 15.3% | 14 | 0.0% | * | 22.9% | 7 | 15.1% | 23 | 23.3% | 85 | 21.8% | 30 | 5.2% | * | 6.6% | 3 | 18.5% | 163 |
| Gender identity | 6.1% | 6 | 0.0% | * | 10.4% | 3 | 10.4% | 16 | 11.2% | 41 | 5.7% | 8 | 14.5% | 4 | 0.0% | * | 8.8% | 77 |
| Job title | 10.3% | 9 | 0.0% | * | 24.7% | 8 | 18.4% | 28 | 24.4% | 89 | 11.7% | 16 | 20.7% | 6 | 3.3% | * | 17.8% | 158 |
| Parental status | 8.5% | 8 | 11.0% | 3 | 10.4% | 3 | 7.9% | 12 | 6.5% | 24 | 6.9% | 9 | 7.2% | * | 0.0% | * | 7.0% | 62 |
| Religion | 9.3% | 8 | 0.0% | * | 0.0% | * | 6.5% | 10 | 8.3% | 30 | 6.5% | 9 | 0.0% | * | 0.0% | * | 6.5% | 57 |
| Political affiliation | 22.2% | 20 | 0.0% | * | 0.0% | * | 7.6% | 12 | 16.2% | 59 | 13.7% | 19 | 5.2% | * | 7.8% | 4 | 13.0% | 115 |
| Sexual orientation | 4.2% | 4 | 0.0% | * | 0.0% | * | 7.5% | 11 | 5.2% | 19 | 1.6% | * | 7.2% | * | 0.0% | * | 4.3% | 38 |
| Socio-economic status | 12.6% | 12 | 0.0% | * | 7.1% | * | 10.8% | 16 | 9.8% | 36 | 4.5% | 6 | 11.6% | 4 | 0.0% | * | 8.5% | 75 |
| Ethnic origin | 2.4% | * | 7.4% | * | 0.0% | * | 5.0% | 8 | 5.3% | 19 | 3.6% | 5 | 13.4% | 4 | 0.0% | * | 4.6% | 40 |
| Veteran status | 1.8% | * | 0.0% | * | 0.0% | * | 1.1% | * | 3.0% | 11 | 0.0% | * | 0.0% | * | 0.0% | * | 1.6% | 14 |
| Race or color | 8.5% | 8 | 7.4% | * | 0.0% | * | 11.9% | 18 | 11.3% | 41 | 6.9% | 9 | 13.4% | 4 | 0.0% | * | 9.3% | 83 |
| Marital status | 6.0% | 5 | 5.5% | * | 0.0% | * | 3.6% | 6 | 4.1% | 15 | 0.0% | * | 0.0% | * | 0.0% | * | 3.1% | 28 |
| Nationality/country of origin | 2.4% | * | 0.0% | * | 0.0% | * | 5.0% | 8 | 5.3% | 19 | 1.2% | * | 6.2% | * | 0.0% | * | 3.7% | 33 |
| None/no response | 56.5% | 52 | 81.6% | 24 | 52.5% | 16 | 62.9% | 96 | 53.8% | 196 | 64.1% | 87 | 55.3% | 17 | 85.7% | 43 | 60.0% | 531 |

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


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

| Please indicate if any of the following are currently problematic. | Academic Pct | Pop | Camp Life Pct | Pop | Camp Rec Pct | Pop | Health Net Pct | Pop | Hous Din Pct | Pop | LSC Pct | Pop | SDPS Pct | Pop | VPSA Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sexual harassment | 16.6% | 15 | 24.0% | 7 | 10.4% | 3 | 18.7% | 28 | 4.2% | 15 | 22.2% | 30 | 71.1% | 22 | 52.0% | 26 | 16.6% | 147 |
| Bullying | 13.3% | 12 | 25.0% | 7 | 0.0% | * | 15.0% | 23 | 9.2% | 33 | 14.6% | 20 | 39.7% | 12 | 42.4% | 21 | 14.6% | 129 |
| Bias | 52.7% | 48 | 58.1% | 17 | 45.5% | 14 | 27.9% | 42 | 18.8% | 68 | 37.0% | 50 | 65.7% | 20 | 64.1% | 32 | 33.1% | 293 |
| Physical assault | 4.6% | 4 | 5.5% | * | 0.0% | * | 8.2% | 13 | 1.5% | 5 | 6.5% | 9 | 32.5% | 10 | 3.2% | * | 5.0% | 44 |
| Sexual misconduct | 12.1% | 11 | 11.0% | 3 | 10.4% | 3 | 16.5% | 25 | 5.3% | 19 | 18.3% | 25 | 58.5% | 18 | 28.2% | 14 | 13.5% | 119 |
| Verbal abuse | 8.7% | 8 | 30.5% | 9 | 5.1% | * | 16.4% | 25 | 5.4% | 19 | 17.9% | 24 | 51.3% | 16 | 32.6% | 16 | 13.5% | 119 |
| None/no response | 41.6% | 38 | 41.9% | 13 | 49.3% | 15 | 68.3% | 104 | 72.9% | 265 | 61.1% | 83 | 28.9% | 9 | 32.6% | 16 | 61.4% | 543 |

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

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

| Please indicate if any of the following are currently problematic. | Academic Pct | Pop | Camp Life Pct | Pop | Camp Rec Pct | Pop | Health Net Pct | Pop | Hous Din Pct | Pop | LSC Pct | Pop | SDPS Pct | Pop | VPSA Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sexual harassment | 4.8% | 4 | 0.0% | * | 0.0% | * | 4.7% | 7 | 4.3% | 16 | 9.4% | 13 | 19.1% | 6 | 18.6% | 9 | 6.2% | 55 |
| Bullying | 8.7% | 8 | 14.0% | 4 | 0.0% | * | 6.8% | 10 | 9.1% | 33 | 5.1% | 7 | 32.5% | 10 | 19.2% | 10 | 9.3% | 82 |
| Bias | 22.8% | 21 | 14.0% | 4 | 17.6% | 5 | 13.7% | 21 | 11.8% | 43 | 23.4% | 32 | 39.7% | 12 | 31.3% | 16 | 17.4% | 154 |
| Physical assault | 2.4% | * | 0.0% | * | 0.0% | * | 0.0% | * | 2.5% | 9 | 0.0% | * | 7.2% | * | 0.0% | * | 1.5% | 13 |
| Sexual misconduct | 2.4% | * | 0.0% | * | 0.0% | * | 2.5% | 4 | 4.0% | 14 | 3.1% | 4 | 13.7% | 4 | 11.6% | 6 | 3.9% | 35 |
| Verbal abuse | 4.8% | 4 | 7.4% | * | 0.0% | * | 4.0% | 6 | 6.2% | 22 | 6.5% | 9 | 25.2% | 8 | 3.9% | * | 6.1% | 54 |
| None/no response | 72.6% | 66 | 86.0% | 26 | 82.4% | 26 | 85.2% | 130 | 84.2% | 306 | 75.0% | 102 | 60.3% | 18 | 65.5% | 33 | 79.9% | 707 |

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

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

| Please indicate if any of the following are currently problematic. | Academic Pct | Pop | Camp Life Pct | Pop | Camp Rec Pct | Pop | Health Net Pct | Pop | Hous Din Pct | Pop | LSC Pct | Pop | SDPS Pct | Pop | VPSA Pct | Pop | Overall Pct | Pop |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sexual harassment | 0.0% | * | 0.0% | * | 0.0% | * | 1.1% | * | 2.2% | 8 | 1.4% | * | 7.2% | * | 0.0% | * | 1.6% | 14 |
| Bullying | 4.2% | 4 | 5.5% | * | 7.1% | * | 7.2% | 11 | 17.9% | 65 | 5.7% | 8 | 5.4% | * | 7.7% | 4 | 10.9% | 97 |
| Bias | 20.5% | 19 | 7.4% | * | 17.6% | 5 | 24.2% | 37 | 22.9% | 83 | 22.8% | 31 | 0.0% | * | 8.1% | 4 | 20.5% | 182 |
| Physical assault | 0.0% | * | 0.0% | * | 0.0% | * | 0.0% | * | 0.9% | 3 | 0.0% | * | 7.2% | * | 0.0% | * | 0.6% | 5 |
| Sexual misconduct | 0.0% | * | 0.0% | * | 0.0% | * | 1.1% | * | 2.3% | 8 | 1.4% | * | 7.2% | * | 0.0% | * | 1.6% | 14 |
| Verbal abuse | 2.4% | * | 7.4% | * | 7.1% | * | 5.7% | 9 | 15.6% | 57 | 5.9% | 8 | 7.2% | * | 0.0% | * | 9.3% | 82 |
| None/no response | 79.5% | 73 | 87.1% | 26 | 75.3% | 23 | 73.0% | 111 | 66.2% | 241 | 71.3% | 97 | 87.4% | 27 | 88.6% | 45 | 72.5% | 642 |

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