

Employee Climate Survey 2021

Warner College of Natural Resources

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*
Warner College of Natural Resources	348	1	10	132	38.0%
Colorado Natural Heritage Program	36	0	0	22	61.1%
Cooperative Fish and Wildlife Research	8	0	1	1	12.5%
Ecosystem Science and Sustainability	25	0	0	13	52.0%
Fish, Wildlife and Conservation Biology	42	0	1	18	42.9%
Forest & Rangeland Stewardship	73	1	2	25	34.7%
Geosciences	33	0	1	12	36.4%
Human Dimensions of Natural Resources	37	0	0	18	48.6%
Natural Resource Ecology Laboratory	62	0	2	12	19.4%
Office of Dean	32	0	3	11	34.4%

* Response rate = Completed / (Sent - Bounce)

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

Table 2: 2021 Employee Climate Survey Weighting Results

		Division population norm	Unweighted survey sample	Weighted survey population
Respondent gender	Man	53%	41%	52%
	Woman	47%	58%	47%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	1%	1%
Racially minoritized status	Racially minoritized	11%	10%	9%
	Non-racially minoritized	89%	90%	91%
Employee type	Admin Professional	59%	63%	58%
	Contract, continuing, and adjunct (CCA)	7%	7%	8%
	Tenure or Tenure-track (T/TT)	22%	24%	22%
	Faculty			
	State Classified	3%	5%	5%
	Other Salaried Employee	7%	2%	6%

Results are weighted by gender and employee type.

Frequencies of Results

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

Table 3: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit promotes a work environment where all employees feel included	3.1%	11.6%	13.6%	49.5%	22.2%	100.0% 344
My department/unit treats all employees equitably	6.6%	13.5%	20.1%	36.5%	23.3%	100.0% 344
My department/unit is open and transparent in communication	3.0%	15.7%	22.1%	37.6%	21.5%	100.0% 344
My department/unit values employee input in major department/unit decisions	3.2%	10.7%	15.6%	45.4%	25.0%	100.0% 342
My department/unit promotes respect for cultural differences	2.6%	2.5%	17.9%	34.8%	42.3%	100.0% 344
My department/unit understands the value of diversity	2.0%	3.2%	11.9%	38.0%	45.0%	100.0% 344
My department/unit communicates the importance of valuing diversity	2.6%	4.0%	15.4%	37.0%	41.0%	100.0% 344
I feel valued as an employee	5.7%	9.1%	12.0%	53.2%	19.9%	100.0% 342
I feel a strong sense of belonging to CSU	5.8%	14.9%	26.8%	35.7%	16.9%	100.0% 344
I feel a strong sense of belonging to my division/college	7.1%	13.5%	21.3%	41.0%	17.1%	100.0% 344
I feel a strong sense of belonging to my department/unit	4.1%	10.4%	19.2%	38.8%	27.5%	100.0% 344
I would recommend CSU as a place of employment	3.3%	7.6%	14.8%	47.6%	26.7%	100.0% 344
I would recommend my department/unit as a place of employment	4.1%	8.6%	15.0%	43.9%	28.4%	100.0% 341

Table 4: Performance Review in Last Year

	Yes, I had a review	No, I did not have a review	Total (Pct Pop)
Did you have a performance review in the last year?	83.2%	16.8%	100.0% 341

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	2.4%	4.6%	13.5%	46.7%	32.8%	100.0% 281
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	25.5%	45.5%	17.1%	7.1%	4.8%	100.0% 281
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.0%	16.5%	24.4%	43.9%	12.2%	100.0% 279

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

Table 6: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit is treated with respect by other units within my college/division	3.0%	11.1%	20.1%	51.0%	14.8%	100.0% 336
My college/division is treated with respect by CSU	0.8%	5.1%	33.2%	46.9%	14.1%	100.0% 336
The people I interact with treat each other with respect	2.0%	3.7%	8.2%	51.7%	34.4%	100.0% 338
There is respect for religious differences in my department/unit	1.4%	7.4%	39.3%	29.9%	22.0%	100.0% 338
There is respect for liberal perspectives in my department/unit	0.0%	1.3%	15.3%	42.4%	41.0%	100.0% 338
There is respect for conservative perspectives in my department/unit	9.5%	12.4%	33.5%	32.7%	11.8%	100.0% 338

Table 7: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recognized within my department/unit	12.6%	31.9%	24.6%	22.8%	8.0%	100.0% 336
Resources in my department/unit	12.0%	31.0%	32.3%	17.1%	7.5%	100.0% 336
Professional development opportunities	15.5%	36.1%	34.0%	8.0%	6.3%	100.0% 336
Promoted in my department/unit	18.3%	30.9%	31.9%	14.1%	4.8%	100.0% 336
Hired in my department/unit	15.9%	33.5%	31.5%	14.7%	4.4%	100.0% 336

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	6.1%	8.8%	52.9%	25.2%	6.9%	100.0% 312
Leadership holds employees accountable for inappropriate behavior	7.0%	7.3%	60.0%	21.9%	3.7%	100.0% 312
Leadership holds employees accountable for poor performance in the workplace	6.2%	10.7%	64.3%	15.9%	2.9%	100.0% 312
Leadership acts ethically and honestly in the workplace	3.9%	5.3%	33.8%	41.2%	15.7%	100.0% 318
Leadership addresses issues of inequity	4.9%	10.4%	39.2%	35.8%	9.7%	100.0% 312
Leadership holds all employees to the same standards	8.1%	11.7%	37.4%	36.9%	5.9%	100.0% 315

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	4.2%	12.2%	41.2%	31.1%	11.3%	100.0% 312
Leadership holds employees accountable for inappropriate behavior	6.0%	10.8%	50.8%	22.3%	10.0%	100.0% 309
Leadership holds employees accountable for poor performance in the workplace	3.7%	12.2%	54.4%	23.1%	6.7%	100.0% 312
Leadership acts ethically and honestly in the workplace	3.9%	5.3%	33.8%	41.2%	15.7%	100.0% 318
Leadership addresses issues of inequity	4.4%	12.9%	34.1%	35.3%	13.2%	100.0% 312
Leadership holds all employees to the same standards	6.1%	16.9%	25.5%	39.8%	11.6%	100.0% 318

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	2.2%	10.4%	26.2%	45.5%	15.7%	100.0% 321
Improves the campus climate for all employees	4.8%	10.2%	25.3%	44.4%	15.3%	100.0% 316
Retains diverse employees	6.0%	5.7%	47.5%	29.9%	10.9%	100.0% 315
Creates a supportive environment for employees from diverse backgrounds	2.8%	6.3%	35.5%	42.1%	13.3%	100.0% 319
Encourages discussions related to diversity	1.0%	2.9%	8.8%	52.2%	35.2%	100.0% 319
Provides employees with a positive work experience	4.6%	7.3%	17.3%	55.2%	15.8%	100.0% 321
Climate has become consistently more inclusive of all employees	1.6%	6.8%	20.2%	50.0%	21.4%	100.0% 316

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	3.6%	13.2%	23.9%	45.5%	13.9%	100.0% 318
Improves the campus climate for all employees	3.4%	10.1%	25.1%	49.7%	11.7%	100.0% 319
Retains diverse employees	4.5%	6.1%	40.9%	36.3%	12.2%	100.0% 312
Creates a supportive environment for employees from diverse backgrounds	2.8%	6.3%	35.5%	42.1%	13.3%	100.0% 319
Encourages discussions related to diversity	1.5%	7.2%	13.3%	42.2%	35.7%	100.0% 323
Provides employees with a positive work experience	2.7%	9.6%	16.5%	48.3%	22.9%	100.0% 321
Climate has become consistently more inclusive of all employees	3.4%	5.4%	21.8%	45.0%	24.4%	100.0% 318

Table 12: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	3.2%	15.3%	14.1%	53.4%	14.1%	100.0% 312
Communications are timely	1.7%	14.8%	13.9%	50.4%	19.2%	100.0% 314
Communications are relevant	1.8%	14.7%	26.6%	45.1%	11.8%	100.0% 314
Communications are informative	2.8%	12.5%	17.2%	53.2%	14.2%	100.0% 312
Communications are motivating	7.8%	10.7%	46.0%	28.1%	7.4%	100.0% 310
Communications are honest	6.8%	6.5%	30.6%	40.2%	15.8%	100.0% 310
Communications are accessible	1.0%	3.9%	24.9%	49.6%	20.6%	100.0% 310

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	2.8%	15.3%	17.8%	56.1%	7.9%	100.0% 312
Communications are timely	5.1%	9.8%	18.0%	57.7%	9.4%	100.0% 312
Communications are relevant	4.0%	3.0%	31.0%	48.8%	13.3%	100.0% 312
Communications are informative	3.0%	5.0%	19.9%	59.3%	12.8%	100.0% 310
Communications are motivating	5.4%	12.7%	53.0%	23.2%	5.8%	100.0% 310
Communications are honest	3.4%	3.4%	32.8%	44.7%	15.6%	100.0% 310
Communications are accessible	1.0%	4.0%	27.8%	49.4%	17.8%	100.0% 310

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	4.1%	12.5%	17.5%	47.8%	18.2%	100.0% 310
Communications are timely	4.0%	12.4%	13.3%	53.9%	16.4%	100.0% 312
Communications are relevant	3.1%	3.1%	16.9%	56.0%	20.8%	100.0% 311
Communications are informative	3.0%	1.5%	14.9%	63.8%	16.8%	100.0% 312
Communications are motivating	5.4%	11.3%	44.3%	32.9%	6.1%	100.0% 310
Communications are honest	2.6%	2.3%	22.7%	52.1%	20.3%	100.0% 308
Communications are accessible	1.6%	1.8%	28.9%	48.1%	19.4%	100.0% 310

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?	47.2%	32.3%	20.5%	100.0% 321

Table 16: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
One on one conversations with my supervisor	0.8%	5.8%	7.5%	48.7%	37.2%	100.0% 250
My representation in shared governance (CPC, APC, or Faculty Council)	0.8%	4.3%	61.0%	24.9%	9.1%	100.0% 237
My service on committees	6.0%	0.8%	39.8%	44.4%	9.0%	100.0% 250
Annual review process	2.9%	3.6%	22.6%	49.1%	21.9%	100.0% 246
Input collection through anonymous surveys	3.9%	11.6%	41.1%	36.9%	6.5%	100.0% 247

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	6.0%	11.3%	47.3%	29.8%	5.6%	100.0% 247
My division/college	3.7%	10.4%	46.7%	33.6%	5.6%	100.0% 247
My department/unit	1.6%	8.7%	16.8%	55.1%	17.8%	100.0% 250

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	6.4%	22	5.4%	19	8.8%	30
Physical appearance	4.0%	14	3.6%	12	4.9%	17
Physical disability	3.4%	12	4.0%	14	4.3%	15
Mental disability	4.6%	16	4.5%	16	5.6%	19
Employment classification	16.2%	56	11.9%	41	17.3%	59
Gender identity	7.5%	26	7.4%	26	7.4%	25
Job title	14.6%	50	11.7%	40	16.4%	56
Parental status	9.9%	34	6.9%	24	7.1%	24
Religion	4.4%	15	3.0%	10	2.2%	7
Political affiliation	9.8%	34	9.8%	34	8.3%	28
Sexual orientation	4.3%	15	0.8%	*	1.4%	5
Socio-economic status	11.3%	39	5.4%	18	7.2%	25
Ethnic origin	6.2%	21	2.4%	8	3.1%	11
Veteran status	1.4%	5	0.8%	*	0.0%	*
Race or color	9.8%	34	2.5%	9	3.9%	13
Marital status	4.2%	14	2.8%	10	1.1%	4
Nationality/country of origin	3.9%	13	1.9%	7	1.1%	4
None/no response	63.8%	219	71.5%	246	68.4%	235

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

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

Table 19: Other Potential Problems

Please indicate if any of the following are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	10.7%	37	1.7%	6	3.3%	11
Bullying	10.7%	37	5.7%	19	7.9%	27
Bias	20.1%	69	13.9%	48	16.0%	55
Physical assault	2.5%	9	0.0%	*	0.0%	*
Sexual misconduct	5.8%	20	1.1%	4	0.5%	*
Verbal abuse	5.9%	20	2.5%	9	6.4%	22
None/no response	75.6%	260	82.4%	283	79.6%	274

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

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

Table 20: Gender

Gender (Select all that apply):	Pct	Pop
Agender	0.0%	*
Cisgender	16.6%	52
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.0%	*
Man	49.7%	155
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.8%	*
Woman	45.2%	141
Prefer not to disclose	2.5%	8
The gender I most closely align with is not listed (please specify)	0.0%	*

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

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

Table 21: Gender Scales

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	44.0%	129		26.8%	78		79.2%	231	
1	6.3%	19		16.1%	47		12.0%	35	
2	3.7%	11		3.0%	9		3.7%	11	
3	3.2%	9		2.6%	7		3.7%	11	
4	9.9%	29		3.7%	11		1.4%	4	
5	17.5%	51		18.8%	55		0.0%	*	
6 Very	15.3%	45		29.1%	85		0.0%	*	
Total	100.0%	292	2.42	100.0%	292	3.13	100.0%	292	.36

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

Table 22: Race/Ethnicity

Race and/or Ethnicity (Select all that apply):	Pct	Pop
Native American or Alaska Native or First Nations	0.0%	*
Asian (can include Middle Eastern and North African)	4.6%	14
Black or African American (can include Middle Eastern and North African)	3.1%	10
Hispanic or Latinx	1.2%	4
Native Hawaiian or Other Pacific Islander	0.0%	*
White	87.2%	275
Prefer not to disclose	5.4%	17
The race/ethnicity I most closely align with is not listed (please specify)	1.8%	6

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

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

Table 23: Black or African American

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	49.5%	5
Caribbean	0.0%	*
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	0.0%	*
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	19.0%	*
Southern Africa (i.e., South Africa)	0.0%	*
Western Africa (i.e., Ghana, Nigeria)	31.5%	3
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	0.0%	*
Pueblo (e.g., Acoma, Cochiti, Taos)	0.0%	*
Another tribal affiliation	0.0%	*
Unknown/not disclosed	0.0%	*

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

Categories coded from write-in responses.

* Values reported for items with n >= 3.

Table 25: Hispanic or Latinx

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	100.0%	*
Caribbean	0.0%	*
Puerto Rican	0.0%	*
Cuban	0.0%	*
Central American	0.0%	*
South American	0.0%	*
Prefer not to disclose	0.0%	*
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	0.0%	*

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

* Values reported for items with n >= 3.

Table 26: Asian

You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):	Pct	Pop
Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	0.0%	*
Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	14.2%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	0.0%	*
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	73.1%	11
West Asians/Middle East (i.e., Bahrain, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	12.7%	*
Prefer not to disclose	0.0%	*
The Asian identity that I most closely align with is not listed (please specify)	0.0%	*

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

* Values reported for items with n >= 3.

Table 27: Hawaiian/Pacific Islander

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

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

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

Table 28: Disability

	Yes	No	Prefer not to respond	Total (Pct Pop)
Do you identify as a person with a disability?	10.0%	85.3%	4.7%	100.0% 315

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct Pop)
Do you identify in the LGBTQIA+ community?	7.0%	86.2%	1.3%	5.5%	100.0% 315

Table 30: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
WCNR handles diversity, equity, and inclusion matters appropriately	2.9%	1.6%	19.8%	46.7%	29.0%	100.0% 310
WCNR demonstrates a commitment to DEI efforts	0.0%	1.4%	8.9%	39.5%	50.2%	100.0% 310
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	0.7%	2.5%	16.8%	35.4%	44.7%	100.0% 310
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	0.6%	6.2%	22.2%	42.0%	29.0%	100.0% 310
Within my department I am comfortable talking about my background and cultural experience with my colleagues	3.0%	6.5%	14.8%	41.3%	34.4%	100.0% 315
I am well informed about Warner College's diversity initiatives and goals	0.7%	7.5%	14.6%	38.3%	39.0%	100.0% 312

Table 31: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
College	0.7%	5.5%	16.3%	52.5%	24.9%	100.0% 304
Departments	1.3%	7.9%	20.5%	49.6%	20.6%	100.0% 302
Classrooms	0.0%	3.2%	39.8%	39.7%	17.3%	100.0% 300
Labs	0.0%	3.3%	53.7%	28.0%	15.0%	100.0% 294
Field Crews	0.0%	3.3%	43.7%	36.3%	16.8%	100.0% 294

Table 32: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Never	Seldom	Sometimes	Most of the time	All of the time	Total (Pct Pop)
College	4.8%	16.0%	17.2%	31.4%	30.5%	100.0% 299
Departments	4.6%	12.3%	16.5%	33.0%	33.6%	100.0% 304
Classrooms	4.1%	13.0%	22.9%	33.2%	26.8%	100.0% 277
Labs	7.3%	11.2%	27.7%	25.4%	28.4%	100.0% 261
Field Crews	6.0%	10.0%	27.0%	25.8%	31.1%	100.0% 267

Table 33: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Never	Seldom	Sometimes	Most of the time	All of the time	Total (Pct Pop)
College	74.0%	8.4%	14.1%	1.7%	1.9%	100.0% 308
Departments	66.7%	16.6%	13.2%	2.4%	1.2%	100.0% 310
Classrooms	78.2%	10.9%	9.4%	0.9%	0.6%	100.0% 295
Labs	86.9%	7.4%	4.8%	0.9%	0.0%	100.0% 276
Field Crews	81.8%	8.6%	8.7%	0.9%	0.0%	100.0% 277

Table 34: Department/Unit

	Pct	Pop
Colorado Natural Heritage Program	15.2%	52
Cooperative Fish and Wildlife Research	0.6%	*
Ecosystem Science and Sustainability	8.9%	31
Fish, Wildlife and Conservation Biology	12.6%	43
Forest & Rangeland Stewardship	22.2%	76
Geosciences	10.0%	35
Human Dimensions of Natural Resources	13.5%	46
Natural Resource Ecology Laboratory	9.1%	31
Office of Dean	7.9%	27
Total	100.0%	344

* Values reported for items with n >= 3.

Table 35: Employee Type

	Pct	Pop
Admin Professional	58.2%	200
CCAF Faculty	8.0%	27
Other Salaried Employee	6.1%	21
State Classified	5.3%	18
T or TT Faculty	22.5%	77
Total	100.0%	344

Comparisons by Gender

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

Table 36: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	69.6%	155	71.8%	137	84.6%	*	70.7%	295
My department/unit promotes a work environment where all employees feel included	72.3%	155	76.4%	141	100.0%	*	74.5%	299
My department/unit treats all employees equitably	61.8%	155	60.9%	141	0.0%	*	60.8%	299
My department/unit is open and transparent in communication	53.9%	155	67.9%	141	100.0%	*	60.9%	299
			A					
My department/unit values employee input in major department/unit decisions	68.4%	155	77.8%	139	100.0%	*	73.1%	297
My department/unit promotes respect for cultural differences	83.3%	155	73.7%	141	100.0%	*	78.9%	299
My department/unit understands the value of diversity	84.9%	155	86.1%	141	100.0%	*	85.6%	299
My department/unit communicates the importance of valuing diversity	79.4%	155	78.3%	141	0.0%	*	78.2%	299
	C		C					
I feel valued as an employee	75.3%	155	74.8%	139	100.0%	*	75.3%	297
I feel a strong sense of belonging to CSU	49.6%	155	56.8%	141	100.0%	*	53.4%	299
I feel a strong sense of belonging to my division/college	60.6%	155	58.0%	141	100.0%	*	59.7%	299
I feel a strong sense of belonging to my department/unit	65.9%	155	68.5%	141	100.0%	*	67.4%	299
I would recommend CSU as a place of employment	77.5%	155	76.9%	141	100.0%	*	77.4%	299
I would recommend my department/unit as a place of employment	72.0%	155	75.1%	141	100.0%	*	73.7%	299

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 37: Performance Review in Last Year

Did you have a performance review in the last year?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	82.9%	129	81.6%	113	100.0% ^a	*	82.4%	245
No, I did not have a review	17.1%	27	18.4%	26	0.0% ^a	*	17.6%	52
Total	100.0%	155	100.0%	139	100.0%	*	100.0%	297

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

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

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

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

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

Table 38: 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	79.6%	129	80.4%	111	66.7%	*	79.8%	242
I am satisfied with the effort my supervisor put into my most recent performance review	78.4%	129	87.5%	113	100.0%	*	82.9%	245
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	9.0%	129	12.5%	113	0.0%	*	10.5%	245
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	60.4%	129	52.1%	111	0.0%	*	56.0%	242

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*

** Values reported for items with $n \geq 3$.^{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: 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	68.1%	155	64.8%	139	100.0%	*	66.8%	297
My department/unit is treated with respect by other units within my college/division	70.2%	155	61.8%	139	100.0%	*	66.6%	297
My college/division is treated with respect by CSU	62.8%	155	62.2%	139	100.0%	*	62.8%	297
The people I interact with treat each other with respect	85.1%	155	88.6%	141	100.0%	*	86.9%	299
There is respect for religious differences in my department/unit	56.4%	155	49.4%	141	100.0%	*	53.5%	299
There is respect for liberal perspectives in my department/unit	86.5%	155	80.6%	141	100.0%	*	83.8%	299
There is respect for conservative perspectives in my department/unit	47.8%	155	45.0%	141	100.0%	*	46.9%	299

Percent "Agree" or "Strongly agree"

*The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{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 40: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	21.1%	155	20.0%	139	0.0%	*	20.4%	297
Recognized within my department/unit	31.0%	155	26.8%	139	0.0%	*	28.8%	297
Resources in my department/unit	24.1%	155	23.3%	139	0.0%	*	23.5%	297
Professional development opportunities	12.4%	155	15.1%	139	0.0%	*	13.6%	297
Promoted in my department/unit	16.3%	155	18.2%	139	0.0%	*	17.1%	297
Hired in my department/unit	21.4%	155	16.6%	139	0.0%	*	19.0%	297

Percent "Agree" or "Strongly agree"

*The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{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 41: 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	40.3%	146	35.1%	137	100.0%	*	38.4%	285
Leadership adequately addresses inappropriate behavior	29.2%	146	36.2%	137	100.0%	A B	33.2%	285
Leadership holds employees accountable for inappropriate behavior	24.8%	146	26.2%	137	100.0%	A	26.2%	285
Leadership holds employees accountable for poor performance in the workplace	19.2%	146	18.4%	137	100.0%	A B	19.6%	285
Leadership acts ethically and honestly in the workplace	65.7%	150	51.6%	139	100.0%	A B	59.3%	291
Leadership addresses issues of inequity	50.2%	146	44.2%	137	100.0%	B	47.8%	285
Leadership holds all employees to the same standards	54.8%	150	34.8%	137	100.0%	*	45.8%	289

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 42: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	41.7%	143	49.0%	137	100.0%	*	45.8%	282
Leadership adequately addresses inappropriate behavior	37.0%	146	47.4%	137	100.0%	A	42.6%	285
Leadership holds employees accountable for inappropriate behavior	25.4%	143	38.8%	137	100.0%	A	32.6%	282
Leadership holds employees accountable for poor performance in the workplace	25.1%	146	35.3%	137	100.0%	A B	30.7%	285
Leadership acts ethically and honestly in the workplace	65.7%	150	51.6%	139	100.0%	B	59.3%	291
Leadership addresses issues of inequity	50.2%	146	49.3%	137	100.0%	*	50.2%	285
Leadership holds all employees to the same standards	53.0%	150	52.8%	139	100.0%	*	53.3%	291

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{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: 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	68.6%	146	61.2%	137	100.0%	*	65.4%	285
Recruits employees from a diverse set of backgrounds	64.0%	155	58.4%	139	100.0%	*	61.7%	297
Improves the campus climate for all employees	57.5%	152	68.0%	137	100.0%	*	62.8%	292
Retains diverse employees	55.2%	151	26.8%	137	100.0%	*	42.2%	291
	B				B			
Creates a supportive environment for employees from diverse backgrounds	64.2%	155	48.3%	137	100.0%	*	57.1%	295
	B							
Encourages discussions related to diversity	88.8%	155	85.2%	137	100.0%	*	87.3%	295
Provides employees with a positive work experience	73.7%	155	71.7%	139	100.0%	*	73.0%	297
Climate has become consistently more inclusive of all employees	76.9%	153	71.3%	137	100.0%	*	74.4%	292

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 44: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	65.9%	146	63.1%	137	100.0%	*	64.9%	286
Recruits employees from a diverse set of backgrounds	65.3%	153	54.6%	139	100.0%	*	60.5%	294
Improves the campus climate for all employees	61.6%	155	65.3%	137	100.0%	*	63.7%	295
Retains diverse employees	57.0%	151	41.6%	137	100.0%	*	50.1%	291
	B							
Creates a supportive environment for employees from diverse backgrounds	64.2%	155	48.3%	137	100.0%	*	57.1%	295
	B							
Encourages discussions related to diversity	79.0%	155	76.4%	141	100.0%	*	78.0%	299
Provides employees with a positive work experience	70.0%	155	74.6%	139	100.0%	*	72.4%	297
Climate has become consistently more inclusive of all employees	72.9%	153	71.1%	139	100.0%	*	72.3%	294

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 45: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	59.0%	150	66.4%	135	100.0%	*	62.8%	287
Communications are effective	70.3%	150	66.3%	139	100.0%	*	68.7%	292
Communications are timely	72.1%	150	71.1%	141	100.0%	*	71.9%	293
Communications are relevant	49.0%	150	67.3%	141	100.0%	*	58.3%	293
			A					
Communications are informative	60.4%	150	78.9%	139	100.0%	*	69.6%	291
			A					
Communications are motivating	32.9%	150	42.5%	137	100.0%	*	38.1%	289
Communications are honest	59.2%	150	60.3%	137	100.0%	*	60.1%	289
Communications are accessible	68.7%	150	74.4%	137	100.0%	*	71.7%	289

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 46: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	61.7%	150	62.0%	135	100.0%	*	62.2%	287
Communications are effective	67.4%	150	61.9%	139	100.0%	*	65.1%	292
Communications are timely	71.1%	150	64.8%	139	100.0%	*	68.4%	291
Communications are relevant	60.4%	150	66.9%	139	100.0%	*	63.9%	291
Communications are informative	75.4%	150	73.2%	137	100.0%	*	74.6%	289
Communications are motivating	23.4%	150	36.3%	137	100.0%	*	30.2%	289
			A		A B			
Communications are honest	63.7%	150	59.4%	137	100.0%	*	62.0%	289
Communications are accessible	70.5%	150	67.4%	137	100.0%	*	69.3%	289

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 47: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	68.4%	147	68.6%	133	100.0%	*	68.8%	282
Communications are effective	66.6%	150	67.0%	137	100.0%	*	67.1%	290
Communications are timely	74.6%	150	68.3%	139	100.0%	*	71.8%	291
Communications are relevant	76.7%	147	76.9%	141	100.0%	*	77.0%	290
Communications are informative	80.3%	150	81.3%	139	100.0%	*	81.0%	291
Communications are motivating	32.9%	150	46.7%	137	100.0%	*	40.0%	289
Communications are honest	73.3%	150	72.9%	137	100.0%	*	73.3%	289
Communications are accessible	70.1%	150	66.9%	137	100.0%	*	68.8%	289

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{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 48: 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	54.2% B	84	42.6%	59	100.0% ¹	*	49.1%	146
Maybe, I can provide feedback in limited situations	34.5%	54	26.7%	37	0.0% ¹	*	30.5%	91
No, I don't have an opportunity to provide feedback	11.4%	18	30.8% A	43	0.0% ¹	*	20.4%	61
Total	100.0%	155	100.0%	139	100.0%	*	100.0%	297

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

Significance level for upper case letters (A, B, C): .05* Values reported for items with $n \geq 3$.^{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 49: 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	56.3%	127	54.7%	94	100.0% A B	*	56.1%	224
One on one conversations with my supervisor	83.0%	138	87.7%	96	100.0%	*	85.1%	237
My representation in shared governance (CPC, APC, or Faculty Council)	36.2%	127	25.5%	94	100.0% B	*	32.4%	224
My service on committees	57.2%	138	43.1%	96	100.0%	*	51.9%	237
Annual review process	67.6%	134	76.3%	96	100.0%	*	71.6%	233
Input collection through anonymous surveys	46.3%	138	39.9%	96	100.0%	*	44.3%	237

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.* Values reported for items with $n \geq 3$.^{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 50: 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	44.5%	135	56.2% A	96	100.0% A	*	49.9%	234
CSU overall	30.9%	135	42.0%	96	100.0% A	*	36.3%	234
My division/college	33.0%	135	49.0% A	96	100.0%	*	40.3%	234
My department/unit	70.1%	138	77.8%	96	100.0%	*	73.6%	237

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.* Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 51: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.7%	6	9.5%	13	0.0%	*	6.4%	19
Physical appearance	4.5%	7	4.8%	7	0.0%	*	4.6%	14
Physical disability	4.5%	7	3.3%	5	0.0%	*	3.9%	12
Mental disability	4.5%	7	6.2%	9	0.0%	*	5.3%	16
Employment classification	14.1%	22	20.2%	29	0.0%	*	16.9%	50
Gender identity	8.0%	12	7.5%	11	0.0%	*	7.7%	23
Job title	9.4%	15	23.2%	33	0.0%	*	15.9%	47
Parental status	11.0%	17	12.1%	17	0.0%	*	11.4%	34
Religion	0.0%	*	9.0%	13	0.0%	*	4.2%	13
Political affiliation	12.4%	19	4.8%	7	0.0%	*	8.7%	26
Sexual orientation	3.5%	5	4.8%	7	0.0%	*	4.1%	12
Socio-economic status	11.7%	18	10.8%	15	0.0%	*	11.2%	34
Ethnic origin	4.3%	7	10.3%	14	0.0%	*	7.1%	21
Veteran status	0.0%	*	3.3%	5	0.0%	*	1.6%	5
Race or color	7.8%	12	13.3%	19	0.0%	*	10.3%	31
Marital status	2.0%	3	8.1%	11	0.0%	*	4.8%	14
Nationality/country of origin	1.8%	*	7.5%	11	0.0%	*	4.5%	13
None/no response	65.1%	101	59.5%	84	100.0%	*	62.8%	188

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 52: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.5%	5	7.5%	11	0.0%	*	5.4%	16
Physical appearance	2.5%	4	6.1%	9	0.0%	*	4.2%	12
Physical disability	4.5%	7	4.8%	7	0.0%	*	4.6%	14
Mental disability	4.5%	7	6.1%	9	0.0%	*	5.2%	16
Employment classification	10.2%	16	15.9%	22	0.0%	*	12.8%	38
Gender identity	9.8%	15	7.4%	10	0.0%	*	8.5%	26
Job title	5.7%	9	20.3%	29	0.0%	*	12.6%	38
Parental status	7.4%	12	8.7%	12	0.0%	*	8.0%	24
Religion	2.0%	3	3.3%	5	0.0%	*	2.6%	8
Political affiliation	12.6%	20	6.2%	9	0.0%	*	9.5%	28
Sexual orientation	0.0%	*	1.9%	*	0.0%	*	0.9%	*
Socio-economic status	6.2%	10	6.2%	9	0.0%	*	6.2%	18
Ethnic origin	2.5%	4	3.2%	4	0.0%	*	2.8%	8
Veteran status	0.0%	*	1.9%	*	0.0%	*	0.9%	*
Race or color	2.5%	4	3.3%	5	0.0%	*	2.9%	9
Marital status	2.0%	3	4.6%	7	0.0%	*	3.2%	10
Nationality/country of origin	0.0%	*	4.6%	7	0.0%	*	2.2%	7
None/no response	72.1%	112	66.9%	95	100.0%	*	69.9%	209

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 53: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.5%	9	13.4%	19	0.0%	*	9.2%	27
Physical appearance	4.5%	7	6.9%	10	0.0%	*	5.6%	17
Physical disability	4.5%	7	5.6%	8	0.0%	*	5.0%	15
Mental disability	4.5%	7	8.8%	12	0.0%	*	6.5%	19
Employment classification	17.6%	27	17.2%	24	0.0%	*	17.3%	52
Gender identity	4.5%	7	11.1%	16	0.0%	*	7.6%	23
Job title	13.3%	21	19.6%	28	0.0%	*	16.2%	48
Parental status	7.4%	12	7.2%	10	0.0%	*	7.3%	22
Religion	2.0%	3	1.3%	*	0.0%	*	1.6%	5
Political affiliation	10.7%	17	4.8%	7	0.0%	*	7.8%	23
Sexual orientation	0.0%	*	3.3%	5	0.0%	*	1.6%	5
Socio-economic status	8.2%	13	8.4%	12	0.0%	*	8.2%	25
Ethnic origin	4.5%	7	2.6%	4	0.0%	*	3.6%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	4.5%	7	4.6%	7	0.0%	*	4.5%	13
Marital status	0.0%	*	2.8%	4	0.0%	*	1.3%	4
Nationality/country of origin	0.0%	*	2.6%	4	0.0%	*	1.2%	4
None/no response	70.2%	109	65.1%	92	100.0%	*	68.0%	204

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 54: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	10.0%	15	15.0%	21	0.0%	*	12.3%	37
Bullying	10.0%	15	13.2%	19	0.0%	*	11.4%	34
Bias	19.4%	30	22.1%	31	0.0%	*	20.5%	61
Physical assault	2.5%	4	3.3%	5	0.0%	*	2.9%	9
Sexual misconduct	4.3%	7	9.4%	13	0.0%	*	6.6%	20
Verbal abuse	6.2%	10	7.5%	11	0.0%	*	6.8%	20
None/no response	77.1%	120	71.3%	101	100.0%	*	74.5%	223

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 55: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	4.1%	6	0.0%	*	1.9%	6
Bullying	3.5%	5	8.1%	11	0.0%	*	5.6%	17
Bias	12.9%	20	15.9%	22	0.0%	*	14.2%	43
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	2.8%	4	0.0%	*	1.3%	4
Verbal abuse	1.8%	*	4.2%	6	0.0%	*	2.9%	9
None/no response	85.3%	133	78.9%	111	100.0%	*	82.4%	247

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 56: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.0%	3	5.9%	8	0.0%	*	3.8%	11
Bullying	7.1%	11	9.7%	14	0.0%	*	8.2%	25
Bias	16.9%	26	18.7%	26	0.0%	*	17.6%	53
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	1.3%	*	0.0%	*	0.6%	*
Verbal abuse	3.7%	6	9.6%	13	0.0%	*	6.4%	19
None/no response	79.6%	124	76.6%	108	100.0%	*	78.4%	234

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

Statistical significance not tested.

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

Table 57: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	84.5%	155	68.7%	139	100.0%	*	77.2%	297
WCNR demonstrates a commitment to DEI efforts	90.4%	155	91.5%	139	100.0%	*	91.0%	297
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	82.6%	155	80.6%	139	100.0%	*	81.8%	297
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	75.3%	155	68.6%	139	100.0%	*	72.4%	297
Within my department I am comfortable talking about my background and cultural experience with my colleagues	79.4%	155	77.6%	141	100.0%	*	78.8%	299
I am well informed about Warner College's diversity initiatives and goals	76.2%	155	81.5%	141	100.0%	*	78.9%	299

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3}

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

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

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

Table 58: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	79.2%	150	78.7%	139	100.0%	*	79.1%	291
Departments	71.4%	150	69.3%	137	100.0%	*	70.7%	289
Classrooms	59.9%	150	54.6%	135	100.0%	*	57.8%	287
Labs	50.0%	143	36.7%	135	100.0%	*	44.1%	281
Field Crews	58.3%	143	47.9%	135	100.0%	*	53.6%	281

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{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 59: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	65.5%	150	57.5%	133	100.0%	*	62.1%	285
Departments	67.8%	150	65.3%	139	100.0%	*	66.9%	291
Classrooms	62.2%	143	58.8%	117	100.0%	*	61.0%	263
Labs	59.5%	137	49.7%	109	100.0%	*	55.6%	248
Field Crews	58.6%	140	55.9%	111	100.0%	*	57.8%	254

Percent "All" or "Most" of the time

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{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 60: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	0.0%	152	4.2% A	137	100.0% A B	*	2.9%	292
Departments	0.0%	152	6.0% A	139	100.0% A B	*	3.7%	294
Classrooms	0.0%	152	1.4%	127	100.0% A B	*	1.6%	282
Labs	0.0%	143	0.0%	120	100.0%	*	1.0%	266
Field Crews	0.0%	140	0.0%	125	100.0%	*	1.0%	267

Percent "All" or "Most" of the time

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with $n \geq 3$.^{1,2,3,4}

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. Pairwise comparisons are not performed for some subtables because of numerical problems.

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

Comparisons by Racially Minoritized Status

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

Table 61: 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	77.7%	32	69.9%	262	70.7%	294
My department/unit promotes a work environment where all employees feel included	81.8%	32	73.3%	266	74.2%	298
My department/unit treats all employees equitably	52.9%	32	61.3%	266	60.4%	298
My department/unit is open and transparent in communication	76.0%	32	58.7%	266	60.6%	298
My department/unit values employee input in major department/unit decisions	90.4% B	32	72.7%	264	74.6%	296
My department/unit promotes respect for cultural differences	76.0%	32	78.0%	266	77.8%	298
My department/unit understands the value of diversity	84.6%	32	84.7%	266	84.7%	298
My department/unit communicates the importance of valuing diversity	90.4%	32	76.4%	266	77.9%	298
I feel valued as an employee	84.6%	32	74.8%	264	75.8%	296
I feel a strong sense of belonging to CSU	63.1%	32	51.9%	266	53.1%	298
I feel a strong sense of belonging to my division/college	60.9%	32	59.2%	266	59.4%	298
I feel a strong sense of belonging to my department/unit	75.3%	32	66.1%	266	67.1%	298
I would recommend CSU as a place of employment	84.0%	32	78.3%	266	78.9%	298
I would recommend my department/unit as a place of employment	90.4% B	32	72.4%	266	74.3%	298

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: 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	67.9%	22	83.1% A	219	81.5%	241
No, I did not have a review	32.1% B	10	16.9%	44	18.5%	55
Total	100.0%	32	100.0%	263	100.0%	295

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 63: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	69.5%	22	80.7% A	217	79.7%	238
I am satisfied with the effort my supervisor put into my most recent performance review	87.3%	22	81.8%	219	82.3%	241
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	12.7%	22	9.5%	219	9.8%	241
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	21.2%	22	59.6% A	217	56.1%	238

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 64: 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	64.1%	30	66.7%	266	66.4%	296
My department/unit is treated with respect by other units within my college/division	68.1%	30	65.3%	266	65.6%	296
My college/division is treated with respect by CSU	49.7%	30	62.1%	266	60.9%	296
The people I interact with treat each other with respect	90.4%	32	87.4%	266	87.7%	298
There is respect for religious differences in my department/unit	49.3%	32	54.2%	266	53.7%	298
There is respect for liberal perspectives in my department/unit	91.4%	32	82.6%	266	83.6%	298
There is respect for conservative perspectives in my department/unit	31.4%	32	48.3%	266	46.5%	298

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 65: 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	31.2% B	30	19.5%	266	20.6%	296
Recognized within my department/unit	46.0% B	30	28.2%	266	30.0%	296
Resources in my department/unit	54.2% B	30	19.7%	266	23.2%	296
Professional development opportunities	10.3%	30	14.0%	266	13.6%	296
Promoted in my department/unit	17.1%	30	18.1%	266	18.0%	296
Hired in my department/unit	28.7%	30	17.2%	266	18.4%	296

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 66: 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	36.3%	30	38.5%	254	38.3%	284
Leadership adequately addresses inappropriate behavior	42.1%	30	31.6%	254	32.7%	284
Leadership holds employees accountable for inappropriate behavior	15.4%	30	27.6%	254	26.3%	284
Leadership holds employees accountable for poor performance in the workplace	9.2%	30	20.9%	254	19.7%	284
Leadership acts ethically and honestly in the workplace	60.3%	32	58.4%	258	58.6%	290
Leadership addresses issues of inequity	51.3%	30	47.6%	254	48.0%	284
Leadership holds all employees to the same standards	42.1%	30	46.4%	258	46.0%	288

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 67: 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	41.6%	30	45.4%	251	45.0%	281
Leadership adequately addresses inappropriate behavior	49.0%	30	40.3%	254	41.2%	284
Leadership holds employees accountable for inappropriate behavior	13.1%	30	34.0%	251	31.8%	281
Leadership holds employees accountable for poor performance in the workplace	16.1%	30	31.8%	254	30.2%	284
Leadership acts ethically and honestly in the workplace	60.3%	32	58.4%	258	58.6%	290
Leadership addresses issues of inequity	58.2%	30	48.8%	254	49.8%	284
Leadership holds all employees to the same standards	43.7%	32	54.1%	258	53.0%	290

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 68: 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	53.7%	30	67.1%	254	65.7%	284
Recruits employees from a diverse set of backgrounds	26.7%	30	65.9%	266	62.0%	296
Improves the campus climate for all employees	44.9%	30	64.4%	261	62.4%	291
Retains diverse employees	45.1%	30	42.1%	260	42.4%	290
Creates a supportive environment for employees from diverse backgrounds	45.1%	30	58.8%	264	57.4%	294
Encourages discussions related to diversity	73.6%	30	88.7%	264	87.2%	294
Provides employees with a positive work experience	78.2%	32	73.1%	264	73.6%	296
Climate has become consistently more inclusive of all employees	63.4%	30	77.1%	261	75.7%	291

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 69: Climate: 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	65.8%	30	64.8%	255	64.9%	284
Recruits employees from a diverse set of backgrounds	39.8%	30	62.5%	263	60.2%	293
Improves the campus climate for all employees	61.1%	30	63.6%	264	63.3%	294
Retains diverse employees	61.2%	30	48.4%	260	49.7%	290
Creates a supportive environment for employees from diverse backgrounds	45.1%	30	58.8%	264	57.4%	294
Encourages discussions related to diversity	81.8%	32	78.2%	266	78.6%	298

Employee Climate Survey 2021

Table 69: Climate: Department/Unit

Provides employees with a positive work experience	81.8%	32	71.9%	264	73.0%	296
Climate has become consistently more inclusive of all employees	70.3%	30	73.2%	263	72.9%	293

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 70: 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		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	59.6%	30	62.6%	256	62.3%	286
Communications are effective	64.5%	32	69.9%	258	69.3%	290
Communications are timely	58.1%	32	73.2%	260	71.6%	292
Communications are relevant	73.2%	32	54.9%	260	56.9%	292
	B					
Communications are informative	64.5%	32	69.1%	258	68.6%	290
Communications are motivating	49.0%	30	37.0%	258	38.3%	288
Communications are honest	71.3%	30	57.4%	258	58.8%	288
Communications are accessible	46.0%	30	74.3%	258	71.4%	288
			A			

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 71: Communications: 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		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	53.7%	30	63.0%	256	62.0%	286
Communications are effective	58.7%	32	67.5%	258	66.6%	290
Communications are timely	55.9%	30	70.4%	260	69.0%	290
Communications are relevant	55.9%	30	63.6%	260	62.8%	290
Communications are informative	55.9%	30	75.6%	258	73.6%	288
			A			
Communications are motivating	49.7%	30	28.1%	258	30.3%	288
	B					
Communications are honest	55.9%	30	61.2%	258	60.7%	288
Communications are accessible	46.7%	30	71.5%	258	69.0%	288
			A			

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 72: Communications: Department/Unit

	Racially minoritized		Non-racially minoritized		Overall	
--	----------------------	--	--------------------------	--	---------	--

Table 72: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	71.7%	30	68.0%	251	68.4%	281
Communications are effective	73.2%	32	65.9%	256	66.7%	288
Communications are timely	71.3%	30	71.5%	260	71.4%	290
Communications are relevant	90.4%	32	75.2%	257	76.9%	289
Communications are informative	73.2%	32	81.8%	258	80.9%	290
Communications are motivating	55.9%	30	38.4%	258	40.2%	288
Communications are honest	80.5%	30	71.1%	258	72.1%	288
Communications are accessible	62.1%	30	69.2%	258	68.5%	288

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 73: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	18.0%	6	53.1% A	140	49.4%	146
Maybe, I can provide feedback in limited situations	56.3% B	18	27.5%	73	30.6%	91
No, I don't have an opportunity to provide feedback	25.6%	8	19.4%	51	20.0%	59
Total	100.0%	32	100.0%	264	100.0%	296

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 74: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	64.0%	24	55.2%	200	56.1%	224
One on one conversations with my supervisor	88.4%	24	84.5%	210	84.9%	234
My representation in shared governance (CPC, APC, or Faculty Council)	23.2%	24	33.5%	200	32.4%	224
My service on committees	79.7% B	24	48.2%	210	51.4%	234
Annual review process	68.1%	24	71.6%	206	71.2%	230
Input collection through anonymous surveys	60.3%	24	43.0%	210	44.8%	234

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 75: 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	52.0%	24	49.9%	208	50.1%	231
CSU overall	35.8%	24	36.8%	208	36.7%	231
My division/college	44.5%	24	40.3%	208	40.8%	231
My department/unit	75.5%	24	73.0%	210	73.3%	234

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 76: 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	6.4%	*	6.5%	17	6.5%	19
Physical appearance	6.4%	*	4.4%	12	4.6%	14
Physical disability	6.4%	*	3.6%	10	3.9%	12
Mental disability	6.4%	*	5.1%	14	5.3%	16
Employment classification	12.9%	4	16.6%	44	16.2%	48
Gender identity	6.4%	*	6.9%	18	6.8%	20
Job title	15.1%	5	14.6%	39	14.6%	44
Parental status	20.9%	7	9.7%	26	10.9%	32
Religion	6.4%	*	4.0%	11	4.2%	13
Political affiliation	15.1%	5	8.0%	21	8.7%	26
Sexual orientation	6.4%	*	2.8%	7	3.2%	9
Socio-economic status	21.5%	7	9.3%	25	10.6%	31
Ethnic origin	12.2%	4	5.5%	15	6.2%	18
Veteran status	6.4%	*	1.0%	*	1.6%	5
Race or color	21.5%	7	8.0%	21	9.5%	28
Marital status	6.4%	*	4.7%	12	4.8%	14
Nationality/country of origin	6.4%	*	3.2%	9	3.6%	11
None/no response	55.4%	18	65.9%	175	64.8%	193

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

Statistical significance not tested.

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

Table 77: 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	0.0%	*	6.0%	16	5.4%	16
Physical appearance	0.0%	*	4.7%	12	4.2%	12
Physical disability	0.0%	*	5.1%	14	4.6%	14
Mental disability	0.0%	*	5.8%	16	5.2%	16
Employment classification	0.0%	*	13.6%	36	12.1%	36
Gender identity	0.0%	*	8.6%	23	7.7%	23
Job title	0.0%	*	13.3%	36	11.9%	36
Parental status	5.8%	*	8.3%	22	8.0%	24
Religion	0.0%	*	2.9%	8	2.6%	8
Political affiliation	0.0%	*	10.7%	28	9.5%	28
Sexual orientation	0.0%	*	1.0%	*	0.9%	*
Socio-economic status	0.0%	*	6.2%	16	5.5%	16
Ethnic origin	5.8%	*	2.5%	7	2.8%	8
Veteran status	0.0%	*	1.0%	*	0.9%	*
Race or color	0.0%	*	3.2%	9	2.9%	9
Marital status	0.0%	*	2.9%	8	2.6%	8
Nationality/country of origin	0.0%	*	2.4%	7	2.2%	7
None/no response	94.2%	30	69.4%	185	72.0%	214

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

Statistical significance not tested.

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

Table 78: 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	15.4%	5	8.5%	23	9.2%	27
Physical appearance	9.6%	3	5.2%	14	5.6%	17
Physical disability	0.0%	*	5.6%	15	5.0%	15
Mental disability	0.0%	*	7.3%	19	6.5%	19
Employment classification	18.2%	6	16.5%	44	16.6%	50
Gender identity	9.6%	3	6.6%	18	6.9%	21
Job title	24.0%	8	14.6%	39	15.6%	46
Parental status	9.6%	3	7.0%	19	7.3%	22
Religion	0.0%	*	1.8%	5	1.6%	5
Political affiliation	9.6%	3	7.6%	20	7.8%	23
Sexual orientation	0.0%	*	1.8%	5	1.6%	5
Socio-economic status	9.6%	3	7.3%	20	7.6%	23
Ethnic origin	9.6%	3	2.9%	8	3.6%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	9.6%	3	3.9%	10	4.5%	13
Marital status	0.0%	*	1.5%	4	1.3%	4
Nationality/country of origin	5.8%	*	0.7%	*	1.2%	4
None/no response	76.0%	24	67.7%	180	68.6%	204

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

Statistical significance not tested.

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

Table 79: 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	15.1%	5	11.2%	30	11.6%	35
Bullying	6.4%	*	11.3%	30	10.8%	32
Bias	26.7%	8	19.9%	53	20.6%	61
Physical assault	6.4%	*	2.5%	7	2.9%	9
Sexual misconduct	6.4%	*	5.9%	16	6.0%	18
Verbal abuse	15.1%	5	5.8%	16	6.8%	20
None/no response	64.7%	21	76.4%	203	75.1%	224

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

Statistical significance not tested.

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

Table 80: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	2.2%	6	1.9%	6
Bullying	0.0%	*	5.6%	15	5.0%	15
Bias	20.2%	6	13.6%	36	14.3%	43
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	1.5%	4	1.3%	4
Verbal abuse	0.0%	*	3.3%	9	2.9%	9
None/no response	79.8%	25	83.4%	222	83.0%	247

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

Statistical significance not tested.

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

Table 81: 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	9.6%	3	3.1%	8	3.8%	11
Bullying	17.3%	5	6.4%	17	7.6%	23
Bias	32.6%	10	15.8%	42	17.6%	53
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.7%	*	0.6%	*
Verbal abuse	24.0%	8	4.4%	12	6.5%	19
None/no response	58.7%	19	81.4%	216	79.0%	235

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

Statistical significance not tested.

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

Table 82: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	73.6%	30	76.3%	263	76.0%	293
WCNR demonstrates a commitment to DEI efforts	89.7%	30	90.0%	263	90.0%	293
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	80.5%	30	80.7%	263	80.7%	293
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	74.3%	30	71.8%	263	72.0%	293
Within my department I am comfortable talking about my background and cultural experience with my colleagues	76.0%	32	77.8%	263	77.6%	295
I am well informed about Warner College's diversity initiatives and goals	93.6%	32	76.9%	263	78.7%	295
	B					

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 83: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
College	80.5%	30	78.7%	258	78.9%	287
Departments	71.3%	30	70.2%	256	70.3%	285
Classrooms	52.7%	30	56.7%	254	56.3%	283
Labs	52.7%	30	42.5%	250	43.6%	279
Field Crews	61.9%	30	52.2%	250	53.2%	280

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 84: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
College	71.3%	30	59.6%	254	60.9%	283
Departments	73.2%	32	64.6%	256	65.5%	287
Classrooms	65.1%	30	58.7%	230	59.4%	259
Labs	74.3%	30	52.5%	217	55.1%	247
	B					
Field Crews	49.7%	30	58.4%	223	57.4%	252

Percent "All" or "Most" of the time

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: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., race, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
College	0.0%	30	3.2%	258	2.9%	288
Departments	0.0%	30	4.2%	260	3.8%	290
Classrooms	0.0%	30	1.8%	248	1.6%	278
Labs	0.0%	30	1.1%	235	1.0%	264
Field Crews	0.0%	30	1.1%	236	1.0%	266

Percent "All" or "Most" of the time

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.

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 86: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	68.1%	196	58.3%	77	82.4%	27	85.5%	16	67.8%	316
My department/unit promotes a work environment where all employees feel included	71.3%	200	68.7%	77	80.9%	27	100.0%	18	73.1%	323
My department/unit treats all employees equitably	59.3%	200	46.2%	77	57.1%	27	81.1%	18	57.2%	323
My department/unit is open and transparent in communication	60.1%	200	45.0%	77	71.4%	27	100.0%	18	59.7%	323
My department/unit values employee input in major department/unit decisions	66.9%	198	74.4%	77	90.4%	27	85.6%	18	71.8%	321
My department/unit promotes respect for cultural differences	77.7%	200	62.6%	77	80.9%	27	100.0%	18	75.6%	323
My department/unit understands the value of diversity	82.3%	200	69.7%	77	100.0%	27	100.0%	18	81.8%	323
My department/unit communicates the importance of valuing diversity	75.7%	200	68.4%	77	90.4%	27	100.0%	18	76.6%	323
I feel valued as an employee	70.8%	198	66.1%	77	80.9%	27	85.6%	18	71.4%	321
I feel a strong sense of belonging to CSU	52.7%	200	39.1%	77	85.8%	27	62.2%	18	52.8%	323
I feel a strong sense of belonging to my division/college	57.0%	200	40.3%	77	90.4%	27	47.8%	18	55.4%	323
I feel a strong sense of belonging to my department/unit	63.2%	200	59.1%	77	61.7%	27	100.0%	18	64.1%	323
I would recommend CSU as a place of employment	74.9%	200	62.6%	77	100.0%	27	47.8%	18	72.6%	323
I would recommend my department/unit as a place of employment	72.6%	200	55.5%	77	80.9%	27	100.0%	16	70.5%	320

Percent "Agree" or "Strongly agree"

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

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

Table 87: Performance Review in Last Year

Did you have a performance review in the last year?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	82.1%	164	97.6% A C	75	63.1%	16	100.0% ¹	18	85.4%	273
No, I did not have a review	17.9% B	36	2.4%	*	36.9% B	9	0.0% ¹	*	14.6%	47
Total	100.0%	200	100.0%	77	100.0%	25	100.0%	18	100.0%	320

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

Significance level for upper case letters (A, B, C): .05* Values reported for items with $n \geq 3$.^{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 88: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	81.7%	162	75.3%	75	94.4% B	16	79.7%	16	80.5%	269
I am satisfied with the effort my supervisor put into my most recent performance review	83.8%	164	72.8%	75	100.0%	16	100.0%	16	82.6%	271
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	12.8%	164	13.2%	75	16.7%	16	0.0%	16	12.4%	271
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	60.2%	162	53.0%	75	83.2%	16	39.0%	16	58.3%	269

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 89: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	66.0%	195	54.1%	77	81.7%	27	63.0%	16	64.3%	315
	B				A B					
My department/unit is treated with respect by other units within my college/division	66.0%	195	43.8%	77	80.9%	27	100.0%	16	63.5%	315
	B				B		A B			
My college/division is treated with respect by CSU	62.6%	195	36.7%	77	100.0%	27	39.0%	16	58.3%	315
	B				A B D					
The people I interact with treat each other with respect	90.7%	197	66.1%	77	90.4%	27	100.0%	16	85.2%	318
	B				B		B			
There is respect for religious differences in my department/unit	52.1%	197	48.3%	77	57.2%	27	61.0%	16	52.1%	318
There is respect for liberal perspectives in my department/unit	80.1%	197	82.5%	77	100.0%	27	77.9%	16	82.3%	318
There is respect for conservative perspectives in my department/unit	44.1%	197	47.2%	77	61.9%	27	0.0%	16	44.2%	318
	D		D		D					

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 90: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	15.3%	195	35.0%	77	26.8%	27	0.0%	16	20.4%	315
			A D		D					
Recognized within my department/unit	24.4%	195	49.1%	77	28.7%	27	0.0%	16	29.6%	315
			A D							
Resources in my department/unit	16.7%	195	55.0%	77	28.6%	27	0.0%	16	26.3%	315
			A C D							
Professional development opportunities	8.4%	195	20.8%	77	19.1%	27	0.0%	16	11.9%	315
			A							
Promoted in my department/unit	16.0%	195	18.5%	77	28.6%	27	0.0%	16	16.9%	315
Hired in my department/unit	11.0%	195	31.6%	77	28.6%	27	0.0%	16	17.0%	315
			A D							

Percent "Agree" or "Strongly agree"

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

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

Table 91: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	37.4%	182	32.4%	74	42.7%	21	47.9%	13	36.9%	291
Leadership adequately addresses inappropriate behavior	36.4%	182	28.3%	74	31.2%	21	46.9%	13	34.4%	291
Leadership holds employees accountable for inappropriate behavior	26.9%	182	24.6%	74	31.2%	21	46.9%	13	27.5%	291
Leadership holds employees accountable for poor performance in the workplace	22.1%	182	11.1%	74	18.7%	21	46.9%	13	20.1%	291
Leadership acts ethically and honestly in the workplace	53.7%	184	56.5%	74	78.9%	25	73.4%	13	57.4%	297
Leadership addresses issues of inequity	45.6%	182	40.5%	74	56.2%	21	46.9%	13	45.1%	291
Leadership holds all employees to the same standards	40.0%	182	33.2%	74	52.6%	25	26.6%	13	38.7%	295

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 92: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	46.4%	179	35.6%	74	46.8%	21	82.3% A B C	13	45.2%	288
Leadership adequately addresses inappropriate behavior	46.2%	182	34.4%	74	43.7%	21	100.0% A B C	13	45.4%	291
Leadership holds employees accountable for inappropriate behavior	34.2%	179	22.1%	74	43.7%	21	100.0% A B C	13	34.7%	288
Leadership holds employees accountable for poor performance in the workplace	35.0%	182	18.4%	74	43.7%	21	46.9%	13	31.9%	291
Leadership acts ethically and honestly in the workplace	53.7%	184	56.5%	74	78.9%	25	73.4%	13	57.4%	297
Leadership addresses issues of inequity	50.4%	182	40.5%	74	43.7%	21	73.4%	13	48.4%	291
Leadership holds all employees to the same standards	52.1% B	184	32.0%	74	52.6%	25	73.4% B	13	48.0%	297

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 93: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	63.3%	180	50.8%	74	75.0%	21	65.8%	13	61.0%	288
	B				B					
Recruits employees from a diverse set of backgrounds	64.9%	185	43.7%	77	63.1%	25	46.9%	13	58.5%	300
	B									
Improves the campus climate for all employees	56.5%	180	46.3%	77	84.3%	25	73.4%	13	56.9%	295
					A B					
Retains diverse employees	40.2%	183	32.0%	77	31.2%	21	20.3%	13	36.5%	294
Creates a supportive environment for employees from diverse backgrounds	55.8%	183	36.7%	77	63.1%	25	73.4%	13	52.2%	298
	B									
Encourages discussions related to diversity	84.9%	183	83.6%	77	100.0%	25	100.0%	13	86.5%	298
Provides employees with a positive work experience	69.9%	185	55.7%	77	100.0%	25	73.4%	13	68.9%	300
					A B					
Climate has become consistently more inclusive of all employees	66.7%	183	64.9%	74	100.0%	25	73.4%	13	69.3%	295
					A B					

Percent "Agree" or "Strongly agree"

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

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

Table 94: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	62.9%	183	53.4%	69	60.7%	21	77.2%	13	61.1%	286
Recruits employees from a diverse set of backgrounds	61.8%	185	41.6%	74	52.6%	25	73.4%	13	56.5%	297
	B									
Improves the campus climate for all employees	57.0%	183	54.5%	77	63.1%	25	100.0%	13	58.7%	298
							A B			
Retains diverse employees	50.3%	183	39.2%	75	31.2%	21	20.3%	13	44.7%	291
Creates a supportive environment for employees from diverse backgrounds	55.8%	183	36.7%	77	63.1%	25	73.4%	13	52.2%	298
	B									
Encourages discussions related to diversity	74.9%	187	75.5%	77	78.9%	25	100.0%	13	76.4%	302
Provides employees with a positive work experience	70.5%	185	57.9%	77	78.9%	25	100.0%	13	69.2%	300
							B			
Climate has become consistently more inclusive of all employees	63.8%	185	67.4%	74	89.4%	25	73.4%	13	67.2%	297

Percent "Agree" or "Strongly agree"

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

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

Table 95: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	65.1%	180	47.8%	73	72.2%	25	52.4%	10	60.9%	287
	B				B					
Communications are effective	70.6%	184	49.1%	73	84.3%	25	33.3%	10	65.1%	292
	B				B D					
Communications are timely	72.5%	184	54.0%	74	84.3%	25	33.3%	10	67.4%	293
	B				B D					
Communications are relevant	62.5%	184	50.2%	74	78.9%	25	66.7%	10	60.9%	293
Communications are informative	75.6%	182	45.3%	74	89.5%	25	66.7%	10	68.7%	291
	B				B					
Communications are motivating	40.0%	180	24.6%	74	52.6%	25	66.7%	10	38.1%	289
Communications are honest	59.9%	180	52.8%	74	52.6%	25	33.3%	10	56.5%	289
Communications are accessible	74.7%	180	53.9%	74	63.1%	25	66.7%	10	68.1%	289
	B									

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 96: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	64.7%	180	41.9%	73	83.4%	25	42.9%	10	59.7%	287
	B				B D					
Communications are effective	65.8%	184	41.4%	73	100.0%	25	33.3%	10	61.5%	292
	B				A B D					
Communications are timely	69.1%	182	46.7%	74	100.0%	25	33.3%	10	64.8%	291
	B				A B D					
Communications are relevant	68.8%	182	42.8%	74	78.9%	25	66.7%	10	63.0%	291
	B				B					
Communications are informative	79.2%	180	43.0%	74	100.0%	25	33.3%	10	70.1%	289
	B D				B D					
Communications are motivating	35.8%	180	8.6%	74	63.2%	25	33.3%	10	31.1%	289
	B				A B					
Communications are honest	61.7%	180	54.0%	74	89.4%	25	33.3%	10	61.1%	289
					A B D					
Communications are accessible	72.4%	180	50.2%	74	52.6%	25	66.7%	10	64.8%	289
	B									

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 97: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	66.9%	175	62.7%	70	80.4%	25	95.2% B	10	68.1%	280
Communications are effective	63.6%	182	52.9%	73	78.9%	25	100.0% B	10	63.5%	290
Communications are timely	66.3%	182	57.7%	74	100.0% A B	25	100.0% B	10	68.2%	291
Communications are relevant	76.3%	181	78.2%	74	89.4%	25	100.0%	10	78.8%	290
Communications are informative	77.0%	182	74.5%	74	100.0% A B	25	100.0%	10	79.2%	291
Communications are motivating	43.8% B	180	22.1%	74	63.1% B	25	100.0% A B	10	41.8%	289
Communications are honest	73.0%	180	71.1%	72	78.9%	25	100.0%	10	74.0%	287
Communications are accessible	69.0%	180	60.0%	74	52.6%	25	66.7%	10	65.2%	289

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 98: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	44.2%	82	42.7%	33	63.1%	16	0.0% ¹	*	43.5%	130
Maybe, I can provide feedback in limited situations	32.3%	60	39.7%	31	15.7%	4	73.4% A C	9	34.6%	104
No, I don't have an opportunity to provide feedback	23.5%	43	17.6%	14	21.1%	5	26.6%	3	21.9%	66
Total	100.0%	185	100.0%	77	100.0%	25	100.0%	13	100.0%	300

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

Significance level for upper case letters (A, B, C): .05* Values reported for items with $n \geq 3$.^{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 99: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	51.9%	139	63.0% A	56	60.0%	12	50.0%	7	55.2%	214
One on one conversations with my supervisor	83.4%	141	80.5%	61	100.0%	20	100.0%	7	84.6%	229
My representation in shared governance (CPC, APC, or Faculty Council)	23.1%	139	43.5% A	58	77.7% A	12	50.0%	7	32.4%	216
My service on committees	38.7%	141	88.2% A D	61	73.2% A D	20	0.0%	7	53.7%	229
Annual review process	76.2%	141	66.0%	61	58.3%	16	100.0%	7	72.9%	225
Input collection through anonymous surveys	37.6%	141	39.2%	58	53.3%	20	0.0%	7	38.2%	226

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.

Employee Climate Survey 2021

Table 100: Feedback Valued

When I give feedback it is valued by:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	47.0%	141	43.4%	58	73.3% A B D	20	16.7%	7	47.4%	226
CSU overall	34.7%	141	29.9%	58	53.3%	20	0.0%	7	34.0%	226
My division/college	37.6%	141	34.6%	58	66.7% D	20	0.0%	7	38.2%	226
My department/unit	68.6%	141	67.2%	61	100.0% A B	20	50.0%	7	70.4%	229

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 101: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.6%	11	6.9%	5	19.1%	5	0.0%	*	6.8%	22
Physical appearance	3.6%	7	0.0%	*	23.8%	7	0.0%	*	4.2%	14
Physical disability	2.5%	5	0.0%	*	23.8%	7	0.0%	*	3.6%	12
Mental disability	4.6%	9	0.0%	*	23.8%	7	0.0%	*	4.9%	16
Employment classification	20.2%	40	6.9%	5	23.8%	7	18.9%	3	17.2%	56
Gender identity	4.6%	9	12.9%	10	23.8%	7	0.0%	*	7.9%	26
Job title	16.1%	32	11.9%	9	19.1%	5	18.9%	3	15.5%	50
Parental status	7.1%	14	18.9%	15	19.1%	5	0.0%	*	10.6%	34
Religion	4.1%	8	2.4%	*	19.1%	5	0.0%	*	4.7%	15
Political affiliation	6.4%	13	6.9%	5	19.1%	5	0.0%	*	7.2%	23
Sexual orientation	2.0%	4	10.5%	8	9.6%	*	0.0%	*	4.6%	15
Socio-economic status	7.1%	14	19.8%	15	33.4%	9	0.0%	*	12.0%	39
Ethnic origin	4.1%	8	8.3%	6	23.8%	7	0.0%	*	6.6%	21
Veteran status	1.0%	*	0.0%	*	9.6%	*	0.0%	*	1.4%	5
Race or color	7.2%	14	16.4%	13	23.8%	7	0.0%	*	10.4%	34
Marital status	4.6%	9	0.0%	*	19.1%	5	0.0%	*	4.5%	14
Nationality/country of origin	3.1%	6	5.9%	5	9.6%	*	0.0%	*	4.1%	13
None/no response	68.3%	136	54.2%	42	57.1%	16	81.1%	15	64.7%	209

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

Statistical significance not tested.

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

Table 102: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.1%	6	12.9%	10	9.6%	*	0.0%	*	5.8%	19
Physical appearance	2.0%	4	2.4%	*	23.8%	7	0.0%	*	3.9%	12
Physical disability	3.6%	7	0.0%	*	23.8%	7	0.0%	*	4.2%	14
Mental disability	3.6%	7	2.4%	*	23.8%	7	0.0%	*	4.8%	16
Employment classification	14.1%	28	3.5%	*	23.8%	7	18.9%	3	12.6%	41
Gender identity	3.6%	7	15.4%	12	23.8%	7	0.0%	*	7.9%	26
Job title	12.5%	25	8.3%	6	19.1%	5	18.9%	3	12.4%	40
Parental status	5.1%	10	14.2%	11	9.6%	*	0.0%	*	7.4%	24
Religion	2.5%	5	0.0%	*	19.1%	5	0.0%	*	3.2%	10
Political affiliation	7.6%	15	3.4%	*	19.1%	5	0.0%	*	7.2%	23
Sexual orientation	0.0%	*	0.0%	*	9.6%	*	0.0%	*	0.8%	*
Socio-economic status	4.6%	9	3.5%	*	23.8%	7	0.0%	*	5.7%	18
Ethnic origin	0.0%	*	2.4%	*	23.8%	7	0.0%	*	2.6%	8
Veteran status	0.0%	*	0.0%	*	9.6%	*	0.0%	*	0.8%	*
Race or color	1.0%	*	0.0%	*	23.8%	7	0.0%	*	2.7%	9
Marital status	2.5%	5	2.4%	*	9.6%	*	0.0%	*	3.0%	10
Nationality/country of origin	1.0%	*	2.4%	*	9.6%	*	0.0%	*	2.0%	7
None/no response	75.7%	151	69.4%	54	57.1%	16	81.1%	15	72.9%	235

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 103: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.6%	11	17.6%	14	19.1%	5	0.0%	*	9.3%	30
Physical appearance	4.6%	9	4.8%	4	14.2%	4	0.0%	*	5.2%	17
Physical disability	4.6%	9	2.4%	*	14.2%	4	0.0%	*	4.6%	15
Mental disability	4.6%	9	4.8%	4	23.8%	7	0.0%	*	6.0%	19
Employment classification	17.1%	34	19.8%	15	23.8%	7	18.9%	3	18.4%	59
Gender identity	6.6%	13	10.5%	8	14.2%	4	0.0%	*	7.8%	25
Job title	16.1%	32	23.4%	18	9.6%	*	18.9%	3	17.4%	56
Parental status	4.1%	8	17.6%	14	9.6%	*	0.0%	*	7.6%	24
Religion	1.5%	3	2.4%	*	9.5%	*	0.0%	*	2.3%	7
Political affiliation	6.4%	13	0.0%	*	19.1%	5	0.0%	*	5.6%	18
Sexual orientation	1.0%	*	0.0%	*	9.6%	*	0.0%	*	1.4%	5
Socio-economic status	7.1%	14	8.3%	6	14.2%	4	0.0%	*	7.6%	25
Ethnic origin	1.5%	3	4.8%	4	14.2%	4	0.0%	*	3.3%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	2.5%	5	2.4%	*	23.8%	7	0.0%	*	4.2%	13
Marital status	1.0%	*	2.4%	*	0.0%	*	0.0%	*	1.2%	4
Nationality/country of origin	0.0%	*	4.8%	4	0.0%	*	0.0%	*	1.1%	4
None/no response	72.9%	146	66.0%	51	47.6%	13	81.1%	15	69.5%	224

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 104: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.2%	18	11.9%	9	33.4%	9	0.0%	*	11.4%	37
Bullying	7.1%	14	12.9%	10	33.4%	9	18.9%	3	11.4%	37
Bias	17.9%	36	31.5%	24	33.4%	9	0.0%	*	21.4%	69
Physical assault	1.0%	*	0.0%	*	23.8%	7	0.0%	*	2.7%	9
Sexual misconduct	3.1%	6	5.9%	5	33.4%	9	0.0%	*	6.2%	20
Verbal abuse	4.6%	9	5.9%	5	23.8%	7	0.0%	*	6.3%	20
None/no response	80.1%	160	59.1%	46	66.6%	18	81.1%	15	74.0%	239

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 105: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.0%	*	4.8%	4	0.0%	*	0.0%	*	1.8%	6
Bullying	3.1%	6	12.9%	10	0.0%	*	18.9%	3	6.0%	19
Bias	11.7%	23	28.1%	22	9.6%	*	0.0%	*	14.8%	48
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	1.0%	*	2.4%	*	0.0%	*	0.0%	*	1.2%	4
Verbal abuse	2.0%	4	5.9%	5	0.0%	*	0.0%	*	2.7%	9
None/no response	87.2%	174	62.6%	48	90.4%	25	81.1%	15	81.3%	262

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 106: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.5%	5	4.8%	4	9.6%	*	0.0%	*	3.5%	11
Bullying	4.1%	8	24.7%	19	0.0%	*	0.0%	*	8.4%	27
Bias	15.8%	32	27.1%	21	9.6%	*	0.0%	*	17.1%	55
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	2.4%	*	0.0%	*	0.0%	*	0.6%	*
Verbal abuse	4.6%	9	16.5%	13	0.0%	*	0.0%	*	6.8%	22
None/no response	82.1%	164	62.4%	48	80.9%	22	100.0%	18	78.3%	253

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 107: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	70.1%	185	87.0% A	69	68.3%	25	66.7%	10	73.9%	289
WCNR demonstrates a commitment to DEI efforts	86.2%	185	90.8%	69	100.0%	25	100.0%	10	88.9%	289
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	71.8%	185	89.6% A	69	89.4%	25	100.0%	10	78.6%	289
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	63.5%	185	75.1%	69	78.9%	25	100.0%	10	68.9%	289
Within my department I am comfortable talking about my background and cultural experience with my colleagues	78.7% B	187	61.0%	72	78.9%	25	66.7%	10	73.9%	294
I am well informed about Warner College's diversity initiatives and goals	75.4%	187	79.1%	69	100.0% A	25	100.0%	10	79.2%	291

Percent "Agree" or "Strongly agree"

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

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

Table 108: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	76.4%	182	85.1%	67	78.9%	25	100.0%	10	79.5%	284
Departments	70.7%	180	71.4%	67	68.3%	25	100.0%	10	71.7%	281
Classrooms	49.4%	178	54.9%	67	63.1%	25	100.0% A B	10	53.8%	279
Labs	40.3%	178	41.5%	64	18.7%	21	33.3%	10	38.6%	273
Field Crews	54.3%	180	44.2%	62	31.2%	21	33.3%	10	49.4%	273

Percent "Agree" or "Strongly agree"

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

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

Table 109: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	60.1%	178	69.2%	65	78.9%	25	33.3%	10	62.9%	278
Departments	69.9%	182	63.2%	67	78.9%	25	33.3%	10	67.8%	284
Classrooms	55.8%	157	63.2%	67	89.4% A	25	50.0%	7	60.9%	256
Labs	49.3%	153	67.8%	62	50.0%	18	50.0%	7	54.2%	240
Field Crews	61.5%	160	54.7%	60	35.7%	18	50.0%	7	57.6%	246

Percent "All" or "Most" of the time

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

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

Table 110: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., emptytype2, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	2.6%	180	8.7%	72	0.0%	25	0.0%	10	3.8%	287
Departments	2.6%	182	5.1%	72	10.6%	25	0.0%	10	3.8%	289
Classrooms	1.5%	169	2.7%	69	0.0%	25	0.0%	10	1.6%	274
Labs	1.6%	164	0.0%	62	0.0%	18	0.0%	10	1.0%	255
Field Crews	1.6%	168	0.0%	59	0.0%	18	0.0%	10	1.0%	257

Percent "All" or "Most" of the time

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.

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 111: Department Grouping

		Pct	Pop
CO Nat Hert	Colorado Natural Heritage Program	15.2%	52
Ecosys	Ecosystem Science and Sustainability	8.9%	31
Fish Wild	Cooperative Fish and Wildlife Research	0.6%	*
	Fish, Wildlife and Conservation Biology	12.6%	43
Forest Range	Forest & Rangeland Stewardship	22.2%	76
Geosci	Geosciences	10.0%	35
Hu Dim NR	Human Dimensions of Natural Resources	13.5%	46
NR Ecol Lab	Natural Resource Ecology Laboratory	9.1%	31
Ofc Dean	Office of Dean	7.9%	27

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

Employee Climate Survey 2021

Table 112: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	80.2%	48	57.1%	31	56.1%	45	81.4%	76	62.5%	35	64.2%	44	65.3%	31	67.4%	27	68.8%	337
	B C						B C E											
My department/unit promotes a work environment where all employees feel included	88.2%	52	63.1%	31	63.5%	45	78.3%	76	66.8%	35	68.2%	46	57.5%	31	73.3%	27	71.7%	344
My department/unit treats all employees equitably	82.4%	52	54.2%	31	34.3%	45	79.5%	76	45.6%	35	51.5%	46	42.5%	31	62.1%	27	59.8%	344
	C E F G						C E F G											
My department/unit is open and transparent in communication	73.5%	52	54.2%	31	36.2%	45	73.0%	76	58.9%	35	33.2%	46	57.5%	31	82.9%	27	59.1%	344
	C F						C F								C F			
My department/unit values employee input in major department/unit decisions	89.8%	50	80.6%	31	72.1%	45	67.6%	76	75.7%	35	61.4%	46	64.1%	31	44.9%	27	70.5%	342
My department/unit promotes respect for cultural differences	83.2%	52	62.7%	31	55.0%	45	90.6%	76	67.7%	35	74.7%	46	90.2%	31	81.3%	27	77.1%	344
	C						B C						C					
My department/unit understands the value of diversity	87.1%	52	71.7%	31	73.6%	45	96.0%	76	53.0%	35	90.4%	46	90.2%	31	82.9%	27	82.9%	344
	E						B C E				E		E		E			
My department/unit communicates the importance of valuing diversity	83.2%	52	62.7%	31	69.9%	45	92.4%	76	61.8%	35	73.8%	46	81.8%	31	81.3%	27	78.0%	344
							B E											
I feel valued as an employee	81.7%	50	72.3%	31	58.8%	45	89.3%	76	66.8%	35	66.9%	46	64.1%	31	65.7%	27	73.1%	342
	C						C											
I feel a strong sense of belonging to CSU	56.7%	52	32.5%	31	40.7%	45	56.8%	76	54.4%	35	61.1%	46	57.5%	31	53.0%	27	52.6%	344
I feel a strong sense of belonging to my division/college	48.9%	52	57.1%	31	46.4%	45	73.5%	76	57.8%	35	56.4%	46	44.3%	31	71.7%	27	58.1%	344
I feel a strong sense of belonging to my department/unit	69.6%	52	30.6%	31	63.3%	45	81.3%	76	60.9%	35	66.9%	46	64.1%	31	71.7%	27	66.3%	344
	B						B				B				B			
I would recommend CSU as a place of employment	100.0%	52	70.5%	31	52.0%	45	83.5%	76	73.7%	35	78.6%	46	73.9%	31	33.8%	27	74.2%	344
	B C H		H				C H		H		H		H					
I would recommend my department/unit as a place of employment	86.3%	52	30.2%	31	63.3%	45	96.0%	76	68.9%	35	64.7%	44	60.7%	31	71.7%	27	72.3%	341
	B				B		B C E F G		B		B				B			

Percent "Agree" or "Strongly agree"

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

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

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

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

Employee Climate Survey 2021

Table 113: Performance Review in Last Year

Did you have a performance review in the last year?	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
No, I did not have a review	14.8%	8	6.7%	*	14.8%	7	32.2%	25	20.7%	7	20.9%	9	0.0% ^a	*	0.0% ^a	*	16.8%	57
Yes, I had a review	85.2%	44	93.3%	29	85.2%	39	67.8%	52	79.3%	27	79.1%	35	100.0% ^a	31	100.0% ^a	27	83.2%	284
Total	100.0%	52	100.0%	31	100.0%	45	100.0%	76	100.0%	35	100.0%	44	100.0%	31	100.0%	27	100.0%	341

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

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

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

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

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

Table 114: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	86.5%	44	73.4%	29	71.2%	39	69.8%	52	75.2%	27	87.7%	32	84.2%	29	86.2%	27	78.7%	279
	C D										C D				D			
I am satisfied with the effort my supervisor put into my most recent performance review	95.4%	44	84.4%	29	52.3%	39	79.8%	52	69.3%	27	85.5%	32	83.6%	31	85.0%	27	79.5%	281
	C		C				C				C		C		C			
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	13.8%	44	16.0%	29	19.2%	39	7.9%	52	0.0%	27	25.8%	32	9.8%	31	0.0%	27	11.9%	281
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	64.2%	44	35.9%	29	61.4%	39	29.7%	52	56.4%	27	77.6%	32	63.0%	29	73.8%	27	56.1%	279
	D										B D				D			

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.

Employee Climate Survey 2021

Table 115: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	64.5%	50	47.4%	31	62.3%	43	71.9% B	76	65.4%	35	64.7%	44	67.2%	31	74.4% B	27	65.5%	336
My department/unit is treated with respect by other units within my college/division	62.2%	50	48.2%	31	72.2%	43	82.2% B F	76	60.9%	35	45.4%	44	57.3%	31	85.0% F	27	65.8%	336
My college/division is treated with respect by CSU	57.0%	50	24.2%	31	45.1%	43	75.0% B C	76	51.0%	35	81.0% B C	44	57.3%	31	79.2% B	27	60.9%	336
The people I interact with treat each other with respect	96.1% B	52	54.4%	31	89.6% B	43	96.0% B	76	83.6% B	35	77.6%	44	80.4%	31	92.5% B	27	86.1%	338
There is respect for religious differences in my department/unit	50.8%	52	35.0%	31	42.1%	43	51.3%	76	57.5%	35	49.2%	44	67.3%	31	70.1%	27	51.9%	338
There is respect for liberal perspectives in my department/unit	85.2%	52	74.6%	31	84.0%	43	86.2%	76	83.6%	35	89.8%	44	83.6%	31	70.1%	27	83.4%	338
There is respect for conservative perspectives in my department/unit	33.2%	52	47.7%	31	40.7%	43	40.9%	76	55.8%	35	45.1%	44	57.5%	31	49.3%	27	44.6%	338

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 116: 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:	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	13.1%	50	22.1%	31	28.6%	43	22.0%	76	14.0%	35	34.8% A	44	20.2%	31	14.4%	27	21.6%	336
Recognized within my department/unit	23.5%	50	41.5%	31	41.2%	43	24.0%	76	15.5%	35	40.2%	44	35.9%	31	34.3%	27	30.9%	336
Resources in my department/unit	10.2%	50	23.9%	31	47.6% A D H	43	12.7%	76	23.4%	35	43.9% A D H	44	35.9%	31	7.5%	27	24.7%	336
Professional development opportunities	4.1%	50	6.0%	31	10.4%	43	23.1% G	76	15.5%	35	33.7% A B C G H	44	0.0%	31	7.5%	27	14.3%	336
Promoted in my department/unit	23.5%	50	6.0%	31	10.9%	43	23.1%	76	15.5%	35	28.1%	44	19.6%	31	15.0%	27	19.0%	336
Hired in my department/unit	4.1%	50	32.9% A E	31	32.9% A E	43	27.0% A E	76	0.0%	35	28.1% E	44	9.8%	31	7.5%	27	19.1%	336

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.

Employee Climate Survey 2021

Table 117: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (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	33.5%	50	37.0%	28	27.3%	40	32.8%	65	37.5%	35	47.6%	41	43.1%	28	41.4%	25	36.7%	312
Leadership adequately addresses inappropriate behavior	24.4%	50	42.6%	28	23.6%	40	21.4%	65	38.5%	35	38.1%	41	41.9%	28	48.0%	25	32.1%	312
Leadership holds employees accountable for inappropriate behavior	18.3%	50	35.3%	28	19.0%	40	17.2%	65	25.8%	35	38.1%	41	31.0%	28	35.6%	25	25.7%	312
Leadership holds employees accountable for poor performance in the workplace	10.2%	50	6.6%	28	11.4%	40	14.1%	65	15.9%	35	28.7%	41	38.3%	28	39.6%	25	18.8%	312
Leadership acts ethically and honestly in the workplace	58.6%	52	68.9%	28	38.4%	40	49.6%	69	66.8%	35	71.5%	41	49.1%	28	60.4%	25	56.9%	318
Leadership addresses issues of inequity	54.9%	50	43.1%	28	35.6%	40	42.4%	65	45.6%	35	58.2%	41	49.1%	28	27.3%	25	45.4%	312
Leadership holds all employees to the same standards	36.6%	50	25.9%	28	35.6%	40	57.8%	69	32.6%	35	51.1%	41	49.1%	28	37.3%	25	42.8%	315

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 118: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (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	52.7%	50	38.7%	28	28.6%	40	47.0%	65	39.9%	35	52.9%	38	44.9%	28	45.9%	25	44.4%	309
Leadership adequately addresses inappropriate behavior	48.0%	50	45.1%	28	22.4%	40	31.1%	65	42.5%	35	57.7%	41	49.1%	28	56.3%	25	42.4%	312
Leadership holds employees accountable for inappropriate behavior	36.7%	50	35.3%	28	12.7%	40	28.8%	65	27.8%	35	54.4%	38	31.0%	28	35.6%	25	32.4%	309
Leadership holds employees accountable for poor performance in the workplace	32.6%	50	6.6%	28	24.6%	40	26.3%	65	23.8%	35	48.1%	41	27.4%	28	48.0%	25	29.8%	312
Leadership acts ethically and honestly in the workplace	58.6%	52	68.9%	28	38.4%	40	49.6%	69	66.8%	35	71.5%	41	49.1%	28	60.4%	25	56.9%	318
Leadership addresses issues of inequity	68.3%	50	43.1%	28	12.2%	40	57.8%	65	45.6%	35	58.5%	41	56.4%	28	27.3%	25	48.5%	312
Leadership holds all employees to the same standards	55.8%	52	33.2%	28	44.0%	40	71.4%	69	32.6%	35	51.1%	41	49.1%	28	48.0%	25	51.4%	318

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.

Employee Climate Survey 2021

Table 119: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	72.7% E	50	49.9%	28	54.1%	40	67.5%	65	47.7%	35	66.1%	41	76.7% E	28	70.2%	22	63.7%	309
Recruits employees from a diverse set of backgrounds	68.3%	50	45.8%	31	52.3%	40	58.6%	71	48.5%	35	57.7%	41	80.4%	31	90.7% B E	22	61.2%	321
Improves the campus climate for all employees	67.2%	50	60.9%	31	35.9%	40	70.4% C	69	41.6%	35	71.0% C	41	56.4%	28	63.0%	22	59.8%	316
Retains diverse employees	35.7%	50	17.9%	31	36.1%	40	48.6%	65	21.8%	35	42.5%	41	67.3% B E	31	58.2%	22	40.7%	315
Creates a supportive environment for employees from diverse backgrounds	64.2%	50	39.2%	31	52.6%	40	64.3% E	69	31.7%	35	48.8%	41	73.9% E	31	58.2%	22	55.4%	319
Encourages discussions related to diversity	95.9% E	50	78.3%	31	88.1%	40	83.7%	69	69.7%	35	100.0% E	41	90.2%	31	90.7%	22	87.4%	319
Provides employees with a positive work experience	88.2% C	52	57.1%	31	57.2%	40	80.3%	69	61.8%	35	71.5%	41	67.3%	31	63.0%	22	70.9%	321
Climate has become consistently more inclusive of all employees	89.6% C	50	70.1%	28	56.9%	40	78.1%	69	58.9%	35	71.0%	41	64.1%	31	67.5%	22	71.4%	316

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.

Employee Climate Survey 2021

Table 120: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	73.7%	50	39.6%	28	54.2%	40	80.6%	62	47.5%	32	64.7%	41	62.2%	31	64.9%	22	63.7%	307
	B E						B C E				B							
Recruits employees from a diverse set of backgrounds	72.4%	50	17.9%	31	52.8%	40	75.1%	68	31.7%	35	62.4%	41	70.5%	31	72.1%	22	59.3%	318
	B E				B		B E				B		B E		B E			
Improves the campus climate for all employees	74.4%	50	47.5%	31	44.0%	40	85.3%	69	49.6%	35	50.1%	41	47.7%	31	67.5%	22	61.4%	319
							B C E F G											
Retains diverse employees	39.8%	50	24.6%	31	46.3%	40	66.5%	65	15.0%	32	59.0%	41	64.1%	31	58.2%	22	48.4%	312
							B E				E		B E		E			
Creates a supportive environment for employees from diverse backgrounds	64.2%	50	39.2%	31	52.6%	40	64.3%	69	31.7%	35	48.8%	41	73.9%	31	58.2%	22	55.4%	319
							E						E					
Encourages discussions related to diversity	88.2%	52	71.7%	31	70.8%	40	92.8%	71	69.7%	35	69.1%	41	70.6%	31	67.5%	22	78.0%	323
Provides employees with a positive work experience	82.4%	52	48.2%	31	50.1%	40	88.2%	69	67.7%	35	76.5%	41	57.5%	31	76.8%	22	71.2%	321
	B C						B C G											
Climate has become consistently more inclusive of all employees	81.4%	50	62.7%	28	62.0%	40	84.2%	71	51.0%	35	71.2%	41	60.9%	31	53.7%	22	69.4%	318
							E											

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.

Employee Climate Survey 2021

Table 121: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	77.6%	50	53.1%	28	39.0%	40	60.3%	69	48.2%	35	65.9%	39	72.0%	28	68.5%	19	60.6%	308
Communications are effective	B C E						C				C		C		C			
	86.3%	52	60.5%	28	26.2%	40	76.5%	71	54.4%	35	68.3%	39	74.6%	28	89.4%	19	67.4%	312
	C E		C				C				C		C		C			
Communications are timely	96.1%	52	57.7%	28	26.2%	40	79.4%	71	54.4%	35	71.9%	41	74.6%	28	84.3%	19	69.6%	314
	B C E						C				C		C		C			
Communications are relevant	75.5%	52	57.3%	28	54.4%	40	35.4%	71	59.8%	35	59.9%	41	63.7%	28	68.5%	19	56.9%	314
	D																	
Communications are informative	91.1%	52	59.8%	28	48.6%	40	63.2%	69	57.8%	35	71.0%	41	74.6%	28	68.5%	19	67.5%	312
	C D E																	
Communications are motivating	46.8%	50	27.0%	28	21.1%	40	33.8%	69	24.7%	35	38.5%	41	67.3%	28	21.1%	19	35.5%	310
													B C D E H					
Communications are honest	65.2%	50	43.1%	28	45.3%	40	51.3%	69	48.5%	35	57.8%	41	74.6%	28	73.7%	19	56.1%	310
													E					
Communications are accessible	84.6%	50	66.4%	28	50.8%	40	79.8%	69	37.6%	35	80.9%	41	74.6%	28	73.7%	19	70.2%	310
	C E						C E				E		E					

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.

Employee Climate Survey 2021

Table 122: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	77.5% B C E	50	50.6%	28	49.4%	40	62.3%	69	44.4%	35	65.1%	39	63.2%	28	63.2%	19	60.5%	308
Communications are effective	81.3% B C E	52	45.8%	28	48.0%	40	71.7%	71	43.1%	35	68.3%	39	56.4%	28	89.4% B C E	19	64.1%	312
Communications are timely	95.9% B C D E F	50	52.4%	28	53.4%	40	68.8%	71	51.0%	35	65.3%	41	63.7%	28	73.7%	19	67.1%	312
Communications are relevant	76.5%	50	52.4%	28	63.6%	40	61.8%	71	51.9%	35	59.6%	41	63.7%	28	58.0%	19	62.1%	312
Communications are informative	90.7% E	50	69.6%	28	63.6%	40	76.8%	69	51.9%	35	66.0%	41	74.6%	28	73.7%	19	72.1%	310
Communications are motivating	48.0% B D E H	50	9.4%	28	19.5%	40	21.9%	69	15.9%	35	43.5% B	41	52.9% B D E H	28	10.6%	19	29.0%	310
Communications are honest	66.3%	50	62.3%	28	46.5%	40	55.3%	69	59.8%	35	70.5%	41	56.4%	28	73.7%	19	60.3%	310
Communications are accessible	84.6% C E	50	62.3%	28	51.3%	40	79.8% C E	69	37.6%	35	65.2%	41	74.6% E	28	63.1%	19	67.2%	310

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.

Employee Climate Survey 2021

Table 123: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	70.4%	50	54.5%	28	65.8%	40	73.4%	69	63.7%	32	68.6%	39	70.9%	23	73.7%	19	68.3%	301
Communications are effective	68.7%	52	45.8%	28	51.6%	40	88.6%	71	55.0%	35	54.2%	39	57.0%	26	89.4%	19	65.9%	310
							B C E F								B			
Communications are timely	71.5%	50	52.4%	28	53.4%	40	85.7%	71	60.9%	35	79.3%	41	63.7%	28	78.9%	19	70.3%	312
							B C											
Communications are relevant	72.6%	52	62.3%	28	100.0%	40	71.0%	71	69.7%	35	77.9%	41	79.7%	25	89.4%	19	76.8%	311
							B D E											
Communications are informative	76.5%	52	79.4%	28	86.3%	40	88.2%	69	69.7%	35	76.9%	41	74.6%	28	89.4%	19	80.6%	312
Communications are motivating	50.0%	50	16.8%	28	17.3%	40	36.8%	69	49.6%	35	43.5%	41	63.7%	28	31.7%	19	39.0%	310
													B C					
Communications are honest	76.5%	50	62.3%	28	76.9%	40	67.1%	69	75.5%	32	64.1%	41	89.2%	28	73.7%	19	72.4%	308
Communications are accessible	80.5%	50	62.3%	28	74.7%	40	78.3%	69	37.6%	35	65.1%	41	56.4%	28	63.1%	19	67.6%	310
	E					E		E										

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 124: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (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	48.9%	26	56.0%	17	47.8%	19	53.2%	38	30.6%	11	46.4%	19	37.0%	11	51.1%	11	47.2%	151
Maybe, I can provide feedback in limited situations	32.4%	17	15.6%	5	36.9%	15	23.6%	17	55.5%	19	25.1%	10	52.5%	15	25.7%	6	32.3%	104
									B D									
No, I don't have an opportunity to provide feedback	18.7%	10	28.3%	9	15.3%	6	23.2%	16	13.9%	5	28.5%	12	10.5%	3	23.2%	5	20.5%	66
Total	100.0%	52	100.0%	31	100.0%	40	100.0%	71	100.0%	35	100.0%	41	100.0%	29	100.0%	22	100.0%	321

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.

Employee Climate Survey 2021

Table 125: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	55.4%	42	55.1%	22	58.3%	31	63.9% E	51	40.0%	27	65.3% E	23	58.4%	24	45.7%	14	56.5%	235
One on one conversations with my supervisor	83.2%	42	79.1%	22	85.4%	31	94.4%	55	70.3%	30	100.0% E	29	80.4%	26	85.7%	14	85.9%	250
My representation in shared governance (CPC, APC, or Faculty Council)	24.0%	42	12.5%	22	50.2% H	31	34.1%	51	42.7%	30	44.3%	23	49.2% H	24	0.0%	14	34.0%	237
My service on committees	44.7%	42	79.6% H	22	59.1%	31	49.7%	55	49.6%	30	80.8% G H	29	37.5%	26	21.3%	14	53.4%	250
Annual review process	90.3% E	42	79.1% E	22	67.6%	31	69.3%	51	39.1%	30	73.8%	29	72.6%	26	71.3%	14	71.0%	246
Input collection through anonymous surveys	35.0%	42	25.0%	22	29.2%	31	78.2% A B C E F	55	7.5%	27	45.0%	29	49.2% E	26	50.0%	14	43.5%	247

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 126: Feedback Valued

When I give feedback it is valued by:	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	53.5%	42	38.5%	19	38.0%	31	69.6% B C E G	55	30.3%	30	57.8%	29	37.5%	26	38.1%	14	49.1%	247
CSU overall	35.0%	42	14.3%	19	24.2%	31	57.2% B C E	55	16.1%	30	38.7%	29	37.5%	26	35.7%	14	35.4%	247
My division/college	39.8%	42	38.6%	19	36.8%	31	57.2% E	55	16.1%	30	45.0%	29	29.6%	26	28.7%	14	39.2%	247
My department/unit	85.5% C G	42	67.2%	22	53.0%	31	94.4% C E G H	55	58.8%	30	89.7% C G	29	45.3%	26	50.0%	14	72.9%	250

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.

Employee Climate Survey 2021

Table 127: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	9.0%	*	10.3%	5	8.0%	6	0.0%	*	17.9%	8	0.0%	*	0.0%	*	6.4%	22
Physical appearance	0.0%	*	0.0%	*	4.5%	*	2.7%	*	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.0%	14
Physical disability	0.0%	*	0.0%	*	0.0%	*	2.7%	*	11.3%	4	5.7%	*	9.8%	3	0.0%	*	3.4%	12
Mental disability	0.0%	*	0.0%	*	4.5%	*	5.4%	4	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.6%	16
Employment classification	7.8%	4	8.5%	*	21.8%	10	12.5%	10	18.9%	7	18.8%	9	29.5%	9	18.7%	5	16.2%	56
Gender identity	0.0%	*	0.0%	*	8.6%	4	5.4%	4	18.9%	7	17.4%	8	9.8%	3	0.0%	*	7.5%	26
Job title	0.0%	*	24.2%	7	19.1%	9	14.9%	11	0.0%	*	17.9%	8	29.5%	9	18.7%	5	14.6%	50
Parental status	3.9%	*	15.6%	5	10.1%	5	7.8%	6	7.9%	*	17.2%	8	9.8%	3	11.2%	3	9.9%	34
Religion	3.9%	*	0.0%	*	8.6%	4	2.7%	*	0.0%	*	11.3%	5	0.0%	*	7.5%	*	4.4%	15
Political affiliation	5.0%	*	0.0%	*	10.3%	5	20.0%	15	0.0%	*	17.8%	8	0.0%	*	11.2%	3	9.8%	34
Sexual orientation	0.0%	*	9.0%	*	4.5%	*	2.7%	*	7.6%	*	11.5%	5	0.0%	*	0.0%	*	4.3%	15
Socio-economic status	3.9%	*	0.0%	*	39.2%	18	5.4%	4	18.9%	7	11.3%	5	9.8%	3	0.0%	*	11.3%	39
Ethnic origin	3.9%	*	0.0%	*	12.6%	6	5.4%	4	11.3%	4	11.5%	5	0.0%	*	0.0%	*	6.2%	21
Veteran status	0.0%	*	0.0%	*	0.0%	*	2.7%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	1.4%	5
Race or color	7.8%	4	9.0%	*	14.6%	7	8.0%	6	18.9%	7	11.5%	5	0.0%	*	7.5%	*	9.8%	34
Marital status	0.0%	*	0.0%	*	0.0%	*	5.4%	4	0.0%	*	11.3%	5	6.6%	*	11.2%	3	4.2%	14
Nationality/country of origin	3.9%	*	0.0%	*	4.1%	*	2.7%	*	0.0%	*	11.5%	5	0.0%	*	7.5%	*	3.9%	13
None/no response	79.3%	41	66.9%	20	43.2%	20	57.1%	44	73.2%	25	58.2%	27	63.9%	20	81.3%	22	63.8%	219

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

Statistical significance not tested.

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

Employee Climate Survey 2021

Table 128: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	15.0%	5	10.3%	5	8.9%	7	0.0%	*	5.7%	*	0.0%	*	0.0%	*	5.4%	19
Physical appearance	0.0%	*	6.0%	*	4.5%	*	0.0%	*	11.3%	4	5.7%	*	0.0%	*	7.5%	*	3.6%	12
Physical disability	0.0%	*	0.0%	*	0.0%	*	5.4%	4	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.0%	14
Mental disability	0.0%	*	6.0%	*	0.0%	*	5.4%	4	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.5%	16
Employment classification	7.8%	4	8.5%	*	15.1%	7	7.2%	5	11.3%	4	18.8%	9	16.4%	5	15.0%	4	11.9%	41
Gender identity	0.0%	*	6.0%	*	4.1%	*	6.3%	5	11.3%	4	17.4%	8	9.8%	3	7.5%	*	7.4%	26
Job title	0.0%	*	23.5%	7	17.6%	8	12.5%	10	0.0%	*	17.9%	8	9.8%	3	15.0%	4	11.7%	40
Parental status	0.0%	*	15.0%	5	8.1%	4	5.4%	4	0.0%	*	11.5%	5	9.8%	3	11.2%	3	6.9%	24
Religion	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	17.8%	8	0.0%	*	7.5%	*	3.0%	10
Political affiliation	5.8%	3	0.0%	*	10.3%	5	16.4%	13	0.0%	*	17.8%	8	0.0%	*	18.7%	5	9.8%	34
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	0.8%	*
Socio-economic status	3.9%	*	0.0%	*	10.6%	5	0.0%	*	11.3%	4	5.7%	*	9.8%	3	7.5%	*	5.4%	18
Ethnic origin	0.0%	*	0.0%	*	4.1%	*	0.0%	*	11.3%	4	5.7%	*	0.0%	*	0.0%	*	2.4%	8
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	0.8%	*
Race or color	0.0%	*	0.0%	*	0.0%	*	0.0%	*	11.3%	4	5.7%	*	0.0%	*	7.5%	*	2.5%	9
Marital status	0.0%	*	0.0%	*	0.0%	*	5.1%	4	0.0%	*	5.7%	*	0.0%	*	11.2%	3	2.8%	10
Nationality/country of origin	0.0%	*	0.0%	*	4.1%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	7.5%	*	1.9%	7
None/no response	86.3%	45	76.5%	23	62.0%	28	59.7%	46	88.7%	31	58.2%	27	83.6%	26	73.8%	20	71.5%	246

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Employee Climate Survey 2021

Table 129: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.9%	*	15.0%	5	8.6%	4	9.4%	7	7.9%	*	20.9%	10	0.0%	*	0.0%	*	8.8%	30
Physical appearance	3.9%	*	6.0%	*	4.5%	*	4.0%	3	11.3%	4	4.0%	*	0.0%	*	7.5%	*	4.9%	17
Physical disability	3.9%	*	0.0%	*	0.0%	*	5.4%	4	11.3%	4	4.0%	*	9.8%	3	0.0%	*	4.3%	15
Mental disability	3.9%	*	6.0%	*	0.0%	*	5.4%	4	11.3%	4	9.6%	4	9.8%	3	0.0%	*	5.6%	19
Employment classification	3.9%	*	17.5%	5	31.4%	14	11.2%	9	11.3%	4	28.3%	13	26.1%	8	15.0%	4	17.3%	59
Gender identity	7.8%	4	6.0%	*	8.6%	4	6.7%	5	11.3%	4	9.6%	4	0.0%	*	7.5%	*	7.4%	25
Job title	3.9%	*	23.5%	7	33.5%	15	13.8%	11	0.0%	*	21.8%	10	29.4%	9	7.5%	*	16.4%	56
Parental status	0.0%	*	15.0%	5	4.1%	*	6.7%	5	7.9%	*	15.2%	7	9.8%	3	0.0%	*	7.1%	24
Religion	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	16.1%	7	0.0%	*	0.0%	*	2.2%	7
Political affiliation	5.0%	*	0.0%	*	4.5%	*	17.7%	13	0.0%	*	17.8%	8	0.0%	*	7.5%	*	8.3%	28
Sexual orientation	3.9%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	1.4%	5
Socio-economic status	7.8%	4	0.0%	*	14.6%	7	4.0%	3	11.3%	4	4.0%	*	9.8%	3	7.5%	*	7.2%	25
Ethnic origin	0.0%	*	0.0%	*	4.1%	*	4.0%	3	11.3%	4	4.0%	*	0.0%	*	0.0%	*	3.1%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	3.9%	*	0.0%	*	4.1%	*	4.0%	3	11.3%	4	5.7%	*	0.0%	*	0.0%	*	3.9%	13
Marital status	0.0%	*	0.0%	*	0.0%	*	2.7%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	1.1%	4
Nationality/country of origin	0.0%	*	0.0%	*	8.1%	4	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.1%	4
None/no response	83.2%	43	67.5%	21	55.9%	25	64.4%	49	80.7%	28	54.7%	25	64.1%	20	85.0%	23	68.4%	235

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 130: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.9%	*	0.0%	*	25.2%	11	12.0%	9	11.3%	4	15.3%	7	9.8%	3	0.0%	*	10.7%	37
Bullying	3.9%	*	9.0%	*	9.0%	4	11.2%	9	18.9%	7	21.2%	10	9.8%	3	0.0%	*	10.7%	37
Bias	13.7%	7	24.6%	8	29.7%	13	12.9%	10	18.9%	7	33.3%	15	22.9%	7	7.5%	*	20.1%	69
Physical assault	0.0%	*	0.0%	*	0.0%	*	2.7%	*	11.3%	4	5.7%	*	0.0%	*	0.0%	*	2.5%	9
Sexual misconduct	0.0%	*	0.0%	*	15.1%	7	2.7%	*	11.3%	4	15.3%	7	0.0%	*	0.0%	*	5.8%	20
Verbal abuse	3.9%	*	0.0%	*	0.0%	*	12.9%	10	11.3%	4	9.6%	4	0.0%	*	0.0%	*	5.9%	20
None/no response	86.3%	45	75.4%	23	49.7%	22	79.9%	61	81.1%	28	66.7%	31	77.1%	24	92.5%	25	75.6%	260

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Employee Climate Survey 2021

Table 131: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	4.1%	*	2.7%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	1.7%	6
Bullying	0.0%	*	9.0%	*	4.5%	*	7.2%	5	7.6%	*	9.8%	5	0.0%	*	7.5%	*	5.7%	19
Bias	0.0%	*	17.9%	5	22.9%	10	15.6%	12	0.0%	*	27.7%	13	9.8%	3	15.0%	4	13.9%	48
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	2.7%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	1.1%	4
Verbal abuse	0.0%	*	0.0%	*	0.0%	*	6.3%	5	0.0%	*	4.0%	*	0.0%	*	7.5%	*	2.5%	9
None/no response	100.0%	52	82.1%	25	68.5%	31	76.3%	58	92.4%	32	72.3%	34	90.2%	28	85.0%	23	82.4%	283

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 132: Other Potential Problems: Department

Please indicate if any of the following are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	6.0%	*	0.0%	*	6.7%	5	0.0%	*	9.6%	4	0.0%	*	0.0%	*	3.3%	11
Bullying	3.9%	*	15.0%	5	19.1%	9	0.0%	*	23.4%	8	4.0%	*	0.0%	*	7.5%	*	7.9%	27
Bias	11.8%	6	23.9%	7	17.2%	8	14.2%	11	7.9%	*	21.8%	10	19.6%	6	15.0%	4	16.0%	55
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	0.5%	*
Verbal abuse	3.9%	*	6.0%	*	12.6%	6	4.0%	3	7.9%	*	9.6%	4	0.0%	*	7.5%	*	6.4%	22
None/no response	88.2%	46	76.1%	23	67.8%	31	85.8%	65	76.6%	26	72.6%	34	80.4%	25	85.0%	23	79.6%	274

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Employee Climate Survey 2021

Table 133: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	CO Nat Hert (A)		Ecosys (B)		Forest Range (C)		Geosci (D)		Hu Dim NR (E)		NR Ecol Lab (F)		Ofc Dean (G)		Fish Wild (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	76.5%	50	72.1%	31	75.1%	71	80.9%	32	69.5%	39	73.9%	31	89.4%	19	74.8%	37	75.7%	310
WCNR demonstrates a commitment to DEI efforts	79.4%	50	80.6%	31	95.7%	71	90.5%	32	88.2%	39	90.2%	31	89.4%	19	100.0% A	37	89.7%	310
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	69.2%	50	86.6%	31	84.2%	71	80.9%	32	83.1%	39	70.6%	31	89.4%	19	80.2%	37	80.0%	310
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	69.1%	50	86.6%	31	81.3% F	71	65.9%	32	57.4%	39	51.1%	31	63.1%	19	80.2%	37	71.0%	310
Within my department I am comfortable talking about my background and cultural experience with my colleagues	72.4%	52	62.7%	31	88.3%	71	81.9%	32	72.0%	41	80.4%	31	63.1%	19	68.0%	37	75.7%	315
I am well informed about Warner College's diversity initiatives and goals	76.3%	52	62.7%	31	76.7%	71	80.9%	32	82.9%	39	73.9%	31	73.7%	19	87.6%	37	77.3%	312

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 134: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	CO Nat Hert (A)		Ecosys (B)		Forest Range (C)		Geosci (D)		Hu Dim NR (E)		NR Ecol Lab (F)		Ofc Dean (G)		Fish Wild (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	85.5%	50	85.3%	28	72.4%	71	74.5%	32	69.2%	39	71.0%	28	89.4%	19	80.2%	37	77.5%	304
Departments	74.4%	50	68.9%	28	78.1%	71	74.5%	32	54.6%	39	57.0%	26	78.9%	19	68.0%	37	70.2%	302
Classrooms	29.7%	48	52.1%	28	78.9% A D F	71	38.6%	32	78.4% A D F	39	41.3%	26	63.1%	19	55.5%	37	57.0%	300
Labs	21.2%	48	35.7%	28	62.8% A D E	67	27.9%	32	23.7%	36	49.2%	26	63.1% A	19	57.6% A	37	43.0%	294
Field Crews	74.4% D E	50	39.0%	26	69.9% D E	67	27.9%	32	31.0%	36	49.2%	26	47.4%	19	52.2%	37	53.0%	294

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.

Employee Climate Survey 2021

Table 135: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	CO Nat Hert (A)		Ecosys (B)		Forest Range (C)		Geosci (D)		Hu Dim NR (E)		NR Ecol Lab (F)		Ofc Dean (G)		Fish Wild (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	64.9%	48	59.0%	28	49.9%	69	63.8%	32	76.3%	39	60.9%	26	63.1%	19	66.7%	37	62.0%	299
Departments	79.3%	52	49.2%	28	67.6%	71	61.6%	32	76.3%	39	68.7%	26	63.1%	19	54.4%	37	66.6%	304
Classrooms	39.3%	39	59.4%	28	59.7%	66	42.9%	30	94.7% A C D	39	58.3%	22	56.3%	16	63.1%	37	60.0%	277
Labs	47.1%	39	56.6%	26	60.4%	62	40.0%	30	61.5%	33	49.0%	22	43.7%	16	60.0%	33	53.8%	261
Field Crews	80.1% D	44	56.6%	26	59.4%	62	40.0%	30	48.1%	33	58.3%	22	43.7%	16	51.8%	33	57.0%	267

Percent "All" or "Most" of the time

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 136: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., dept2, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	CO Nat Hert (A)		Ecosys (B)		Forest Range (C)		Geosci (D)		Hu Dim NR (E)		NR Ecol Lab (F)		Ofc Dean (G)		Fish Wild (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	0.0%	48	6.0%	31	0.0%	71	0.0%	32	4.5%	41	9.3%	28	10.6%	19	7.0%	37	3.6%	308
Departments	0.0%	50	6.0%	31	0.0%	71	0.0%	32	10.8%	41	9.3%	28	10.6%	19	0.0%	37	3.5%	310
Classrooms	0.0%	44	6.0%	31	0.0%	69	0.0%	32	0.0%	41	10.0% A C D E H	26	0.0%	19	0.0%	33	1.5%	295
Labs	0.0%	44	0.0%	29	0.0%	63	0.0%	32	0.0%	30	10.0% A B C D E G H	26	0.0%	19	0.0%	33	0.9%	276
Field Crews	0.0%	48	0.0%	26	0.0%	65	0.0%	32	0.0%	30	10.9% A B C D E G H	24	0.0%	19	0.0%	33	0.9%	277

Percent "All" or "Most" of the time

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.