

Employee Climate Survey 2021

Walter Scott, Jr. College of Engineering

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*
Walter Scott Jr. College of Engineering	568	3	20	305	54.0%
Atmospheric Science	82	0	4	47	57.3%
Chemical and Biological Engineering	29	0	1	15	51.7%
Civil and Environmental Engineering	80	2	1	33	42.3%
Cooperative Institute for Research in the Atmosphere (CIRA)	162	0	8	66	40.7%
Electrical and Computer Engineering	57	0	2	17	29.8%
Mechanical Engineering	79	1	1	69	88.5%
Office of Dean	53	0	3	40	75.5%
School of Biomedical Engineering	6	0	0	3	50.0%
Systems Engineering	20	0	0	13	65.0%
Unknown	0	0	0	2	.

* 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	65%	55%	64%
	Woman	35%	43%	34%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	2%	2%
Racially minoritized status	Racially minoritized	15%	18%	16%
	Non-racially minoritized	85%	82%	84%
Employee type	Admin Professional	62%	58%	61%
	Contract, continuing, and adjunct (CCA)	7%	8%	8%
	Tenure or Tenure-track (T/TT)	20%	26%	21%
	Faculty			
	State Classified	4%	4%	4%
	Other Salaried Employee	7%	4%	7%

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

Frequencies of Results

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

Table 3: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit promotes a work environment where all employees feel included	3.5%	6.5%	10.9%	43.3%	35.9%	100.0% 560
My department/unit treats all employees equitably	2.9%	10.9%	12.4%	38.1%	35.6%	100.0% 559
My department/unit is open and transparent in communication	1.6%	8.2%	16.0%	44.7%	29.6%	100.0% 560
My department/unit values employee input in major department/unit decisions	2.7%	9.4%	17.7%	42.4%	27.8%	100.0% 560
My department/unit promotes respect for cultural differences	0.5%	4.6%	13.6%	40.8%	40.5%	100.0% 558
My department/unit understands the value of diversity	1.1%	5.6%	11.4%	42.3%	39.5%	100.0% 560
My department/unit communicates the importance of valuing diversity	1.2%	6.5%	13.8%	40.8%	37.7%	100.0% 560
I feel valued as an employee	4.1%	7.0%	14.9%	33.9%	40.1%	100.0% 560
I feel a strong sense of belonging to CSU	4.1%	10.0%	25.4%	34.1%	26.5%	100.0% 560
I feel a strong sense of belonging to my division/college	3.6%	9.7%	25.3%	36.4%	25.1%	100.0% 560
I feel a strong sense of belonging to my department/unit	2.6%	7.4%	14.4%	38.8%	36.8%	100.0% 560
I would recommend CSU as a place of employment	2.2%	4.1%	13.3%	45.1%	35.3%	100.0% 560
I would recommend my department/unit as a place of employment	2.9%	6.5%	10.7%	31.5%	48.4%	100.0% 560

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?	86.5%	13.5%	100.0% 560

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	1.7%	8.0%	7.9%	37.2%	45.2%	100.0% 483
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	36.8%	37.7%	13.7%	8.1%	3.7%	100.0% 481
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.2%	21.7%	24.4%	39.8%	11.0%	100.0% 481

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	0.5%	7.1%	21.5%	44.4%	26.6%	100.0% 554
My college/division is treated with respect by CSU	0.6%	5.9%	21.4%	45.3%	26.8%	100.0% 554
The people I interact with treat each other with respect	0.3%	3.3%	8.1%	41.5%	46.8%	100.0% 555
There is respect for religious differences in my department/unit	0.3%	4.4%	25.5%	41.6%	28.3%	100.0% 556
There is respect for liberal perspectives in my department/unit	0.0%	1.4%	17.8%	43.1%	37.7%	100.0% 556
There is respect for conservative perspectives in my department/unit	5.3%	7.1%	34.4%	32.3%	20.9%	100.0% 554

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	19.2%	31.3%	22.1%	20.4%	7.1%	100.0% 553
Resources in my department/unit	20.7%	34.4%	23.3%	14.9%	6.7%	100.0% 553
Professional development opportunities	22.0%	36.7%	27.7%	10.1%	3.5%	100.0% 553
Promoted in my department/unit	21.4%	36.3%	25.1%	11.5%	5.7%	100.0% 551
Hired in my department/unit	22.0%	33.0%	27.6%	13.1%	4.3%	100.0% 553

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	2.8%	9.5%	37.3%	33.7%	16.8%	100.0% 545
Leadership holds employees accountable for inappropriate behavior	2.5%	8.0%	45.6%	29.5%	14.4%	100.0% 546
Leadership holds employees accountable for poor performance in the workplace	3.9%	12.1%	45.8%	27.4%	10.8%	100.0% 544
Leadership acts ethically and honestly in the workplace	1.2%	2.5%	25.8%	46.0%	24.5%	100.0% 546
Leadership addresses issues of inequity	2.6%	6.4%	40.3%	31.0%	19.7%	100.0% 544
Leadership holds all employees to the same standards	5.2%	12.9%	30.5%	32.3%	19.1%	100.0% 545

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	0.7%	9.4%	28.5%	38.4%	23.0%	100.0% 545
Leadership holds employees accountable for inappropriate behavior	0.6%	9.4%	36.9%	35.3%	17.8%	100.0% 543
Leadership holds employees accountable for poor performance in the workplace	1.8%	11.5%	35.5%	37.0%	14.1%	100.0% 544
Leadership acts ethically and honestly in the workplace	1.2%	2.5%	25.8%	46.0%	24.5%	100.0% 546
Leadership addresses issues of inequity	1.7%	8.0%	30.2%	38.1%	22.1%	100.0% 544
Leadership holds all employees to the same standards	3.4%	12.6%	20.3%	39.6%	24.2%	100.0% 546

Table 10: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recruits employees from a diverse set of backgrounds	1.4%	6.0%	32.9%	42.7%	16.9%	100.0% 545
Improves the campus climate for all employees	4.6%	8.3%	28.8%	43.5%	14.9%	100.0% 544
Retains diverse employees	2.8%	8.1%	41.1%	33.5%	14.6%	100.0% 544
Creates a supportive environment for employees from diverse backgrounds	2.4%	5.4%	30.8%	43.5%	17.8%	100.0% 545
Encourages discussions related to diversity	1.2%	3.4%	15.6%	42.6%	37.2%	100.0% 545
Provides employees with a positive work experience	2.0%	6.2%	19.9%	51.1%	20.9%	100.0% 544
Climate has become consistently more inclusive of all employees	3.0%	6.7%	27.9%	43.7%	18.6%	100.0% 544

Table 11: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recruits employees from a diverse set of backgrounds	1.6%	9.3%	17.8%	46.0%	25.2%	100.0% 547
Improves the campus climate for all employees	1.5%	7.4%	21.9%	44.4%	24.8%	100.0% 547
Retains diverse employees	1.9%	9.0%	26.8%	41.4%	20.9%	100.0% 546
Creates a supportive environment for employees from diverse backgrounds	2.4%	5.4%	30.8%	43.5%	17.8%	100.0% 545
Encourages discussions related to diversity	1.1%	6.2%	12.4%	43.2%	37.1%	100.0% 545
Provides employees with a positive work experience	3.0%	3.8%	11.3%	43.9%	38.1%	100.0% 547
Climate has become consistently more inclusive of all employees	2.4%	6.3%	21.3%	43.1%	26.9%	100.0% 544

Table 12: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	4.1%	12.2%	24.0%	46.7%	12.9%	100.0% 540
Communications are timely	1.9%	6.1%	21.6%	52.2%	18.2%	100.0% 527
Communications are relevant	3.2%	14.2%	24.8%	43.0%	14.7%	100.0% 533
Communications are informative	3.1%	9.7%	24.7%	48.8%	13.7%	100.0% 538
Communications are motivating	9.4%	15.7%	36.8%	24.8%	13.3%	100.0% 534
Communications are honest	4.3%	8.2%	25.5%	39.7%	22.3%	100.0% 533
Communications are accessible	0.0%	2.9%	20.6%	52.8%	23.7%	100.0% 533

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	1.8%	7.6%	21.8%	53.1%	15.7%	100.0% 540
Communications are timely	0.8%	6.5%	20.5%	52.6%	19.6%	100.0% 533
Communications are relevant	0.8%	7.3%	25.9%	49.4%	16.6%	100.0% 533
Communications are informative	0.9%	4.1%	26.6%	51.8%	16.6%	100.0% 536
Communications are motivating	4.1%	9.7%	42.8%	30.7%	12.7%	100.0% 533
Communications are honest	1.4%	5.6%	24.6%	45.2%	23.2%	100.0% 532
Communications are accessible	0.0%	2.6%	22.8%	51.1%	23.5%	100.0% 532

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	1.1%	6.7%	11.3%	51.4%	29.5%	100.0% 537
Communications are timely	0.2%	4.4%	12.1%	55.7%	27.6%	100.0% 532
Communications are relevant	0.0%	3.7%	14.4%	54.2%	27.6%	100.0% 529
Communications are informative	0.0%	2.6%	15.8%	58.7%	22.9%	100.0% 528
Communications are motivating	1.9%	8.0%	37.1%	33.7%	19.3%	100.0% 533
Communications are honest	0.3%	2.6%	17.5%	47.7%	31.9%	100.0% 532
Communications are accessible	0.0%	1.8%	18.3%	52.8%	27.1%	100.0% 531

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?	54.6%	30.2%	15.2%	100.0% 539

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	1.1%	2.3%	8.6%	36.2%	51.7%	100.0% 445
My representation in shared governance (CPC, APC, or Faculty Council)	1.5%	5.3%	64.1%	19.5%	9.6%	100.0% 425
My service on committees	1.8%	2.8%	49.1%	29.9%	16.3%	100.0% 433
Annual review process	2.4%	3.8%	17.6%	45.1%	31.1%	100.0% 444
Input collection through anonymous surveys	2.4%	7.1%	51.5%	26.6%	12.3%	100.0% 443

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%	8.8%	45.3%	28.8%	11.1%	100.0% 442
My division/college	2.5%	6.7%	29.3%	39.8%	21.7%	100.0% 443
My department/unit	1.6%	3.0%	14.0%	41.1%	40.3%	100.0% 445

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	7.2%	40	3.1%	17	3.9%	22
Physical appearance	3.3%	18	1.9%	10	1.4%	8
Physical disability	3.7%	21	2.3%	13	2.5%	14
Mental disability	4.7%	26	3.2%	18	2.4%	14
Employment classification	12.9%	72	11.0%	62	8.0%	45
Gender identity	8.4%	47	6.4%	36	5.5%	31
Job title	13.4%	75	12.8%	72	9.7%	55
Parental status	2.3%	13	1.8%	10	1.9%	10
Religion	5.9%	33	1.8%	10	2.0%	11
Political affiliation	13.0%	73	6.6%	37	6.6%	37
Sexual orientation	4.8%	27	4.4%	25	2.6%	15
Socio-economic status	4.6%	26	3.6%	20	3.8%	21
Ethnic origin	6.9%	39	4.4%	24	3.8%	21
Veteran status	0.8%	4	1.2%	7	1.1%	6
Race or color	8.6%	48	6.2%	35	5.0%	28
Marital status	1.6%	9	2.3%	13	2.5%	14
Nationality/country of origin	5.2%	29	4.3%	24	4.3%	24
None/no response	66.2%	371	75.9%	426	78.4%	440

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

Table 19: Other Potential Problems

Please indicate if any of the following are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.1%	23	2.1%	12	1.1%	6
Bullying	5.5%	31	5.5%	31	5.6%	32
Bias	13.3%	75	11.7%	66	13.0%	73
Physical assault	0.9%	5	0.3%	*	0.0%	*
Sexual misconduct	2.1%	12	0.6%	3	0.3%	*
Verbal abuse	3.5%	20	3.3%	19	2.6%	14
None/no response	81.1%	455	84.9%	476	85.5%	479

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	0.3%	*
Cisgender	13.8%	73
Trans / Transgender	0.3%	*
Non-binary / Gender Queer / Gender Non-Conforming	1.4%	7
Man	59.1%	314
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.0%	*
Woman	32.2%	171
Prefer not to disclose	5.2%	28
The gender I most closely align with is not listed (please specify)	0.0%	*

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

* Values reported for items with n >= 3.

Table 21: Gender Scales

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	47.8%	241		25.2%	127		85.0%	430	
1	9.8%	49		7.1%	36		7.8%	40	
2	3.7%	19		3.5%	18		2.4%	12	
3	4.5%	23		2.9%	15		3.3%	17	
4	8.7%	44		10.4%	53		1.1%	6	
5	9.7%	49		19.3%	98		0.3%	*	
6 Very	15.9%	80		31.6%	160		0.0%	*	
Total	100.0%	506	2.09	100.0%	506	3.51	100.0%	506	.29

* Values reported for items with n >= 3.

Table 22: Race/Ethnicity

Race and/or Ethnicity (Select all that apply):	Pct	Pop
Native American or Alaska Native or First Nations	0.8%	4
Asian (can include Middle Eastern and North African)	9.1%	48
Black or African American (can include Middle Eastern and North African)	1.6%	9
Hispanic or Latinx	4.0%	21
Native Hawaiian or Other Pacific Islander	0.0%	*
White	78.3%	415
Prefer not to disclose	8.0%	42
The race/ethnicity I most closely align with is not listed (please specify)	0.3%	*

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

* Values reported for items with n >= 3.

Table 23: Black or African American

You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):	Pct	Pop
Black American	13.1%	*
Caribbean	52.3%	4
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	13.1%	*
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	21.5%	*
Southern Africa (i.e., South Africa)	0.0%	*
Western Africa (i.e., Ghana, Nigeria)	0.0%	*
Prefer not to disclose	0.0%	*
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

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

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

Table 24: Native American or Alaska Native or First Nations

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	100.0%	*
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	55.5%	11
Caribbean	5.8%	*
Puerto Rican	0.0%	*
Cuban	0.0%	*
Central American	0.0%	*
South American	19.9%	4
Prefer not to disclose	9.4%	*
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	9.4%	*

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)	4.8%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	34.3%	17
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	60.9%	29
West Asians/Middle East (i.e., Bahrain, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	2.5%	*
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?	8.8%	84.8%	6.4%	100.0% 531

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct Pop)
Do you identify in the LGBTQIA+ community?	6.3%	86.4%	0.7%	6.6%	100.0% 530

Table 30: WSCOE Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Walter Scott College of Engineering, please indicate your level of agreement with the following statements:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
I receive the necessary tools and resources I need to be successful in my job	1.4%	7.2%	12.7%	42.8%	35.9%	100.0% 531
My supervisor provides the guidance and support I need to be successful in my job	2.8%	5.8%	10.5%	32.1%	48.9%	100.0% 530
My supervisor supports opportunities for my professional development and career advancement	2.1%	3.6%	9.5%	32.0%	52.8%	100.0% 529
My colleagues/coworkers support one another	0.4%	4.2%	11.3%	34.7%	49.4%	100.0% 531
CCA (contract, continuing, and adjunct) faculty are valued and treated with respect in my department/unit	0.9%	5.7%	34.6%	28.3%	30.6%	100.0% 509

Table 31: Department/Unit

	Pct	Pop
Atmospheric Science	15.7%	88
Chemical and Biological Engineering	4.9%	28
Civil and Environmental Engineering	9.5%	53
Cooperative Institute for Research in the Atmosphere (CIRA)	24.2%	136
Electrical and Computer Engineering	5.0%	28
Mechanical Engineering	23.5%	132
Office of Dean	12.3%	69
School of Biomedical Engineering	0.8%	5
Systems Engineering	3.4%	19
Unknown	0.7%	4
Total	100.0%	561

Table 32: Employee Type

	Pct	Pop
Admin Professional	60.7%	337
CCAF Faculty	8.0%	44
Other Salaried Employee	6.8%	38
State Classified	3.8%	21
T or TT Faculty	20.8%	115
Total	100.0%	555

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 33: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	80.3%	314	70.8%	166	73.8%	9	77.0%	489
My department/unit promotes a work environment where all employees feel included	85.9%	314	76.8%	168	80.0%	9	82.7%	492
My department/unit treats all employees equitably	81.0%	314	64.5%	167	80.0%	9	75.4%	491
My department/unit is open and transparent in communication	78.0%	314	74.0%	168	80.0%	9	76.7%	492
My department/unit values employee input in major department/unit decisions	76.5%	314	67.6%	168	80.0%	9	73.5%	492
My department/unit promotes respect for cultural differences	87.1%	314	76.0%	167	60.0%	9	82.8%	490
My department/unit understands the value of diversity	86.0%	314	76.7%	168	80.0%	9	82.7%	492
My department/unit communicates the importance of valuing diversity	84.1%	314	71.4%	168	60.0%	9	79.3%	492
I feel valued as an employee	78.0%	314	71.0%	168	80.0%	9	75.6%	492
I feel a strong sense of belonging to CSU	66.1%	314	58.5%	168	80.0%	9	63.7%	492
I feel a strong sense of belonging to my division/college	66.8%	314	58.9%	168	60.0%	9	64.0%	492
I feel a strong sense of belonging to my department/unit	80.5%	314	76.3%	168	60.0%	9	78.7%	492
I would recommend CSU as a place of employment	87.4%	314	73.8%	168	80.0%	9	82.6%	492
I would recommend my department/unit as a place of employment	86.8%	314	77.6%	168	80.0%	9	83.5%	492

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 34: Performance Review in Last Year

Did you have a performance review in the last year?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	85.9%	270	86.0%	145	80.0%	7	85.8%	422
No, I did not have a review	14.1%	44	14.0%	24	20.0%	*	14.2%	70
Total	100.0%	314	100.0%	168	100.0%	9	100.0%	492

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 $n \geq 3$.^{a,b}

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

Table 35: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	80.7%	268	75.3%	145	75.0%	7	78.7%	420
I am satisfied with the effort my supervisor put into my most recent performance review	87.6%	270	81.1%	145	75.0%	7	85.1%	422
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	8.9%	268	12.4%	145	0.0%	7	10.0%	420
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	54.6%	268	44.7%	145	50.0%	7	51.1%	420

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 36: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	76.3%	312	69.2%	167	63.3%	9	73.7%	488
My department/unit is treated with respect by other units within my college/division	75.4%	314	68.7%	168	80.0%	9	73.2%	492
My college/division is treated with respect by CSU	74.1%	314	73.8%	168	60.0%	9	73.8%	492
The people I interact with treat each other with respect	94.5%	314	81.3%	167	80.0%	9	89.7%	490
There is respect for religious differences in my department/unit	75.5%	314	64.6%	168	40.0%	9	71.1%	492
There is respect for liberal perspectives in my department/unit	83.8%	314	75.2%	168	80.0%	9	80.8%	492
There is respect for conservative perspectives in my department/unit	55.2%	312	49.6%	168	40.0%	9	53.0%	490

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 37: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	15.3%	312	22.9% A	168	28.0%	9	18.1%	490
Recognized within my department/unit	22.6%	312	30.7%	168	40.0%	9	25.7%	490
Resources in my department/unit	17.5%	312	23.2%	168	40.0%	9	19.9%	490
Professional development opportunities	10.2%	312	18.2% A	168	20.0%	9	13.1%	490
Promoted in my department/unit	12.8%	312	23.9% A	168	20.0%	9	16.7%	490
Hired in my department/unit	13.2%	312	18.5%	168	20.0%	9	15.2%	490

Percent "Agree" or "Strongly agree"

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

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

Table 38: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	58.2% B	307	40.3%	167	43.3%	9	51.7%	482
Leadership adequately addresses inappropriate behavior	56.9% B	309	41.0%	169	40.0%	9	51.1%	488
Leadership holds employees accountable for inappropriate behavior	49.1% B	309	33.7%	169	40.0%	9	43.6%	488
Leadership holds employees accountable for poor performance in the workplace	46.2% B	309	25.4%	168	40.0%	9	38.9%	487
Leadership acts ethically and honestly in the workplace	75.4% B	309	64.7%	169	60.0%	9	71.4%	488
Leadership addresses issues of inequity	59.0% B	307	36.5%	169	20.0%	9	50.4%	485
Leadership holds all employees to the same standards	60.1% B	309	38.7%	168	60.0%	9	52.7%	486

Percent "Agree" or "Strongly agree"

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

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

Table 39: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	69.1%	305	53.0%	168	66.7%	9	63.4%	482
Leadership adequately addresses inappropriate behavior	69.1% B	309	53.9%	169	60.0%	9	63.7%	488
Leadership holds employees accountable for inappropriate behavior	59.5% B	307	42.6%	169	60.0%	9	53.6%	486
Leadership holds employees accountable for poor performance in the workplace	58.1% B	307	40.6%	168	60.0%	9	52.0%	485
Leadership acts ethically and honestly in the workplace	75.4% B	309	64.7%	169	60.0%	9	71.4%	488
Leadership addresses issues of inequity	68.6% B	307	47.4%	169	60.0%	9	61.0%	485
Leadership holds all employees to the same standards	71.3% B	309	53.8%	169	80.0%	9	65.4%	488

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 40: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	69.4%	308	56.7%	169	48.6%	9	64.5%	487
Recruits employees from a diverse set of backgrounds	64.8% B	310	49.8%	169	40.0%	9	59.1%	488
Improves the campus climate for all employees	66.1% B	311	53.2%	169	60.0%	9	61.5%	489
Retains diverse employees	55.0% B	308	37.9%	169	40.0%	9	48.8%	487
Creates a supportive environment for employees from diverse backgrounds	67.0%	310	56.5%	169	60.0%	9	63.3%	488
Encourages discussions related to diversity	81.7%	310	79.5%	169	60.0%	9	80.5%	488
Provides employees with a positive work experience	80.8% B C	308	64.5%	169	40.0%	9	74.4%	487
Climate has become consistently more inclusive of all employees	69.5% B	308	55.2%	169	40.0%	9	64.0%	487

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 41: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	79.2%	306	64.0%	168	62.9%	9	73.6%	483
	B							
Recruits employees from a diverse set of backgrounds	78.9%	312	62.2%	169	40.0%	9	72.4%	490
	B C							
Improves the campus climate for all employees	77.2%	312	63.1%	169	80.0%	9	72.4%	490
	B							
Retains diverse employees	68.3%	312	51.8%	168	60.0%	9	62.5%	489
	B							
Creates a supportive environment for employees from diverse backgrounds	67.0%	310	56.5%	169	60.0%	9	63.3%	488
Encourages discussions related to diversity	85.2%	310	75.7%	169	60.0%	9	81.4%	488
	B							
Provides employees with a positive work experience	87.3%	312	79.1%	169	80.0%	9	84.4%	490
Climate has become consistently more inclusive of all employees	78.4%	308	59.3%	169	60.0%	9	71.4%	487
	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 42: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	62.4%	294	65.0%	167	57.1%	9	63.2%	470
Communications are effective	63.9%	310	59.8%	167	60.0%	9	62.4%	486
Communications are timely	71.8%	298	71.1%	167	60.0%	9	71.3%	474
Communications are relevant	57.0%	304	63.0%	167	60.0%	9	59.2%	480
Communications are informative	61.1%	308	71.9%	167	80.0%	9	65.2%	485
Communications are motivating	37.1%	304	46.4%	167	40.0%	9	40.4%	480
Communications are honest	64.9%	304	64.6%	167	20.0%	9	63.9%	480
	C		C					
Communications are accessible	76.8%	304	78.2%	167	80.0%	9	77.4%	480

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 43: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	66.9%	302	67.9%	165	68.6%	9	67.3%	477
Communications are effective	71.3%	310	67.7%	167	80.0%	9	70.2%	486
Communications are timely	74.7%	304	69.3%	167	60.0%	9	72.5%	480
Communications are relevant	65.7%	304	70.4%	167	60.0%	9	67.2%	480
Communications are informative	68.0%	307	73.9%	167	80.0%	9	70.3%	483
Communications are motivating	43.3%	305	47.9%	165	60.0%	9	45.2%	479
Communications are honest	69.1%	302	69.8%	167	60.0%	9	69.2%	478
Communications are accessible	75.8%	302	76.3%	167	80.0%	9	76.1%	478

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 44: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	78.0%	296	76.8%	162	74.3%	9	77.5%	467
Communications are effective	84.0%	309	80.1%	165	80.0%	9	82.6%	484
Communications are timely	85.9%	304	81.1%	165	60.0%	9	83.7%	479
Communications are relevant	83.1%	304	81.6%	163	80.0%	9	82.5%	476
Communications are informative	81.5%	300	83.7%	165	80.0%	9	82.3%	475
Communications are motivating	52.5%	305	56.0%	165	60.0%	9	53.8%	479
Communications are honest	79.5%	304	79.8%	165	80.0%	9	79.6%	479
Communications are accessible	80.7%	304	78.7%	164	80.0%	9	80.0%	478

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 45: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	63.0%	195	41.9%	70	60.0%	6	55.7%	270
Maybe, I can provide feedback in limited situations	23.6%	73	42.7%	71	20.0%	*	30.1%	146
No, I don't have an opportunity to provide feedback	13.5%	42	15.3%	25	20.0%	*	14.2%	69
Total	100.0%	310	100.0%	166	100.0%	9	100.0%	486

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 $n \geq 3$.^{1,2}

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

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

Table 46: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	56.3%	247	56.6%	130	45.0%	7	56.2%	384
One on one conversations with my supervisor	89.4%	262	89.3%	139	75.0%	7	89.1%	408
My representation in shared governance (CPC, APC, or Faculty Council)	32.7%	247	29.2%	134	25.0%	7	31.4%	388
My service on committees	45.5%	248	45.7%	138	25.0%	7	45.2%	394
Annual review process	76.2%	262	80.2%	136	50.0%	7	77.1%	405
Input collection through anonymous surveys	39.7%	262	39.8%	135	50.0%	7	39.9%	404

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 47: Feedback Valued

When I give feedback it is valued by:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	64.8%	258	57.7%	135	58.3%	7	62.3%	400
CSU overall	45.5%	260	37.4%	136	50.0%	7	42.8%	404
My division/college	65.9%	260	57.5%	136	50.0%	7	62.8%	404
My department/unit	83.4%	262	79.5%	137	75.0%	7	82.0%	406

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 48: 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	4.3%	13	7.3%	12	20.0%	*	5.6%	28
Physical appearance	1.6%	5	5.7%	10	20.0%	*	3.4%	17
Physical disability	2.2%	7	3.7%	6	40.0%	4	3.4%	17
Mental disability	2.9%	9	5.9%	10	20.0%	*	4.2%	21
Employment classification	7.8%	24	20.7%	35	20.0%	*	12.4%	61
Gender identity	7.7%	24	3.7%	6	60.0%	6	7.3%	36
Job title	10.9%	34	14.2%	24	40.0%	4	12.6%	62
Parental status	0.5%	*	4.5%	8	0.0%	*	1.9%	9
Religion	3.7%	12	6.2%	11	20.0%	*	4.9%	24
Political affiliation	10.9%	34	12.0%	20	0.0%	*	11.1%	55
Sexual orientation	5.0%	16	3.6%	6	20.0%	*	4.8%	24
Socio-economic status	1.8%	6	6.3%	11	60.0%	6	4.5%	22
Ethnic origin	6.2%	19	6.1%	10	40.0%	4	6.8%	33
Veteran status	0.8%	*	0.0%	*	20.0%	*	0.9%	4
Race or color	7.3%	23	6.4%	11	20.0%	*	7.2%	36
Marital status	2.4%	8	0.9%	*	0.0%	*	1.9%	9
Nationality/country of origin	4.9%	15	6.1%	10	20.0%	*	5.6%	27
None/no response	72.3%	227	67.7%	115	20.0%	*	69.7%	344

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 49: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	1.8%	6	4.7%	8	20.0%	*	3.1%	16
Physical appearance	1.3%	4	1.6%	*	20.0%	*	1.8%	9
Physical disability	2.0%	6	1.6%	*	20.0%	*	2.2%	11
Mental disability	1.8%	6	4.0%	7	20.0%	*	2.9%	14
Employment classification	7.1%	22	16.8%	28	20.0%	*	10.7%	53
Gender identity	5.3%	17	4.9%	8	40.0%	4	5.8%	29
Job title	9.8%	31	14.5%	25	20.0%	*	11.6%	57
Parental status	0.8%	*	3.3%	6	0.0%	*	1.6%	8
Religion	1.5%	5	0.9%	*	20.0%	*	1.7%	8
Political affiliation	5.9%	18	5.6%	10	0.0%	*	5.7%	28
Sexual orientation	4.5%	14	3.0%	5	20.0%	*	4.3%	21
Socio-economic status	1.3%	4	5.3%	9	40.0%	4	3.4%	17
Ethnic origin	2.6%	8	4.1%	7	40.0%	4	3.8%	19
Veteran status	1.6%	5	0.0%	*	20.0%	*	1.4%	7
Race or color	4.7%	15	5.4%	9	20.0%	*	5.2%	26
Marital status	2.4%	8	1.9%	3	0.0%	*	2.2%	11
Nationality/country of origin	4.3%	14	4.1%	7	20.0%	*	4.5%	22
None/no response	81.9%	258	73.2%	124	60.0%	6	78.5%	387

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 50: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	4.2%	13	2.8%	5	20.0%	*	4.0%	20
Physical appearance	1.3%	4	1.1%	*	20.0%	*	1.6%	8
Physical disability	1.3%	4	2.5%	4	20.0%	*	2.1%	10
Mental disability	1.8%	6	2.5%	4	20.0%	*	2.4%	12
Employment classification	5.7%	18	11.5%	19	20.0%	*	8.0%	39
Gender identity	3.7%	12	7.0%	12	40.0%	4	5.5%	27
Job title	8.5%	27	8.9%	15	20.0%	*	8.8%	44
Parental status	0.8%	*	2.5%	4	0.0%	*	1.4%	7
Religion	2.2%	7	2.4%	4	0.0%	*	2.2%	11
Political affiliation	6.4%	20	4.4%	7	0.0%	*	5.6%	28
Sexual orientation	2.5%	8	1.8%	3	20.0%	*	2.6%	13
Socio-economic status	1.3%	4	4.6%	8	20.0%	*	2.8%	14
Ethnic origin	2.6%	8	3.2%	5	20.0%	*	3.2%	16
Veteran status	0.8%	*	0.0%	*	20.0%	*	0.9%	4
Race or color	4.3%	14	4.1%	7	0.0%	*	4.2%	21
Marital status	3.0%	9	1.9%	3	0.0%	*	2.5%	12
Nationality/country of origin	4.3%	14	4.1%	7	0.0%	*	4.2%	21
None/no response	82.7%	260	75.8%	128	60.0%	6	79.9%	394

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 51: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.0%	10	4.5%	8	40.0%	4	4.2%	21
Bullying	3.3%	10	7.7%	13	20.0%	*	5.1%	25
Bias	11.4%	36	15.3%	26	0.0%	*	12.5%	62
Physical assault	0.0%	*	1.9%	3	0.0%	*	0.6%	3
Sexual misconduct	0.8%	*	4.5%	8	0.0%	*	2.1%	10
Verbal abuse	3.2%	10	3.4%	6	0.0%	*	3.2%	16
None/no response	83.7%	263	80.5%	136	60.0%	6	82.2%	405

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 52: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.8%	*	3.4%	6	20.0%	*	2.0%	10
Bullying	4.9%	15	6.9%	12	20.0%	*	5.9%	29
Bias	8.0%	25	18.5%	31	20.0%	*	11.8%	58
Physical assault	0.0%	*	0.9%	*	0.0%	*	0.3%	*
Sexual misconduct	0.0%	*	0.9%	*	20.0%	*	0.7%	3
Verbal abuse	2.8%	9	3.7%	6	0.0%	*	3.1%	15
None/no response	86.9%	273	79.6%	135	80.0%	7	84.3%	415

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 53: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.8%	*	0.9%	*	20.0%	*	1.2%	6
Bullying	4.7%	15	5.6%	9	20.0%	*	5.3%	26
Bias	9.7%	30	18.5%	31	20.0%	*	12.9%	64
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	20.0%	*	0.4%	*
Verbal abuse	1.6%	5	4.5%	8	20.0%	*	2.9%	14
None/no response	89.0%	280	78.8%	133	80.0%	7	85.3%	421

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 54: WSCOE Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Walter Scott College of Engineering, please indicate your level of agreement with the following statements:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I receive the necessary tools and resources I need to be successful in my job	40.6%	304	36.5%	166	21.6%	9	38.8%	479
My supervisor provides the guidance and support I need to be successful in my job	53.3%	304	47.0%	165	60.8%	9	51.3%	478
My supervisor supports opportunities for my professional development and career advancement	54.9%	304	54.4%	164	60.8%	9	54.9%	478
My colleagues/coworkers support one another	56.6%	304	44.8%	166	60.8%	9	52.6%	479
CCA (contract, continuing, and adjunct) faculty are valued and treated with respect in my department/unit	31.3%	292	27.9%	159	40.8%	9	30.3%	459

Percent "Agree" or "Strongly agree"

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

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

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

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

Comparisons by Racially Minoritized Status

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

Table 55: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	79.6%	80	77.8%	404	78.1%	484
My department/unit promotes a work environment where all employees feel included	81.3%	80	85.4%	406	84.8%	486
My department/unit treats all employees equitably	83.3%	80	75.7%	405	77.0%	485
My department/unit is open and transparent in communication	79.8%	80	77.5%	406	77.9%	486
My department/unit values employee input in major department/unit decisions	69.1%	80	74.0%	406	73.2%	486
My department/unit promotes respect for cultural differences	82.7%	80	84.4%	405	84.1%	485
My department/unit understands the value of diversity	86.7%	80	84.4%	406	84.8%	486
My department/unit communicates the importance of valuing diversity	76.4%	80	81.8%	406	80.9%	486
I feel valued as an employee	77.1%	80	78.1%	406	78.0%	486
I feel a strong sense of belonging to CSU	76.5%	80	61.6%	406	64.1%	486
	B					
I feel a strong sense of belonging to my division/college	65.5%	80	62.8%	406	63.2%	486
I feel a strong sense of belonging to my department/unit	84.6%	80	79.0%	406	79.9%	486
I would recommend CSU as a place of employment	89.3%	80	82.9%	406	83.9%	486
I would recommend my department/unit as a place of employment	82.8%	80	84.8%	406	84.5%	486

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 56: Performance Review in Last Year

Did you have a performance review in the last year?	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	62.4%	50	89.8%	365	85.3%	415
			A			
No, I did not have a review	37.6%	30	10.2%	41	14.7%	72
	B					
Total	100.0%	80	100.0%	406	100.0%	486

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

Significance level for upper case letters (A, B, C): .05^{1,2}

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

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

Table 57: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	74.7%	50	80.3%	365	79.6%	415
I am satisfied with the effort my supervisor put into my most recent performance review	73.1%	50	88.0% A	365	86.2%	415
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	19.7% B	50	7.3%	365	8.8%	415
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	51.0%	50	52.9%	365	52.7%	415

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

Percent "Agree" or "Strongly agree"

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

**Reverse coded when included in overall rating^{1,2,3}*

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

Table 58: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	76.7%	78	73.9%	405	74.3%	483
My department/unit is treated with respect by other units within my college/division	85.9% B	80	70.8%	406	73.3%	486
My college/division is treated with respect by CSU	88.2% B	80	71.9%	406	74.6%	486
The people I interact with treat each other with respect	91.7%	80	89.6%	405	90.0%	485
There is respect for religious differences in my department/unit	67.3%	80	72.9%	406	71.9%	486
There is respect for liberal perspectives in my department/unit	71.9%	80	84.1% A	406	82.1%	486
There is respect for conservative perspectives in my department/unit	57.7%	78	52.8%	406	53.6%	484

Percent "Agree" or "Strongly agree"

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

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

Table 59: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	31.1% B	78	14.0%	406	16.7%	484
Recognized within my department/unit	42.2% B	78	20.6%	406	24.1%	484
Resources in my department/unit	34.9% B	78	14.6%	406	17.8%	484
Professional development opportunities	23.8% B	78	9.9%	406	12.2%	484
Promoted in my department/unit	26.8% B	78	13.7%	406	15.8%	484
Hired in my department/unit	27.8% B	78	11.1%	406	13.8%	484

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 60: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	65.7% B	77	49.7%	400	52.2%	477
Leadership adequately addresses inappropriate behavior	61.2%	78	50.0%	405	51.8%	484
Leadership holds employees accountable for inappropriate behavior	58.8% B	78	41.5%	405	44.3%	484
Leadership holds employees accountable for poor performance in the workplace	54.3% B	77	36.5%	404	39.3%	481
Leadership acts ethically and honestly in the workplace	86.8% B	78	69.5%	405	72.3%	484
Leadership addresses issues of inequity	63.1% B	78	48.8%	403	51.2%	481
Leadership holds all employees to the same standards	73.9% B	78	49.1%	404	53.1%	482

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 61: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	70.1%	78	63.0%	402	64.1%	480
Leadership adequately addresses inappropriate behavior	69.5%	78	62.2%	405	63.4%	484
Leadership holds employees accountable for inappropriate behavior	55.6%	78	53.5%	405	53.8%	484
Leadership holds employees accountable for poor performance in the workplace	56.0%	78	51.5%	404	52.2%	483
Leadership acts ethically and honestly in the workplace	86.8%	78	69.5%	405	72.3%	484
Leadership addresses issues of inequity	73.0%	78	60.1%	403	62.2%	481
Leadership holds all employees to the same standards	79.9%	78	64.1%	405	66.7%	484

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 62: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	70.2%	78	64.5%	405	65.4%	483
Recruits employees from a diverse set of backgrounds	60.1%	78	59.7%	405	59.8%	483
Improves the campus climate for all employees	79.1%	78	58.2%	407	61.6%	485
	B					
Retains diverse employees	56.9%	78	48.5%	405	49.9%	483
Creates a supportive environment for employees from diverse backgrounds	68.0%	78	62.7%	405	63.6%	483
Encourages discussions related to diversity	78.6%	80	82.1%	405	81.5%	485
Provides employees with a positive work experience	85.2%	78	74.3%	405	76.1%	483
	B					
Climate has become consistently more inclusive of all employees	63.7%	78	65.5%	405	65.2%	483

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 63: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	79.7%	78	74.2%	400	75.1%	479
Recruits employees from a diverse set of backgrounds	77.2%	80	72.9%	405	73.6%	485
Improves the campus climate for all employees	85.0%	80	70.4%	405	72.8%	485
	B					
Retains diverse employees	68.7%	80	63.9%	403	64.7%	483
Creates a supportive environment for employees from diverse backgrounds	68.0%	78	62.7%	405	63.6%	483
Encourages discussions related to diversity	86.5%	80	82.5%	405	83.2%	485
Provides employees with a positive work experience	90.7%	80	85.2%	405	86.1%	485
Climate has become consistently more inclusive of all employees	72.8%	78	73.2%	405	73.1%	483

Percent "Agree" or "Strongly agree"

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

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

Table 64: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	78.7%	78	60.3%	389	63.4%	468
	B					
Communications are effective	75.5%	80	59.7%	401	62.4%	481
	B					
Communications are timely	76.4%	78	71.5%	392	72.3%	470
Communications are relevant	85.4%	78	55.0%	398	60.0%	476
	B					
Communications are informative	81.2%	80	61.6%	401	64.9%	481
	B					
Communications are motivating	71.4%	80	33.4%	398	39.8%	478
	B					
Communications are honest	72.9%	78	62.8%	398	64.4%	476
Communications are accessible	89.7%	78	76.1%	398	78.4%	476
	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 65: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	83.1% B	78	64.2% B	397	67.3% B	475
Communications are effective	84.5% B	80	67.9% B	401	70.7% B	481
Communications are timely	82.7% B	78	70.3% B	398	72.3% B	476
Communications are relevant	85.5% B	78	63.8% B	398	67.3% B	476
Communications are informative	84.7% B	78	67.2% B	401	70.0% B	479
Communications are motivating	75.5% B	78	38.5% B	399	44.6% B	477
Communications are honest	83.8% B	78	67.1% B	398	69.8% B	476
Communications are accessible	85.4% B	78	74.6% B	398	76.4% B	476

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 66: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	87.9% B	75	76.6% B	391	78.4% B	465
Communications are effective	87.8% B	79	82.3% B	399	83.2% B	478
Communications are timely	89.5% B	78	83.4% B	397	84.4% B	475
Communications are relevant	92.2% B	76	81.9% B	397	83.6% B	472
Communications are informative	91.9% B	77	82.1% B	394	83.7% B	471
Communications are motivating	80.8% B	78	49.3% B	399	54.4% B	477
Communications are honest	86.6% B	78	79.9% B	397	81.0% B	475
Communications are accessible	90.5% B	78	79.1% B	396	81.0% B	474

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 67: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	53.4%	43	58.3%	233	57.5%	276
Maybe, I can provide feedback in limited situations	23.1%	19	31.4%	126	30.0%	144
No, I don't have an opportunity to provide feedback	23.6% B	19	10.2%	41	12.5%	60
Total	100.0%	80	100.0%	400	100.0%	480

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

Significance level for upper case letters (A, B, C): .05^{1,2}

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

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

Table 68: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	58.8%	53	55.4%	336	55.9%	390
One on one conversations with my supervisor	87.2%	58	89.5%	354	89.2%	412
My representation in shared governance (CPC, APC, or Faculty Council)	31.2%	56	30.7%	339	30.8%	395
My service on committees	52.8%	59	44.3%	344	45.6%	403
Annual review process	77.8%	59	76.3%	352	76.5%	411
Input collection through anonymous surveys	50.4%	58	38.1%	352	39.8%	410

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 69: Feedback Valued

When I give feedback it is valued by:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	72.0% B	59	60.2%	349	61.9%	408
CSU overall	55.0% B	59	40.1%	350	42.3%	409
My division/college	77.6% B	59	59.5%	353	62.1%	412
My department/unit	83.5%	59	82.0%	353	82.2%	412

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 70: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	6.9%	6	6.8%	28	6.8%	33
Physical appearance	8.9%	7	2.8%	11	3.8%	18
Physical disability	11.2%	9	2.4%	10	3.8%	19
Mental disability	7.4%	6	3.7%	15	4.3%	21
Employment classification	12.4%	10	13.5%	55	13.3%	65
Gender identity	12.9%	10	7.2%	29	8.1%	40
Job title	9.4%	8	13.9%	56	13.1%	64
Parental status	3.7%	*	2.5%	10	2.7%	13
Religion	4.6%	4	5.0%	20	4.9%	24
Political affiliation	2.3%	*	13.0%	53	11.2%	55
Sexual orientation	6.0%	5	4.6%	19	4.8%	24
Socio-economic status	8.3%	7	4.2%	17	4.9%	24
Ethnic origin	13.5%	11	6.0%	24	7.2%	35
Veteran status	2.3%	*	0.6%	*	0.9%	4
Race or color	13.5%	11	6.5%	27	7.7%	37
Marital status	0.0%	*	2.3%	9	1.9%	9
Nationality/country of origin	6.6%	5	5.0%	20	5.2%	26
None/no response	73.1%	59	66.4%	270	67.5%	329

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

Statistical significance not tested.

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

Table 71: 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	2.3%	*	3.4%	14	3.2%	16
Physical appearance	6.0%	5	1.4%	6	2.1%	10
Physical disability	6.0%	5	1.9%	8	2.6%	13
Mental disability	7.4%	6	2.5%	10	3.3%	16
Employment classification	8.9%	7	11.6%	47	11.2%	55
Gender identity	14.4%	12	5.1%	21	6.7%	32
Job title	8.9%	7	13.7%	56	12.9%	63
Parental status	2.3%	*	2.0%	8	2.0%	10
Religion	2.3%	*	1.6%	6	1.7%	8
Political affiliation	2.3%	*	6.9%	28	6.1%	30
Sexual orientation	6.0%	5	4.4%	18	4.7%	23
Socio-economic status	8.3%	7	3.4%	14	4.2%	20
Ethnic origin	12.0%	10	3.2%	13	4.6%	23
Veteran status	2.3%	*	1.2%	5	1.4%	7
Race or color	13.5%	11	4.6%	19	6.1%	30
Marital status	0.0%	*	2.7%	11	2.2%	11
Nationality/country of origin	6.6%	5	4.2%	17	4.6%	22
None/no response	78.9%	63	75.5%	307	76.0%	370

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

Statistical significance not tested.

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

Table 72: 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	3.8%	3	4.1%	17	4.1%	20
Physical appearance	4.6%	4	1.0%	4	1.6%	8
Physical disability	6.0%	5	1.8%	7	2.5%	12
Mental disability	6.0%	5	2.2%	9	2.8%	14
Employment classification	6.9%	6	8.7%	36	8.4%	41
Gender identity	9.2%	7	4.9%	20	5.6%	27
Job title	6.9%	6	10.7%	44	10.1%	49
Parental status	3.2%	*	1.5%	6	1.8%	9
Religion	0.0%	*	2.7%	11	2.3%	11
Political affiliation	2.3%	*	6.8%	28	6.0%	29
Sexual orientation	3.7%	*	2.4%	10	2.6%	13
Socio-economic status	4.6%	4	2.9%	12	3.2%	16
Ethnic origin	7.4%	6	2.8%	11	3.6%	17
Veteran status	2.3%	*	0.6%	*	0.9%	4
Race or color	7.5%	6	4.0%	16	4.6%	22
Marital status	0.0%	*	3.1%	12	2.6%	12
Nationality/country of origin	4.3%	3	4.2%	17	4.2%	21
None/no response	83.3%	67	77.7%	316	78.6%	383

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

Statistical significance not tested.

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

Table 73: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	6.0%	5	3.5%	14	3.9%	19
Bullying	8.9%	7	4.4%	18	5.2%	25
Bias	15.5%	12	13.0%	53	13.4%	65
Physical assault	0.0%	*	0.8%	3	0.6%	3
Sexual misconduct	1.4%	*	1.8%	7	1.7%	8
Verbal abuse	5.2%	4	3.3%	14	3.6%	18
None/no response	79.9%	64	81.5%	332	81.2%	396

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 74: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	6.0%	5	1.7%	7	2.4%	12
Bullying	11.8%	10	5.2%	21	6.3%	31
Bias	16.4%	13	11.5%	47	12.3%	60
Physical assault	0.0%	*	0.4%	*	0.3%	*
Sexual misconduct	2.3%	*	0.4%	*	0.7%	3
Verbal abuse	2.3%	*	3.7%	15	3.5%	17
None/no response	82.1%	66	84.1%	342	83.7%	408

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 75: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.3%	*	1.0%	4	1.2%	6
Bullying	9.9%	8	4.0%	16	5.0%	24
Bias	20.6%	17	10.7%	43	12.3%	60
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	2.3%	*	0.0%	*	0.4%	*
Verbal abuse	3.8%	3	2.8%	11	3.0%	14
None/no response	79.4%	64	87.2%	355	85.9%	419

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 76: WSCOE Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Walter Scott College of Engineering, please indicate your level of agreement with the following statements:	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
I receive the necessary tools and resources I need to be successful in my job	56.6%	80	35.3%	394	38.9%	474
	B					
My supervisor provides the guidance and support I need to be successful in my job	70.8%	80	49.4%	392	53.0%	473
	B					
My supervisor supports opportunities for my professional development and career advancement	66.5%	80	54.6%	392	56.6%	472
	B					
My colleagues/coworkers support one another	46.6%	80	55.0%	394	53.6%	474
CCA (contract, continuing, and adjunct) faculty are valued and treated with respect in my department/unit	38.2%	77	29.2%	375	30.8%	452

Percent "Agree" or "Strongly agree"

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

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

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

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

Comparisons by Employee Type

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

Table 77: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	76.0%	335	73.9%	113	65.3%	44	71.9%	21	74.4%	514
My department/unit promotes a work environment where all employees feel included	82.7%	337	74.9%	114	59.7%	44	83.6%	21	79.1%	517
My department/unit treats all employees equitably	75.4%	337	70.7%	113	69.8%	44	52.8%	21	73.0%	516
My department/unit is open and transparent in communication	76.2%	337	72.0%	114	61.8%	44	75.9%	21	74.0%	517
My department/unit values employee input in major department/unit decisions	68.0%	337	75.2%	114	73.9%	44	68.2%	21	70.1%	517
My department/unit promotes respect for cultural differences	82.2%	335	75.1%	114	80.0%	44	91.3%	21	80.8%	515
My department/unit understands the value of diversity	83.8%	337	76.0%	114	72.2%	44	91.3%	21	81.4%	517
My department/unit communicates the importance of valuing diversity	77.0%	337	77.0%	114	84.9%	44	83.6%	21	78.0%	517
I feel valued as an employee	77.5%	337	75.3%	114	53.6%	44	60.5%	21	74.3%	517
I feel a strong sense of belonging to CSU	58.2%	337	69.5%	114	52.7%	44	62.5%	21	60.4%	517
I feel a strong sense of belonging to my division/college	62.2%	337	70.4%	114	49.8%	44	52.8%	21	62.6%	517
I feel a strong sense of belonging to my department/unit	78.2%	337	73.7%	114	54.7%	44	75.9%	21	75.1%	517
I would recommend CSU as a place of employment	83.3%	337	75.3%	114	63.5%	44	75.9%	21	79.5%	517
I would recommend my department/unit as a place of employment	84.2%	337	75.4%	114	71.7%	44	60.5%	21	80.2%	517

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 78: Performance Review in Last Year

Did you have a performance review in the last year?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	91.3%	308	97.7% C	112	87.1%	39	100.0% ¹	21	92.7%	479
No, I did not have a review	8.7%	29	2.3%	*	12.9% B	6	0.0% ¹	*	7.3%	38
Total	100.0%	337	100.0%	114	100.0%	44	100.0%	21	100.0%	517

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 79: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	78.5%	304	78.4%	112	74.9%	39	73.3%	21	78.0%	475
I am satisfied with the effort my supervisor put into my most recent performance review	87.1%	306	77.4%	112	71.0%	39	83.6%	21	83.4%	477
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	7.0%	304	15.8%	112	29.0% A	39	22.1%	21	11.5%	475
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	48.5%	304	58.0%	112	53.9%	39	36.4%	21	50.6%	475

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

Percent "Agree" or "Strongly agree"

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

*Reverse coded when included in overall rating^{1,2,3}

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

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

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

Table 80: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	73.6%	330	71.8%	114	64.5%	44	59.1%	21	71.8%	510
My department/unit is treated with respect by other units within my college/division	69.0%	333	72.6%	114	80.8%	44	52.8%	21	70.1%	513
My college/division is treated with respect by CSU	75.5% D	333	63.7%	114	72.2%	44	45.1%	21	71.4%	513
The people I interact with treat each other with respect	89.1%	332	87.2%	114	83.8%	44	75.9%	21	87.6%	512
There is respect for religious differences in my department/unit	69.6%	333	75.4% C	114	51.1%	44	60.5%	21	68.9%	513
There is respect for liberal perspectives in my department/unit	83.6% C	333	80.3% C	114	61.3%	44	68.2%	21	80.3%	513
There is respect for conservative perspectives in my department/unit	54.4%	331	51.6%	114	37.7%	44	51.8%	21	52.2%	511

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 81: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	16.6%	330	16.8%	114	22.3%	44	31.8%	21	17.8%	509
Recognized within my department/unit	23.0%	330	24.6%	114	36.2%	44	39.5%	21	25.2%	509
Resources in my department/unit	16.8%	330	19.1%	114	24.1%	44	39.5%	21	18.9%	509
Professional development opportunities	12.2%	330	7.0%	114	12.1%	44	24.1%	21	11.5%	509
Promoted in my department/unit	17.1%	330	12.2%	114	24.1%	44	31.8%	21	17.2%	509
Hired in my department/unit	13.7%	330	21.2%	114	15.1%	44	24.1%	21	15.9%	509

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 82: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	50.8%	320	54.7%	111	51.9%	44	16.5%	21	50.3%	496
Leadership adequately addresses inappropriate behavior	49.5%	326	51.4%	112	51.9%	44	23.1%	21	49.0%	503
Leadership holds employees accountable for inappropriate behavior	44.7%	326	41.9%	112	60.1%	44	0.0%	21	43.6%	503
Leadership holds employees accountable for poor performance in the workplace	39.3%	324	40.5%	111	32.7%	44	0.0%	21	37.3%	500
Leadership acts ethically and honestly in the workplace	72.0%	326	78.4%	112	60.0%	44	37.5%	21	70.9%	503
Leadership addresses issues of inequity	48.5%	323	55.4%	112	60.0%	44	15.4%	21	49.7%	501
Leadership holds all employees to the same standards	49.1%	324	60.0%	112	46.8%	44	23.1%	21	50.3%	502

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 83: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	61.5%	321	63.9%	111	58.4%	44	39.2%	21	60.8%	498
	D		D							
Leadership adequately addresses inappropriate behavior	60.7%	326	61.9%	112	58.0%	44	36.4%	21	59.7%	503
Leadership holds employees accountable for inappropriate behavior	53.6%	324	49.9%	112	58.0%	44	28.7%	21	52.1%	501
Leadership holds employees accountable for poor performance in the workplace	52.1%	324	52.7%	111	43.8%	44	21.0%	21	50.2%	500
	D		D							
Leadership acts ethically and honestly in the workplace	72.0%	326	78.4%	112	60.0%	44	37.5%	21	70.9%	503
	D		D							
Leadership addresses issues of inequity	57.7%	323	63.3%	112	60.8%	44	36.4%	21	58.4%	501
Leadership holds all employees to the same standards	59.7%	326	71.5%	112	56.7%	44	51.8%	21	61.7%	503

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 84: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	62.8%	321	66.4%	113	56.2%	44	51.3%	21	62.5%	500
Recruits employees from a diverse set of backgrounds	58.2%	323	60.0%	113	65.1%	44	54.9%	21	59.1%	502
Improves the campus climate for all employees	57.6%	324	62.0%	113	50.6%	44	39.5%	21	57.2%	503
Retains diverse employees	47.3%	321	53.7%	113	37.0%	44	30.7%	21	47.2%	500
Creates a supportive environment for employees from diverse backgrounds	59.6%	323	63.4%	113	56.9%	44	54.9%	21	60.0%	502
Encourages discussions related to diversity	77.7%	323	87.3%	113	69.8%	44	92.3%	21	79.8%	502
Provides employees with a positive work experience	75.5%	321	67.9%	113	57.8%	44	47.2%	21	71.0%	500
	D									
Climate has become consistently more inclusive of all employees	63.3%	321	70.4%	113	56.0%	44	39.5%	21	63.2%	500
			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 85: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	72.3%	317	72.9%	113	66.0%	44	50.7%	21	70.9%	496
	D		D							
Recruits employees from a diverse set of backgrounds	71.5%	325	68.3%	113	69.8%	44	45.1%	21	69.5%	504
Improves the campus climate for all employees	70.0%	325	68.5%	113	69.6%	44	31.8%	21	68.0%	504
	D		D		D					
Retains diverse employees	64.9%	324	60.7%	113	51.7%	44	15.4%	21	60.7%	503
	D		D		D					
Creates a supportive environment for employees from diverse backgrounds	59.6%	323	63.4%	113	56.9%	44	54.9%	21	60.0%	502
Encourages discussions related to diversity	74.9%	323	89.5%	113	75.9%	44	100.0%	21	79.4%	502
			A				A			
Provides employees with a positive work experience	84.4%	325	78.6%	113	70.6%	44	75.9%	21	81.5%	504
Climate has become consistently more inclusive of all employees	71.6%	321	75.0%	113	59.7%	44	39.5%	21	70.0%	500
	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 86: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	60.9%	315	58.1%	111	52.2%	43	50.8%	21	59.0%	490
Communications are effective	61.0%	325	55.0%	111	50.6%	43	44.1%	21	58.1%	500
Communications are timely	72.6%	319	71.2%	111	56.5%	43	44.1%	21	69.7%	494
	D									
Communications are relevant	56.0%	319	53.5%	111	50.1%	43	51.8%	21	54.7%	494
Communications are informative	64.5%	323	58.8%	111	41.2%	43	51.8%	21	60.7%	498
	C									
Communications are motivating	33.0%	319	34.3%	111	44.3%	43	44.1%	21	34.7%	494
Communications are honest	62.6%	319	57.2%	111	58.3%	43	52.8%	21	60.6%	494
Communications are accessible	77.7%	319	76.6%	111	64.6%	43	67.2%	21	75.9%	494

Percent "Agree" or "Strongly agree"

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

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

Table 87: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	65.7%	316	64.7%	111	61.9%	43	52.7%	21	64.6%	491
Communications are effective	69.7%	325	65.0%	111	64.6%	43	52.8%	21	67.5%	500
Communications are timely	71.6%	319	74.3%	111	69.7%	43	60.5%	21	71.6%	494
Communications are relevant	64.9%	319	62.8%	111	58.6%	43	60.5%	21	63.7%	494
Communications are informative	68.6%	321	69.0%	111	58.6%	43	52.8%	21	67.1%	497
Communications are motivating	40.7%	318	38.9%	111	49.3%	43	28.7%	21	40.5%	493
Communications are honest	68.8%	317	66.6%	111	68.0%	43	52.8%	21	67.5%	492
Communications are accessible	75.1%	317	76.6%	111	64.6%	43	60.5%	21	73.9%	492

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 88: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	76.3%	311	77.8%	109	70.2%	43	63.7%	21	75.5%	483
Communications are effective	80.6%	324	79.6%	110	75.1%	43	68.2%	21	79.4%	498
Communications are timely	82.9%	317	84.3%	111	76.0%	43	68.2%	21	82.0%	492
Communications are relevant	80.9%	317	82.4%	111	75.1%	43	75.9%	21	80.5%	492
Communications are informative	81.9%	315	82.6%	110	70.0%	43	60.5%	21	80.1%	489
Communications are motivating	48.5%	318	56.7%	111	51.3%	43	44.1%	21	50.4%	493
Communications are honest	80.3%	317	78.0%	111	73.1%	43	60.5%	21	78.3%	492
Communications are accessible	80.3%	317	83.1%	110	70.9%	43	68.2%	21	79.6%	492

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 89: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	53.1%	172	64.9%	73	54.4%	24	32.3%	6	55.0%	275
Maybe, I can provide feedback in limited situations	31.6%	102	24.4%	27	26.4%	12	58.3%	11	30.5%	153
No, I don't have an opportunity to provide feedback	15.4%	50	10.7%	12	19.2%	9	9.5%	*	14.4%	72
Total	100.0%	324	100.0%	112	100.0%	44	100.0%	19	100.0%	499

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 $n \geq 3$.^{1,2}

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

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

Table 90: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	54.0%	251	56.5%	94	55.9%	31	50.1%	16	54.6%	393
One on one conversations with my supervisor	88.6%	268	83.0%	98	86.1%	36	90.8%	18	87.2%	419
My representation in shared governance (CPC, APC, or Faculty Council)	29.2%	253	29.7%	94	29.7%	34	16.0%	18	28.8%	399
My service on committees	33.2%	256	76.9% A D	97	63.0% A	36	35.6%	18	46.4%	407
Annual review process	78.7%	270	68.7%	96	70.3%	35	90.8%	18	76.2%	418
Input collection through anonymous surveys	42.2% B	270	23.0%	96	39.9%	35	29.6%	16	37.1%	417

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 91: Feedback Valued

When I give feedback it is valued by:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	61.3%	264	56.6%	97	57.1%	36	46.4%	16	59.2%	413
CSU overall	43.5% D	267	30.8%	97	30.9%	36	10.1%	16	38.1%	416
My division/college	60.1%	268	63.0%	97	55.4%	36	49.4%	16	60.0%	417
My department/unit	81.2%	268	75.9%	97	85.1%	36	81.6%	18	80.3%	419

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 92: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	6.4%	21	4.2%	5	7.1%	3	23.1%	5	6.6%	34
Physical appearance	3.6%	12	2.4%	*	7.9%	4	0.0%	*	3.5%	18
Physical disability	4.0%	13	6.3%	7	0.0%	*	0.0%	*	4.0%	21
Mental disability	5.0%	17	5.6%	6	7.1%	3	0.0%	*	5.1%	26
Employment classification	12.4%	42	13.8%	16	15.1%	7	37.5%	8	14.0%	72
Gender identity	6.1%	21	14.1%	16	5.0%	*	0.0%	*	7.5%	39
Job title	10.0%	34	11.6%	13	34.9%	15	29.8%	6	13.3%	69
Parental status	2.8%	9	3.1%	4	0.0%	*	0.0%	*	2.5%	13
Religion	6.0%	20	6.7%	8	8.3%	4	7.7%	*	6.4%	33
Political affiliation	12.6%	42	11.8%	14	30.2%	13	7.7%	*	13.7%	71
Sexual orientation	4.2%	14	4.2%	5	5.0%	*	0.0%	*	4.1%	21
Socio-economic status	5.6%	19	2.8%	3	0.0%	*	7.7%	*	4.6%	24
Ethnic origin	8.3%	28	8.1%	9	0.0%	*	7.7%	*	7.5%	39
Veteran status	1.3%	4	0.0%	*	0.0%	*	0.0%	*	0.8%	4
Race or color	9.3%	31	12.9%	15	5.0%	*	0.0%	*	9.4%	48
Marital status	0.5%	*	1.4%	*	0.0%	*	0.0%	*	0.6%	3
Nationality/country of origin	5.4%	18	8.2%	10	0.0%	*	7.7%	*	5.6%	29
None/no response	71.1%	239	57.7%	67	52.7%	23	39.5%	8	65.2%	338

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 93: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	2.7%	9	2.8%	3	0.0%	*	23.1%	5	3.4%	17
Physical appearance	2.6%	9	1.4%	*	0.0%	*	0.0%	*	2.0%	10
Physical disability	2.6%	9	1.4%	*	5.0%	*	0.0%	*	2.4%	13
Mental disability	4.4%	15	2.8%	3	0.0%	*	0.0%	*	3.5%	18
Employment classification	7.8%	26	14.5%	17	21.2%	9	45.1%	10	12.0%	62
Gender identity	5.4%	18	10.4%	12	0.0%	*	0.0%	*	5.8%	30
Job title	9.6%	32	9.5%	11	26.1%	12	52.8%	11	12.7%	66
Parental status	2.7%	9	0.8%	*	0.0%	*	0.0%	*	1.9%	10
Religion	1.0%	3	5.8%	7	0.0%	*	0.0%	*	1.9%	10
Political affiliation	4.6%	16	8.8%	10	18.2%	8	7.7%	*	6.8%	35
Sexual orientation	3.1%	10	5.3%	6	5.0%	*	0.0%	*	3.6%	19
Socio-economic status	4.6%	16	1.4%	*	0.0%	*	15.4%	3	3.9%	20
Ethnic origin	5.3%	18	4.4%	5	0.0%	*	7.7%	*	4.7%	24
Veteran status	2.0%	7	0.0%	*	0.0%	*	0.0%	*	1.3%	7
Race or color	6.5%	22	10.1%	12	0.0%	*	7.7%	*	6.8%	35
Marital status	1.0%	3	1.4%	*	0.0%	*	7.7%	*	1.3%	7
Nationality/country of origin	4.4%	15	6.8%	8	0.0%	*	7.7%	*	4.7%	24
None/no response	79.9%	269	69.5%	80	73.9%	33	39.5%	8	75.4%	390

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 94: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.0%	10	5.2%	6	5.0%	*	15.4%	3	4.2%	22
Physical appearance	1.6%	5	2.0%	*	0.0%	*	0.0%	*	1.5%	8
Physical disability	3.6%	12	1.4%	*	0.0%	*	0.0%	*	2.7%	14
Mental disability	3.1%	10	2.8%	3	0.0%	*	0.0%	*	2.6%	14
Employment classification	7.7%	26	10.1%	12	12.1%	5	7.7%	*	8.6%	45
Gender identity	5.3%	18	11.4%	13	0.0%	*	0.0%	*	6.0%	31
Job title	7.6%	26	8.7%	10	22.0%	10	15.4%	3	9.4%	49
Parental status	2.3%	8	2.3%	*	0.0%	*	0.0%	*	2.0%	10
Religion	0.9%	3	5.1%	6	5.0%	*	0.0%	*	2.1%	11
Political affiliation	3.7%	12	11.1%	13	18.2%	8	7.7%	*	6.7%	35
Sexual orientation	1.6%	5	6.1%	7	5.0%	*	0.0%	*	2.8%	15
Socio-economic status	4.3%	14	3.0%	3	0.0%	*	15.4%	3	4.1%	21
Ethnic origin	4.3%	14	4.4%	5	0.0%	*	7.7%	*	4.1%	21
Veteran status	1.8%	6	0.0%	*	0.0%	*	0.0%	*	1.2%	6
Race or color	4.9%	17	9.9%	11	0.0%	*	0.0%	*	5.4%	28
Marital status	1.0%	3	2.8%	3	0.0%	*	7.7%	*	1.6%	8
Nationality/country of origin	4.4%	15	6.8%	8	0.0%	*	7.7%	*	4.7%	24
None/no response	81.0%	273	71.8%	83	73.9%	33	76.9%	16	78.2%	405

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 95: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	4.2%	14	4.2%	5	5.0%	*	7.7%	*	4.4%	23
Bullying	6.0%	20	4.9%	6	0.0%	*	23.1%	5	5.9%	31
Bias	14.0%	47	15.5%	18	7.9%	4	28.7%	6	14.4%	75
Physical assault	0.5%	*	1.6%	*	0.0%	*	7.7%	*	1.0%	5
Sexual misconduct	2.5%	9	1.6%	*	0.0%	*	7.7%	*	2.3%	12
Verbal abuse	3.3%	11	4.0%	5	5.0%	*	7.7%	*	3.8%	20
None/no response	80.7%	272	77.7%	90	82.2%	37	63.6%	13	79.5%	411

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 96: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.5%	12	0.0%	*	0.0%	*	0.0%	*	2.3%	12
Bullying	6.1%	21	4.5%	5	0.0%	*	23.1%	5	5.9%	31
Bias	10.8%	36	19.9%	23	0.0%	*	30.7%	6	12.7%	66
Physical assault	0.5%	*	0.0%	*	0.0%	*	0.0%	*	0.3%	*
Sexual misconduct	1.0%	3	0.0%	*	0.0%	*	0.0%	*	0.6%	3
Verbal abuse	3.4%	11	3.0%	3	5.0%	*	7.7%	*	3.6%	19
None/no response	85.0%	287	79.1%	91	95.0%	42	61.6%	13	83.6%	433

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 97: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.7%	6	0.0%	*	0.0%	*	0.0%	*	1.1%	6
Bullying	4.2%	14	9.9%	11	5.0%	*	0.0%	*	5.4%	28
Bias	12.1%	41	20.0%	23	5.0%	*	15.4%	3	13.4%	69
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.5%	*	0.0%	*	0.0%	*	0.0%	*	0.4%	*
Verbal abuse	2.8%	9	2.4%	*	5.0%	*	0.0%	*	2.8%	14
None/no response	85.8%	289	78.6%	91	95.0%	42	84.6%	18	85.0%	440

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 98: WSCOE Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Walter Scott College of Engineering, please indicate your level of agreement with the following statements:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I receive the necessary tools and resources I need to be successful in my job	38.1%	314	27.5%	112	26.8%	44	24.9%	21	34.1%	491
My supervisor provides the guidance and support I need to be successful in my job	52.1%	314	37.4%	112	36.7%	43	39.9%	21	46.9%	490
My supervisor supports opportunities for my professional development and career advancement	60.7%	313	39.3%	112	38.6%	44	47.3%	21	53.2%	490
My colleagues/coworkers support one another	52.1%	314	45.4%	112	50.4%	44	24.9%	21	49.3%	491
CCA (contract, continuing, and adjunct) faculty are valued and treated with respect in my department/unit	26.7%	296	40.5%	108	35.7%	44	31.6%	21	30.9%	470

Percent "Agree" or "Strongly agree"

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

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

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

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

Comparisons by Department/Unit

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

Table 99: Department Grouping

		Pct	Pop
Atmos Sci	Atmospheric Science	15.7%	88
Chem Bio Eng	Chemical and Biological Engineering	4.9%	28
CIRA	Cooperative Institute for Research in the Atmosphere (CIRA)	24.2%	136
Civil Env Eng	Civil and Environmental Engineering	9.5%	53
Elect Comp Eng	Electrical and Computer Engineering	5.0%	28
Mech + Biomed	Mechanical Engineering	23.5%	132
	School of Biomedical Engineering	0.8%	5
Other	Office of Dean	12.3%	69
	Unknown	0.7%	4
Systems Eng	Systems Engineering	3.4%	19

Employee Climate Survey 2021

Table 100: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	84.7%	87	77.4%	28	76.7%	136	72.7%	52	75.4%	28	64.9%	135	75.8%	73	79.1%	19	74.7%	557
	F				F													
My department/unit promotes a work environment where all employees feel included	88.2%	88	90.8%	28	83.2%	136	71.1%	52	68.9%	28	71.8%	136	79.7%	73	80.9%	19	79.2%	560
My department/unit treats all employees equitably	84.4%	87	79.9%	28	79.3%	136	73.4%	52	69.7%	28	67.2%	136	64.8%	73	64.6%	19	73.8%	559
My department/unit is open and transparent in communication	86.3%	88	78.2%	28	70.1%	136	75.0%	52	75.5%	28	69.0%	136	70.0%	73	91.6%	19	74.2%	560
My department/unit values employee input in major department/unit decisions	75.2%	88	52.1%	28	65.5%	136	79.6%	52	81.0%	28	64.9%	136	73.3%	73	90.5%	19	70.2%	560
My department/unit promotes respect for cultural differences	93.0%	88	100.0%	28	82.3%	136	71.3%	52	86.8%	28	72.3%	135	79.4%	73	82.6%	19	81.3%	558
	D F		D F															
My department/unit understands the value of diversity	96.2%	88	90.6%	28	79.3%	136	68.2%	52	82.5%	28	75.8%	136	84.0%	73	92.1%	19	81.8%	560
	C D F																	
My department/unit communicates the importance of valuing diversity	95.1%	88	89.8%	28	72.2%	136	66.1%	52	75.9%	28	75.6%	136	79.7%	73	84.2%	19	78.5%	560
	C D F																	
I feel valued as an employee	86.2%	88	60.3%	28	82.4%	136	70.7%	52	87.9%	28	57.2%	136	77.5%	73	72.5%	19	74.0%	560
	F				F				F				F					
I feel a strong sense of belonging to CSU	56.8%	88	55.9%	28	61.7%	136	68.9%	52	65.7%	28	52.3%	136	73.0%	73	58.5%	19	60.6%	560
I feel a strong sense of belonging to my division/college	68.8%	88	65.1%	28	64.9%	136	62.8%	52	59.9%	28	43.5%	136	77.2%	73	64.6%	19	61.5%	560
	F				F								F					
I feel a strong sense of belonging to my department/unit	87.7%	88	81.4%	28	82.4%	136	76.2%	52	68.9%	28	59.7%	136	77.2%	73	80.9%	19	75.7%	560
	F				F													
I would recommend CSU as a place of employment	88.4%	88	76.5%	28	87.7%	136	80.6%	52	82.5%	28	69.0%	136	80.9%	73	74.2%	19	80.5%	560
	F				F													
I would recommend my department/unit as a place of employment	94.1%	88	85.7%	28	86.5%	136	81.1%	52	75.5%	28	68.4%	136	67.9%	73	90.5%	19	79.9%	560
	F G				F G													

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 101: Performance Review in Last Year

Did you have a performance review in the last year?	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (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	17.9%	16	26.1%	7	7.6%	10	17.6%	9	13.3%	4	14.5%	20	9.3%	7	13.4%	*	13.5%	75
Yes, I had a review	82.1%	72	73.9%	20	92.4%	125	82.4%	43	86.7%	24	85.5%	117	90.7%	66	86.6%	17	86.5%	485
Total	100.0%	88	100.0%	28	100.0%	136	100.0%	52	100.0%	28	100.0%	136	100.0%	73	100.0%	19	100.0%	560

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 $n \geq 3$ ^{a,b}

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

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

Table 102: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	83.2%	71	81.2%	20	79.8%	124	76.6%	43	77.4%	24	69.5%	117	80.5%	66	84.7%	17	77.7%	481
	F				F								F					
I am satisfied with the effort my supervisor put into my most recent performance review	96.0%	71	88.7%	20	89.1%	125	68.0%	43	84.8%	24	71.2%	117	77.2%	66	100.0%	17	82.4%	483
	D F				D F													
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	0.0%	71	5.9%	20	6.3%	124	13.4%	43	6.3%	24	23.8%	117	12.1%	66	27.9%	17	11.8%	481
											A C				A			
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	53.6%	71	54.9%	20	50.4%	124	61.7%	43	47.5%	24	37.4%	117	64.3%	66	54.1%	17	50.8%	481
													F					

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 103: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	79.2% F	85	68.9%	28	75.3% F	134	76.3%	52	73.2%	28	63.8%	133	74.2%	73	73.7%	19	72.6%	551
My department/unit is treated with respect by other units within my college/division	76.3%	85	68.4%	28	69.2%	136	86.2% E	52	49.8%	28	65.6%	135	77.2%	73	65.8%	19	70.9%	554
My college/division is treated with respect by CSU	77.6%	85	67.4%	28	75.7%	136	77.9%	52	60.7%	28	64.9%	135	75.2%	73	67.3%	19	72.1%	554
The people I interact with treat each other with respect	93.8%	85	94.1%	28	89.7%	134	85.8%	52	81.8%	28	83.5%	136	89.6%	73	90.5%	19	88.3%	555
There is respect for religious differences in my department/unit	82.3% F	85	83.8%	28	69.4%	136	72.3%	52	82.1%	28	58.6%	136	64.8%	73	72.5%	19	69.8%	556
There is respect for liberal perspectives in my department/unit	96.2% B D F	85	54.4%	28	79.6% B	136	69.4%	52	93.4% B	28	78.1%	136	82.6% B	73	82.1%	19	80.7%	556
There is respect for conservative perspectives in my department/unit	49.0%	85	45.0%	28	65.4% F	136	66.0% F	52	71.2% F	28	33.3%	135	56.0% F	73	64.2%	19	53.2%	554

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 104: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	16.6%	85	10.4%	28	19.3%	136	20.1%	51	16.2%	28	24.4%	133	18.2%	73	14.5%	19	19.3%	551
Recognized within my department/unit	22.0%	85	10.7%	28	27.4%	136	25.5%	51	33.1%	28	33.6%	135	30.5%	73	17.9%	19	27.5%	553
Resources in my department/unit	16.5%	85	15.1%	28	21.2%	136	21.8%	51	29.1%	28	28.3%	135	17.7%	73	13.4%	19	21.6%	553
Professional development opportunities	20.1%	85	10.7%	28	13.1%	136	18.8%	51	5.5%	28	14.0%	135	11.0%	73	0.0%	19	13.7%	553
Promoted in my department/unit	11.1%	85	10.7%	28	19.7%	136	18.0%	51	6.6%	28	22.6%	133	18.4%	73	8.4%	19	17.2%	551
Hired in my department/unit	13.1%	85	4.8%	28	15.3%	136	16.5%	51	6.6%	28	27.5%	135	13.5%	73	32.5%	19	17.4%	553

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.

Employee Climate Survey 2021

Table 105: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (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	57.1%	85	49.3%	27	53.5%	132	53.8%	52	43.5%	26	44.9%	131	55.1%	68	43.9%	18	51.2%	538
Leadership adequately addresses inappropriate behavior	51.7%	85	52.9%	28	54.3%	134	49.6%	52	33.8%	26	46.6%	131	52.1%	73	59.5%	18	50.4%	545
Leadership holds employees accountable for inappropriate behavior	46.3%	85	47.8%	28	47.3%	134	38.1%	52	39.2%	26	39.5%	133	50.2%	73	32.6%	18	43.9%	546
Leadership holds employees accountable for poor performance in the workplace	37.7%	85	33.2%	27	43.3%	134	50.9%	52	35.1%	26	33.5%	133	34.8%	71	25.1%	18	38.2%	544
Leadership acts ethically and honestly in the workplace	82.1% F	85	61.9%	28	73.6%	134	78.0%	52	67.6%	26	56.9%	133	73.9%	73	73.5%	18	70.4%	546
Leadership addresses issues of inequity	63.4%	85	43.8%	28	45.0%	134	49.4%	52	46.3%	26	48.7%	133	57.4%	70	43.4%	18	50.7%	544
Leadership holds all employees to the same standards	61.2%	85	54.0%	28	54.4%	132	57.0%	52	39.2%	26	41.2%	133	57.9%	73	29.4%	18	51.4%	545

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 106: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (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	68.4%	85	76.8%	27	59.8%	132	58.2%	52	61.6%	26	60.0%	131	60.2%	70	66.9%	18	62.2%	539
Leadership adequately addresses inappropriate behavior	63.6%	85	84.0%	28	55.5%	134	54.5%	52	63.0%	26	63.2%	131	59.0%	73	74.9%	18	61.4%	545
Leadership holds employees accountable for inappropriate behavior	53.5%	85	74.6%	28	50.5%	132	46.1%	52	46.3%	26	54.9%	131	52.2%	73	57.1%	18	53.1%	543
Leadership holds employees accountable for poor performance in the workplace	49.7%	85	60.7%	27	52.2%	132	51.6%	52	61.3%	26	55.2%	133	38.5%	73	41.0%	18	51.1%	544
Leadership acts ethically and honestly in the workplace	82.1% F	85	61.9%	28	73.6%	134	78.0%	52	67.6%	26	56.9%	133	73.9%	73	73.5%	18	70.4%	546
Leadership addresses issues of inequity	73.6%	85	73.1%	28	54.0%	134	49.4%	52	62.5%	26	57.6%	133	60.7%	70	66.8%	18	60.1%	544
Leadership holds all employees to the same standards	76.2%	85	79.0%	28	62.9%	134	65.0%	52	61.7%	26	57.0%	133	57.9%	73	61.4%	18	63.7%	546

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 107: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	71.0%	85	61.8%	28	58.5%	129	64.0%	52	60.9%	26	63.3%	131	65.9%	73	54.6%	19	63.3%	542
Recruits employees from a diverse set of backgrounds	61.9%	85	58.2%	28	52.7%	131	66.6%	52	70.0%	26	60.8%	133	65.5%	73	37.6%	19	59.7%	545
Improves the campus climate for all employees	60.8%	85	64.8%	28	50.0%	132	61.7%	52	43.8%	26	65.3%	131	62.4%	73	43.2%	19	58.3%	544
Retains diverse employees	54.4%	85	49.3%	28	47.7%	129	50.6%	52	57.1%	26	45.5%	133	40.1%	73	49.3%	19	48.1%	544
Creates a supportive environment for employees from diverse backgrounds	70.8%	85	54.9%	28	51.8%	131	60.7%	52	57.1%	26	65.5%	133	66.7%	73	53.4%	19	61.4%	545
Encourages discussions related to diversity	94.5%	85	71.0%	28	67.8%	129	70.8%	52	88.3%	26	80.5%	135	89.2%	73	82.6%	19	79.9%	545
Provides employees with a positive work experience	78.2%	85	75.5%	28	74.7%	129	77.7%	52	55.5%	26	63.2%	133	79.3%	73	61.8%	19	72.0%	544
Climate has become consistently more inclusive of all employees	76.5%	85	59.2%	28	63.9%	129	60.0%	52	54.3%	26	58.4%	133	58.0%	73	54.4%	19	62.3%	544

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 108: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	85.1% F G	85	80.1%	28	71.3%	129	67.7%	52	76.2%	26	68.0%	131	65.0%	70	65.9%	19	72.0%	540
Recruits employees from a diverse set of backgrounds	75.2%	85	78.0%	28	76.7%	131	71.9%	52	93.8% G	26	67.3%	135	56.3%	73	59.0%	19	71.3%	547
Improves the campus climate for all employees	84.5% C	85	79.9%	28	63.8%	134	64.9%	52	61.3%	26	70.5%	135	62.9%	70	60.1%	19	69.2%	547
Retains diverse employees	79.5% F G	85	68.7%	28	68.0%	131	58.1%	52	63.8%	26	55.6%	133	48.9%	73	46.0%	19	62.3%	546
Creates a supportive environment for employees from diverse backgrounds	70.8%	85	54.9%	28	51.8%	131	60.7%	52	57.1%	26	65.5%	133	66.7%	73	53.4%	19	61.4%	545
Encourages discussions related to diversity	95.6% C D	85	90.6%	28	68.1%	129	64.3%	52	92.9%	26	81.5%	135	84.5%	73	82.6%	19	80.3%	545
Provides employees with a positive work experience	94.8% F	85	83.4%	28	80.1%	131	81.0%	52	80.0%	26	73.3%	135	84.8%	73	90.5%	19	82.0%	547
Climate has become consistently more inclusive of all employees	84.6% G	85	84.7%	28	70.4%	129	64.3%	52	67.6%	26	66.1%	133	60.4%	73	64.4%	19	70.0%	544

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 109: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	74.7%	75	56.4%	28	67.5%	125	69.4%	50	51.4%	24	49.3%	131	56.8%	73	65.9%	18	61.3%	523
Communications are effective	F				F		F											
Communications are timely	70.1%	84	54.5%	28	67.4%	131	59.3%	50	55.2%	24	54.9%	133	45.2%	73	63.2%	18	59.7%	540
Communications are relevant	G																	
Communications are informative	92.5%	75	48.5%	28	76.5%	129	72.8%	50	52.5%	24	64.0%	131	60.5%	73	71.8%	18	70.4%	527
Communications are motivating	B E F																	
Communications are honest	G																	
Communications are accessible	67.6%	81	54.5%	28	61.8%	129	66.3%	50	53.4%	24	37.3%	131	69.5%	73	72.4%	18	57.7%	533
	F				F		F						F					
	75.1%	84	54.5%	28	69.2%	129	75.0%	50	59.7%	24	44.9%	133	60.8%	73	72.4%	18	62.5%	538
	F				F		F											
	38.7%	84	49.5%	28	44.5%	125	50.0%	50	38.6%	24	23.9%	133	37.1%	73	47.3%	18	38.1%	534
	F				F		F											
	69.4%	81	62.8%	28	71.7%	129	74.4%	50	34.6%	24	51.2%	131	56.4%	73	61.9%	18	62.0%	533
					E F		E											
	85.5%	81	70.7%	28	80.5%	129	87.8%	50	65.5%	24	71.2%	131	68.1%	73	72.4%	18	76.5%	533

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 110: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	80.2% E F	81	75.8%	28	67.5% F	126	66.7%	50	52.4%	24	52.6%	131	70.6% F	73	73.3%	18	66.0%	530
Communications are effective	86.7% D F	84	79.9%	28	67.3%	131	59.4%	50	56.1%	24	59.1%	133	73.9%	73	71.8%	18	68.7%	540
Communications are timely	87.5% F	81	79.9%	28	70.5%	129	66.4%	50	62.8%	24	64.7%	131	73.9%	73	80.4%	18	72.2%	533
Communications are relevant	83.0% F	81	79.9% F	28	67.7% F	129	65.7%	50	55.2%	24	44.7%	131	81.8% F	73	63.2%	18	66.0%	533
Communications are informative	84.1% F	84	79.9% F	28	69.1% F	129	68.3%	50	53.4%	24	49.0%	131	81.8% F	73	81.0%	18	68.4%	536
Communications are motivating	49.4%	84	64.1% F	28	46.5%	126	48.4%	50	27.9%	24	28.6%	131	46.9%	73	63.2%	18	43.4%	533
Communications are honest	82.4% E F	81	67.5%	28	73.5% F	128	79.6% F	50	46.2%	24	53.9%	131	67.1%	73	81.0%	18	68.5%	532
Communications are accessible	87.4%	81	79.9%	28	75.6%	128	79.1%	50	65.1%	24	68.4%	131	68.8%	73	72.4%	18	74.7%	532

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 111: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	89.7% F	75	77.6%	28	76.1%	128	81.8%	48	75.5%	23	68.1%	131	75.0%	71	88.2%	18	76.9%	520
Communications are effective	100.0% C F G	84	83.4%	28	75.4%	131	81.0%	50	79.7%	23	76.4%	133	73.9%	71	90.8%	18	80.9%	537
Communications are timely	98.1% C F G	81	77.5%	28	80.9%	129	87.5%	50	87.0%	24	77.8%	131	77.0%	71	90.8%	18	83.3%	532
Communications are relevant	95.4% C F	81	79.9%	28	77.7%	129	88.6%	48	87.0%	24	70.5%	131	84.8%	71	100.0%	18	81.8%	529
Communications are informative	97.2% C F	78	79.9%	28	78.2%	129	91.7% F	50	72.2%	23	67.5%	131	88.5% F	71	100.0% F	18	81.6%	528
Communications are motivating	60.1% F	84	70.0% F	28	53.4%	128	57.5%	50	59.7%	24	37.4%	131	57.6%	71	63.2%	18	52.9%	533
Communications are honest	91.9% F	81	73.1%	28	85.0% F	129	88.6% F	50	68.7%	24	67.5%	131	72.7%	71	100.0% F	18	79.6%	532
Communications are accessible	85.4%	80	79.9%	28	81.3%	129	84.1%	50	80.3%	24	79.8%	131	70.6%	71	72.4%	18	79.9%	531

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 112: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (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	62.9%	53	38.6%	11	51.9%	68	47.3%	24	61.9%	15	55.2%	71	58.0%	41	54.0%	10	54.6%	294
Maybe, I can provide feedback in limited situations	31.1%	26	21.8%	6	29.6%	39	34.3%	18	17.5%	4	30.7%	40	32.1%	23	35.8%	7	30.2%	163
No, I don't have an opportunity to provide feedback	6.0%	5	39.6% A F G	11	18.4%	24	18.4%	10	20.6%	5	14.1%	18	9.9%	7	10.1%	*	15.2%	82
Total	100.0%	85	100.0%	28	100.0%	131	100.0%	52	100.0%	24	100.0%	130	100.0%	71	100.0%	19	100.0%	539

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

Significance level for upper case letters (A, B, C): .05* Values reported for items with n >= 3.^{1,2}

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

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

Employee Climate Survey 2021

Table 113: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	65.5% C F	73	66.8%	15	50.7% C F	103	56.3%	40	59.9%	18	47.7%	100	58.7%	55	52.3%	15	55.2%	419
One on one conversations with my supervisor	96.8%	77	92.0%	17	84.6%	107	83.1%	42	90.4%	19	85.7%	108	87.8%	58	89.4%	17	87.9%	445
My representation in shared governance (CPC, APC, or Faculty Council)	37.2%	73	47.1%	17	21.6%	103	31.4%	40	30.1%	18	25.4%	100	33.0%	57	23.9%	17	29.1%	425
My service on committees	54.2% C	74	69.8% C	17	25.6% C	103	54.3% C	41	61.6%	19	45.5%	103	47.2%	58	78.8% C	17	46.3%	433
Annual review process	88.4% F	76	83.0%	15	84.9% F	107	70.8%	41	84.2%	19	59.0%	108	79.4%	60	61.9%	17	76.2%	444
Input collection through anonymous surveys	53.7% F	76	30.2%	17	36.4% F	107	37.0%	41	27.7%	19	28.5%	108	52.2%	60	32.1%	15	38.9%	443

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 114: Feedback Valued

When I give feedback it is valued by:	Atmos Sci (A)		Chem Bio Eng (B)		CIRA (C)		Civil Env Eng (D)		Elect Comp Eng (E)		Mech + Biomed (F)		Other (G)		Systems Eng (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	74.1% F	77	57.3%	17	62.4%	105	57.3%	41	48.4%	19	51.2%	108	62.7%	55	69.4%	17	60.7%	439
CSU overall	48.6%	77	37.9%	17	46.5%	107	43.0%	41	18.2%	19	35.3%	108	36.7%	56	18.7%	17	39.9%	442
My division/college	77.0% F	77	57.5%	17	62.0%	105	54.8%	41	43.6%	19	44.8%	108	74.3% F	59	89.4% F	17	61.5%	443
My department/unit	96.8% C F	77	76.4%	17	78.3%	107	74.1%	41	83.6%	19	73.5%	108	82.1%	59	100.0%	17	81.5%	445

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 115: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Atmos Sci		Chem Bio Eng		CIRA		Civil Env Eng		Elect Comp Eng		Mech + Biomed		Other		Systems Eng		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	9.0%	8	5.9%	*	2.7%	4	8.2%	4	11.3%	3	5.8%	8	9.7%	7	24.8%	5	7.2%	40
Physical appearance	0.0%	*	4.3%	*	0.8%	*	3.4%	*	5.5%	*	3.9%	5	8.3%	6	6.9%	*	3.3%	18
Physical disability	1.8%	*	3.5%	*	0.8%	*	3.4%	*	4.3%	*	4.2%	6	8.7%	6	9.5%	*	3.7%	21
Mental disability	1.8%	*	5.9%	*	2.2%	*	3.4%	*	0.0%	*	7.8%	11	6.2%	4	16.4%	3	4.7%	26
Employment classification	6.3%	6	18.4%	5	2.2%	*	13.2%	7	11.3%	3	23.7%	32	18.8%	14	13.1%	*	12.9%	72
Gender identity	16.5%	15	0.0%	*	1.4%	*	9.6%	5	10.9%	3	11.5%	16	9.2%	7	0.0%	*	8.4%	47
Job title	10.7%	9	19.9%	5	3.5%	5	15.1%	8	11.3%	3	21.6%	29	14.5%	10	21.5%	4	13.4%	75
Parental status	5.8%	5	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.6%	5	4.1%	*	0.0%	*	2.3%	13
Religion	10.5%	9	3.5%	*	0.0%	*	10.6%	6	0.0%	*	6.4%	9	7.2%	5	17.9%	3	5.9%	33
Political affiliation	15.1%	13	5.9%	*	3.2%	4	14.1%	8	6.6%	*	23.0%	31	13.5%	10	16.4%	3	13.0%	73
Sexual orientation	6.9%	6	0.0%	*	1.4%	*	3.4%	*	0.0%	*	7.6%	10	9.7%	7	0.0%	*	4.8%	27
Socio-economic status	0.0%	*	0.0%	*	0.0%	*	3.4%	*	0.0%	*	10.4%	14	8.7%	6	16.8%	3	4.6%	26
Ethnic origin	9.4%	8	0.0%	*	0.8%	*	6.5%	3	4.3%	*	7.8%	11	17.3%	13	8.4%	*	6.9%	39
Veteran status	0.0%	*	0.0%	*	0.0%	*	8.2%	4	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.8%	4
Race or color	6.5%	6	4.3%	*	5.4%	7	1.3%	*	4.3%	*	14.4%	20	17.3%	13	0.0%	*	8.6%	48
Marital status	6.9%	6	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.2%	*	2.1%	*	0.0%	*	1.6%	9
Nationality/country of origin	4.7%	4	5.9%	*	2.7%	4	0.0%	*	4.3%	*	9.2%	12	6.2%	4	8.4%	*	5.2%	29
None/no response	59.0%	52	62.0%	17	91.4%	124	65.3%	35	61.1%	17	51.8%	71	62.9%	46	51.1%	10	66.2%	371

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 116: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Atmos Sci		Chem Bio Eng		CIRA		Civil Env Eng		Elect Comp Eng		Mech + Biomed		Other		Systems Eng		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	0.0%	*	3.2%	4	3.4%	*	5.8%	*	2.4%	3	4.3%	3	16.3%	3	3.1%	17
Physical appearance	0.0%	*	0.0%	*	0.0%	*	3.4%	*	0.0%	*	3.0%	4	6.2%	4	0.0%	*	1.9%	10
Physical disability	0.0%	*	0.0%	*	0.0%	*	3.4%	*	0.0%	*	4.7%	6	6.2%	4	0.0%	*	2.3%	13
Mental disability	0.0%	*	5.9%	*	2.2%	*	3.4%	*	0.0%	*	4.2%	6	8.3%	6	0.0%	*	3.2%	18
Employment classification	3.5%	3	10.7%	*	2.2%	*	9.9%	5	11.3%	3	22.7%	31	12.6%	9	22.5%	4	11.0%	62
Gender identity	6.9%	6	9.9%	*	0.0%	*	8.4%	5	10.9%	3	8.5%	12	11.3%	8	0.0%	*	6.4%	36
Job title	10.7%	9	16.6%	5	5.4%	7	10.0%	5	11.6%	3	17.3%	24	15.2%	11	38.8%	7	12.8%	72
Parental status	1.1%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.1%	6	4.6%	3	0.0%	*	1.8%	10
Religion	0.0%	*	0.0%	*	0.0%	*	5.9%	3	0.0%	*	2.4%	3	2.5%	*	9.5%	*	1.8%	10
Political affiliation	4.6%	4	5.9%	*	1.4%	*	5.9%	3	0.0%	*	14.5%	20	6.7%	5	9.5%	*	6.6%	37
Sexual orientation	6.9%	6	5.5%	*	0.0%	*	5.3%	*	0.0%	*	8.3%	11	4.1%	*	0.0%	*	4.4%	25
Socio-economic status	0.0%	*	5.9%	*	0.0%	*	3.4%	*	0.0%	*	6.6%	9	8.7%	6	8.4%	*	3.6%	20
Ethnic origin	2.9%	*	0.0%	*	0.8%	*	3.4%	*	0.0%	*	6.7%	9	11.3%	8	8.4%	*	4.4%	24
Veteran status	0.0%	*	0.0%	*	1.9%	*	8.2%	4	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.2%	7
Race or color	0.0%	*	10.2%	*	4.0%	5	3.6%	*	0.0%	*	11.1%	15	11.3%	8	7.9%	*	6.2%	35
Marital status	6.9%	6	0.0%	*	1.4%	*	0.0%	*	0.0%	*	1.2%	*	4.3%	3	0.0%	*	2.3%	13
Nationality/country of origin	2.9%	*	5.9%	*	2.7%	4	2.2%	*	0.0%	*	6.7%	9	6.2%	4	8.4%	*	4.3%	24
None/no response	80.7%	71	73.5%	20	91.4%	124	76.9%	41	72.0%	20	64.5%	88	70.5%	51	51.7%	10	75.9%	426

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 117: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Atmos Sci		Chem Bio Eng		CIRA		Civil Env Eng		Elect Comp Eng		Mech + Biomed		Other		Systems Eng		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	0.0%	*	5.1%	7	3.4%	*	4.3%	*	5.2%	7	4.3%	3	8.4%	*	3.9%	22
Physical appearance	0.8%	*	0.0%	*	0.0%	*	3.4%	*	0.0%	*	3.0%	4	1.5%	*	0.0%	*	1.4%	8
Physical disability	0.0%	*	0.0%	*	1.4%	*	3.4%	*	0.0%	*	4.2%	6	6.2%	4	0.0%	*	2.5%	14
Mental disability	0.0%	*	5.9%	*	0.0%	*	3.4%	*	0.0%	*	4.2%	6	6.2%	4	0.0%	*	2.4%	14
Employment classification	6.0%	5	4.8%	*	6.3%	9	8.1%	4	0.0%	*	16.2%	22	4.3%	3	0.0%	*	8.0%	45
Gender identity	1.1%	*	0.0%	*	3.4%	5	13.3%	7	6.6%	*	7.4%	10	6.6%	5	7.9%	*	5.5%	31
Job title	13.2%	12	10.7%	*	6.5%	9	5.3%	*	0.0%	*	15.9%	22	6.9%	5	8.4%	*	9.7%	55
Parental status	1.1%	*	0.0%	*	1.4%	*	3.2%	*	0.0%	*	3.0%	4	2.5%	*	0.0%	*	1.9%	10
Religion	0.0%	*	0.0%	*	0.0%	*	7.7%	4	0.0%	*	4.0%	5	2.1%	*	0.0%	*	2.0%	11
Political affiliation	4.6%	4	5.9%	*	1.4%	*	7.7%	4	0.0%	*	15.7%	21	2.5%	*	9.5%	*	6.6%	37
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	7.1%	4	0.0%	*	7.2%	10	1.5%	*	0.0%	*	2.6%	15
Socio-economic status	0.0%	*	5.9%	*	2.7%	4	3.4%	*	0.0%	*	6.6%	9	4.6%	3	8.4%	*	3.8%	21
Ethnic origin	2.9%	*	0.0%	*	2.2%	*	3.4%	*	0.0%	*	6.7%	9	4.1%	*	8.4%	*	3.8%	21
Veteran status	0.0%	*	0.0%	*	3.2%	4	3.4%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.1%	6
Race or color	1.1%	*	0.0%	*	4.0%	5	3.6%	*	0.0%	*	11.1%	15	6.2%	4	0.0%	*	5.0%	28
Marital status	6.9%	6	0.0%	*	1.4%	*	0.0%	*	0.0%	*	2.4%	3	4.3%	3	0.0%	*	2.5%	14
Nationality/country of origin	2.9%	*	5.9%	*	4.0%	5	2.2%	*	0.0%	*	6.7%	9	3.7%	*	8.4%	*	4.3%	24
None/no response	77.1%	68	83.4%	23	83.2%	113	81.6%	44	89.1%	25	69.0%	94	81.9%	59	74.2%	14	78.4%	440

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 118: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Atmos Sci		Chem Bio Eng		CIRA		Civil Env Eng		Elect Comp Eng		Mech + Biomed		Other		Systems Eng		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.8%	*	0.0%	*	1.4%	*	3.4%	*	0.0%	*	7.1%	10	8.4%	6	8.4%	*	4.1%	23
Bullying	2.8%	*	15.1%	4	1.4%	*	8.2%	4	10.1%	*	2.5%	3	13.5%	10	9.5%	*	5.5%	31
Bias	13.2%	12	0.0%	*	4.1%	6	13.6%	7	16.7%	5	15.8%	21	23.2%	17	37.7%	7	13.3%	75
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.3%	3	9.5%	*	0.9%	5
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	6.6%	*	4.3%	6	5.9%	4	0.0%	*	2.1%	12
Verbal abuse	0.0%	*	9.2%	*	0.0%	*	0.0%	*	10.9%	3	4.7%	6	10.5%	8	0.0%	*	3.5%	20
None/no response	83.9%	74	84.9%	23	94.6%	128	82.9%	44	76.7%	21	76.9%	105	68.7%	50	44.3%	9	81.1%	455

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 119: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Atmos Sci		Chem Bio Eng		CIRA		Civil Env Eng		Elect Comp Eng		Mech + Biomed		Other		Systems Eng		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%	*	0.0%	*	3.4%	*	5.5%	*	3.0%	4	6.2%	4	0.0%	*	2.1%	12
Bullying	0.0%	*	5.9%	*	0.0%	*	10.4%	6	14.4%	4	5.3%	7	16.8%	12	0.0%	*	5.5%	31
Bias	8.2%	7	11.4%	3	4.1%	6	21.4%	11	23.0%	6	13.3%	18	14.6%	11	16.3%	3	11.7%	66
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	2.1%	*	0.0%	*	0.3%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	3.4%	*	0.0%	*	0.0%	*	2.1%	*	0.0%	*	0.6%	3
Verbal abuse	0.0%	*	0.0%	*	0.0%	*	4.7%	*	12.1%	3	5.8%	8	6.7%	5	0.0%	*	3.3%	19
None/no response	91.8%	81	88.6%	24	95.9%	130	73.8%	39	61.5%	17	81.4%	111	78.4%	57	83.7%	16	84.9%	476

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 120: Other Potential Problems: Department

Please indicate if any of the following are currently problematic.	Atmos Sci		Chem Bio Eng		CIRA		Civil Env Eng		Elect Comp Eng		Mech + Biomed		Other		Systems Eng		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%	*	0.0%	*	3.4%	*	0.0%	*	1.9%	*	2.1%	*	0.0%	*	1.1%	6
Bullying	0.0%	*	0.0%	*	4.7%	6	8.7%	5	4.3%	*	9.5%	13	8.8%	6	0.0%	*	5.6%	32
Bias	11.8%	10	0.0%	*	10.4%	14	17.6%	9	10.9%	3	15.7%	21	15.6%	11	16.3%	3	13.0%	73
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%	*	3.4%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.3%	*
Verbal abuse	0.0%	*	0.0%	*	3.4%	5	3.4%	*	4.3%	*	3.9%	5	2.1%	*	0.0%	*	2.6%	14
None/no response	88.2%	78	100.0%	28	87.4%	119	79.4%	42	89.1%	25	81.3%	111	84.4%	61	83.7%	16	85.5%	479

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 121: WSCOE Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Walter Scott College of Engineering, please indicate your level of agreement with the following statements:	Atmos Sci (A)		Chem Bio Eng (B)		Civil Env Eng (C)		CIRA (D)		Elect Comp Eng (E)		Systems Eng (F)		Mech + Biomed (G)		Other (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I receive the necessary tools and resources I need to be successful in my job	53.8% F G	80	42.3%	28	31.3%	52	39.7%	125	31.7%	24	10.7%	19	29.5%	133	43.1%	71	37.6%	531
My supervisor provides the guidance and support I need to be successful in my job	72.6% C D G H	80	59.5%	28	35.1%	50	47.3%	125	40.6%	24	46.2%	19	46.9%	133	47.3%	71	50.2%	530
My supervisor supports opportunities for my professional development and career advancement	68.2% C G	80	65.0%	28	32.3%	52	61.0% C	125	61.2%	24	46.7%	19	45.0%	133	54.4%	69	54.1%	529
My colleagues/coworkers support one another	65.5% H	80	48.4%	28	45.2%	52	59.4%	125	32.1%	24	39.5%	19	47.5%	133	39.3%	71	50.8%	531
CCA (contract, continuing, and adjunct) faculty are valued and treated with respect in my department/unit	23.8%	72	36.6%	28	32.9%	52	33.5%	120	50.6%	24	54.6%	19	30.1%	128	24.2%	67	31.8%	509

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.