

2021 Employee Climate Survey

Presentation and workshop of overall results

Assessment Group for Diversity Issues

Facilitated by Shannon L. Archibeque-Engle, PhD and Heather Novak, PhD

For more information and full results: <https://inclusiveexcellence.colostate.edu/data/employee-climate-survey/>



Colorado State University

2021 Employee Climate Survey

THANK YOU

- Institutional Research, Planning, and Effectiveness partnership
- Office for Inclusive Excellence staff
- President, Vice Presidents, and Deans
 - Messages, incentives, and support were critical to success
 - 2018 request for College and Division level reports
- YOU

2021 Employee Climate Survey

Office for Inclusive Excellence Assessment Team for Diversity Issues

Claude Jailet, Facilities Management

Kirsten Slaughter-Rice, Administrative Professional Council

Sue Doe, Faculty Council

Meg Skeehan, Classified Personnel Council

Valerie Lewis, Health Network

Kari Dockendorff, School of Education, Assistant Professor

Rickey Frierson, Warner College of Natural Resources

Andrew Norton, Faculty Council

Elizabeth Williams, Communication Studies, Associate Professor

Heather Novak, Institutional Research, Planning, and Effectiveness

Shannon Archibeque-Engle, Office for Inclusive Excellence, Chair

2021 Employee Climate Survey

- Purpose is to assess the current employee climate
- 2018-2021 comparison is priority
- Emphasis on disaggregated data
- Cross tabs by gender, racial minoritized status, and employee type
- College/Division level reports posted
 - Department/unit level reports available by request
- Timeline
 - Survey launch – October 19, 2021
 - Automated messages signed by Dean/VPs
 - Language similar to 2018
 - Survey close – November 22, 2021
 - Analysis and reports – spring 2022
 - Division and College level workshops – fall 2022 through spring 2023

2021 Employee Climate Survey

- Results
 - Tool
- Provide an overall picture of employment experiences and perceptions
- Further CSU's commitment to institutional accountability
- Be actionable and incite dialogue
 - Inform policies, initiatives, and opportunities that will provide an equitable and exceptional work environment
 - Previous actions: supervisory training, professional development opportunities, unit level Diversity Strategic Plans
- Provide benchmark for longitudinal data collection and comparison

Organizational Themes

Work Culture

- My department/unit promotes a work environment where all employees feel included
- My department/unit treats all employees equitably
- My department/unit is open and transparent in communication
- My department/unit values employee input in major department/unit decisions
- My department/unit promotes respect for cultural differences
- My department/unit understands the value of diversity
- My department/unit communicates the importance of valuing diversity
- I feel valued as an employee
- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division/college
- I feel a strong sense of belonging to my department/unit
- I would recommend CSU as a place of employment
- I would recommend my department/unit as a place of employment

Organizational Themes

Respect

- My department/unit is treated with respect by other units within my college/division
- My college/division is treated with respect by CSU
- The people I interact with treat each other with respect
- There is respect for religious differences in my department/unit
- There is respect for liberal perspectives in my department/unit
- There is respect for conservative perspectives in my department/unit

Organizational Themes

Favoritism plays a role in who gets:

- Recognized within my department/unit
- Resources in my department/unit
- Professional development opportunities
- Promoted in my department/unit
- Hired in my department/unit

Organizational Themes

Leadership Accountability

- Leadership adequately addresses inappropriate behavior
- Leadership holds employees accountable for inappropriate behavior
- Leadership holds employees accountable for poor performance in the workplace
- Leadership acts ethically and honestly in the workplace
- Leadership addresses issues of inequity
- Leadership holds all employees to the same standards

Organizational Themes

Climate

- Recruits employees from a diverse set of backgrounds
- Improves the campus climate for all employees
- Retains diverse employees
- Creates a supportive environment for employees from diverse backgrounds
- Encourages discussions related to diversity
- Provides employees with a positive work experience
- Climate has become consistently more inclusive of all employees

Organizational Themes

Communications

- Communications are effective
- Communications are timely
- Communications are relevant
- Communications are informative
- Communications are motivating
- Communications are honest
- Communications are accessible

Demographic Questions

- Expanded our demographic questions for the 2021 survey to include follow up questions regarding race and gender identity
- These questions are helping to inform the work by the disaggregating race/ethnicity committee
- Intersectionality report forthcoming
- Added a question on identifying as a person with a disability
- Added a question about identifying in the LGBTQIA+ community

Data Collection

- Administered via Qualtrix in Fall 2021 to all CSU employees
- Embedded data included employment type, college/division, department/unit; anonymous
- Survey available in Spanish and English (both web-based and paper hard copy)
- <15 minutes to complete
- Results are reported in aggregate and no identifying information reported; confidential

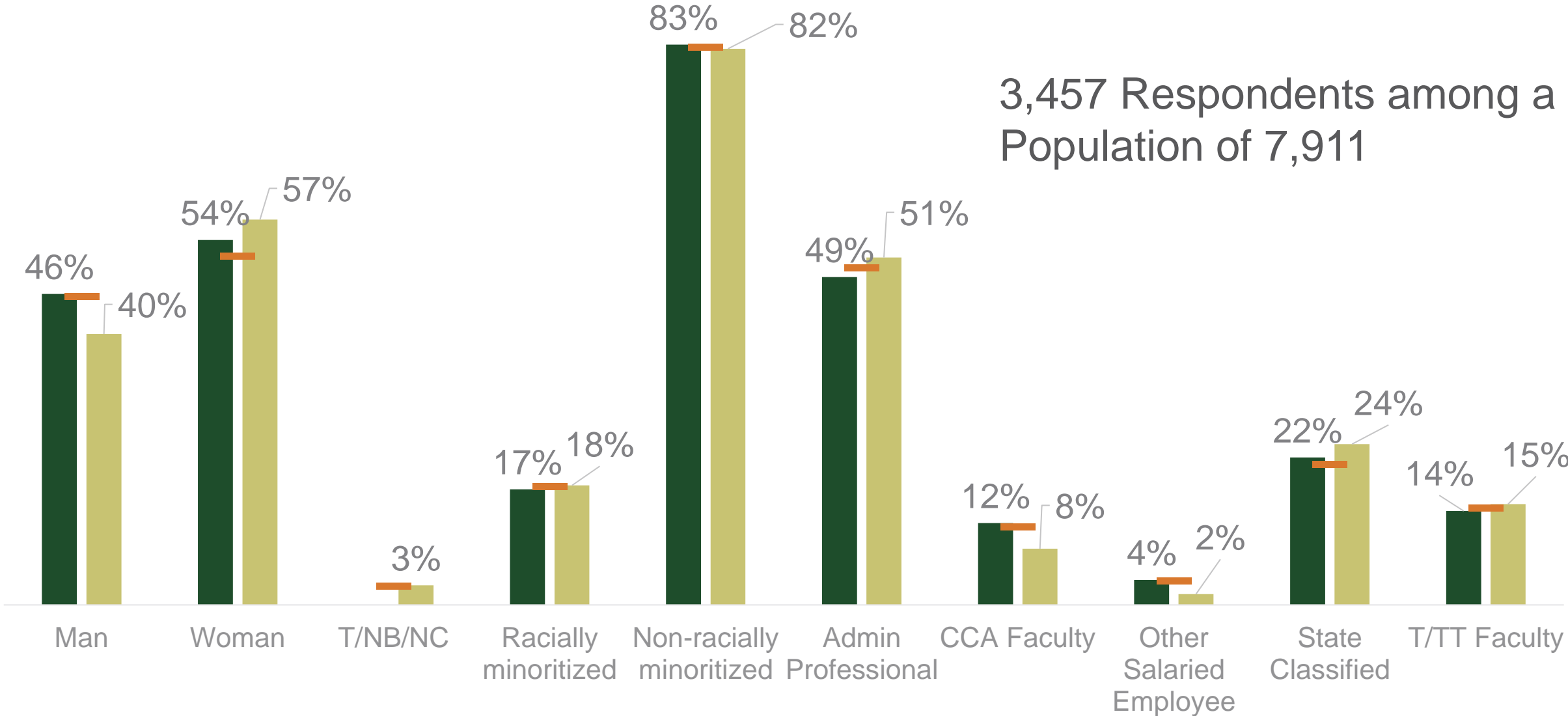
Weighting

- Weighting is used to ensure the sample demographics align with known population parameters
- Gender, racially minoritized status, college/division, and employment type are used to weight the overall results
- College/division reports are weighted by racially minoritized status, gender, and employment type as needed
- For comparison purposes, 2018 results are also weighted in the 2021 report

Sample Demographics

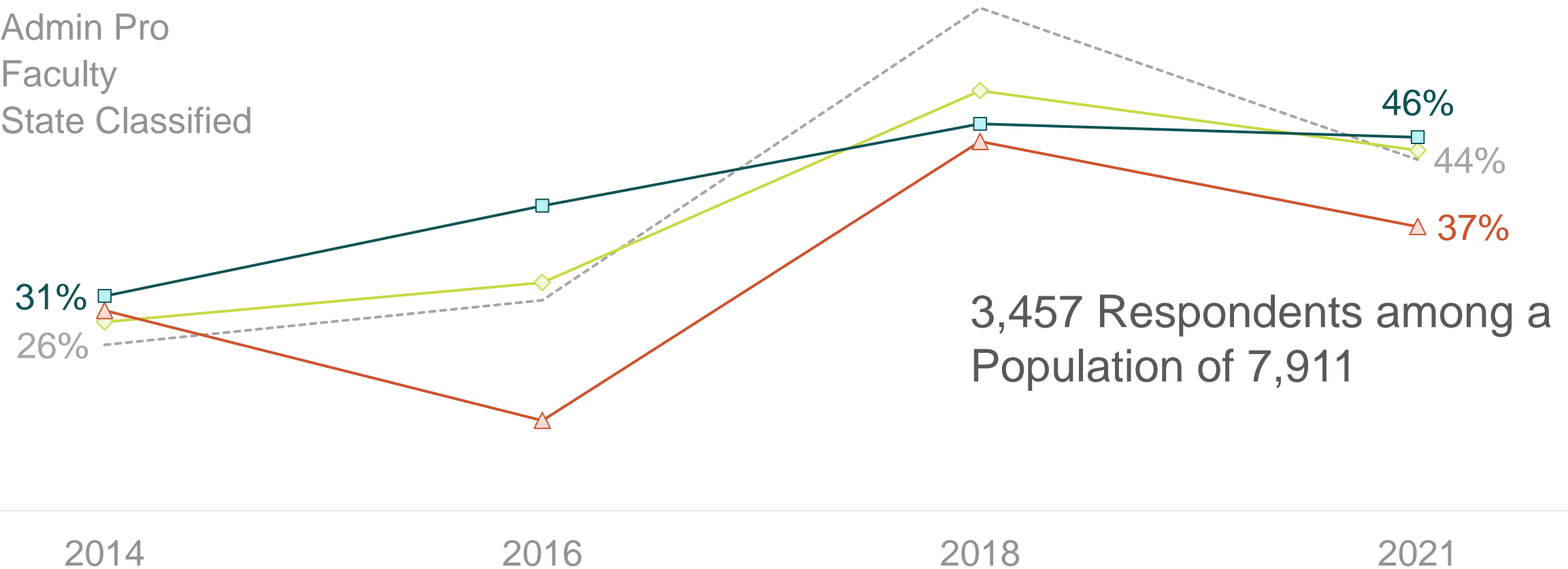
■ CSU population norm ■ Unweighted survey sample — Weighted survey population

3,457 Respondents among a Population of 7,911



Response Rate by Employee Type Over Time

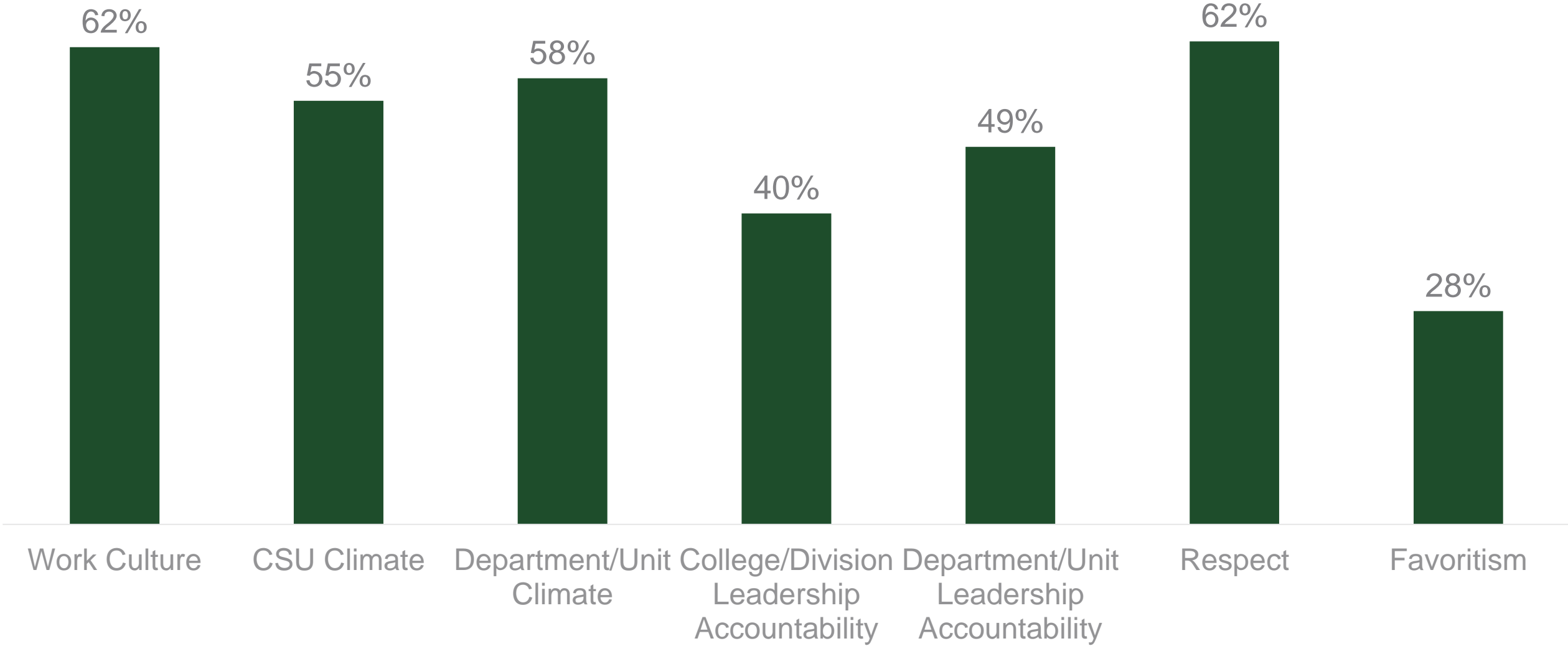
- CSU
- ◆ Admin Pro
- ▲ Faculty
- State Classified



Reporting Standards

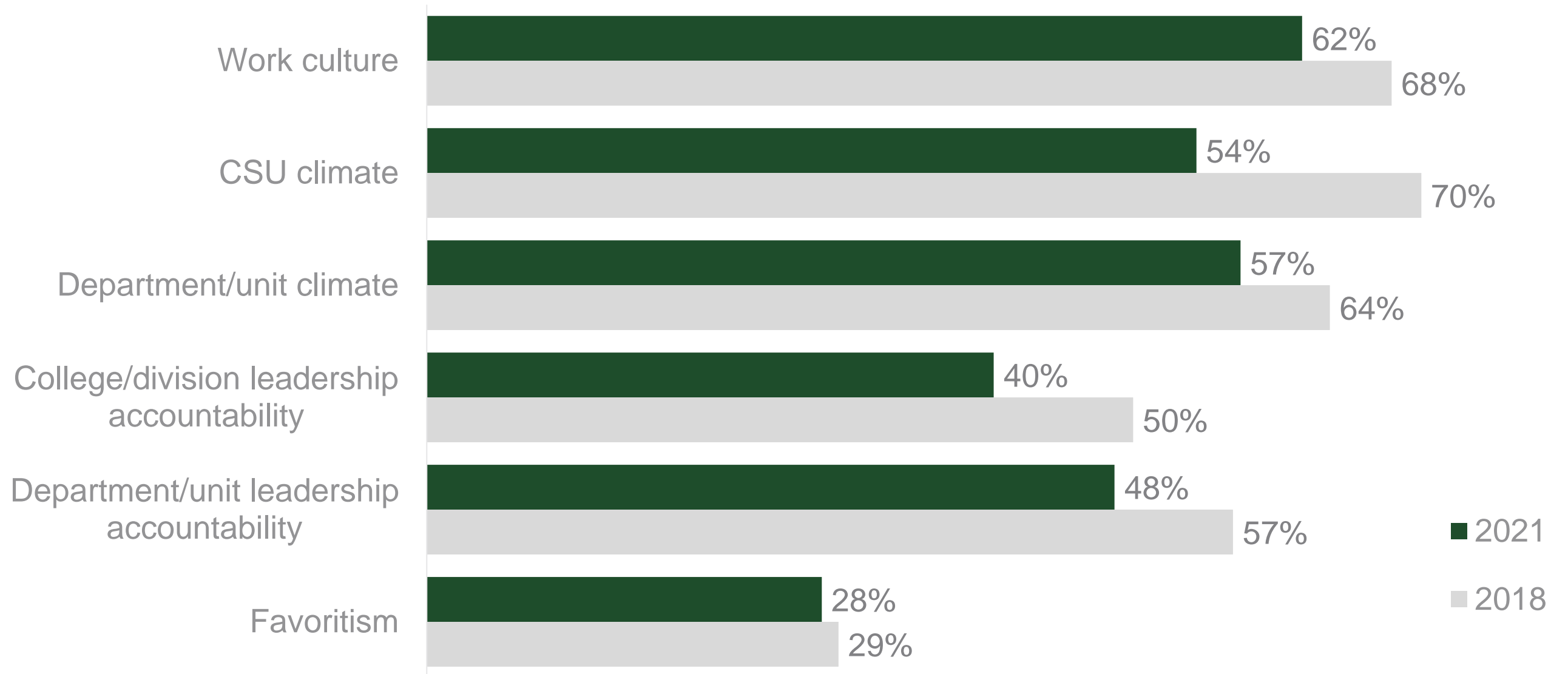
- Summarize organizational themes with a percent agreement
- Reports include the response distribution per item as well as cross tab by employee type, gender, racially minoritized status at the overall level and the college/division level.
- Department level reports are available by request.
- Reports show weighted n's
- Statistical tests are provided in the data tables, but our narrative references the overall average rather than comparing distinct groups

Organizational Themes



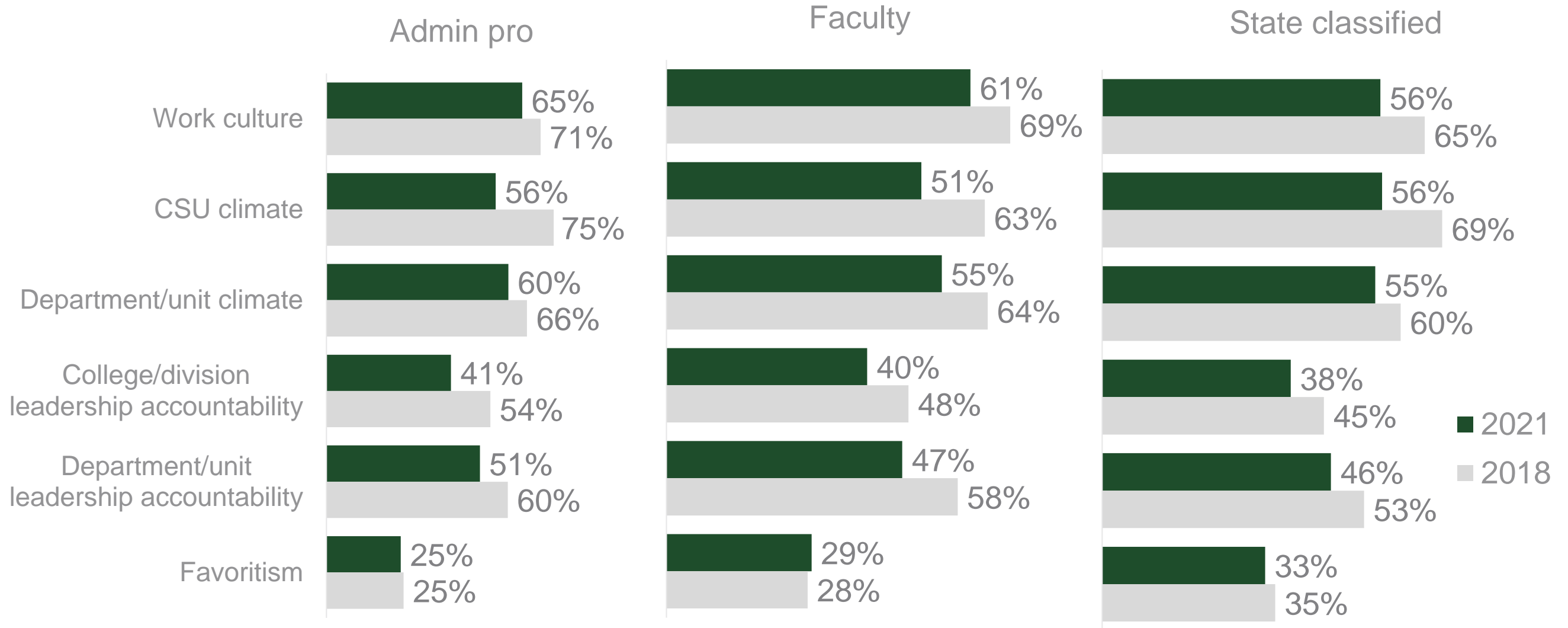
Average Percent Agreement

Organizational Themes Compared Over Time



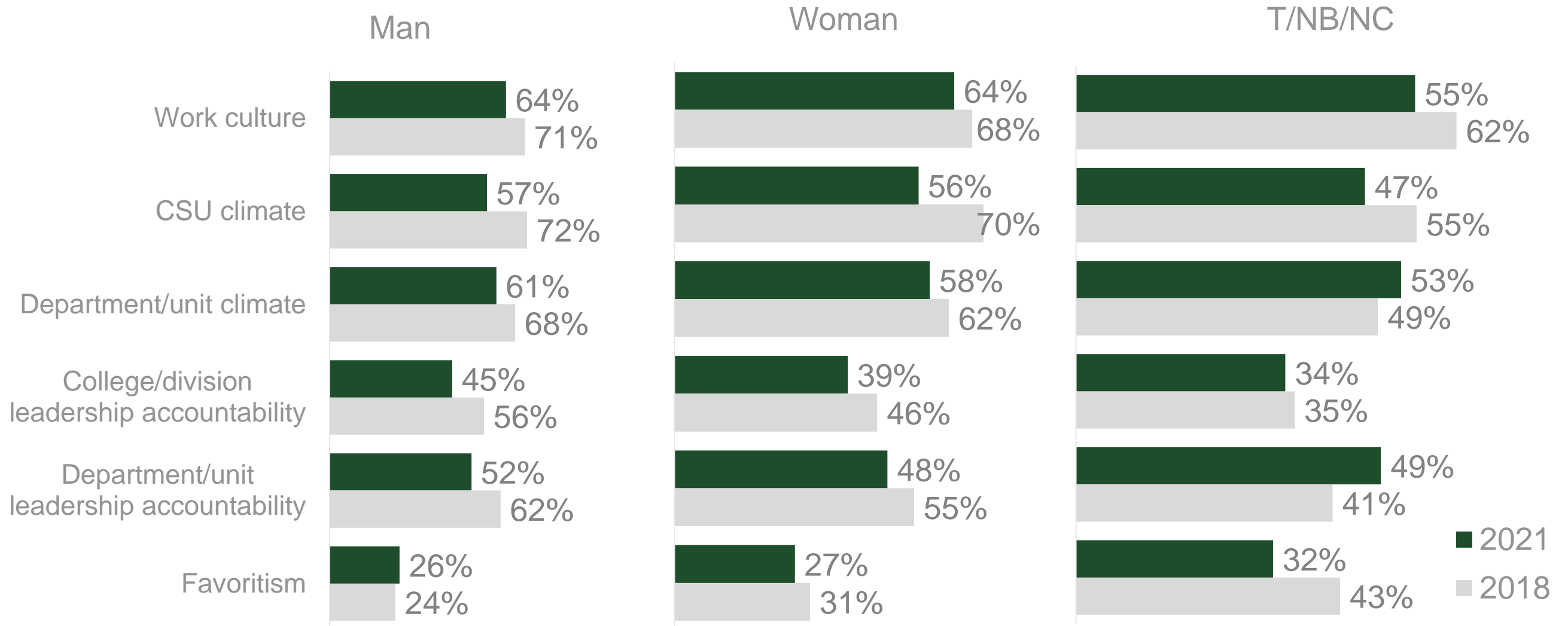
*Average Percent Agreement

Organizational Themes Compared Over Time by Employee Type



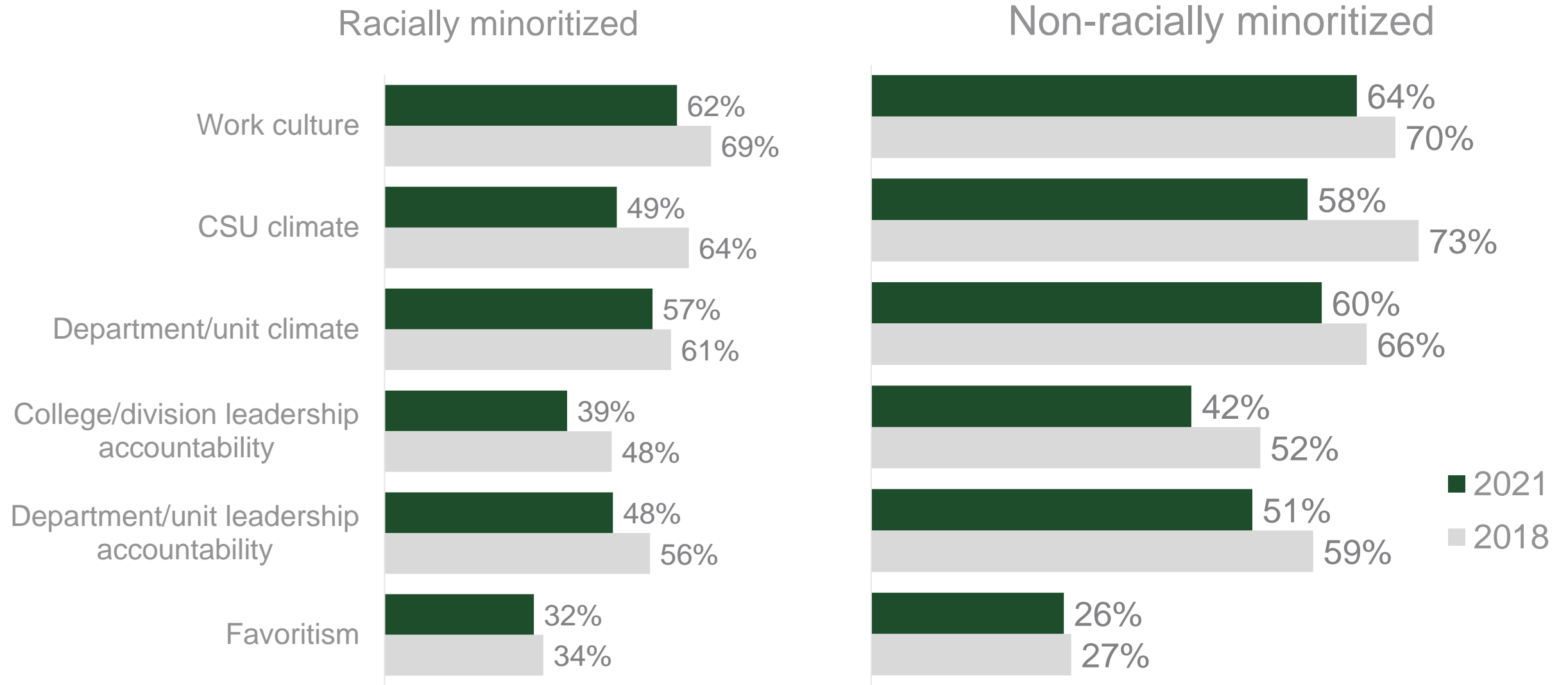
*Average Percent Agreement

Organizational Themes Compared Over Time by Gender



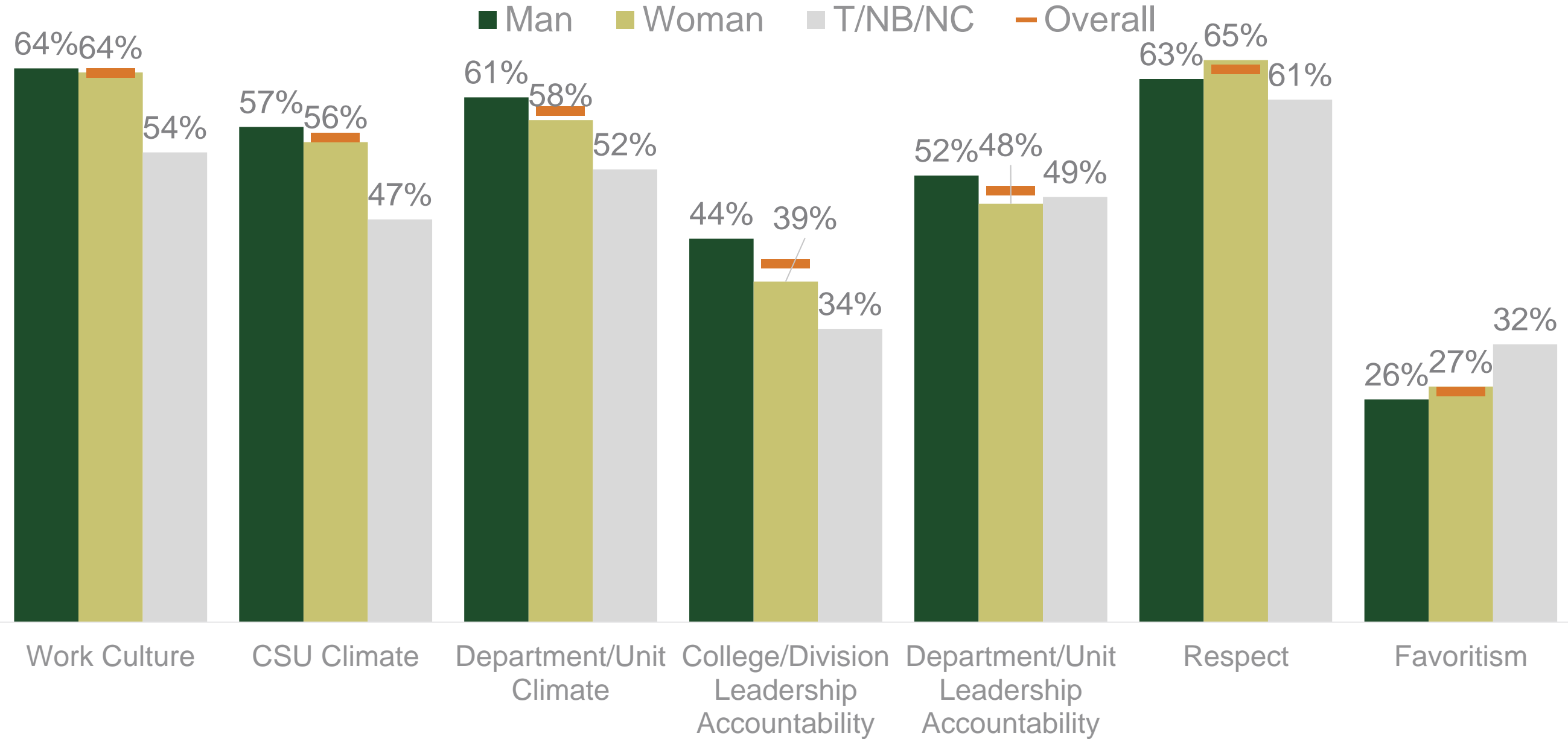
*Average Percent Agreement

Organizational Themes Compared Over Time by Racially Minoritized Status

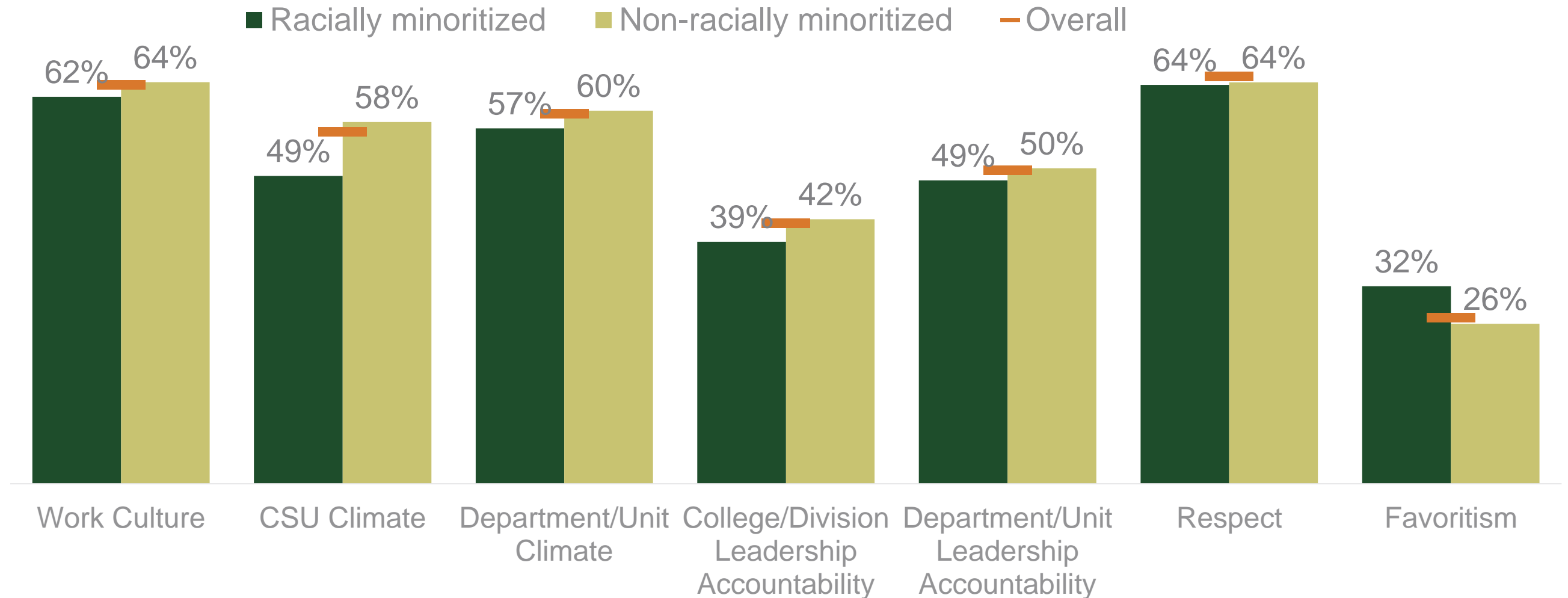


*Average Percent Agreement

Organizational Themes by Gender

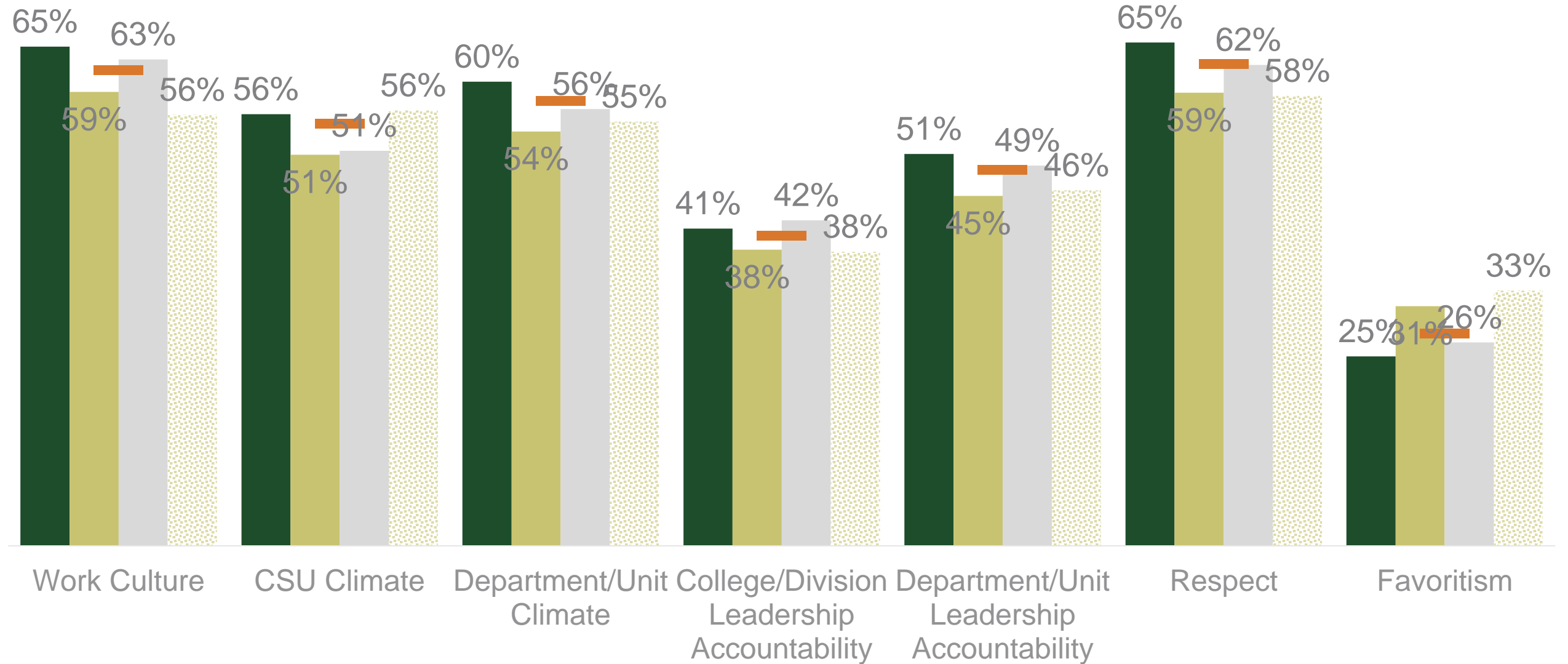


Organizational Themes by Racially Minoritized Status



Organizational Themes by Employee Type

■ Admin Professional
 ■ T or TT Faculty
 ■ CCAF Faculty
 ■ State Classified
 — Overall

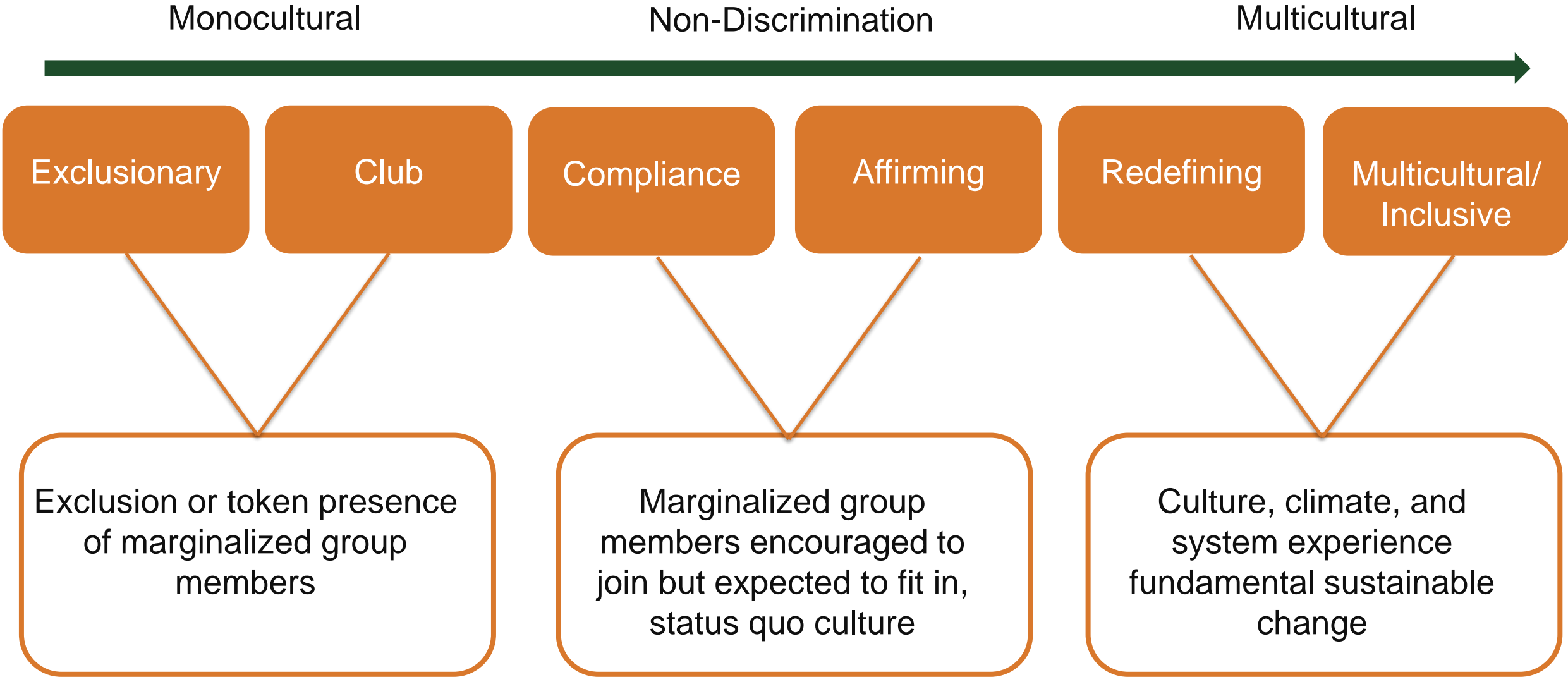


A Multicultural Organization

Jackson, Hardiman, and Holvino

1. Clear commitment to creating an inclusive organization
2. Seeks, develops, and values the contributions and talents of all members
3. Includes all members as active participants in decisions that shape the organization
4. Employees reflect diverse social and cultural groups throughout all levels of the organization; and demonstrate the multicultural competencies to serve the increasingly diverse student populations
5. Acts on its commitment to eliminate all forms of exclusion/discrimination within the organization, including racism, sexism, heterosexism, ageism, classism, ableism, religious oppression, etc.
6. Follows through on broader social and environmental responsibilities

Multicultural Organization Development Continuum





What do you notice?

What suggestions do you have for using this data at the university and college/division levels

- Small Groups
- 15-20 minutes
- Name, pronouns
- Be prepared to share out



Thank you



Colorado State University