

Employee Climate Survey 2021

Warner College of Natural Resources

The 2021 CSU Employee Climate Survey is a component of a biennial assessment conducted in the fall to assess employee perceptions related to their department/unit, division/college, and CSU. The 2021 is based on the survey developed in 2018 by the Assessment Group for Diversity Issues, a CSU service committee. The 2021 instrument focuses on employment themes of culture, leadership accountability, respect, favoritism, communication, discriminatory attitudes, and performance review.

Most items use a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Tables appearing in Frequencies of Results show the complete set of survey frequencies by theme (e.g., Work Culture, Performance Review, Leadership Accountability, etc.) as well as the total (weighted N). On many of the survey items, respondents could choose a non-evaluative response such as "Don't know," "NA" or "Prefer not to disclose." These responses, along with missing data, have been excluded from all analyses. Subgroup comparisons by gender, minoritized status, and employment type are based on the proportion of respondents who "strongly agree" or "agree" with each item and statistically significant differences ($p < .05$) between subgroup members are noted within the tables. Additionally, an overall index score representing the average percent agree (e.g., Work Culture Overall) appears within each table. For example, the Work Culture theme includes 13 individual survey items. If an employee selected "agree" or "strongly agree" to 9 out of the 13 items, their Work Culture index score would equal 69%. An employee must have answered all survey items within a theme in order for an index score to be calculated. An overall index score represents the average of the individual index scores or all employees included in the group or category.

Table 1 displays the total number of employees contacted for the survey, the number of employees that responded, and the response rate.

Table 1: Response Rates by Department/Unit

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

* Response rate = Completed / (Sent - Bounce)

When the proportions of a demographic subgroup in the survey sample differ substantially from known population proportions and when members within a subgroup may meaningfully diverge on variables of interest, data weighting can provide a more accurate summary of the true population response than simple averaging. For the 2021 survey, representation by gender, racially minoritized status, and employment type were compared to known population norms, and weighted to balance any discrepancies. Additionally, a secondary weight was applied to increase the sample n to approximate the total number of employees in the division or college at the time of the survey's administration. Results of the weighting scheme are displayed in Table 2.

Table 2: 2021 Employee Climate Survey Weighting Results

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

Results are weighted by gender and employee type.

Frequencies of Results

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

Figure 1: Organizational Themes

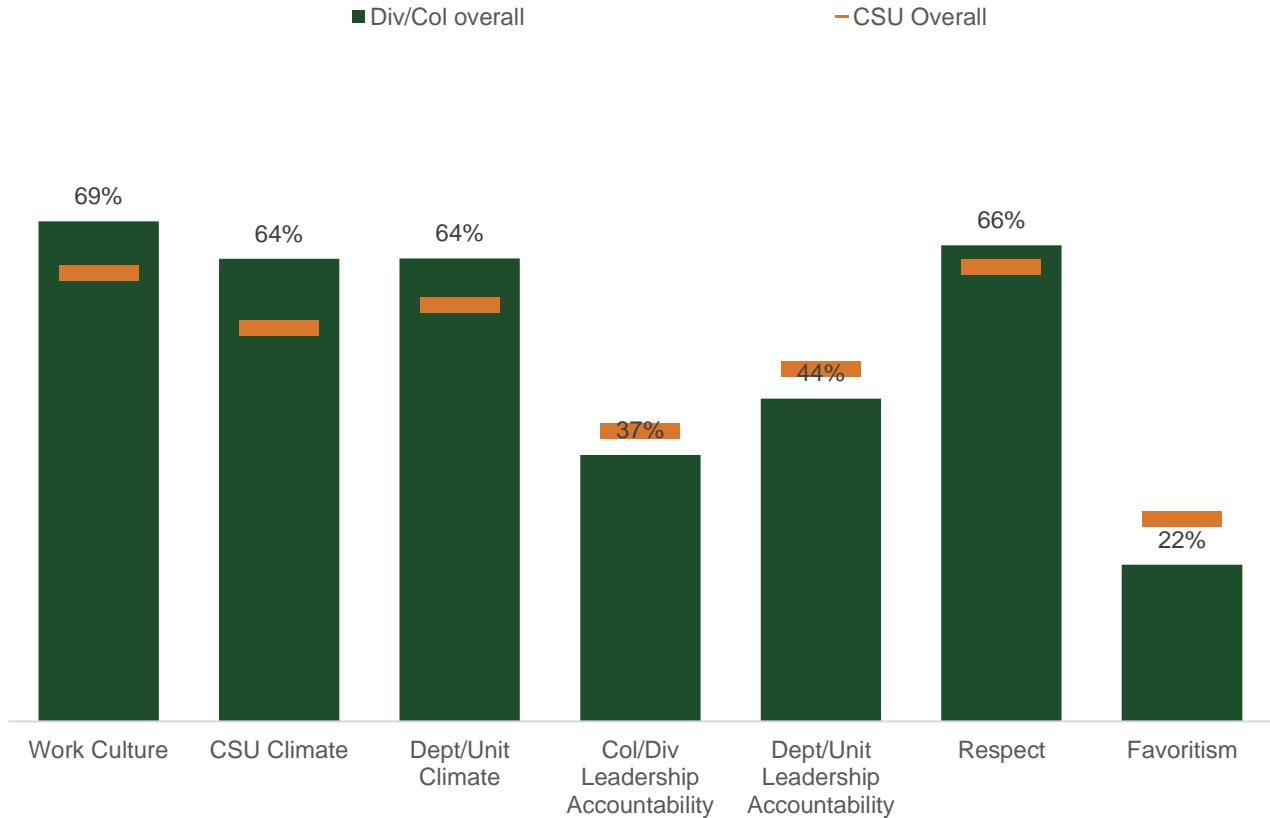


Table 3: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit promotes a work environment where all employees feel included	3.1%	11.6%	13.6%	49.5%	22.2%	100.0% 348
My department/unit treats all employees equitably	6.6%	13.5%	20.1%	36.5%	23.3%	100.0% 348
My department/unit is open and transparent in communication	3.0%	15.7%	22.1%	37.6%	21.5%	100.0% 348
My department/unit values employee input in major department/unit decisions	3.2%	10.7%	15.6%	45.4%	25.0%	100.0% 346
My department/unit promotes respect for cultural differences	2.6%	2.5%	17.9%	34.8%	42.3%	100.0% 348
My department/unit understands the value of diversity	2.0%	3.2%	11.9%	38.0%	45.0%	100.0% 348
My department/unit communicates the importance of valuing diversity	2.6%	4.0%	15.4%	37.0%	41.0%	100.0% 348
I feel valued as an employee	5.7%	9.1%	12.0%	53.2%	19.9%	100.0% 346
I feel a strong sense of belonging to CSU	5.8%	14.9%	26.8%	35.7%	16.9%	100.0% 348
I feel a strong sense of belonging to my division/college	7.1%	13.5%	21.3%	41.0%	17.1%	100.0% 348
I feel a strong sense of belonging to my department/unit	4.1%	10.4%	19.2%	38.8%	27.5%	100.0% 348
I would recommend CSU as a place of employment	3.3%	7.6%	14.8%	47.6%	26.7%	100.0% 348
I would recommend my department/unit as a place of employment	4.1%	8.6%	15.0%	43.9%	28.4%	100.0% 345

Table 4: Performance Review in Last Year

	Yes, I had a review	No, I did not have a review	Total (Pct Pop)
Did you have a performance review in the last year?	83.2%	16.8%	100.0% 345

Table 5: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
I am satisfied with the effort my supervisor put into my most recent performance review	2.4%	4.6%	13.5%	46.7%	32.8%	100.0% 285
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	25.5%	45.5%	17.1%	7.1%	4.8%	100.0% 285
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.0%	16.5%	24.4%	43.9%	12.2%	100.0% 282

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

Table 6: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
My department/unit is treated with respect by other units within my college/division	3.0%	11.1%	20.1%	51.0%	14.8%	100.0% 341
My college/division is treated with respect by CSU	0.8%	5.1%	33.2%	46.9%	14.1%	100.0% 341
The people I interact with treat each other with respect	2.0%	3.7%	8.2%	51.7%	34.4%	100.0% 343
There is respect for religious differences in my department/unit	1.4%	7.4%	39.3%	29.9%	22.0%	100.0% 343
There is respect for liberal perspectives in my department/unit	0.0%	1.3%	15.3%	42.4%	41.0%	100.0% 343
There is respect for conservative perspectives in my department/unit	9.5%	12.4%	33.5%	32.7%	11.8%	100.0% 343

Table 7: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recognized within my department/unit	12.6%	31.9%	24.6%	22.8%	8.0%	100.0%341
Resources in my department/unit	12.0%	31.0%	32.3%	17.1%	7.5%	100.0%341
Professional development opportunities	15.5%	36.1%	34.0%	8.0%	6.3%	100.0%341
Promoted in my department/unit	18.3%	30.9%	31.9%	14.1%	4.8%	100.0%341
Hired in my department/unit	15.9%	33.5%	31.5%	14.7%	4.4%	100.0%341

Table 8: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Leadership adequately addresses inappropriate behavior	6.1%	8.8%	52.9%	25.2%	6.9%	100.0%315
Leadership holds employees accountable for inappropriate behavior	7.0%	7.3%	60.0%	21.9%	3.7%	100.0%315
Leadership holds employees accountable for poor performance in the workplace	6.2%	10.7%	64.3%	15.9%	2.9%	100.0%315
Leadership acts ethically and honestly in the workplace	3.9%	5.3%	33.8%	41.2%	15.7%	100.0%321
Leadership addresses issues of inequity	4.9%	10.4%	39.2%	35.8%	9.7%	100.0%315
Leadership holds all employees to the same standards	8.1%	11.7%	37.4%	36.9%	5.9%	100.0%319

Table 9: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Leadership adequately addresses inappropriate behavior	4.2%	12.2%	41.2%	31.1%	11.3%	100.0%315
Leadership holds employees accountable for inappropriate behavior	6.0%	10.8%	50.8%	22.3%	10.0%	100.0%312
Leadership holds employees accountable for poor performance in the workplace	3.7%	12.2%	54.4%	23.1%	6.7%	100.0%315
Leadership acts ethically and honestly in the workplace	3.9%	5.3%	33.8%	41.2%	15.7%	100.0%321
Leadership addresses issues of inequity	4.4%	12.9%	34.1%	35.3%	13.2%	100.0%315
Leadership holds all employees to the same standards	6.1%	16.9%	25.5%	39.8%	11.6%	100.0%321

Table 10: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recruits employees from a diverse set of backgrounds	2.2%	10.4%	26.2%	45.5%	15.7%	100.0%325
Improves the campus climate for all employees	4.8%	10.2%	25.3%	44.4%	15.3%	100.0%319
Retains diverse employees	6.0%	5.7%	47.5%	29.9%	10.9%	100.0%319
Creates a supportive environment for employees from diverse backgrounds	2.8%	6.3%	35.5%	42.1%	13.3%	100.0%323
Encourages discussions related to diversity	1.0%	2.9%	8.8%	52.2%	35.2%	100.0%323
Provides employees with a positive work experience	4.6%	7.3%	17.3%	55.2%	15.8%	100.0%325
Climate has become consistently more inclusive of all employees	1.6%	6.8%	20.2%	50.0%	21.4%	100.0%320

Table 11: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Recruits employees from a diverse set of backgrounds	3.6%	13.2%	23.9%	45.5%	13.9%	100.0%322
Improves the campus climate for all employees	3.4%	10.1%	25.1%	49.7%	11.7%	100.0%323
Retains diverse employees	4.5%	6.1%	40.9%	36.3%	12.2%	100.0%316
Creates a supportive environment for employees from diverse backgrounds	2.8%	6.3%	35.5%	42.1%	13.3%	100.0%323
Encourages discussions related to diversity	1.5%	7.2%	13.3%	42.2%	35.7%	100.0%327
Provides employees with a positive work experience	2.7%	9.6%	16.5%	48.3%	22.9%	100.0%325
Climate has become consistently more inclusive of all employees	3.4%	5.4%	21.8%	45.0%	24.4%	100.0%322

Table 12: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	3.2%	15.3%	14.1%	53.4%	14.1%	100.0%316
Communications are timely	1.7%	14.8%	13.9%	50.4%	19.2%	100.0%318
Communications are relevant	1.8%	14.7%	26.6%	45.1%	11.8%	100.0%318
Communications are informative	2.8%	12.5%	17.2%	53.2%	14.2%	100.0%316
Communications are motivating	7.8%	10.7%	46.0%	28.1%	7.4%	100.0%314
Communications are honest	6.8%	6.5%	30.6%	40.2%	15.8%	100.0%314
Communications are accessible	1.0%	3.9%	24.9%	49.6%	20.6%	100.0%314

Table 13: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	2.8%	15.3%	17.8%	56.1%	7.9%	100.0%316
Communications are timely	5.1%	9.8%	18.0%	57.7%	9.4%	100.0%316
Communications are relevant	4.0%	3.0%	31.0%	48.8%	13.3%	100.0%316
Communications are informative	3.0%	5.0%	19.9%	59.3%	12.8%	100.0%314
Communications are motivating	5.4%	12.7%	53.0%	23.2%	5.8%	100.0%314
Communications are honest	3.4%	3.4%	32.8%	44.7%	15.6%	100.0%314
Communications are accessible	1.0%	4.0%	27.8%	49.4%	17.8%	100.0%314

Table 14: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
Communications are effective	4.1%	12.5%	17.5%	47.8%	18.2%	100.0%314
Communications are timely	4.0%	12.4%	13.3%	53.9%	16.4%	100.0%316
Communications are relevant	3.1%	3.1%	16.9%	56.0%	20.8%	100.0%315
Communications are informative	3.0%	1.5%	14.9%	63.8%	16.8%	100.0%316
Communications are motivating	5.4%	11.3%	44.3%	32.9%	6.1%	100.0%314
Communications are honest	2.6%	2.3%	22.7%	52.1%	20.3%	100.0%311
Communications are accessible	1.6%	1.8%	28.9%	48.1%	19.4%	100.0%314

Table 15: Communicated Feedback

	Yes, I have the opportunity to provide feedback	Maybe, I can provide feedback in limited situations	No, I don't have an opportunity to provide feedback	Total (Pct Pop)
During the past 12 months, have you had the opportunity to communicate feedback to CSU?	47.2%	32.3%	20.5%	100.0% 325

Table 16: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
One on one conversations with my supervisor	0.8%	5.8%	7.5%	48.7%	37.2%	100.0% 253
My representation in shared governance (CPC, APC, or Faculty Council)	0.8%	4.3%	61.0%	24.9%	9.1%	100.0% 240
My service on committees	6.0%	0.8%	39.8%	44.4%	9.0%	100.0% 253
Annual review process	2.9%	3.6%	22.6%	49.1%	21.9%	100.0% 249
Input collection through anonymous surveys	3.9%	11.6%	41.1%	36.9%	6.5%	100.0% 250

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

Table 17: Feedback Valued

When I give feedback it is valued by:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
CSU overall	6.0%	11.3%	47.3%	29.8%	5.6%	100.0% 250
My division/college	3.7%	10.4%	46.7%	33.6%	5.6%	100.0% 250
My department/unit	1.6%	8.7%	16.8%	55.1%	17.8%	100.0% 253

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

Table 18: Discriminatory Attitudes

Please indicate if discriminatory attitudes are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	6.4%	22	5.4%	19	8.8%	30
Physical appearance	4.0%	14	3.6%	13	4.9%	17
Physical disability	3.4%	12	4.0%	14	4.3%	15
Mental disability	4.6%	16	4.5%	16	5.6%	20
Employment classification	16.2%	56	11.9%	41	17.3%	60
Gender identity	7.5%	26	7.4%	26	7.4%	26
Job title	14.6%	51	11.7%	41	16.4%	57
Parental status	9.9%	35	6.9%	24	7.1%	25
Religion	4.4%	15	3.0%	10	2.2%	8
Political affiliation	9.8%	34	9.8%	34	8.3%	29
Sexual orientation	4.3%	15	0.8%	*	1.4%	5
Socio-economic status	11.3%	39	5.4%	19	7.2%	25
Ethnic origin	6.2%	21	2.4%	8	3.1%	11
Veteran status	1.4%	5	0.8%	*	0.0%	*
Race or color	9.8%	34	2.5%	9	3.9%	14
Marital status	4.2%	15	2.8%	10	1.1%	4
Nationality/country of origin	3.9%	14	1.9%	7	1.1%	4
None/no response	63.8%	222	71.5%	249	68.4%	238

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

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

Table 19: Other Potential Problems

Please indicate if any of the following are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	10.7%	37	1.7%	6	3.3%	12
Bullying	10.7%	37	5.7%	20	7.9%	28
Bias	20.1%	70	13.9%	48	16.0%	56
Physical assault	2.5%	9	0.0%	*	0.0%	*
Sexual misconduct	5.8%	20	1.1%	4	0.5%	*
Verbal abuse	5.9%	21	2.5%	9	6.4%	22
None/no response	75.6%	263	82.4%	287	79.6%	277

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

* Values reported for items with n >= 3.

Table 20: Gender

Gender (Select all that apply):	Pct	Pop
Agender	0.0%	*
Cisgender	16.6%	53
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.0%	*
Man	49.7%	157
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.8%	*
Woman	45.2%	143
Prefer not to disclose	2.5%	8
The gender I most closely align with is not listed (please specify)	0.0%	*

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

* Values reported for items with n >= 3.

Table 21: Gender Scales

Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced. In an attempt to understand this complexity and how various genders experience the campus, we are using these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an attempt to understand the experiences of all genders on campus. In general, how do you see yourself? (please answer all three scales)	Feminine			Masculine			Androgynous		
	Pct	Pop	Mean	Pct	Pop	Mean	Pct	Pop	Mean
0 Not at all	44.0%	130		26.8%	79		79.2%	234	
1	6.3%	19		16.1%	47		12.0%	36	
2	3.7%	11		3.0%	9		3.7%	11	
3	3.2%	9		2.6%	8		3.7%	11	
4	9.9%	29		3.7%	11		1.4%	4	
5	17.5%	52		18.8%	56		0.0%	*	
6 Very	15.3%	45		29.1%	86		0.0%	*	
Total	100.0%	296	2.42	100.0%	296	3.13	100.0%	296	.36

* 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	0.0%	*
Asian (can include Middle Eastern and North African)	4.6%	15
Black or African American (can include Middle Eastern and North African)	3.1%	10
Hispanic or Latinx	1.2%	4
Native Hawaiian or Other Pacific Islander	0.0%	*
White	87.2%	278
Prefer not to disclose	5.4%	17
The race/ethnicity I most closely align with is not listed (please specify)	1.8%	6

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

* Values reported for items with n >= 3.

Table 23: Black or African American

You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):	Pct	Pop
Black American	49.5%	5
Caribbean	0.0%	*
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	0.0%	*
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	19.0%	*
Southern Africa (i.e., South Africa)	0.0%	*
Western Africa (i.e., Ghana, Nigeria)	31.5%	3
Prefer not to disclose	0.0%	*
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

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

* Values reported for items with n >= 3.

Table 24: Native American or Alaska Native or First Nations

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

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

Categories coded from write-in responses.

* Values reported for items with n >= 3.

Table 25: Hispanic or Latinx

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

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

* Values reported for items with n >= 3.

Table 26: Asian

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

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

* Values reported for items with n >= 3.

Table 27: Hawaiian/Pacific Islander

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

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

* Values reported for items with n >= 3.

Table 28: Disability

	Yes	No	Prefer not to respond	Total (Pct Pop)
Do you identify as a person with a disability?	10.0%	85.3%	4.7%	100.0% 319

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct Pop)
Do you identify in the LGBTQIA+ community?	7.0%	86.2%	1.3%	5.5%	100.0% 319

Table 30: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
WCNR handles diversity, equity, and inclusion matters appropriately	2.9%	1.6%	19.8%	46.7%	29.0%	100.0% 314
WCNR demonstrates a commitment to DEI efforts	0.0%	1.4%	8.9%	39.5%	50.2%	100.0% 314
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	0.7%	2.5%	16.8%	35.4%	44.7%	100.0% 314
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	0.6%	6.2%	22.2%	42.0%	29.0%	100.0% 314
Within my department I am comfortable talking about my background and cultural experience with my colleagues	3.0%	6.5%	14.8%	41.3%	34.4%	100.0% 319
I am well informed about Warner College's diversity initiatives and goals	0.7%	7.5%	14.6%	38.3%	39.0%	100.0% 316

Table 31: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct Pop)
College	0.7%	5.5%	16.3%	52.5%	24.9%	100.0%308
Departments	1.3%	7.9%	20.5%	49.6%	20.6%	100.0%306
Classrooms	0.0%	3.2%	39.8%	39.7%	17.3%	100.0%304
Labs	0.0%	3.3%	53.7%	28.0%	15.0%	100.0%297
Field Crews	0.0%	3.3%	43.7%	36.3%	16.8%	100.0%298

Table 32: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Never	Seldom	Sometimes	Most of the time	All of the time	Total (Pct Pop)
College	4.8%	16.0%	17.2%	31.4%	30.5%	100.0%302
Departments	4.6%	12.3%	16.5%	33.0%	33.6%	100.0%308
Classrooms	4.1%	13.0%	22.9%	33.2%	26.8%	100.0%280
Labs	7.3%	11.2%	27.7%	25.4%	28.4%	100.0%265
Field Crews	6.0%	10.0%	27.0%	25.8%	31.1%	100.0%270

Table 33: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Never	Seldom	Sometimes	Most of the time	All of the time	Total (Pct Pop)
College	74.0%	8.4%	14.1%	1.7%	1.9%	100.0%312
Departments	66.7%	16.6%	13.2%	2.4%	1.2%	100.0%314
Classrooms	78.2%	10.9%	9.4%	0.9%	0.6%	100.0%299
Labs	86.9%	7.4%	4.8%	0.9%	0.0%	100.0%279
Field Crews	81.8%	8.6%	8.7%	0.9%	0.0%	100.0%281

Table 34: Department/Unit

	Pct	Pop
Colorado Natural Heritage Program	15.2%	53
Cooperative Fish and Wildlife Research	0.6%	*
Ecosystem Science and Sustainability	8.9%	31
Fish, Wildlife and Conservation Biology	12.6%	44
Forest & Rangeland Stewardship	22.2%	77
Geosciences	10.0%	35
Human Dimensions of Natural Resources	13.5%	47
Natural Resource Ecology Laboratory	9.1%	31
Office of Dean	7.9%	28
Total	100.0%	348

* Values reported for items with n >= 3.

Table 35: Employee Type

	Pct	Pop
Admin Professional	58.2%	202
CCAF Faculty	8.0%	28
Other Salaried Employee	6.1%	21
State Classified	5.3%	18
T or TT Faculty	22.5%	78
Total	100.0%	348

Comparisons by Gender

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

Figure 2: Organizational Themes Compared by Gender

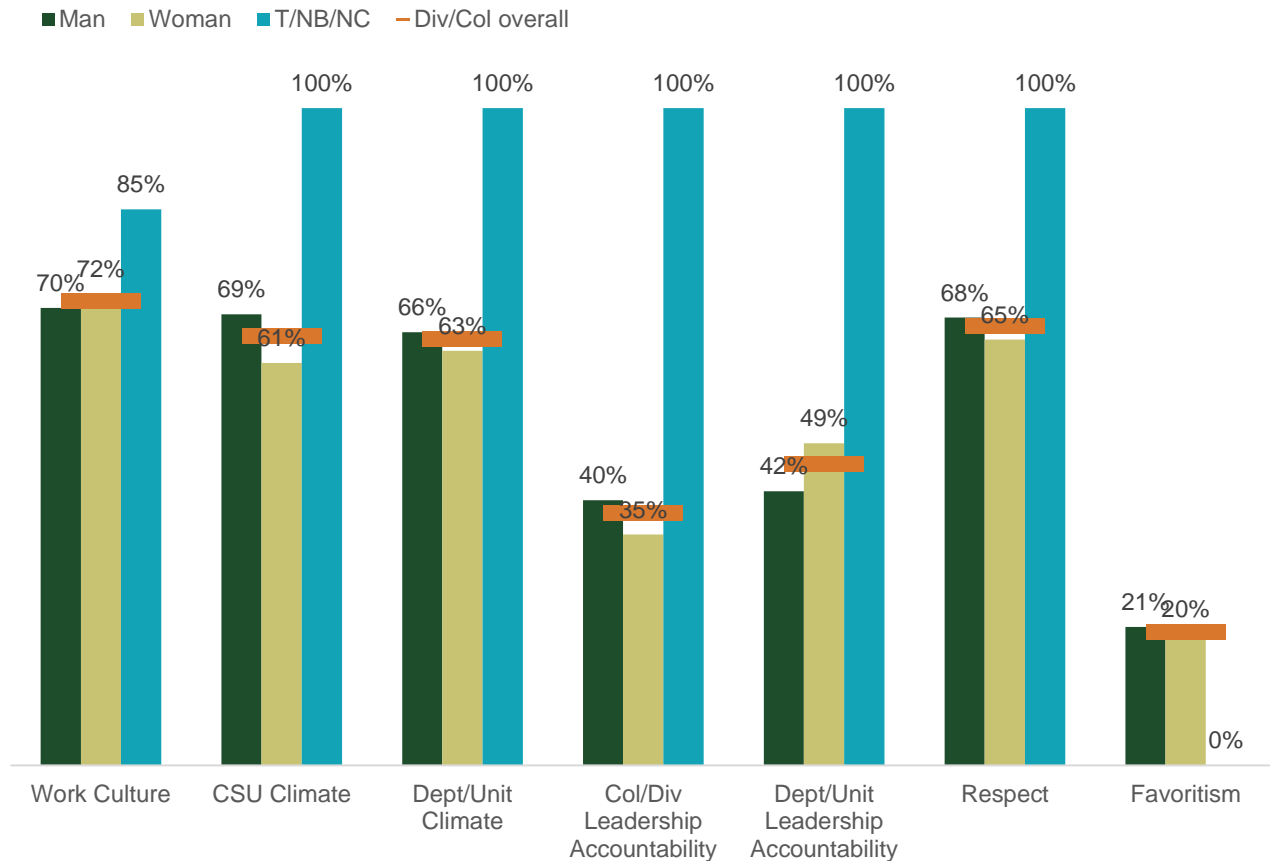


Table 36: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	69.6%	157	71.8%	139	84.6%	*	70.7%	299
My department/unit promotes a work environment where all employees feel included	72.3%	157	76.4%	143	100.0%	*	74.5%	303
My department/unit treats all employees equitably	61.8%	157	60.9%	143	0.0%	*	60.8%	303
My department/unit is open and transparent in communication	53.9%	157	67.9%	143	100.0%	*	60.9%	303
			A					
My department/unit values employee input in major department/unit decisions	68.4%	157	77.8%	141	100.0%	*	73.1%	301
My department/unit promotes respect for cultural differences	83.3%	157	73.7%	143	100.0%	*	78.9%	303
My department/unit understands the value of diversity	84.9%	157	86.1%	143	100.0%	*	85.6%	303
My department/unit communicates the importance of valuing diversity	79.4%	157	78.3%	143	0.0%	*	78.2%	303
	C		C					
I feel valued as an employee	75.3%	157	74.8%	141	100.0%	*	75.3%	301
I feel a strong sense of belonging to CSU	49.6%	157	56.8%	143	100.0%	*	53.4%	303
I feel a strong sense of belonging to my division/college	60.6%	157	58.0%	143	100.0%	*	59.7%	303
I feel a strong sense of belonging to my department/unit	65.9%	157	68.5%	143	100.0%	*	67.4%	303
I would recommend CSU as a place of employment	77.5%	157	76.9%	143	100.0%	*	77.4%	303
I would recommend my department/unit as a place of employment	72.0%	157	75.1%	143	100.0%	*	73.7%	303

Percent "Agree" or "Strongly agree"

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

- 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 37: Performance Review in Last Year

Did you have a performance review in the last year?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	82.9%	130	81.6%	115	100.0% ^a	*	82.4%	248
No, I did not have a review	17.1%	27	18.4%	26	0.0% ^a	*	17.6%	53
Total	100.0%	157	100.0%	140	100.0%	*	100.0%	300

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

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

- This category is not used in comparisons because its column proportion is equal to zero or one.
- 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 38: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	79.6%	130	80.4%	112	66.7%	*	79.8%	245
I am satisfied with the effort my supervisor put into my most recent performance review	78.4%	130	87.5%	115	100.0%	*	82.9%	248
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	9.0%	130	12.5%	115	0.0%	*	10.5%	248
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	60.4%	130	52.1%	112	0.0%	*	56.0%	245

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

Percent "Agree" or "Strongly agree"

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

**Reverse coded when included in overall rating*

** Values reported for items with $n \geq 3$.^{a,b,c}*

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

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

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

Table 39: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	68.1%	157	64.8%	141	100.0%	*	66.8%	301
My department/unit is treated with respect by other units within my college/division	70.2%	157	61.8%	141	100.0%	*	66.6%	301
My college/division is treated with respect by CSU	62.8%	157	62.2%	141	100.0%	*	62.8%	301
The people I interact with treat each other with respect	85.1%	157	88.6%	143	100.0%	*	86.9%	303
There is respect for religious differences in my department/unit	56.4%	157	49.4%	143	100.0%	*	53.5%	303
There is respect for liberal perspectives in my department/unit	86.5%	157	80.6%	143	100.0%	*	83.8%	303
There is respect for conservative perspectives in my department/unit	47.8%	157	45.0%	143	100.0%	*	46.9%	303

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 40: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	21.1%	157	20.0%	141	0.0%	*	20.4%	301
Recognized within my department/unit	31.0%	157	26.8%	141	0.0%	*	28.8%	301
Resources in my department/unit	24.1%	157	23.3%	141	0.0%	*	23.5%	301
Professional development opportunities	12.4%	157	15.1%	141	0.0%	*	13.6%	301
Promoted in my department/unit	16.3%	157	18.2%	141	0.0%	*	17.1%	301
Hired in my department/unit	21.4%	157	16.6%	141	0.0%	*	19.0%	301

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 41: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	40.3%	147	35.1%	139	100.0%	*	38.4%	289
Leadership adequately addresses inappropriate behavior	29.2%	147	36.2%	139	100.0%	A B	33.2%	289
Leadership holds employees accountable for inappropriate behavior	24.8%	147	26.2%	139	100.0%	A	26.2%	289
Leadership holds employees accountable for poor performance in the workplace	19.2%	147	18.4%	139	100.0%	A B	19.6%	289
Leadership acts ethically and honestly in the workplace	65.7%	151	51.6%	141	100.0%	B	59.3%	295
Leadership addresses issues of inequity	50.2%	147	44.2%	139	100.0%	B	47.8%	289
Leadership holds all employees to the same standards	54.8%	151	34.8%	139	100.0%	B	45.8%	293

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 42: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	41.7%	144	49.0%	139	100.0%	*	45.8%	286
Leadership adequately addresses inappropriate behavior	37.0%	147	47.4%	139	100.0%	A	42.6%	289
Leadership holds employees accountable for inappropriate behavior	25.4%	144	38.8%	139	100.0%	A	32.6%	286
Leadership holds employees accountable for poor performance in the workplace	25.1%	147	35.3%	139	100.0%	A B	30.7%	289
Leadership acts ethically and honestly in the workplace	65.7%	151	51.6%	141	100.0%	B	59.3%	295
Leadership addresses issues of inequity	50.2%	147	49.3%	139	100.0%	B	50.2%	289
Leadership holds all employees to the same standards	53.0%	151	52.8%	141	100.0%	B	53.3%	295

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 43: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	68.6%	147	61.2%	139	100.0%		* 65.4%	289
Recruits employees from a diverse set of backgrounds	64.0%	157	58.4%	141	100.0%		* 61.7%	301
Improves the campus climate for all employees	57.5%	154	68.0%	139	100.0%		* 62.8%	296
Retains diverse employees	55.2%	153	26.8%	139	100.0%		* 42.2%	295
	B				B			
Creates a supportive environment for employees from diverse backgrounds	64.2%	157	48.3%	139	100.0%		* 57.1%	299
	B							
Encourages discussions related to diversity	88.8%	157	85.2%	139	100.0%		* 87.3%	299
Provides employees with a positive work experience	73.7%	157	71.7%	141	100.0%		* 73.0%	301
Climate has become consistently more inclusive of all employees	76.9%	154	71.3%	139	100.0%		* 74.4%	296

Percent "Agree" or "Strongly agree"

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

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

Table 44: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	65.9%	148	63.1%	139	100.0%		* 64.9%	289
Recruits employees from a diverse set of backgrounds	65.3%	154	54.6%	141	100.0%		* 60.5%	298
Improves the campus climate for all employees	61.6%	157	65.3%	139	100.0%		* 63.7%	299
Retains diverse employees	57.0%	153	41.6%	139	100.0%		* 50.1%	295
	B							
Creates a supportive environment for employees from diverse backgrounds	64.2%	157	48.3%	139	100.0%		* 57.1%	299
	B							
Encourages discussions related to diversity	79.0%	157	76.4%	143	100.0%		* 78.0%	303
Provides employees with a positive work experience	70.0%	157	74.6%	141	100.0%		* 72.4%	301
Climate has become consistently more inclusive of all employees	72.9%	154	71.1%	141	100.0%		* 72.3%	298

Percent "Agree" or "Strongly agree"

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

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

Table 45: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	59.0%	151	66.4%	137	100.0%		*62.8%	291
Communications are effective	70.3%	151	66.3%	141	100.0%		*68.7%	295
Communications are timely	72.1%	151	71.1%	143	100.0%		*71.9%	297
Communications are relevant	49.0%	151	67.3%	143	100.0%		*58.3%	297
			A					
Communications are informative	60.4%	151	78.9%	141	100.0%		*69.6%	295
			A					
Communications are motivating	32.9%	151	42.5%	139	100.0%		*38.1%	293
Communications are honest	59.2%	151	60.3%	139	100.0%		*60.1%	293
Communications are accessible	68.7%	151	74.4%	139	100.0%		*71.7%	293

Percent "Agree" or "Strongly agree"

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

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

Table 46: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	61.7%	151	62.0%	137	100.0%		*62.2%	291
Communications are effective	67.4%	151	61.9%	141	100.0%		*65.1%	295
Communications are timely	71.1%	151	64.8%	141	100.0%		*68.4%	295
Communications are relevant	60.4%	151	66.9%	141	100.0%		*63.9%	295
Communications are informative	75.4%	151	73.2%	139	100.0%		*74.6%	293
Communications are motivating	23.4%	151	36.3%	139	100.0%		*30.2%	293
			A		A B			
Communications are honest	63.7%	151	59.4%	139	100.0%		*62.0%	293
Communications are accessible	70.5%	151	67.4%	139	100.0%		*69.3%	293

Percent "Agree" or "Strongly agree"

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

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

Table 47: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	68.4%	148	68.6%	135	100.0%	*	68.8%	286
Communications are effective	66.6%	151	67.0%	139	100.0%	*	67.1%	293
Communications are timely	74.6%	151	68.3%	141	100.0%	*	71.8%	295
Communications are relevant	76.7%	148	76.9%	143	100.0%	*	77.0%	294
Communications are informative	80.3%	151	81.3%	141	100.0%	*	81.0%	295
Communications are motivating	32.9%	151	46.7%	139	100.0%	*	40.0%	293
			A					
Communications are honest	73.3%	151	72.9%	139	100.0%	*	73.3%	293
Communications are accessible	70.1%	151	66.9%	139	100.0%	*	68.8%	293

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 48: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	54.2%	85	42.6%	60	100.0% ¹	*	49.1%	148
	B							
Maybe, I can provide feedback in limited situations	34.5%	54	26.7%	38	0.0% ¹	*	30.5%	92
No, I don't have an opportunity to provide feedback	11.4%	18	30.8%	43	0.0% ¹	*	20.4%	61
			A					
Total	100.0%	157	100.0%	141	100.0%	*	100.0%	301

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

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

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

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

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

Table 49: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	56.3%	129	54.7%	95	100.0%	*	56.1%	227
			A B					
One on one conversations with my supervisor	83.0%	139	87.7%	98	100.0%	*	85.1%	240
My representation in shared governance (CPC, APC, or Faculty Council)	36.2%	129	25.5%	95	100.0%	*	32.4%	227
			B					
My service on committees	57.2%	139	43.1%	98	100.0%	*	51.9%	240
Annual review process	67.6%	135	76.3%	98	100.0%	*	71.6%	236
Input collection through anonymous surveys	46.3%	139	39.9%	98	100.0%	*	44.3%	240

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 50: Feedback Valued

When I give feedback it is valued by:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	44.5%	137	56.2% A	98	100.0% A	*	49.9%	237
CSU overall	30.9%	137	42.0%	98	100.0% A	*	36.3%	237
My division/college	33.0%	137	49.0% A	98	100.0%	*	40.3%	237
My department/unit	70.1%	139	77.8%	98	100.0%	*	73.6%	240

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 51: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.7%	6	9.5%	14	0.0%	*	6.4%	19
Physical appearance	4.5%	7	4.8%	7	0.0%	*	4.6%	14
Physical disability	4.5%	7	3.3%	5	0.0%	*	3.9%	12
Mental disability	4.5%	7	6.2%	9	0.0%	*	5.3%	16
Employment classification	14.1%	22	20.2%	29	0.0%	*	16.9%	51
Gender identity	8.0%	13	7.5%	11	0.0%	*	7.7%	23
Job title	9.4%	15	23.2%	33	0.0%	*	15.9%	48
Parental status	11.0%	17	12.1%	17	0.0%	*	11.4%	35
Religion	0.0%	*	9.0%	13	0.0%	*	4.2%	13
Political affiliation	12.4%	20	4.8%	7	0.0%	*	8.7%	26
Sexual orientation	3.5%	6	4.8%	7	0.0%	*	4.1%	12
Socio-economic status	11.7%	18	10.8%	15	0.0%	*	11.2%	34
Ethnic origin	4.3%	7	10.3%	15	0.0%	*	7.1%	21
Veteran status	0.0%	*	3.3%	5	0.0%	*	1.6%	5
Race or color	7.8%	12	13.3%	19	0.0%	*	10.3%	31
Marital status	2.0%	3	8.1%	12	0.0%	*	4.8%	15
Nationality/country of origin	1.8%	*	7.5%	11	0.0%	*	4.5%	14
None/no response	65.1%	102	59.5%	85	100.0%	*	62.8%	190

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

Statistical significance not tested.

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

Table 52: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.5%	6	7.5%	11	0.0%	*	5.4%	16
Physical appearance	2.5%	4	6.1%	9	0.0%	*	4.2%	13
Physical disability	4.5%	7	4.8%	7	0.0%	*	4.6%	14
Mental disability	4.5%	7	6.1%	9	0.0%	*	5.2%	16
Employment classification	10.2%	16	15.9%	23	0.0%	*	12.8%	39
Gender identity	9.8%	15	7.4%	11	0.0%	*	8.5%	26
Job title	5.7%	9	20.3%	29	0.0%	*	12.6%	38
Parental status	7.4%	12	8.7%	12	0.0%	*	8.0%	24
Religion	2.0%	3	3.3%	5	0.0%	*	2.6%	8
Political affiliation	12.6%	20	6.2%	9	0.0%	*	9.5%	29
Sexual orientation	0.0%	*	1.9%	*	0.0%	*	0.9%	*
Socio-economic status	6.2%	10	6.2%	9	0.0%	*	6.2%	19
Ethnic origin	2.5%	4	3.2%	5	0.0%	*	2.8%	8
Veteran status	0.0%	*	1.9%	*	0.0%	*	0.9%	*
Race or color	2.5%	4	3.3%	5	0.0%	*	2.9%	9
Marital status	2.0%	3	4.6%	7	0.0%	*	3.2%	10
Nationality/country of origin	0.0%	*	4.6%	7	0.0%	*	2.2%	7
None/no response	72.1%	113	66.9%	96	100.0%	*	69.9%	212

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 53: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.5%	9	13.4%	19	0.0%	*	9.2%	28
Physical appearance	4.5%	7	6.9%	10	0.0%	*	5.6%	17
Physical disability	4.5%	7	5.6%	8	0.0%	*	5.0%	15
Mental disability	4.5%	7	8.8%	13	0.0%	*	6.5%	20
Employment classification	17.6%	28	17.2%	25	0.0%	*	17.3%	52
Gender identity	4.5%	7	11.1%	16	0.0%	*	7.6%	23
Job title	13.3%	21	19.6%	28	0.0%	*	16.2%	49
Parental status	7.4%	12	7.2%	10	0.0%	*	7.3%	22
Religion	2.0%	3	1.3%	*	0.0%	*	1.6%	5
Political affiliation	10.7%	17	4.8%	7	0.0%	*	7.8%	24
Sexual orientation	0.0%	*	3.3%	5	0.0%	*	1.6%	5
Socio-economic status	8.2%	13	8.4%	12	0.0%	*	8.2%	25
Ethnic origin	4.5%	7	2.6%	4	0.0%	*	3.6%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	4.5%	7	4.6%	7	0.0%	*	4.5%	14
Marital status	0.0%	*	2.8%	4	0.0%	*	1.3%	4
Nationality/country of origin	0.0%	*	2.6%	4	0.0%	*	1.2%	4
None/no response	70.2%	110	65.1%	93	100.0%	*	68.0%	206

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 54: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	10.0%	16	15.0%	21	0.0%	*	12.3%	37
Bullying	10.0%	16	13.2%	19	0.0%	*	11.4%	35
Bias	19.4%	30	22.1%	32	0.0%	*	20.5%	62
Physical assault	2.5%	4	3.3%	5	0.0%	*	2.9%	9
Sexual misconduct	4.3%	7	9.4%	13	0.0%	*	6.6%	20
Verbal abuse	6.2%	10	7.5%	11	0.0%	*	6.8%	21
None/no response	77.1%	121	71.3%	102	100.0%	*	74.5%	226

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 55: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	4.1%	6	0.0%	*	1.9%	6
Bullying	3.5%	6	8.1%	12	0.0%	*	5.6%	17
Bias	12.9%	20	15.9%	23	0.0%	*	14.2%	43
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	2.8%	4	0.0%	*	1.3%	4
Verbal abuse	1.8%	*	4.2%	6	0.0%	*	2.9%	9
None/no response	85.3%	134	78.9%	113	100.0%	*	82.4%	250

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 56: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.0%	3	5.9%	8	0.0%	*	3.8%	12
Bullying	7.1%	11	9.7%	14	0.0%	*	8.2%	25
Bias	16.9%	27	18.7%	27	0.0%	*	17.6%	53
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	1.3%	*	0.0%	*	0.6%	*
Verbal abuse	3.7%	6	9.6%	14	0.0%	*	6.4%	20
None/no response	79.6%	125	76.6%	110	100.0%	*	78.4%	237

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 57: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	84.5%	157	68.7%	141	100.0%	*	77.2%	301
WCNR demonstrates a commitment to DEI efforts	90.4%	157	91.5%	141	100.0%	*	91.0%	301
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	82.6%	157	80.6%	141	100.0%	*	81.8%	301
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	75.3%	157	68.6%	141	100.0%	*	72.4%	301
Within my department I am comfortable talking about my background and cultural experience with my colleagues	79.4%	157	77.6%	143	100.0%	*	78.8%	303
I am well informed about Warner College's diversity initiatives and goals	76.2%	157	81.5%	143	100.0%	*	78.9%	303

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 58: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	79.2%	151	78.7%	141	100.0%	*	79.1%	295
Departments	71.4%	151	69.3%	139	100.0%	*	70.7%	293
Classrooms	59.9%	151	54.6%	137	100.0%	*	57.8%	291
Labs	50.0%	145	36.7%	137	100.0%	*	44.1%	284
Field Crews	58.3%	145	47.9%	137	100.0%	*	53.6%	284

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 59: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	65.5%	151	57.5%	135	100.0%	*	62.1%	289
Departments	67.8%	151	65.3%	141	100.0%	*	66.9%	295
Classrooms	62.2%	145	58.8%	119	100.0%	*	61.0%	267
Labs	59.5%	138	49.7%	110	100.0%	*	55.6%	251
Field Crews	58.6%	142	55.9%	112	100.0%	*	57.8%	257

Percent "All" or "Most" of the time

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

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

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

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

Table 60: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	0.0%	154	4.2% A	139	100.0% A B		*2.9%	296
Departments	0.0%	154	6.0% A	141	100.0% A B		*3.7%	298
Classrooms	0.0%	154	1.4% A B	129	100.0% A B		*1.6%	285
Labs	0.0%	144	0.0%	122	100.0%		*1.0%	269
Field Crews	0.0%	142	0.0%	126	100.0%		*1.0%	270

Percent "All" or "Most" of the time

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

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

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

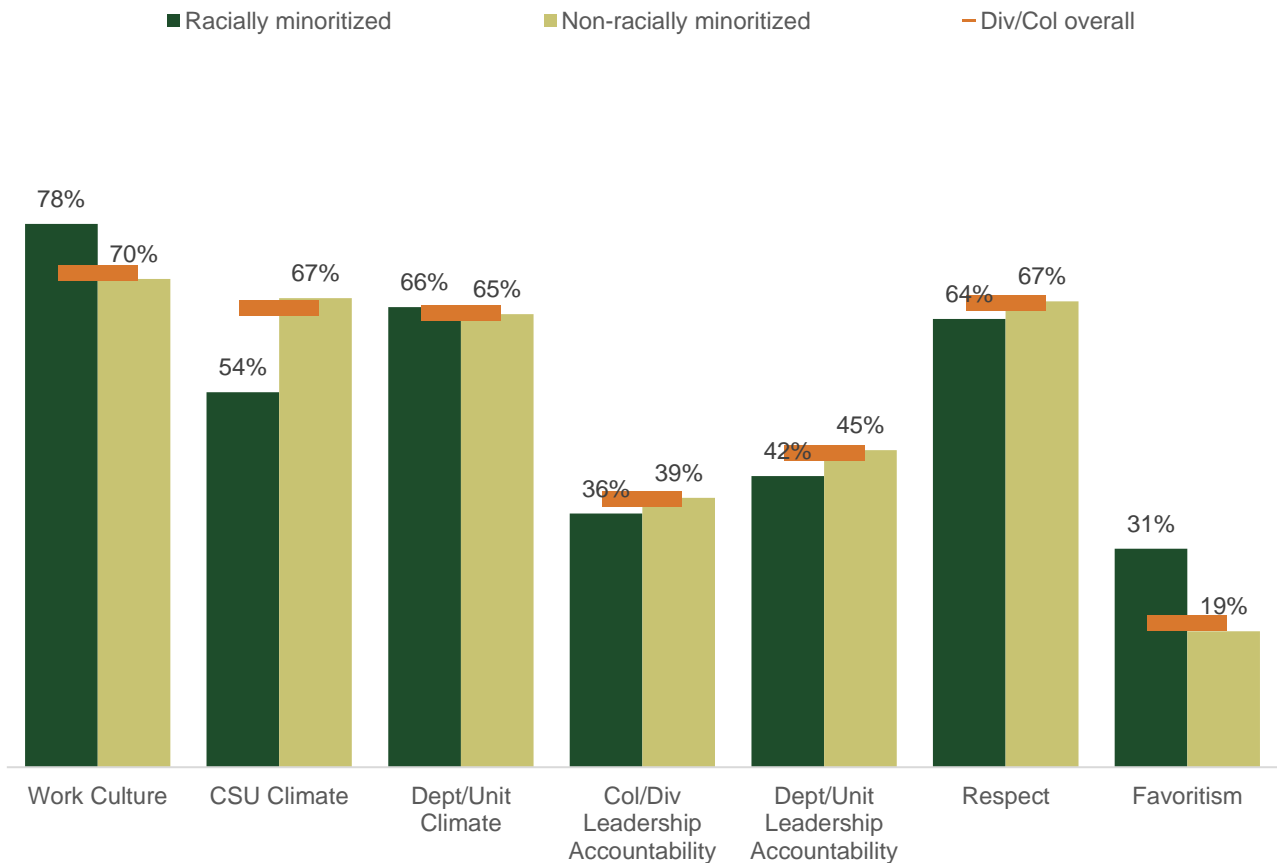
3. Pairwise comparisons are not performed for some subtables because of numerical problems.

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

Comparisons by Racially Minoritized Status

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

Figure 3: Organizational Themes Compared by Racially Minoritized Status



Employee Climate Survey 2021

Table 61: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	77.7%	32	69.9%	265	70.7%	297
My department/unit promotes a work environment where all employees feel included	81.8%	32	73.3%	269	74.2%	301
My department/unit treats all employees equitably	52.9%	32	61.3%	269	60.4%	301
My department/unit is open and transparent in communication	76.0%	32	58.7%	269	60.6%	301
My department/unit values employee input in major department/unit decisions	90.4%	32	72.7%	267	74.6%	299
	B					
My department/unit promotes respect for cultural differences	76.0%	32	78.0%	269	77.8%	301
My department/unit understands the value of diversity	84.6%	32	84.7%	269	84.7%	301
My department/unit communicates the importance of valuing diversity	90.4%	32	76.4%	269	77.9%	301
I feel valued as an employee	84.6%	32	74.8%	267	75.8%	299
I feel a strong sense of belonging to CSU	63.1%	32	51.9%	269	53.1%	301
I feel a strong sense of belonging to my division/college	60.9%	32	59.2%	269	59.4%	301
I feel a strong sense of belonging to my department/unit	75.3%	32	66.1%	269	67.1%	301
I would recommend CSU as a place of employment	84.0%	32	78.3%	269	78.9%	301
I would recommend my department/unit as a place of employment	90.4%	32	72.4%	269	74.3%	301
	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 62: Performance Review in Last Year

Did you have a performance review in the last year?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	67.9%	22	83.1%	222	81.5%	243
			A			
No, I did not have a review	32.1%	10	16.9%	45	18.5%	55
	B					
Total	100.0%	32	100.0%	267	100.0%	299

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

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

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

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

Table 63: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	69.5%	22	80.7% A	220	79.7%	241
I am satisfied with the effort my supervisor put into my most recent performance review	87.3%	22	81.8%	222	82.3%	243
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	12.7%	22	9.5%	222	9.8%	243
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	21.2%	22	59.6% A	220	56.1%	241

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

Percent "Agree" or "Strongly agree"

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

**Reverse coded when included in overall rating*

1,2,3

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

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

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

Table 64: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	64.1%	30	66.7%	269	66.4%	299
My department/unit is treated with respect by other units within my college/division	68.1%	30	65.3%	269	65.6%	299
My college/division is treated with respect by CSU	49.7%	30	62.1%	269	60.9%	299
The people I interact with treat each other with respect	90.4%	32	87.4%	269	87.7%	301
There is respect for religious differences in my department/unit	49.3%	32	54.2%	269	53.7%	301
There is respect for liberal perspectives in my department/unit	91.4%	32	82.6%	269	83.6%	301
There is respect for conservative perspectives in my department/unit	31.4%	32	48.3%	269	46.5%	301

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 65: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	31.2% B	30	19.5%	269	20.6%	299
Recognized within my department/unit	46.0% B	30	28.2%	269	30.0%	299
Resources in my department/unit	54.2% B	30	19.7%	269	23.2%	299
Professional development opportunities	10.3%	30	14.0%	269	13.6%	299
Promoted in my department/unit	17.1%	30	18.1%	269	18.0%	299
Hired in my department/unit	28.7%	30	17.2%	269	18.4%	299

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 66: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	36.3%	30	38.5%	257	38.3%	288
Leadership adequately addresses inappropriate behavior	42.1%	30	31.6%	257	32.7%	288
Leadership holds employees accountable for inappropriate behavior	15.4%	30	27.6%	257	26.3%	288
Leadership holds employees accountable for poor performance in the workplace	9.2%	30	20.9%	257	19.7%	288
Leadership acts ethically and honestly in the workplace	60.3%	32	58.4%	261	58.6%	294
Leadership addresses issues of inequity	51.3%	30	47.6%	257	48.0%	288
Leadership holds all employees to the same standards	42.1%	30	46.4%	261	46.0%	291

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 67: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	41.6%	30	45.4%	254	45.0%	284
Leadership adequately addresses inappropriate behavior	49.0%	30	40.3%	257	41.2%	288
Leadership holds employees accountable for inappropriate behavior	13.1%	30	34.0%	254	31.8%	284
Leadership holds employees accountable for poor performance in the workplace	16.1%	30	31.8%	257	30.2%	288
Leadership acts ethically and honestly in the workplace	60.3%	32	58.4%	261	58.6%	294
Leadership addresses issues of inequity	58.2%	30	48.8%	257	49.8%	288
Leadership holds all employees to the same standards	43.7%	32	54.1%	261	53.0%	294

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 68: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	53.7%	30	67.1%	257	65.7%	288
Recruits employees from a diverse set of backgrounds	26.7%	30	65.9%	269	62.0%	299
Improves the campus climate for all employees	44.9%	30	64.4%	264	62.4%	294
Retains diverse employees	45.1%	30	42.1%	263	42.4%	293
Creates a supportive environment for employees from diverse backgrounds	45.1%	30	58.8%	267	57.4%	297
Encourages discussions related to diversity	73.6%	30	88.7%	267	87.2%	297
Provides employees with a positive work experience	78.2%	32	73.1%	267	73.6%	299
Climate has become consistently more inclusive of all employees	63.4%	30	77.1%	265	75.7%	295

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 69: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	65.8%	30	64.8%	258	64.9%	288
Recruits employees from a diverse set of backgrounds	39.8%	30	62.5%	267	60.2%	297
			A			
Improves the campus climate for all employees	61.1%	30	63.6%	267	63.3%	297
Retains diverse employees	61.2%	30	48.4%	263	49.7%	293
Creates a supportive environment for employees from diverse backgrounds	45.1%	30	58.8%	267	57.4%	297
Encourages discussions related to diversity	81.8%	32	78.2%	269	78.6%	301
Provides employees with a positive work experience	81.8%	32	71.9%	267	73.0%	299
Climate has become consistently more inclusive of all employees	70.3%	30	73.2%	267	72.9%	297

Percent "Agree" or "Strongly agree"

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

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

Table 70: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	59.6%	30	62.6%	260	62.3%	290
Communications are effective	64.5%	32	69.9%	262	69.3%	294
Communications are timely	58.1%	32	73.2%	263	71.6%	296
Communications are relevant	73.2%	32	54.9%	263	56.9%	296
			B			
Communications are informative	64.5%	32	69.1%	261	68.6%	294
Communications are motivating	49.0%	30	37.0%	261	38.3%	291
Communications are honest	71.3%	30	57.4%	261	58.8%	291
Communications are accessible	46.0%	30	74.3%	261	71.4%	291
			A			

Percent "Agree" or "Strongly agree"

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

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

Table 71: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	53.7%	30	63.0%	260	62.0%	290
Communications are effective	58.7%	32	67.5%	262	66.6%	294
Communications are timely	55.9%	30	70.4%	263	69.0%	294
Communications are relevant	55.9%	30	63.6%	263	62.8%	294
Communications are informative	55.9%	30	75.6%	261	73.6%	291
Communications are motivating	49.7%	30	28.1%	261	30.3%	291
Communications are honest	55.9%	30	61.2%	261	60.7%	291
Communications are accessible	46.7%	30	71.5%	261	69.0%	291

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 72: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	71.7%	30	68.0%	254	68.4%	284
Communications are effective	73.2%	32	65.9%	260	66.7%	292
Communications are timely	71.3%	30	71.5%	263	71.4%	294
Communications are relevant	90.4%	32	75.2%	260	76.9%	293
Communications are informative	73.2%	32	81.8%	261	80.9%	294
Communications are motivating	55.9%	30	38.4%	261	40.2%	291
Communications are honest	80.5%	30	71.1%	261	72.1%	291
Communications are accessible	62.1%	30	69.2%	261	68.5%	291

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 73: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	18.0%	6	53.1% A	142	49.4%	148
Maybe, I can provide feedback in limited situations	56.3% B	18	27.5%	74	30.6%	92
No, I don't have an opportunity to provide feedback	25.6%	8	19.4%	52	20.0%	60
Total	100.0%	32	100.0%	267	100.0%	299

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

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

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

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

Table 74: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	64.0%	24	55.2%	203	56.1%	227
One on one conversations with my supervisor	88.4%	24	84.5%	213	84.9%	237
My representation in shared governance (CPC, APC, or Faculty Council)	23.2%	24	33.5%	203	32.4%	227
My service on committees	79.7% B	24	48.2%	213	51.4%	237
Annual review process	68.1%	24	71.6%	209	71.2%	233
Input collection through anonymous surveys	60.3%	24	43.0%	213	44.8%	237

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 75: Feedback Valued

When I give feedback it is valued by:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	52.0%	24	49.9%	210	50.1%	234
CSU overall	35.8%	24	36.8%	210	36.7%	234
My division/college	44.5%	24	40.3%	210	40.8%	234
My department/unit	75.5%	24	73.0%	213	73.3%	237

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 76: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	6.4%	*	6.5%	17	6.5%	19
Physical appearance	6.4%	*	4.4%	12	4.6%	14
Physical disability	6.4%	*	3.6%	10	3.9%	12
Mental disability	6.4%	*	5.1%	14	5.3%	16
Employment classification	12.9%	4	16.6%	45	16.2%	49
Gender identity	6.4%	*	6.9%	18	6.8%	21
Job title	15.1%	5	14.6%	39	14.6%	44
Parental status	20.9%	7	9.7%	26	10.9%	33
Religion	6.4%	*	4.0%	11	4.2%	13
Political affiliation	15.1%	5	8.0%	21	8.7%	26
Sexual orientation	6.4%	*	2.8%	8	3.2%	10
Socio-economic status	21.5%	7	9.3%	25	10.6%	32
Ethnic origin	12.2%	4	5.5%	15	6.2%	19
Veteran status	6.4%	*	1.0%	*	1.6%	5
Race or color	21.5%	7	8.0%	22	9.5%	29
Marital status	6.4%	*	4.7%	13	4.8%	15
Nationality/country of origin	6.4%	*	3.2%	9	3.6%	11
None/no response	55.4%	18	65.9%	178	64.8%	195

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 77: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	6.0%	16	5.4%	16
Physical appearance	0.0%	*	4.7%	13	4.2%	13
Physical disability	0.0%	*	5.1%	14	4.6%	14
Mental disability	0.0%	*	5.8%	16	5.2%	16
Employment classification	0.0%	*	13.6%	37	12.1%	37
Gender identity	0.0%	*	8.6%	23	7.7%	23
Job title	0.0%	*	13.3%	36	11.9%	36
Parental status	5.8%	*	8.3%	22	8.0%	24
Religion	0.0%	*	2.9%	8	2.6%	8
Political affiliation	0.0%	*	10.7%	29	9.5%	29
Sexual orientation	0.0%	*	1.0%	*	0.9%	*
Socio-economic status	0.0%	*	6.2%	17	5.5%	17
Ethnic origin	5.8%	*	2.5%	7	2.8%	8
Veteran status	0.0%	*	1.0%	*	0.9%	*
Race or color	0.0%	*	3.2%	9	2.9%	9
Marital status	0.0%	*	2.9%	8	2.6%	8
Nationality/country of origin	0.0%	*	2.4%	7	2.2%	7
None/no response	94.2%	30	69.4%	187	72.0%	217

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 78: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	15.4%	5	8.5%	23	9.2%	28
Physical appearance	9.6%	3	5.2%	14	5.6%	17
Physical disability	0.0%	*	5.6%	15	5.0%	15
Mental disability	0.0%	*	7.3%	20	6.5%	20
Employment classification	18.2%	6	16.5%	44	16.6%	50
Gender identity	9.6%	3	6.6%	18	6.9%	21
Job title	24.0%	8	14.6%	39	15.6%	47
Parental status	9.6%	3	7.0%	19	7.3%	22
Religion	0.0%	*	1.8%	5	1.6%	5
Political affiliation	9.6%	3	7.6%	20	7.8%	24
Sexual orientation	0.0%	*	1.8%	5	1.6%	5
Socio-economic status	9.6%	3	7.3%	20	7.6%	23
Ethnic origin	9.6%	3	2.9%	8	3.6%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	9.6%	3	3.9%	11	4.5%	14
Marital status	0.0%	*	1.5%	4	1.3%	4
Nationality/country of origin	5.8%	*	0.7%	*	1.2%	4
None/no response	76.0%	24	67.7%	182	68.6%	207

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 79: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	15.1%	5	11.2%	30	11.6%	35
Bullying	6.4%	*	11.3%	30	10.8%	33
Bias	26.7%	9	19.9%	54	20.6%	62
Physical assault	6.4%	*	2.5%	7	2.9%	9
Sexual misconduct	6.4%	*	5.9%	16	6.0%	18
Verbal abuse	15.1%	5	5.8%	16	6.8%	21
None/no response	64.7%	21	76.4%	206	75.1%	226

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 80: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	2.2%	6	1.9%	6
Bullying	0.0%	*	5.6%	15	5.0%	15
Bias	20.2%	6	13.6%	37	14.3%	43
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	1.5%	4	1.3%	4
Verbal abuse	0.0%	*	3.3%	9	2.9%	9
None/no response	79.8%	26	83.4%	225	83.0%	250

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 81: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.6%	3	3.1%	8	3.8%	12
Bullying	17.3%	6	6.4%	17	7.6%	23
Bias	32.6%	10	15.8%	43	17.6%	53
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.7%	*	0.6%	*
Verbal abuse	24.0%	8	4.4%	12	6.5%	20
None/no response	58.7%	19	81.4%	219	79.0%	238

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 82: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	73.6%	30	76.3%	267	76.0%	297
WCNR demonstrates a commitment to DEI efforts	89.7%	30	90.0%	267	90.0%	297
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	80.5%	30	80.7%	267	80.7%	297
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	74.3%	30	71.8%	267	72.0%	297
Within my department I am comfortable talking about my background and cultural experience with my colleagues	76.0%	32	77.8%	267	77.6%	299
I am well informed about Warner College's diversity initiatives and goals	93.6%	32	76.9%	267	78.7%	299

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 83: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
College	80.5%	30	78.7%	261	78.9%	291
Departments	71.3%	30	70.2%	259	70.3%	289
Classrooms	52.7%	30	56.7%	257	56.3%	287
Labs	52.7%	30	42.5%	253	43.6%	283
Field Crews	61.9%	30	52.2%	253	53.2%	283

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 84: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
College	71.3%	30	59.6%	257	60.9%	287
Departments	73.2%	32	64.6%	259	65.5%	291
Classrooms	65.1%	30	58.7%	233	59.4%	263
Labs	74.3%	30	52.5%	220	55.1%	250
Field Crews	49.7%	30	58.4%	225	57.4%	255

Percent "All" or "Most" of the time

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

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

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

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

Table 85: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., rm, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
College	0.0%	30	3.2%	262	2.9%	292
Departments	0.0%	30	4.2%	264	3.8%	294
Classrooms	0.0%	30	1.8%	251	1.6%	281
Labs	0.0%	30	1.1%	238	1.0%	268
Field Crews	0.0%	30	1.1%	239	1.0%	269

Percent "All" or "Most" of the time

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

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

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

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

Comparisons by Employee Type

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

Figure 4: Organizational Themes Compared by Employee Type

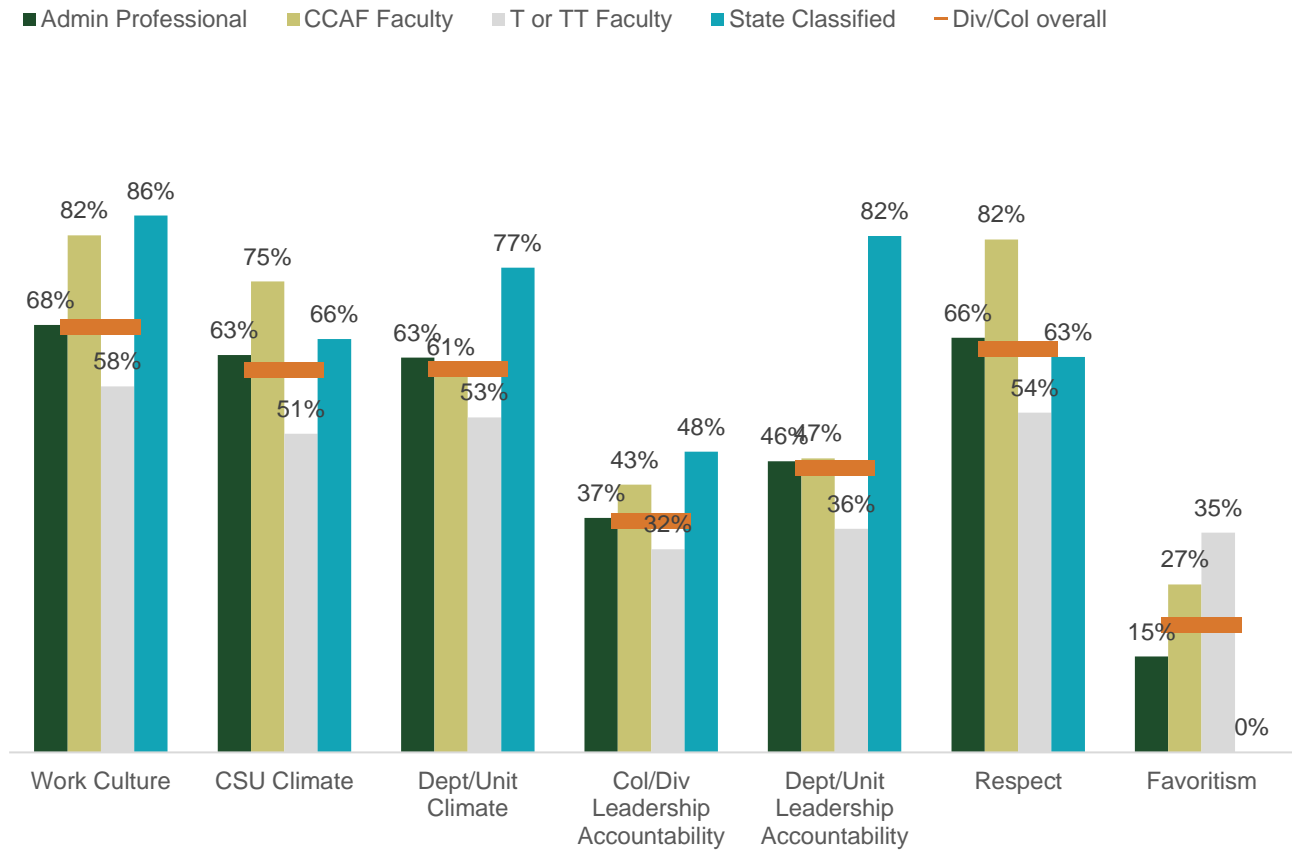


Table 86: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	68.1%	198	58.3%	78	82.4%	28	85.5%	16	67.8%	320
My department/unit promotes a work environment where all employees feel included	71.3%	202	68.7%	78	80.9%	28	100.0%	18	73.1%	327
My department/unit treats all employees equitably	59.3%	202	46.2%	78	57.1%	28	81.1%	18	57.2%	327
My department/unit is open and transparent in communication	60.1%	202	45.0%	78	71.4%	28	100.0%	18	59.7%	327
My department/unit values employee input in major department/unit decisions	66.9%	200	74.4%	78	90.4%	28	85.6%	18	71.8%	325
My department/unit promotes respect for cultural differences	77.7%	202	62.6%	78	80.9%	28	100.0%	18	75.6%	327
My department/unit understands the value of diversity	82.3%	202	69.7%	78	100.0%	28	100.0%	18	81.8%	327
My department/unit communicates the importance of valuing diversity	75.7%	202	68.4%	78	90.4%	28	100.0%	18	76.6%	327
I feel valued as an employee	70.8%	200	66.1%	78	80.9%	28	85.6%	18	71.4%	325
I feel a strong sense of belonging to CSU	52.7%	202	39.1%	78	85.8%	28	62.2%	18	52.8%	327
I feel a strong sense of belonging to my division/college	57.0%	202	40.3%	78	90.4%	28	47.8%	18	55.4%	327
I feel a strong sense of belonging to my department/unit	63.2%	202	59.1%	78	61.7%	28	100.0%	18	64.1%	327
I would recommend CSU as a place of employment	74.9%	202	62.6%	78	100.0%	28	47.8%	18	72.6%	327
I would recommend my department/unit as a place of employment	72.6%	202	55.5%	78	80.9%	28	100.0%	18	70.5%	324

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: Performance Review in Last Year

Did you have a performance review in the last year?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	82.1%	166	97.6%	76	63.1%	16	100.0% ¹	18	85.4%	277
No, I did not have a review	17.9%	36	2.4%	*	36.9%	9	0.0% ¹	*	14.6%	47
Total	100.0%	202	100.0%	78	100.0%	25	100.0%	18	100.0%	324

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

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

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

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

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

Table 88: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)	(B)	(C)	(D)	(A)	(B)	(C)	(D)	(A)	(B)
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	81.7%	164	75.3%	76	94.4%	16	79.7%	16	80.5%	272
I am satisfied with the effort my supervisor put into my most recent performance review	83.8%	166	72.8%	76	100.0%	16	100.0%	16	82.6%	274
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	12.8%	166	13.2%	76	16.7%	16	0.0%	16	12.4%	274
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	60.2%	164	53.0%	76	83.2%	16	39.0%	16	58.3%	272

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

Percent "Agree" or "Strongly agree"

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

**Reverse coded when included in overall rating*

1,2,3

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

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

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

Table 89: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)	(B)	(C)	(D)	(A)	(B)	(C)	(D)	(A)	(B)
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	66.0%	198	54.1%	78	81.7%	28	63.0%	16	64.3%	319
My department/unit is treated with respect by other units within my college/division	66.0%	198	43.8%	78	80.9%	28	100.0%	16	63.5%	319
My college/division is treated with respect by CSU	62.6%	198	36.7%	78	100.0%	28	39.0%	16	58.3%	319
The people I interact with treat each other with respect	90.7%	200	66.1%	78	90.4%	28	100.0%	16	85.2%	321
There is respect for religious differences in my department/unit	52.1%	200	48.3%	78	57.2%	28	61.0%	16	52.1%	321
There is respect for liberal perspectives in my department/unit	80.1%	200	82.5%	78	100.0%	28	77.9%	16	82.3%	321
There is respect for conservative perspectives in my department/unit	44.1%	200	47.2%	78	61.9%	28	0.0%	16	44.2%	321

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 90: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	15.3%	198	35.0% A D	78	26.8% D	280	0.0%	16	20.4%	319
Recognized within my department/unit	24.4%	198	49.1% A D	78	28.7%	280	0.0%	16	29.6%	319
Resources in my department/unit	16.7%	198	55.0% A C D	78	28.6%	280	0.0%	16	26.3%	319
Professional development opportunities	8.4%	198	20.8% A	78	19.1%	280	0.0%	16	11.9%	319
Promoted in my department/unit	16.0%	198	18.5% A D	78	28.6%	280	0.0%	16	16.9%	319
Hired in my department/unit	11.0%	198	31.6% A D	78	28.6%	280	0.0%	16	17.0%	319

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 91: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	37.4%	185	32.4%	75	42.7%	21	47.9%	13	36.9%	294
Leadership adequately addresses inappropriate behavior	36.4%	185	28.3%	75	31.2%	21	46.9%	13	34.4%	294
Leadership holds employees accountable for inappropriate behavior	26.9%	185	24.6%	75	31.2%	21	46.9%	13	27.5%	294
Leadership holds employees accountable for poor performance in the workplace	22.1%	185	11.1%	75	18.7%	21	46.9% B	13	20.1%	294
Leadership acts ethically and honestly in the workplace	53.7%	187	56.5%	75	78.9%	25	73.4%	13	57.4%	300
Leadership addresses issues of inequity	45.6%	185	40.5%	75	56.2%	21	46.9%	13	45.1%	294
Leadership holds all employees to the same standards	40.0%	185	33.2%	75	52.6%	25	26.6%	13	38.7%	298

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 92: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)	(B)	(C)	(D)	(A)	(B)	(C)	(D)	(A)	(B)
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	46.4%	181	35.6%	75	46.8%	21	82.3%	13	45.2%	291
Leadership adequately addresses inappropriate behavior	46.2%	185	34.4%	75	43.7%	21	100.0%	13	45.4%	294
Leadership holds employees accountable for inappropriate behavior	34.2%	181	22.1%	75	43.7%	21	100.0%	13	34.7%	291
Leadership holds employees accountable for poor performance in the workplace	35.0%	185	18.4%	75	43.7%	21	46.9%	13	31.9%	294
Leadership acts ethically and honestly in the workplace	53.7%	187	56.5%	75	78.9%	25	73.4%	13	57.4%	300
Leadership addresses issues of inequity	50.4%	185	40.5%	75	43.7%	21	73.4%	13	48.4%	294
Leadership holds all employees to the same standards	52.1%	187	32.0%	75	52.6%	25	73.4%	13	48.0%	300

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 93: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)	(B)	(C)	(D)	(A)	(B)	(C)	(D)	(A)	(B)
CSU CLIMATE OVERALL	63.3%	182	50.8%	75	75.0%	21	65.8%	13	61.0%	292
Recruits employees from a diverse set of backgrounds	64.9%	187	43.7%	78	63.1%	25	46.9%	13	58.5%	303
Improves the campus climate for all employees	56.5%	182	46.3%	78	84.3%	25	73.4%	13	56.9%	298
Retains diverse employees	40.2%	185	32.0%	78	31.2%	21	20.3%	13	36.5%	297
Creates a supportive environment for employees from diverse backgrounds	55.8%	185	36.7%	78	63.1%	25	73.4%	13	52.2%	301
Encourages discussions related to diversity	84.9%	185	83.6%	78	100.0%	25	100.0%	13	86.5%	301
Provides employees with a positive work experience	69.9%	187	55.7%	78	100.0%	25	73.4%	13	68.9%	303
Climate has become consistently more inclusive of all employees	66.7%	185	64.9%	75	100.0%	25	73.4%	13	69.3%	299

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.

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Table 94: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	62.9%	185	53.4%	70	60.7%	21	77.2%	13	61.1%	289
Recruits employees from a diverse set of backgrounds	61.8%	187	41.6%	75	52.6%	25	73.4%	13	56.5%	301
Improves the campus climate for all employees	57.0%	185	54.5%	78	63.1%	25	100.0%	13	58.7%	301
Retains diverse employees	50.3%	185	39.2%	76	31.2%	21	20.3%	13	44.7%	295
Creates a supportive environment for employees from diverse backgrounds	55.8%	185	36.7%	78	63.1%	25	73.4%	13	52.2%	301
Encourages discussions related to diversity	74.9%	189	75.5%	78	78.9%	25	100.0%	13	76.4%	306
Provides employees with a positive work experience	70.5%	187	57.9%	78	78.9%	25	100.0%	13	69.2%	303
Climate has become consistently more inclusive of all employees	63.8%	187	67.4%	75	89.4%	25	73.4%	13	67.2%	301

Percent "Agree" or "Strongly agree"

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

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

Table 95: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	65.1%	182	47.8%	74	72.2%	25	52.4%	10	60.9%	291
Communications are effective	70.6%	186	49.1%	74	84.3%	25	33.3%	10	65.1%	295
Communications are timely	72.5%	186	54.0%	75	84.3%	25	33.3%	10	67.4%	297
Communications are relevant	62.5%	186	50.2%	75	78.9%	25	66.7%	10	60.9%	297
Communications are informative	75.6%	184	45.3%	75	89.5%	25	66.7%	10	68.7%	295
Communications are motivating	40.0%	182	24.6%	75	52.6%	25	66.7%	10	38.1%	293
Communications are honest	59.9%	182	52.8%	75	52.6%	25	33.3%	10	56.5%	293
Communications are accessible	74.7%	182	53.9%	75	63.1%	25	66.7%	10	68.1%	293

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 96: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	64.7%	182	41.9%	74	83.4%	25	42.9%	10	59.7%	291
	B				B D					
Communications are effective	65.8%	186	41.4%	74	100.0%	25	33.3%	10	61.5%	295
	B				A B D					
Communications are timely	69.1%	184	46.7%	75	100.0%	25	33.3%	10	64.8%	295
	B				A B D					
Communications are relevant	68.8%	184	42.8%	75	78.9%	25	66.7%	10	63.0%	295
	B				B					
Communications are informative	79.2%	182	43.0%	75	100.0%	25	33.3%	10	70.1%	293
	B D				B D					
Communications are motivating	35.8%	182	8.6%	75	63.2%	25	33.3%	10	31.1%	293
	B				A B					
Communications are honest	61.7%	182	54.0%	75	89.4%	25	33.3%	10	61.1%	293
					A B D					
Communications are accessible	72.4%	182	50.2%	75	52.6%	25	66.7%	10	64.8%	293
	B									

Percent "Agree" or "Strongly agree"

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

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

Table 97: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	66.9%	177	62.7%	71	80.4%	25	95.2%	10	68.1%	283
							B			
Communications are effective	63.6%	184	52.9%	74	78.9%	25	100.0%	10	63.5%	293
							B			
Communications are timely	66.3%	184	57.7%	75	100.0%	25	100.0%	10	68.2%	295
					A B		B			
Communications are relevant	76.3%	183	78.2%	75	89.4%	25	100.0%	10	78.8%	294
Communications are informative	77.0%	184	74.5%	75	100.0%	25	100.0%	10	79.2%	295
					A B					
Communications are motivating	43.8%	182	22.1%	75	63.1%	25	100.0%	10	41.8%	293
	B				B		A B			
Communications are honest	73.0%	182	71.1%	73	78.9%	25	100.0%	10	74.0%	290
Communications are accessible	69.0%	182	60.0%	75	52.6%	25	66.7%	10	65.2%	293

Percent "Agree" or "Strongly agree"

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

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

Table 98: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	44.2%	83	42.7%	33	63.1%	16	0.0% ¹	*	43.5%	132
Maybe, I can provide feedback in limited situations	32.3%	60	39.7%	31	15.7%	4	73.4%	10	34.6%	105
No, I don't have an opportunity to provide feedback	23.5%	44	17.6%	14	21.1%	5	26.6%	3	21.9%	67
Total	100.0%	187	100.0%	78	100.0%	25	100.0%	13	100.0%	303

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

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

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

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

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

Table 99: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	51.9%	141	63.0%	56	60.0%	12	50.0%	7	55.2%	216
One on one conversations with my supervisor	83.4%	143	80.5%	62	100.0%	20	100.0%	7	84.6%	232
My representation in shared governance (CPC, APC, or Faculty Council)	23.1%	141	43.5%	59	77.7%	12	50.0%	7	32.4%	219
My service on committees	38.7%	143	88.2%	62	73.2%	20	0.0%	7	53.7%	232
Annual review process	76.2%	143	66.0%	62	58.3%	16	100.0%	7	72.9%	228
Input collection through anonymous surveys	37.6%	143	39.2%	59	53.3%	20	0.0%	7	38.2%	229

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 100: Feedback Valued

When I give feedback it is valued by:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	47.0%	143	43.4%	59	73.3%	20	16.7%	7	47.4%	229
CSU overall	34.7%	143	29.9%	59	53.3%	20	0.0%	7	34.0%	229
My division/college	37.6%	143	34.6%	59	66.7%	20	0.0%	7	38.2%	229
My department/unit	68.6%	143	67.2%	62	100.0%	20	50.0%	7	70.4%	232

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

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 101: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.6%	11	6.9%	5	19.1%	5	0.0%	*	6.8%	22
Physical appearance	3.6%	7	0.0%	*	23.8%	7	0.0%	*	4.2%	14
Physical disability	2.5%	5	0.0%	*	23.8%	7	0.0%	*	3.6%	12
Mental disability	4.6%	9	0.0%	*	23.8%	7	0.0%	*	4.9%	16
Employment classification	20.2%	41	6.9%	5	23.8%	7	18.9%	3	17.2%	56
Gender identity	4.6%	9	12.9%	10	23.8%	7	0.0%	*	7.9%	26
Job title	16.1%	33	11.9%	9	19.1%	5	18.9%	3	15.5%	51
Parental status	7.1%	14	18.9%	15	19.1%	5	0.0%	*	10.6%	35
Religion	4.1%	8	2.4%	*	19.1%	5	0.0%	*	4.7%	15
Political affiliation	6.4%	13	6.9%	5	19.1%	5	0.0%	*	7.2%	24
Sexual orientation	2.0%	4	10.5%	8	9.6%	*	0.0%	*	4.6%	15
Socio-economic status	7.1%	14	19.8%	15	33.4%	9	0.0%	*	12.0%	39
Ethnic origin	4.1%	8	8.3%	6	23.8%	7	0.0%	*	6.6%	21
Veteran status	1.0%	*	0.0%	*	9.6%	*	0.0%	*	1.4%	5
Race or color	7.2%	14	16.4%	13	23.8%	7	0.0%	*	10.4%	34
Marital status	4.6%	9	0.0%	*	19.1%	5	0.0%	*	4.5%	15
Nationality/country of origin	3.1%	6	5.9%	5	9.6%	*	0.0%	*	4.1%	14
None/no response	68.3%	138	54.2%	42	57.1%	16	81.1%	15	64.7%	211

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 102: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.1%	6	12.9%	10	9.6%	*	0.0%	*	5.8%	19
Physical appearance	2.0%	4	2.4%	*	23.8%	7	0.0%	*	3.9%	13
Physical disability	3.6%	7	0.0%	*	23.8%	7	0.0%	*	4.2%	14
Mental disability	3.6%	7	2.4%	*	23.8%	7	0.0%	*	4.8%	16
Employment classification	14.1%	28	3.5%	*	23.8%	7	18.9%	3	12.6%	41
Gender identity	3.6%	7	15.4%	12	23.8%	7	0.0%	*	7.9%	26
Job title	12.5%	25	8.3%	6	19.1%	5	18.9%	3	12.4%	41
Parental status	5.1%	10	14.2%	11	9.6%	*	0.0%	*	7.4%	24
Religion	2.5%	5	0.0%	*	19.1%	5	0.0%	*	3.2%	10
Political affiliation	7.6%	15	3.4%	*	19.1%	5	0.0%	*	7.2%	23
Sexual orientation	0.0%	*	0.0%	*	9.6%	*	0.0%	*	0.8%	*
Socio-economic status	4.6%	9	3.5%	*	23.8%	7	0.0%	*	5.7%	19
Ethnic origin	0.0%	*	2.4%	*	23.8%	7	0.0%	*	2.6%	8
Veteran status	0.0%	*	0.0%	*	9.6%	*	0.0%	*	0.8%	*
Race or color	1.0%	*	0.0%	*	23.8%	7	0.0%	*	2.7%	9
Marital status	2.5%	5	2.4%	*	9.6%	*	0.0%	*	3.0%	10
Nationality/country of origin	1.0%	*	2.4%	*	9.6%	*	0.0%	*	2.0%	7
None/no response	75.7%	153	69.4%	54	57.1%	16	81.1%	15	72.9%	238

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 103: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.6%	11	17.6%	14	19.1%	5	0.0%	*	9.3%	30
Physical appearance	4.6%	9	4.8%	4	14.2%	4	0.0%	*	5.2%	17
Physical disability	4.6%	9	2.4%	*	14.2%	4	0.0%	*	4.6%	15
Mental disability	4.6%	9	4.8%	4	23.8%	7	0.0%	*	6.0%	20
Employment classification	17.1%	35	19.8%	15	23.8%	7	18.9%	3	18.4%	60
Gender identity	6.6%	13	10.5%	8	14.2%	4	0.0%	*	7.8%	26
Job title	16.1%	33	23.4%	18	9.6%	*	18.9%	3	17.4%	57
Parental status	4.1%	8	17.6%	14	9.6%	*	0.0%	*	7.6%	25
Religion	1.5%	3	2.4%	*	9.5%	*	0.0%	*	2.3%	8
Political affiliation	6.4%	13	0.0%	*	19.1%	5	0.0%	*	5.6%	18
Sexual orientation	1.0%	*	0.0%	*	9.6%	*	0.0%	*	1.4%	5
Socio-economic status	7.1%	14	8.3%	6	14.2%	4	0.0%	*	7.6%	25
Ethnic origin	1.5%	3	4.8%	4	14.2%	4	0.0%	*	3.3%	11
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	2.5%	5	2.4%	*	23.8%	7	0.0%	*	4.2%	14
Marital status	1.0%	*	2.4%	*	0.0%	*	0.0%	*	1.2%	4
Nationality/country of origin	0.0%	*	4.8%	4	0.0%	*	0.0%	*	1.1%	4
None/no response	72.9%	148	66.0%	52	47.6%	13	81.1%	15	69.5%	227

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 104: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.2%	19	11.9%	9	33.4%	9	0.0%	*	11.4%	37
Bullying	7.1%	14	12.9%	10	33.4%	9	18.9%	3	11.4%	37
Bias	17.9%	36	31.5%	25	33.4%	9	0.0%	*	21.4%	70
Physical assault	1.0%	*	0.0%	*	23.8%	7	0.0%	*	2.7%	9
Sexual misconduct	3.1%	6	5.9%	5	33.4%	9	0.0%	*	6.2%	20
Verbal abuse	4.6%	9	5.9%	5	23.8%	7	0.0%	*	6.3%	21
None/no response	80.1%	162	59.1%	46	66.6%	19	81.1%	15	74.0%	242

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 105: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.0%	*	4.8%	4	0.0%	*	0.0%	*	1.8%	6
Bullying	3.1%	6	12.9%	10	0.0%	*	18.9%	3	6.0%	20
Bias	11.7%	24	28.1%	22	9.6%	*	0.0%	*	14.8%	48
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	1.0%	*	2.4%	*	0.0%	*	0.0%	*	1.2%	4
Verbal abuse	2.0%	4	5.9%	5	0.0%	*	0.0%	*	2.7%	9
None/no response	87.2%	177	62.6%	49	90.4%	25	81.1%	15	81.3%	266

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 106: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	2.5%	5	4.8%	4	9.6%	*	0.0%	*	3.5%	12
Bullying	4.1%	8	24.7%	19	0.0%	*	0.0%	*	8.4%	28
Bias	15.8%	32	27.1%	21	9.6%	*	0.0%	*	17.1%	56
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	2.4%	*	0.0%	*	0.0%	*	0.6%	*
Verbal abuse	4.6%	9	16.5%	13	0.0%	*	0.0%	*	6.8%	22
None/no response	82.1%	166	62.4%	49	80.9%	23	100.0%	18	78.3%	256

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 107: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)		(B)		(C)		(D)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	70.1%	187	87.0%	70	68.3%	25	66.7%	10	73.9%	293
WCNR demonstrates a commitment to DEI efforts	86.2%	187	90.8%	70	100.0%	25	100.0%	10	88.9%	293
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	71.8%	187	89.6%	70	89.4%	25	100.0%	10	78.6%	293
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	63.5%	187	75.1%	70	78.9%	25	100.0%	10	68.9%	293
Within my department I am comfortable talking about my background and cultural experience with my colleagues	78.7%	189	61.0%	73	78.9%	25	66.7%	10	73.9%	298
I am well informed about Warner College's diversity initiatives and goals	75.4%	189	79.1%	70	100.0%	25	100.0%	10	79.2%	295

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 108: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	(A)		(B)		(C)		(D)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	76.4%	184	85.1%	67	78.9%	25	100.0%	10	79.5%	287
Departments	70.7%	182	71.4%	67	68.3%	25	100.0%	10	71.7%	285
Classrooms	49.4%	180	54.9%	67	63.1%	25	100.0%	10	53.8%	283
Labs	40.3%	180	41.5%	65	18.7%	21	33.3%	10	38.6%	276
Field Crews	54.3%	182	44.2%	63	31.2%	21	33.3%	10	49.4%	276

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 109: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	60.1%	180	69.2%	66	78.9%	25	33.3%	10	62.9%	281
Departments	69.9%	184	63.2%	67	78.9%	25	33.3%	10	67.8%	287
Classrooms	55.8%	159	63.2%	67	89.4%	25	50.0%	7	60.9%	259
Labs	49.3%	155	67.8%	63	50.0%	19	50.0%	7	54.2%	243
Field Crews	61.5%	162	54.7%	61	35.7%	19	50.0%	7	57.6%	249

Percent "All" or "Most" of the time

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

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

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

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

Table 110: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., emptype2, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	2.6%	18	2.7%	73	0.0%	25	0.0%	10	3.8%	290
Departments	2.6%	18	5.1%	73	10.6%	25	0.0%	10	3.8%	292
Classrooms	1.5%	17	2.7%	70	0.0%	25	0.0%	10	1.6%	277
Labs	1.6%	16	0.0%	63	0.0%	19	0.0%	7	1.0%	258
Field Crews	1.6%	17	0.0%	60	0.0%	19	0.0%	7	1.0%	260

Percent "All" or "Most" of the time

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

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

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

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

Comparisons by Department/Unit

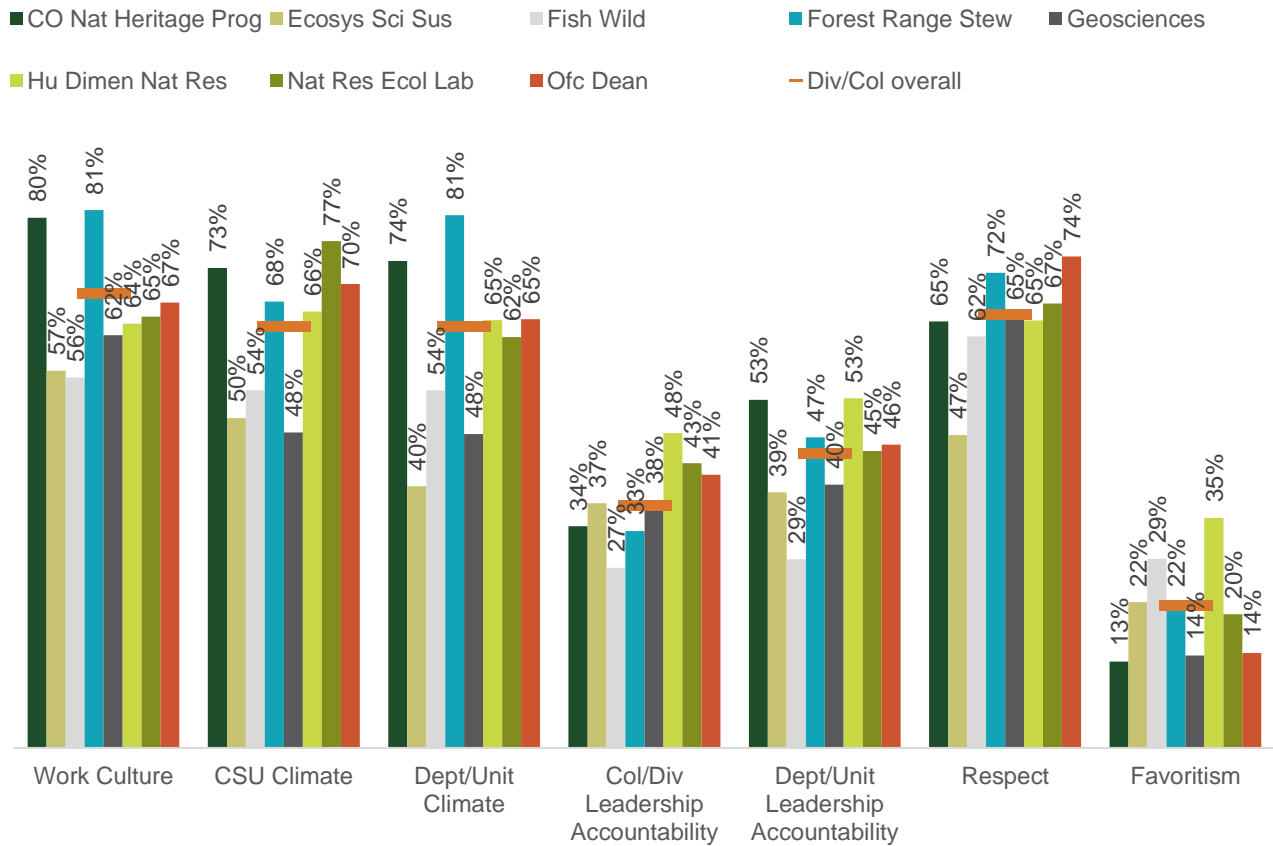
Some departments with a small number of employees may have been combined for these comparisons. Groupings appear in the following table.

Table 111: Department Grouping

		Pct	Pop
CO Nat Hert	Colorado Natural Heritage Program	15.2%	53
Ecosys	Ecosystem Science and Sustainability	8.9%	31
Fish Wild	Cooperative Fish and Wildlife Research	0.6%	*
	Fish, Wildlife and Conservation Biology	12.6%	44
Forest Range	Forest & Rangeland Stewardship	22.2%	77
Geosci	Geosciences	10.0%	35
Hu Dim NR	Human Dimensions of Natural Resources	13.5%	47
NR Ecol Lab	Natural Resource Ecology Laboratory	9.1%	31
Ofc Dean	Office of Dean	7.9%	28

* Values reported for items with n >= 3.

Figure 5: Organizational Themes Compared by Department/Unit



Employee Climate Survey 2021

Table 112: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	80.2% B C	4957	57.1% B C	3156	56.1% B C	46	81.4% B C E	7762	62.5% B C E	3564	64.2% B C E	44	65.3% B C E	3167	67.4% B C E	2868	68.8% B C E	341
My department/unit promotes a work environment where all employees feel included	88.2%	5363	63.1% B C	3163	63.5% B C	46	78.3%	7766	66.8% B C	3568	68.2% B C	47	57.5% B C	3173	73.3% B C	2871	71.7% B C	348
My department/unit treats all employees equitably	82.4% C E F G	5354	54.2% C E F G	3134	34.3% C E F G	46	79.5% C E F G	7745	65.6% C E F G	3551	55.5% C E F G	47	42.5% C E F G	3162	62.1% C E F G	2859	59.8% C E F G	348
My department/unit is open and transparent in communication	73.5% C F	5354	54.2% C F	3136	36.2% C F	46	73.0% C F	7758	58.9% C F	3533	32.2% C F	47	57.5% C F	3182	82.9% C F	2859	81.1% C F	348
My department/unit values employee input in major department/unit decisions	89.8% F H	5180	60.6% F H	3172	72.1% F H	46	67.6% F H	7775	75.7% F H	3561	64.4% F H	47	64.1% F H	3144	49.9% F H	2870	50.5% F H	346
My department/unit promotes respect for cultural differences	83.2% C	5362	62.7% C	3155	55.0% C	46	90.6% B C	7767	67.7% B C	3574	74.7% B C	47	90.2% C	3181	81.3% C	2877	77.1% C	348
My department/unit understands the value of diversity	87.1% E	5371	71.7% E	3173	73.6% E	46	96.0% B C E	7753	53.0% B C E	3590	4.4% B C E	47	90.2% E	3182	82.9% E	2882	82.9% E	348
My department/unit communicates the importance of valuing diversity	83.2%	5362	62.7% B E	3169	69.9% B E	46	92.4% B E	7761	8.8% B E	3573	3.8% B E	47	81.8% B E	3181	81.3% B E	2878	80.0% B E	348
I feel valued as an employee	81.7% C	5172	72.3% C	3158	58.8% C	46	89.3% C	7766	66.8% C	3566	6.9% C	47	64.1% C	3165	65.7% C	2873	65.1% C	346
I feel a strong sense of belonging to CSU	56.7%	5332	52.5% B C	3140	40.7% B C	46	56.8% B C	7754	54.4% B C	3561	61.1% B C	47	57.5% B C	3153	53.0% B C	2852	52.6% B C	348
I feel a strong sense of belonging to my division/college	48.9%	5357	57.1% B C	3146	46.4% B C	46	73.5% B C	7757	78.8% B C	3556	64.4% B C	47	44.3% B C	3171	71.7% B C	2858	58.1% B C	348
I feel a strong sense of belonging to my department/unit	69.6% B	5330	60.6% B	3163	63.3% B	46	81.3% B	7760	60.9% B	3566	6.9% B	47	64.1% B	3171	71.7% B	2866	63.3% B	348
I would recommend CSU as a place of employment	100.0% B C H	5370	52.0% H	3152	52.0% H	46	83.5% C H	7773	73.7% H	3578	6.6% C H	47	73.9% H	3133	38.8% H	2874	42.2% H	348
I would recommend my department/unit as a place of employment	86.3% B	5330	62.2% B	3163	63.3% B	46	96.0% B C E F G	7768	68.9% B	3564	74.7% B	44	60.7% B	3171	71.7% B	2872	72.3% B	345

Percent "Agree" or "Strongly agree"

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

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

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

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

Employee Climate Survey 2021

Table 113: Performance Review in Last Year

Did you have a performance review in the last year?	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
No, I did not have a review	14.8%	8	6.7%	*	14.8%	7	32.2%	25	20.7%	7	20.9%	9	0.0% ^a	*	0.0% ^a	*	16.8%	58
Yes, I had a review	85.2%	45	93.3%	29	85.2%	39	67.8%	52	79.3%	28	79.1%	35	100.0% ^a	31	100.0% ^a	28	83.2%	287
Total	100.0%	53	100.0%	31	100.0%	46	100.0%	77	100.0%	35	100.0%	44	100.0%	31	100.0%	28	100.0%	345

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

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

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

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

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

Table 114: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	86.5%	45	73.4%	29	71.2%	39	69.8%	52	75.2%	28	87.7%	32	84.2%	29	86.2%	28	78.7%	282
	C D									C D					D			
I am satisfied with the effort my supervisor put into my most recent performance review	95.4%	45	84.4%	29	52.3%	39	79.8%	52	69.3%	28	85.5%	32	83.6%	31	85.0%	28	79.5%	285
	C		C				C			C			C		C			
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	13.8%	45	16.0%	29	19.2%	39	7.9%	52	0.0%	28	25.8%	32	9.8%	31	0.0%	28	11.9%	285
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	64.2%	45	35.9%	29	61.4%	39	29.7%	52	56.4%	28	77.6%	32	63.0%	29	73.8%	28	56.1%	282
	D									B D					D			

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

Percent "Agree" or "Strongly agree"

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

*Reverse coded when included in overall rating

1,2,3

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

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

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

Table 115: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	64.5%	51	47.4%	31	62.3%	43	71.9% B	77	65.4%	35	64.7%	44	67.2%	31	74.4% B	28	65.5%	341
My department/unit is treated with respect by other units within my college/division	62.2%	51	48.2%	31	72.2%	43	82.2% B F	77	60.9%	35	45.4%	44	57.3%	31	85.0% F	28	65.8%	341
My college/division is treated with respect by CSU	57.0%	51	24.2%	31	45.1%	43	75.0% B C	77	51.0%	35	81.0% B C	44	57.3%	31	79.2% B	28	60.9%	341
The people I interact with treat each other with respect	96.1% B	53	54.4%	31	89.6% B	43	96.0% B	77	83.6% B	35	77.6%	44	80.4%	31	92.5% B	28	86.1%	343
There is respect for religious differences in my department/unit	50.8%	53	35.0%	31	42.1%	43	51.3%	77	57.5%	35	49.2%	44	67.3%	31	70.1%	28	51.9%	343
There is respect for liberal perspectives in my department/unit	85.2%	53	74.6%	31	84.0%	43	86.2%	77	83.6%	35	89.8%	44	83.6%	31	70.1%	28	83.4%	343
There is respect for conservative perspectives in my department/unit	33.2%	53	47.7%	31	40.7%	43	40.9%	77	55.8%	35	45.1%	44	57.5%	31	49.3%	28	44.6%	343

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 116: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	13.1%	51	22.1%	31	28.6%	43	22.0%	77	14.0%	35	34.8%	44	20.2%	31	14.4%	28	21.6%	341
Recognized within my department/unit	23.5%	51	41.5%	31	41.2%	43	24.0%	77	15.5%	35	40.2%	44	35.9%	31	34.3%	28	30.9%	341
Resources in my department/unit	10.2%	51	23.9%	31	47.6%	43	12.7%	77	23.4%	35	43.9%	44	35.9%	31	7.5%	28	24.7%	341
Professional development opportunities	4.1%	51	6.0%	31	10.4%	43	23.1%	77	15.5%	35	33.7%	44	0.0%	31	7.5%	28	14.3%	341
Promoted in my department/unit	23.5%	51	6.0%	31	10.9%	43	23.1%	77	15.5%	35	28.1%	44	19.6%	31	15.0%	28	19.0%	341
Hired in my department/unit	4.1%	51	32.9%	31	32.9%	43	27.0%	77	0.0%	35	28.1%	44	9.8%	31	7.5%	28	19.1%	341

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 117: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	33.5%	51	37.0%	28	27.3%	41	32.8%	66	37.5%	35	47.6%	42	43.1%	28	41.4%	25	36.7%	315
Leadership adequately addresses inappropriate behavior	24.4%	51	42.6%	28	23.6%	41	21.4%	66	38.5%	35	38.1%	42	41.9%	28	48.0%	25	32.1%	315
Leadership holds employees accountable for inappropriate behavior	18.3%	51	35.3%	28	19.0%	41	17.2%	66	25.8%	35	38.1%	42	31.0%	28	35.6%	25	25.7%	315
Leadership holds employees accountable for poor performance in the workplace	10.2%	51	6.6%	28	11.4%	41	14.1%	66	15.9%	35	28.7%	42	38.3%	28	39.6%	25	18.8%	315
Leadership acts ethically and honestly in the workplace	58.6%	53	68.9%	28	38.4%	41	49.6%	70	66.8%	35	71.5%	42	49.1%	28	60.4%	25	56.9%	321
Leadership addresses issues of inequity	54.9%	51	43.1%	28	35.6%	41	42.4%	66	45.6%	35	58.2%	42	49.1%	28	27.3%	25	45.4%	315
Leadership holds all employees to the same standards	36.6%	51	25.9%	28	35.6%	41	57.8%	70	32.6%	35	51.1%	42	49.1%	28	37.3%	25	42.8%	319

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 118: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	52.7%	51	38.7%	28	28.6%	41	47.0%	66	39.9%	35	52.9%	39	44.9%	28	45.9%	25	44.4%	312
Leadership adequately addresses inappropriate behavior	48.0%	51	45.1%	28	22.4%	41	31.1%	66	42.5%	35	57.7% C	42	49.1%	28	56.3%	25	42.4%	315
Leadership holds employees accountable for inappropriate behavior	36.7%	51	35.3%	28	12.7%	41	28.8%	66	27.8%	35	54.4% C	39	31.0%	28	35.6%	25	32.4%	312
Leadership holds employees accountable for poor performance in the workplace	32.6%	51	6.6%	28	24.6%	41	26.3%	66	23.8%	35	48.1% B	42	27.4%	28	48.0% B	25	29.8%	315
Leadership acts ethically and honestly in the workplace	58.6%	53	68.9%	28	38.4%	41	49.6%	70	66.8%	35	71.5%	42	49.1%	28	60.4%	25	56.9%	321
Leadership addresses issues of inequity	68.3% C H	51	43.1%	28	12.2%	41	57.8% C	66	45.6%	35	58.5% C	42	56.4% C	28	27.3%	25	48.5%	315
Leadership holds all employees to the same standards	55.8%	53	33.2%	28	44.0%	41	71.4% B E	70	32.6%	35	51.1%	42	49.1%	28	48.0%	25	51.4%	321

Percent "Agree" or "Strongly agree"

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

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

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

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

Employee Climate Survey 2021

Table 119: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	72.7% E	51	49.9%	28	54.1%	41	67.5%	66	47.7%	35	66.1%	42	76.7% E	28	70.2%	22	63.7%	313
Recruits employees from a diverse set of backgrounds	68.3%	51	45.8%	31	52.3%	41	58.6%	72	48.5%	35	57.7%	42	80.4%	31	90.7% B E	22	61.2%	325
Improves the campus climate for all employees	67.2%	51	60.9%	31	35.9%	41	70.4% C	70	41.6%	35	71.0% C	42	56.4%	28	63.0%	22	59.8%	319
Retains diverse employees	35.7%	51	17.9%	31	36.1%	41	48.6%	66	21.8%	35	42.5%	42	67.3% B E	31	58.2%	22	40.7%	319
Creates a supportive environment for employees from diverse backgrounds	64.2%	51	39.2%	31	52.6%	41	64.3% E	70	31.7%	35	48.8%	42	73.9% E	31	58.2%	22	55.4%	323
Encourages discussions related to diversity	95.9% E	51	78.3%	31	88.1%	41	83.7%	70	69.7%	35	100.0% E	42	90.2%	31	90.7%	22	87.4%	323
Provides employees with a positive work experience	88.2% C	53	57.1%	31	57.2%	41	80.3%	70	61.8%	35	71.5%	42	67.3%	31	63.0%	22	70.9%	325
Climate has become consistently more inclusive of all employees	89.6% C	51	70.1%	28	56.9%	41	78.1%	70	58.9%	35	71.0%	42	64.1%	31	67.5%	22	71.4%	320

Percent "Agree" or "Strongly agree"

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

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

Employee Climate Survey 2021

Table 120: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	73.7% B E	51	39.6%	28	54.2%	41	80.6% B C E	63	47.5%	32	64.7% B	42	62.2%	31	64.9%	22	63.7%	310
Recruits employees from a diverse set of backgrounds	72.4% B E	51	17.9%	31	52.8% B	41	75.1% B E	69	31.7%	35	62.4% B	42	70.5% B E	31	72.1% B E	22	59.3%	322
Improves the campus climate for all employees	74.4%	51	47.5%	31	44.0%	41	85.3% B C E F G	70	49.6%	35	50.1%	42	47.7%	31	67.5%	22	61.4%	323
Retains diverse employees	39.8%	51	24.6%	31	46.3%	41	66.5% B E	66	15.0%	32	59.0% E	42	64.1% B E	31	58.2% E	22	48.4%	316
Creates a supportive environment for employees from diverse backgrounds	64.2%	51	39.2%	31	52.6%	41	64.3% E	70	31.7%	35	48.8%	42	73.9% E	31	58.2%	22	55.4%	323
Encourages discussions related to diversity	88.2%	53	71.7%	31	70.8%	41	92.8%	72	69.7%	35	69.1%	42	70.6%	31	67.5%	22	78.0%	327
Provides employees with a positive work experience	82.4% B C	53	48.2%	31	50.1%	41	88.2% B C G	70	67.7%	35	76.5%	42	57.5%	31	76.8%	22	71.2%	325
Climate has become consistently more inclusive of all employees	81.4%	51	62.7%	28	62.0%	41	84.2% E	72	51.0%	35	71.2%	42	60.9%	31	53.7%	22	69.4%	322

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.

Employee Climate Survey 2021

Table 121: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	77.6%	51	53.1%	28	39.0%	41	60.3%	70	48.2%	35	65.9%	40	72.0%	28	68.5%	20	60.6%	312
	B C E		C				C				C		C		C			
Communications are effective	86.3%	53	60.5%	28	26.2%	41	76.5%	72	54.4%	35	68.3%	40	74.6%	28	89.4%	20	67.4%	316
	C E		C				C				C		C		C			
Communications are timely	96.1%	53	57.7%	28	26.2%	41	79.4%	72	54.4%	35	71.9%	42	74.6%	28	84.3%	20	69.6%	318
	B C E						C				C		C		C			
Communications are relevant	75.5%	53	57.3%	28	54.4%	41	35.4%	72	59.8%	35	59.9%	42	63.7%	28	68.5%	20	56.9%	318
	D																	
Communications are informative	91.1%	53	59.8%	28	48.6%	41	63.2%	70	57.8%	35	71.0%	42	74.6%	28	68.5%	20	67.5%	316
	C D E																	
Communications are motivating	46.8%	51	27.0%	28	21.1%	41	33.8%	70	24.7%	35	38.5%	42	67.3%	28	21.1%	20	35.5%	314
													B C D E H					
Communications are honest	65.2%	51	43.1%	28	45.3%	41	51.3%	70	48.5%	35	57.8%	42	74.6%	28	73.7%	20	56.1%	314
Communications are accessible	84.6%	51	66.4%	28	50.8%	41	79.8%	70	37.6%	35	80.9%	42	74.6%	28	73.7%	20	70.2%	314
	C E						C E				E		E					

Percent "Agree" or "Strongly agree"

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

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

Employee Climate Survey 2021

Table 122: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	77.5% B C E	51	50.6%	28	49.4%	41	62.3%	70	44.4%	35	65.1%	40	63.2%	28	63.2%	20	60.5%	312
Communications are effective	81.3% B C E	53	45.8%	28	48.0%	41	71.7%	72	43.1%	35	68.3%	40	56.4%	28	89.4% B C E	20	64.1%	316
Communications are timely	95.9% B C D E F	51	52.4%	28	53.4%	41	68.8%	72	51.0%	35	65.3%	42	63.7%	28	73.7%	20	67.1%	316
Communications are relevant	76.5%	51	52.4%	28	63.6%	41	61.8%	72	51.9%	35	59.6%	42	63.7%	28	58.0%	20	62.1%	316
Communications are informative	90.7% E	51	69.6%	28	63.6%	41	76.8%	70	51.9%	35	66.0%	42	74.6%	28	73.7%	20	72.1%	314
Communications are motivating	48.0% B D E H	51	9.4%	28	19.5%	41	21.9%	70	15.9%	35	43.5% B	42	52.9% B D E H	28	10.6%	20	29.0%	314
Communications are honest	66.3%	51	62.3%	28	46.5%	41	55.3%	70	59.8%	35	70.5%	42	56.4%	28	73.7%	20	60.3%	314
Communications are accessible	84.6% C E	51	62.3%	28	51.3%	41	79.8% C E	70	37.6%	35	65.2%	42	74.6% E	28	63.1%	20	67.2%	314

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.

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Table 123: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	70.4%	51	54.5%	28	65.8%	41	73.4%	70	63.7%	32	68.6%	40	70.9%	23	73.7%	20	68.3%	304
Communications are effective	68.7%	53	45.8%	28	51.6%	41	88.6%	72	55.0%	35	54.2%	40	57.0%	26	89.4%	20	65.9%	314
							B C E F								B			
Communications are timely	71.5%	51	52.4%	28	53.4%	41	85.7%	72	60.9%	35	79.3%	42	63.7%	28	78.9%	20	70.3%	316
							B C											
Communications are relevant	72.6%	53	62.3%	28	100.0%	41	71.0%	72	69.7%	35	77.9%	42	79.7%	25	89.4%	20	76.8%	315
					A B D E													
Communications are informative	76.5%	53	79.4%	28	86.3%	41	88.2%	70	69.7%	35	76.9%	42	74.6%	28	89.4%	20	80.6%	316
Communications are motivating	50.0%	51	16.8%	28	17.3%	41	36.8%	70	49.6%	35	43.5%	42	63.7%	28	31.7%	20	39.0%	314
													B C					
Communications are honest	76.5%	51	62.3%	28	76.9%	41	67.1%	70	75.5%	32	64.1%	42	89.2%	28	73.7%	20	72.4%	311
Communications are accessible	80.5%	51	62.3%	28	74.7%	41	78.3%	70	37.6%	35	65.1%	42	56.4%	28	63.1%	20	67.6%	314
	E				E		E											

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 124: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	48.9%	26	56.0%	17	47.8%	19	53.2%	38	30.6%	11	46.4%	19	37.0%	11	51.1%	11	47.2%	153
Maybe, I can provide feedback in limited situations	32.4%	17	15.6%	5	36.9%	15	23.6%	17	55.5%	19	25.1%	10	52.5%	15	25.7%	6	32.3%	105
									B D									
No, I don't have an opportunity to provide feedback	18.7%	10	28.3%	9	15.3%	6	23.2%	17	13.9%	5	28.5%	12	10.5%	3	23.2%	5	20.5%	67
Total	100.0%	53	100.0%	31	100.0%	41	100.0%	72	100.0%	35	100.0%	42	100.0%	29	100.0%	22	100.0%	325

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 125: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	55.4%	43	55.1%	22	58.3%	32	63.9% E	51	40.0%	27	65.3% E	23	58.4%	24	45.7%	14	56.5%	237
One on one conversations with my supervisor	83.2%	43	79.1%	22	85.4%	32	94.4%	55	70.3%	30	100.0% E	30	80.4%	26	85.7%	14	85.9%	253
My representation in shared governance (CPC, APC, or Faculty Council)	24.0%	43	12.5%	22	50.2% H	32	34.1%	51	42.7%	30	44.3%	23	49.2% H	24	0.0%	14	34.0%	240
My service on committees	44.7%	43	79.6% H	22	59.1%	32	49.7%	55	49.6%	30	80.8% A G H	30	37.5%	26	21.3%	14	53.4%	253
Annual review process	90.3% E	43	79.1% E	22	67.6%	32	69.3%	51	39.1%	30	73.8%	30	72.6%	26	71.3%	14	71.0%	249
Input collection through anonymous surveys	35.0%	43	25.0%	22	29.2%	32	78.2% A B C E F	55	7.5%	27	45.0%	30	49.2% E	26	50.0%	14	43.5%	250

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

Percent "Agree" or "Strongly agree"

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

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

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

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

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Table 126: Feedback Valued

When I give feedback it is valued by:	CO Nat Hert (A)		Ecosys (B)		Fish Wild (C)		Forest Range (D)		Geosci (E)		Hu Dim NR (F)		NR Ecol Lab (G)		Ofc Dean (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	53.5%	43	38.5%	19	38.0%	32	69.6%	55	30.3%	30	57.8%	30	37.5%	26	38.1%	14	49.1%	250
CSU overall	35.0%	43	14.3%	19	24.2%	32	B C E G 57.2%	55	16.1%	30	38.7%	30	37.5%	26	35.7%	14	35.4%	250
My division/college	39.8%	43	38.6%	19	36.8%	32	B C E 57.2%	55	16.1%	30	45.0%	30	29.6%	26	28.7%	14	39.2%	250
My department/unit	85.5%	43	67.2%	22	53.0%	32	E 94.4%	55	58.8%	30	C G 89.7%	30	45.3%	26	50.0%	14	72.9%	253

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.

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Table 127: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	9.0%	*	10.3%	5	8.0%	6	0.0%	*	17.9%	8	0.0%	*	0.0%	*	6.4%	22
Physical appearance	0.0%	*	0.0%	*	4.5%	*	2.7%	*	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.0%	14
Physical disability	0.0%	*	0.0%	*	0.0%	*	2.7%	*	11.3%	4	5.7%	*	9.8%	3	0.0%	*	3.4%	12
Mental disability	0.0%	*	0.0%	*	4.5%	*	5.4%	4	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.6%	16
Employment classification	7.8%	4	8.5%	*	21.8%	10	12.5%	10	18.9%	7	18.8%	9	29.5%	9	18.7%	5	16.2%	56
Gender identity	0.0%	*	0.0%	*	8.6%	4	5.4%	4	18.9%	7	17.4%	8	9.8%	3	0.0%	*	7.5%	26
Job title	0.0%	*	24.2%	7	19.1%	9	14.9%	12	0.0%	*	17.9%	8	29.5%	9	18.7%	5	14.6%	51
Parental status	3.9%	*	15.6%	5	10.1%	5	7.8%	6	7.9%	*	17.2%	8	9.8%	3	11.2%	3	9.9%	35
Religion	3.9%	*	0.0%	*	8.6%	4	2.7%	*	0.0%	*	11.3%	5	0.0%	*	7.5%	*	4.4%	15
Political affiliation	5.0%	*	0.0%	*	10.3%	5	20.0%	15	0.0%	*	17.8%	8	0.0%	*	11.2%	3	9.8%	34
Sexual orientation	0.0%	*	9.0%	*	4.5%	*	2.7%	*	7.6%	*	11.5%	5	0.0%	*	0.0%	*	4.3%	15
Socio-economic status	3.9%	*	0.0%	*	39.2%	18	5.4%	4	18.9%	7	11.3%	5	9.8%	3	0.0%	*	11.3%	39
Ethnic origin	3.9%	*	0.0%	*	12.6%	6	5.4%	4	11.3%	4	11.5%	5	0.0%	*	0.0%	*	6.2%	21
Veteran status	0.0%	*	0.0%	*	0.0%	*	2.7%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	1.4%	5
Race or color	7.8%	4	9.0%	*	14.6%	7	8.0%	6	18.9%	7	11.5%	5	0.0%	*	7.5%	*	9.8%	34
Marital status	0.0%	*	0.0%	*	0.0%	*	5.4%	4	0.0%	*	11.3%	5	6.6%	*	11.2%	3	4.2%	15
Nationality/country of origin	3.9%	*	0.0%	*	4.1%	*	2.7%	*	0.0%	*	11.5%	5	0.0%	*	7.5%	*	3.9%	14
None/no response	79.3%	42	66.9%	21	43.2%	20	57.1%	44	73.2%	26	58.2%	27	63.9%	20	81.3%	22	63.8%	222

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 128: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	15.0%	5	10.3%	5	8.9%	7	0.0%	*	5.7%	*	0.0%	*	0.0%	*	5.4%	19
Physical appearance	0.0%	*	6.0%	*	4.5%	*	0.0%	*	11.3%	4	5.7%	*	0.0%	*	7.5%	*	3.6%	13
Physical disability	0.0%	*	0.0%	*	0.0%	*	5.4%	4	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.0%	14
Mental disability	0.0%	*	6.0%	*	0.0%	*	5.4%	4	11.3%	4	5.7%	*	9.8%	3	0.0%	*	4.5%	16
Employment classification	7.8%	4	8.5%	*	15.1%	7	7.2%	6	11.3%	4	18.8%	9	16.4%	5	15.0%	4	11.9%	41
Gender identity	0.0%	*	6.0%	*	4.1%	*	6.3%	5	11.3%	4	17.4%	8	9.8%	3	7.5%	*	7.4%	26
Job title	0.0%	*	23.5%	7	17.6%	8	12.5%	10	0.0%	*	17.9%	8	9.8%	3	15.0%	4	11.7%	41
Parental status	0.0%	*	15.0%	5	8.1%	4	5.4%	4	0.0%	*	11.5%	5	9.8%	3	11.2%	3	6.9%	24
Religion	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	17.8%	8	0.0%	*	7.5%	*	3.0%	10
Political affiliation	5.8%	3	0.0%	*	10.3%	5	16.4%	13	0.0%	*	17.8%	8	0.0%	*	18.7%	5	9.8%	34
Sexual orientation	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	0.8%	*
Socio-economic status	3.9%	*	0.0%	*	10.6%	5	0.0%	*	11.3%	4	5.7%	*	9.8%	3	7.5%	*	5.4%	19
Ethnic origin	0.0%	*	0.0%	*	4.1%	*	0.0%	*	11.3%	4	5.7%	*	0.0%	*	0.0%	*	2.4%	8
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	0.0%	*	0.8%	*
Race or color	0.0%	*	0.0%	*	0.0%	*	0.0%	*	11.3%	4	5.7%	*	0.0%	*	7.5%	*	2.5%	9
Marital status	0.0%	*	0.0%	*	0.0%	*	5.1%	4	0.0%	*	5.7%	*	0.0%	*	11.2%	3	2.8%	10
Nationality/country of origin	0.0%	*	0.0%	*	4.1%	*	0.0%	*	0.0%	*	5.7%	*	0.0%	*	7.5%	*	1.9%	7
None/no response	86.3%	46	76.5%	24	62.0%	28	59.7%	46	88.7%	31	58.2%	27	83.6%	26	73.8%	20	71.5%	249

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Employee Climate Survey 2021

Table 129: Discriminatory Attitudes: Department/Unit

	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
Please indicate if discriminatory attitudes are currently problematic.	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	3.9%	*15.0%	5	8.6%	4	9.4%	7	7.9%	*20.9%	10	0.0%	*	0.0%	*	8.8%	30		
Physical appearance	3.9%	*6.0%	*4.5%	*	4.0%	3	11.3%	4	4.0%	*	0.0%	*	7.5%	*	4.9%	17		
Physical disability	3.9%	*0.0%	*0.0%	*	5.4%	4	11.3%	4	4.0%	*	9.8%	3	0.0%	*	4.3%	15		
Mental disability	3.9%	*6.0%	*0.0%	*	5.4%	4	11.3%	4	9.6%	5	9.8%	3	0.0%	*	5.6%	20		
Employment classification	3.9%	*17.5%	5	31.4%	14	11.2%	9	11.3%	4	28.3%	13	26.1%	8	15.0%	4	17.3%	60	
Gender identity	7.8%	4	6.0%	*8.6%	4	6.7%	5	11.3%	4	9.6%	5	0.0%	*	7.5%	*	7.4%	26	
Job title	3.9%	*23.5%	7	33.5%	15	13.8%	11	0.0%	*21.8%	10	29.4%	9	7.5%	*	16.4%	57		
Parental status	0.0%	*15.0%	5	4.1%	*	6.7%	5	7.9%	*15.2%	7	9.8%	3	0.0%	*	7.1%	25		
Religion	0.0%	*0.0%	*0.0%	*	0.0%	*	0.0%	*	0.0%	*16.1%	8	0.0%	*	0.0%	*	2.2%	8	
Political affiliation	5.0%	*0.0%	*4.5%	*	17.7%	14	0.0%	*17.8%	8	0.0%	*	7.5%	*	8.3%	29			
Sexual orientation	3.9%	*0.0%	*0.0%	*	0.0%	*	0.0%	*	0.0%	*5.7%	*	0.0%	*	0.0%	*	1.4%	5	
Socio-economic status	7.8%	4	0.0%	*14.6%	7	4.0%	3	11.3%	4	4.0%	*	9.8%	3	7.5%	*	7.2%	25	
Ethnic origin	0.0%	*0.0%	*4.1%	*	4.0%	3	11.3%	4	4.0%	*	0.0%	*	0.0%	*	3.1%	11		
Veteran status	0.0%	*0.0%	*0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*		
Race or color	3.9%	*0.0%	*4.1%	*	4.0%	3	11.3%	4	5.7%	*	0.0%	*	0.0%	*	3.9%	14		
Marital status	0.0%	*0.0%	*0.0%	*	2.7%	*	0.0%	*4.0%	*	0.0%	*	0.0%	*	0.0%	*	1.1%	4	
Nationality/country of origin	0.0%	*0.0%	*8.1%	4	0.0%	*	0.0%	*0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.1%	4	
None/no response	83.2%	44	67.5%	21	55.9%	26	64.4%	50	80.7%	28	54.7%	26	64.1%	20	85.0%	23	68.4%	238

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 130: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	CO Nat		Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.9%	*	0.0%	*	25.2%	12	12.0%		9	11.3%	4	15.3%	7	9.8%	3	0.0%	*	10.7%	37	
Bullying	3.9%	*	9.0%	*	9.0%	4	11.2%		9	18.9%	7	21.2%	10	9.8%	3	0.0%	*	10.7%	37	
Bias	13.7%	7	24.6%	8	29.7%	14	12.9%	10	18.9%	7	33.3%	16	22.9%	7	7.5%	*	20.1%	70		
Physical assault	0.0%	*	0.0%	*	0.0%	*	2.7%	*	11.3%	4	5.7%	*	0.0%	*	0.0%	*	2.5%	9		
Sexual misconduct	0.0%	*	0.0%	*	15.1%	7	2.7%	*	11.3%	4	15.3%	7	0.0%	*	0.0%	*	5.8%	20		
Verbal abuse	3.9%	*	0.0%	*	0.0%	*	12.9%	10	11.3%	4	9.6%	5	0.0%	*	0.0%	*	5.9%	21		
None/no response	86.3%	46	75.4%	23	49.7%	23	79.9%	62	81.1%	28	66.7%	31	77.1%	24	92.5%	25	75.6%	263		

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Employee Climate Survey 2021

Table 131: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	4.1%	*	2.7%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	1.7%	6
Bullying	0.0%	*	9.0%	*	4.5%	*	7.2%	6	7.6%	*	9.8%	5	0.0%	*	7.5%	*	5.7%	20
Bias	0.0%	*	17.9%	6	22.9%	11	15.6%	12	0.0%	*	27.7%	13	9.8%	3	15.0%	4	13.9%	48
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	2.7%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	1.1%	4
Verbal abuse	0.0%	*	0.0%	*	0.0%	*	6.3%	5	0.0%	*	4.0%	*	0.0%	*	7.5%	*	2.5%	9
None/no response	100.0%	53	82.1%	25	68.5%	31	76.3%	59	92.4%	32	72.3%	34	90.2%	28	85.0%	23	82.4%	287

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 132: Other Potential Problems: Department

Please indicate if any of the following are currently problematic.	CO Nat Hert		Ecosys		Fish Wild		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	6.0%	*	0.0%	*	6.7%	5	0.0%	*	9.6%	5	0.0%	*	0.0%	*	3.3%	12
Bullying	3.9%	*	15.0%	5	19.1%	9	0.0%	*	23.4%	8	4.0%	*	0.0%	*	7.5%	*	7.9%	28
Bias	11.8%	6	23.9%	7	17.2%	8	14.2%	11	7.9%	*	21.8%	10	19.6%	6	15.0%	4	16.0%	56
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.0%	*	0.0%	*	0.0%	*	0.5%	*
Verbal abuse	3.9%	*	6.0%	*	12.6%	6	4.0%	3	7.9%	*	9.6%	5	0.0%	*	7.5%	*	6.4%	22
None/no response	88.2%	47	76.1%	24	67.8%	31	85.8%	66	76.6%	27	72.6%	34	80.4%	25	85.0%	23	79.6%	277

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 133: WCNR Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:	CO Nat Hert (A)		Ecosys (B)		Forest Range (C)		Geosci (D)		Hu Dim NR (E)		NR Ecol Lab (F)		Ofc Dean (G)		Fish Wild (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WCNR handles diversity, equity, and inclusion matters appropriately	76.5%	51	72.1%	31	75.1%	72	80.9%	32	69.5%	39	73.9%	31	89.4%	20	74.8%	38	75.7%	314
WCNR demonstrates a commitment to DEI efforts	79.4%	51	80.6%	31	95.7%	72	90.5%	32	88.2%	39	90.2%	31	89.4%	20	100.0%	38	89.7%	314
WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success	69.2%	51	86.6%	31	84.2%	72	80.9%	32	83.1%	39	70.6%	31	89.4%	20	80.2%	38	80.0%	314
WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success	69.1%	51	86.6%	31	81.3%	72	65.9%	32	57.4%	39	51.1%	31	63.1%	20	80.2%	38	71.0%	314
Within my department I am comfortable talking about my background and cultural experience with my colleagues	72.4%	53	62.7%	31	88.3%	72	81.9%	32	72.0%	42	80.4%	31	63.1%	20	68.0%	38	75.7%	319
I am well informed about Warner College's diversity initiatives and goals	76.3%	53	62.7%	31	76.7%	72	80.9%	32	82.9%	39	73.9%	31	73.7%	20	87.6%	38	77.3%	316

Percent "Agree" or "Strongly agree"

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

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

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

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

Table 134: Inclusive-minded Environment

To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:	CO Nat Hert (A)		Ecosys (B)		Forest Range (C)		Geosci (D)		Hu Dim NR (E)		NR Ecol Lab (F)		Ofc Dean (G)		Fish Wild (H)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	85.5%	51	85.3%	28	72.4%	72	74.5%	32	69.2%	39	71.0%	28	89.4%	20	80.2%	38	77.5%	308
Departments	74.4%	51	68.9%	28	78.1%	72	74.5%	32	54.6%	39	57.0%	26	78.9%	20	68.0%	38	70.2%	306
Classrooms	29.7%	49	52.1%	28	78.9%	72	38.6%	32	78.4%	39	41.3%	26	63.1%	20	55.5%	38	57.0%	304
Labs	21.2%	49	35.7%	28	62.8%	68	27.9%	32	23.7%	36	49.2%	26	63.1%	20	57.6%	38	43.0%	297
Field Crews	74.4%	51	39.0%	26	69.9%	68	27.9%	32	31.0%	36	49.2%	26	47.4%	20	52.2%	38	53.0%	298

Percent "Agree" or "Strongly agree"

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

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

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

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

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Table 135: Talking about DEI Issues

To what extent do you comfortable talking about DEI issues within your...	CO Nat Hert		Ecosys		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Fish Wild		Overall	
	(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	64.9%	49	59.0%	28	49.9%	70	63.8%	32	76.3%	39	60.9%	26	63.1%	20	66.7%	38	62.0%	302
Departments	79.3%	53	49.2%	28	67.6%	72	61.6%	32	76.3%	39	68.7%	26	63.1%	20	54.4%	38	66.6%	308
Classrooms	39.3%	39	59.4%	28	59.7%	66	42.9%	30	94.7%	39	58.3%	22	56.3%	17	63.1%	38	60.0%	280
									A C D									
Labs	47.1%	39	56.6%	26	60.4%	62	40.0%	30	61.5%	34	49.0%	22	43.7%	17	60.0%	34	53.8%	265
Field Crews	80.1%	44	56.6%	26	59.4%	63	40.0%	30	48.1%	34	58.3%	22	43.7%	17	51.8%	34	57.0%	270
	D																	

Percent "All" or "Most" of the time

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

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

Table 136: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., dept2, age, ethnicity, culture, sexual orientation, etc.) in each of the following?	CO Nat Hert		Ecosys		Forest Range		Geosci		Hu Dim NR		NR Ecol Lab		Ofc Dean		Fish Wild		Overall	
	(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)			
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
College	0.0%	49	6.0%	31	0.0%	72	0.0%	32	4.5%	42	9.3%	28	10.6%	20	7.0%	38	3.6%	312
Departments	0.0%	51	6.0%	31	0.0%	72	0.0%	32	10.8%	42	9.3%	28	10.6%	20	0.0%	38	3.5%	314
Classrooms	0.0%	44	6.0%	31	0.0%	70	0.0%	32	0.0%	42	10.0%	26	0.0%	20	0.0%	33	1.5%	299
											A C D E H							
Labs	0.0%	44	0.0%	29	0.0%	64	0.0%	32	0.0%	31	10.0%	26	0.0%	20	0.0%	33	0.9%	279
											A B C D E G H							
Field Crews	0.0%	49	0.0%	26	0.0%	66	0.0%	32	0.0%	31	10.9%	24	0.0%	20	0.0%	33	0.9%	281
											A B C D E G H							

Percent "All" or "Most" of the time

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

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

Comparisons by Year

In order to yield meaningful longitudinal comparisons, the 2018 survey sample was weighted using similar methods as 2021. Consequently, 2018 results will not match prior reports because of this methodological adjustment. Only survey items asked in both 2018 and 2021 are presented in the following tables.

Figure 6: Organizational Themes Compared by Year

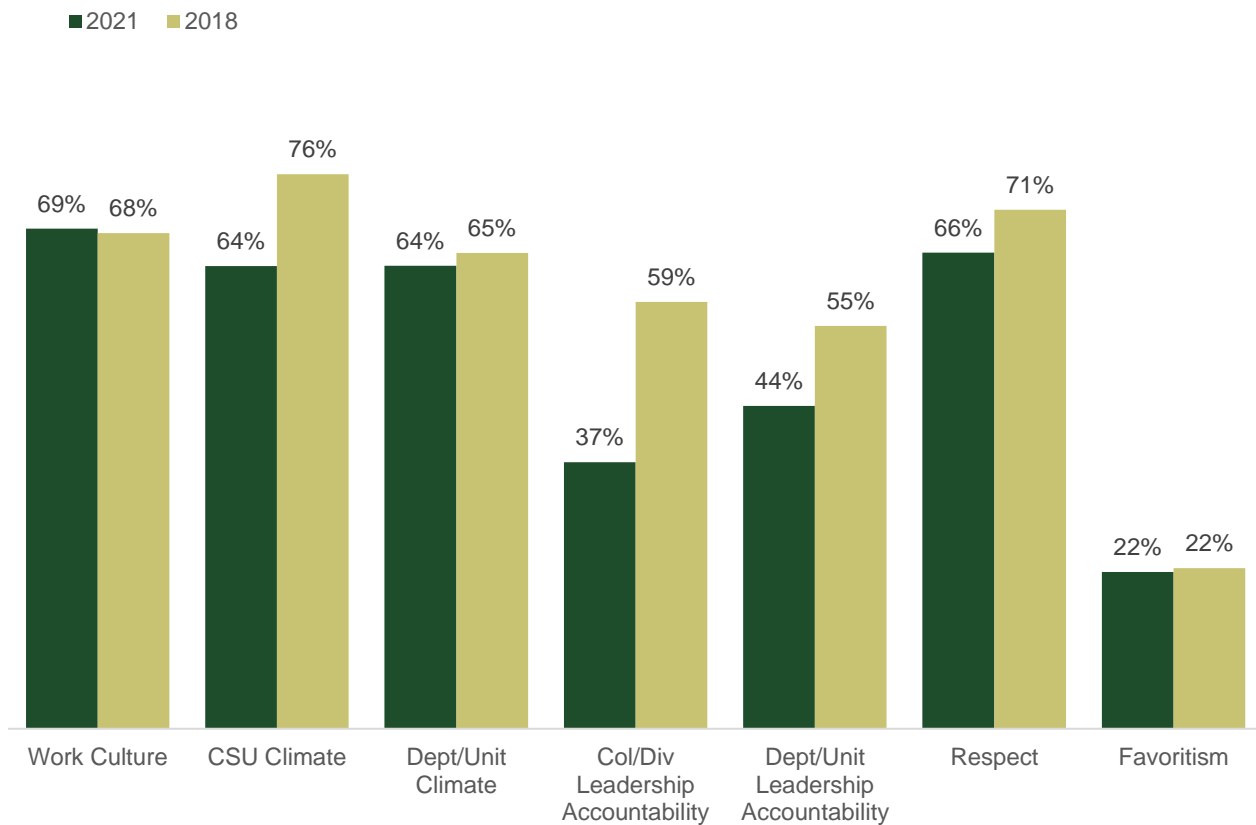


Table 137: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	68.2%	300	68.8%	341
My department/unit promotes a work environment where all employees feel included	64.3%	358	71.7% A	348
My department/unit treats all employees equitably	60.7%	351	59.8%	348
My department/unit is open and transparent in communication	57.9%	364	59.1%	348
My department/unit values employee input in major department/unit decisions	60.3%	349	70.5% A	346
My department/unit promotes respect for cultural differences	81.5%	355	77.1%	348
My department/unit understands the value of diversity	78.5%	364	82.9%	348
My department/unit communicates the importance of valuing diversity	73.8%	362	78.0%	348
I feel valued as an employee	69.3%	358	73.1%	346
I feel a strong sense of belonging to CSU	56.5%	360	52.6%	348
I feel a strong sense of belonging to my division/college	60.8%	360	58.1%	348
I feel a strong sense of belonging to my department/unit	66.1%	360	66.3%	348
I would recommend CSU as a place of employment	82.0% B	336	74.2%	348
I would recommend my department/unit as a place of employment	74.3%	341	72.3%	345

Percent "Agree" or "Strongly agree"

The reported N 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 138: Performance Review in Last Year

Did you have a performance review in the last year?	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
Yes, I had a review	90.1% B	297	83.2%	287
No, I did not have a review	9.9%	32	16.8% A	58

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 139: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	85.0%	321	78.7%	282
I am satisfied with the effort my supervisor put into my most recent performance review	70.3%	323	79.5%	285
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	24.9%	360	11.9%	285
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	NA	*	56.1%	282

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

Percent "Agree" or "Strongly agree"

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

**Reverse coded when included in overall rating*

** Values reported for items with n >= 3.^{1,2,3}*

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

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

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

Table 140: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
RESPECT OVERALL	71.4%	234	65.5%	341
My department/unit is treated with respect by other units within my college/division	64.1%	301	65.8%	341
My college/division is treated with respect by CSU	76.7%	308	60.9%	341
The people I interact with treat each other with respect	82.6%	358	86.1%	343
There is respect for religious differences in my department/unit	68.6%	290	51.9%	343
There is respect for liberal perspectives in my department/unit	87.0%	341	83.4%	343
There is respect for conservative perspectives in my department/unit	54.1%	314	44.6%	343

Percent "Agree" or "Strongly agree"

The reported N 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 141: 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:	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	22.1%	273	21.6%	341
Recognized within my department/unit	37.4%	315	30.9%	341
Resources in my department/unit	35.1%	312	24.7%	341
	B			
Professional development opportunities	19.3%	310	14.3%	341
Promoted in my department/unit	26.1%	303	19.0%	341
	B			
Hired in my department/unit	18.2%	293	19.1%	341

Percent "Agree" or "Strongly agree"

The reported N 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 142: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	58.7%	165	36.7%	315
	B			
Leadership adequately addresses inappropriate behavior	65.5%	228	32.1%	315
	B			
Leadership holds employees accountable for inappropriate behavior	56.3%	207	25.7%	315
	B			
Leadership holds employees accountable for poor performance in the workplace	40.8%	217	18.8%	315
	B			
Leadership acts ethically and honestly in the workplace	82.6%	290	56.9%	321
	B			
Leadership addresses issues of inequity	62.5%	239	45.4%	315
	B			
Leadership holds all employees to the same standards	58.3%	249	42.8%	319
	B			

Percent "Agree" or "Strongly agree"

The reported N 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 143: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	55.4% B	205	44.4%	312
Leadership adequately addresses inappropriate behavior	63.3% B	256	42.4%	315
Leadership holds employees accountable for inappropriate behavior	57.6% B	249	32.4%	312
Leadership holds employees accountable for poor performance in the workplace	48.0% B	259	29.8%	315
Leadership acts ethically and honestly in the workplace	82.6% B	290	56.9%	321
Leadership addresses issues of inequity	59.8% B	273	48.5%	315
Leadership holds all employees to the same standards	56.9%	298	51.4%	321

Percent "Agree" or "Strongly agree"

The reported N 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 144: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	76.3% B	202	63.7%	313
Recruits employees from a diverse set of backgrounds	74.1% B	288	61.2%	325
Improves the campus climate for all employees	73.1% B	313	59.8%	319
Retains diverse employees	64.6% B	262	40.7%	319
Creates a supportive environment for employees from diverse backgrounds	72.4% B	273	55.4%	323
Encourages discussions related to diversity	85.8%	326	87.4%	323
Provides employees with a positive work experience	79.3% B	321	70.9%	325
Climate has become consistently more inclusive of all employees	76.4%	278	71.4%	320

Percent "Agree" or "Strongly agree"

The reported N 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 145: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	65.5%	245	63.7%	310
Recruits employees from a diverse set of backgrounds	56.5%	330	59.3%	322
Improves the campus climate for all employees	65.6%	321	61.4%	323
Retains diverse employees	53.4%	297	48.4%	316
Creates a supportive environment for employees from diverse backgrounds	72.4%	273	55.4%	323
	B			
Encourages discussions related to diversity	69.1%	326	78.0%	327
			A	
Provides employees with a positive work experience	74.1%	337	71.2%	325
Climate has become consistently more inclusive of all employees	67.1%	290	69.4%	322

Percent "Agree" or "Strongly agree"

The reported N 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 146: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Age	18.0%	52	8.8%	30
Physical appearance	5.3%	15	4.9%	17
Physical disability*	6.1%	18	4.3%	15
Mental disability	NA	NA	5.6%	20
Employment classification	35.6%	102	17.3%	60
Gender identity	6.2%	18	7.4%	26
Job title	30.4%	87	16.4%	57
Parental status	10.1%	29	7.1%	25
Religion	5.4%	16	2.2%	8
Political affiliation	21.7%	62	8.3%	29
Sexual orientation	3.0%	9	1.4%	5
Socio-economic status	2.6%	7	7.2%	25
Ethnic origin	5.2%	15	3.1%	11
Veteran status	NA	NA	NA	NA
Race or color	5.7%	16	3.9%	14
Marital status	2.3%	7	1.1%	4
Nationality/country of origin	4.4%	13	1.1%	4
None/no response	34.0%	97	68.4%	238

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

Statistical significance not tested.

*In 2018, item was worded as "Disability (e.g. physical, mental)".

Table 147: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	5.8%	20	10.7%	37
Bullying	5.7%	20	10.7%	37
Bias	17.4%	61	20.1%	70
Physical assault	0.0%	*	2.5%	9
Sexual misconduct	0.6%	*	5.8%	20
Verbal abuse	5.0%	17	5.9%	21
None/no response	78.3%	273	75.6%	263

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 148: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	1.5%	5	1.7%	6
Bullying	5.5%	19	5.7%	20
Bias	14.0%	49	13.9%	48
Physical assault	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	1.1%	4
Verbal abuse	3.2%	11	2.5%	9
None/no response	82.8%	289	82.4%	287

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

Statistical significance not tested.

* Values reported for items with n >= 3.

Table 149: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	0.4%	*	3.3%	12
Bullying	7.1%	25	7.9%	28
Bias	18.4%	64	16.0%	56
Physical assault	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.5%	*
Verbal abuse	3.6%	12	6.4%	22
None/no response	78.4%	273	79.6%	277

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

Statistical significance not tested.

* Values reported for items with n >= 3.