2021 Employee Climate Survey

University Libraries

Results dissemination and workshop

Assessment Group for Diversity Issues

Facilitated by Shannon L. Archibeque-Engle, PhD, and Nozipho Becker, PhD

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

Colorado State University

2021 Employee Climate Survey

THANK YOU

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

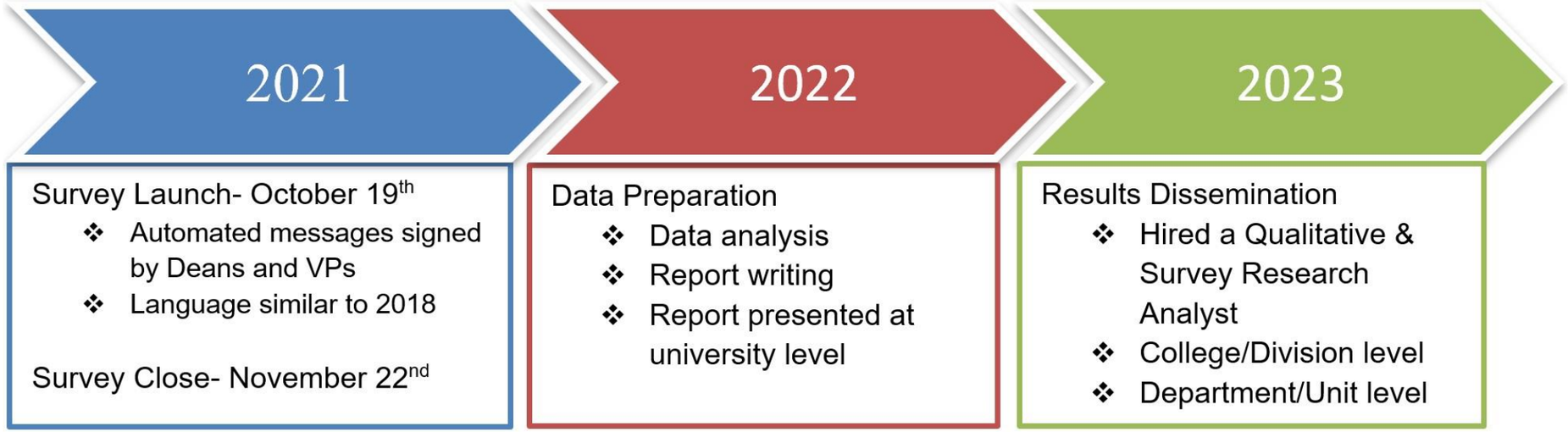
2021 Employee Climate Survey

Office for Inclusive Excellence Assessment Team for Diversity Issues

Claude Jailet, Facilities Management
Kirsten Slaughter-Rice, Administrative Professional Council
Sue Doe, Faculty Council
Meg Skeehan, Classified Personnel Council
Valerie Lewis, Health Network
Kari Dockendorff, School of Education, Assistant Professor
Rickey Frierson, Warner College of Natural Resources
Andrew Norton, Faculty Council
Elizabeth Williams, Communication Studies, Associate Professor
Heather Novak, Institutional Research, Planning, and Effectiveness
Shannon Archibeque-Engle, Office for Inclusive Excellence, Chair

2021 Employee Climate Survey

- Purpose is to assess the current employee climate
- Language similar to 2018
- 2018-2021 comparison is priority
- Emphasis on disaggregated data
- Cross tabs by gender, racial minoritized status, and employee type
- College/Division level reports posted
  - Department/unit level reports available by request
- Survey Timeline



2021 Employee Climate Survey

- Results
  - Tool

  - Provide an overall picture of employment experiences and perceptions

  - Further CSU's commitment to institutional accountability

  - Be actionable and incite dialogue
    - Inform policies, initiatives, and opportunities that will provide an equitable and exceptional work environment
    - Previous actions: supervisory training, professional development opportunities, unit level Diversity Strategic Plans

  - Provide benchmark for longitudinal data collection and comparison

Organizational Themes

Work Culture

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

Organizational Themes

Climate

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

Organizational Themes

Leadership Accountability

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

Organizational Themes

Respect

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

Organizational Themes

Favoritism plays a role in who gets:

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

Organizational Themes

Communications:

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

Demographic Questions

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

Data Collection

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

Sample Weighting

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

Reporting Standards

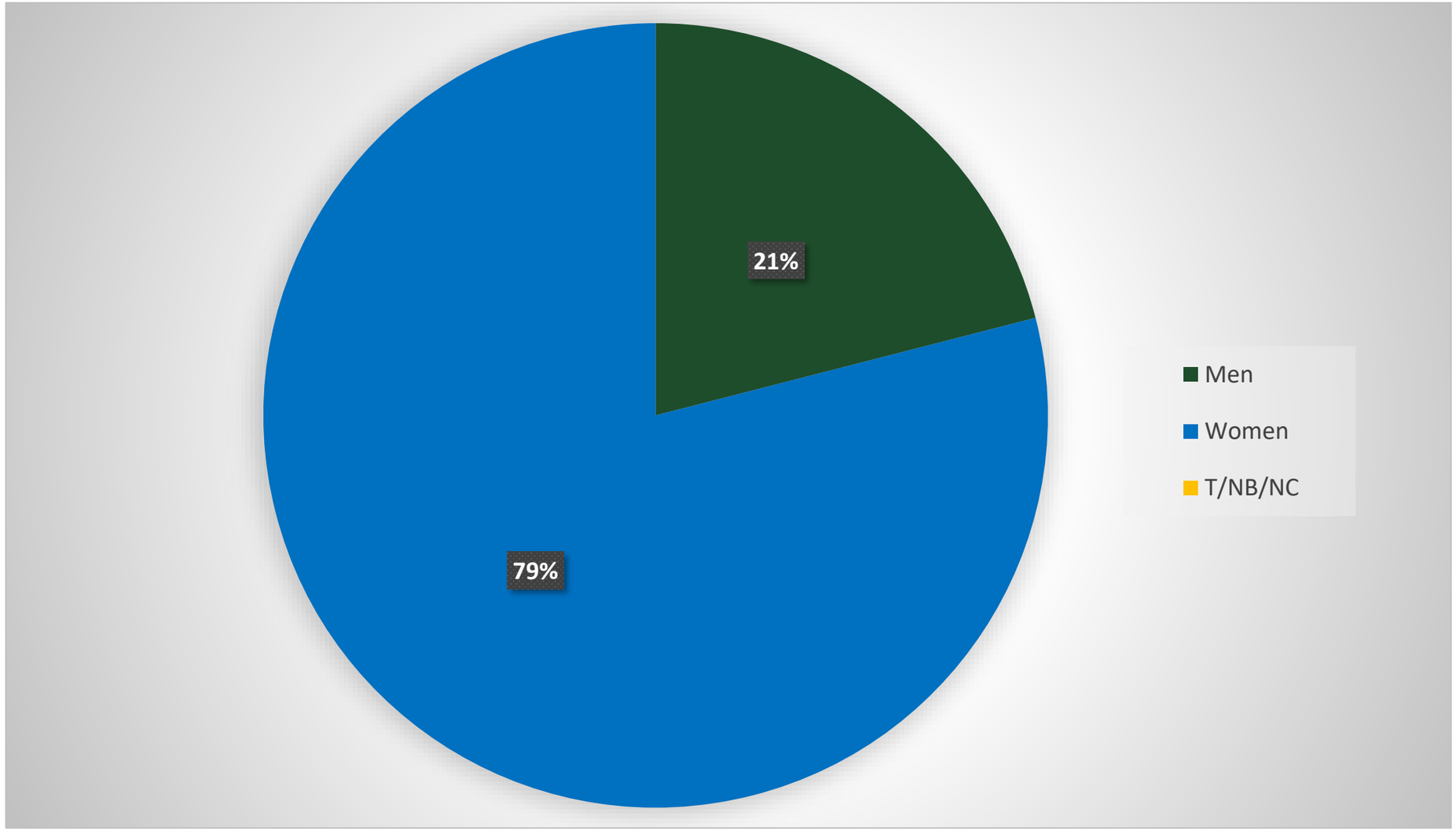
- Summarize organizational themes with a percent agreement
- Reports include the response distribution per item as well as cross tabs by gender, employee type, and racially minoritized status at the overall level and the college/division level.
- Department level reports are available by request.
- Reports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

Response Rates by College/Division

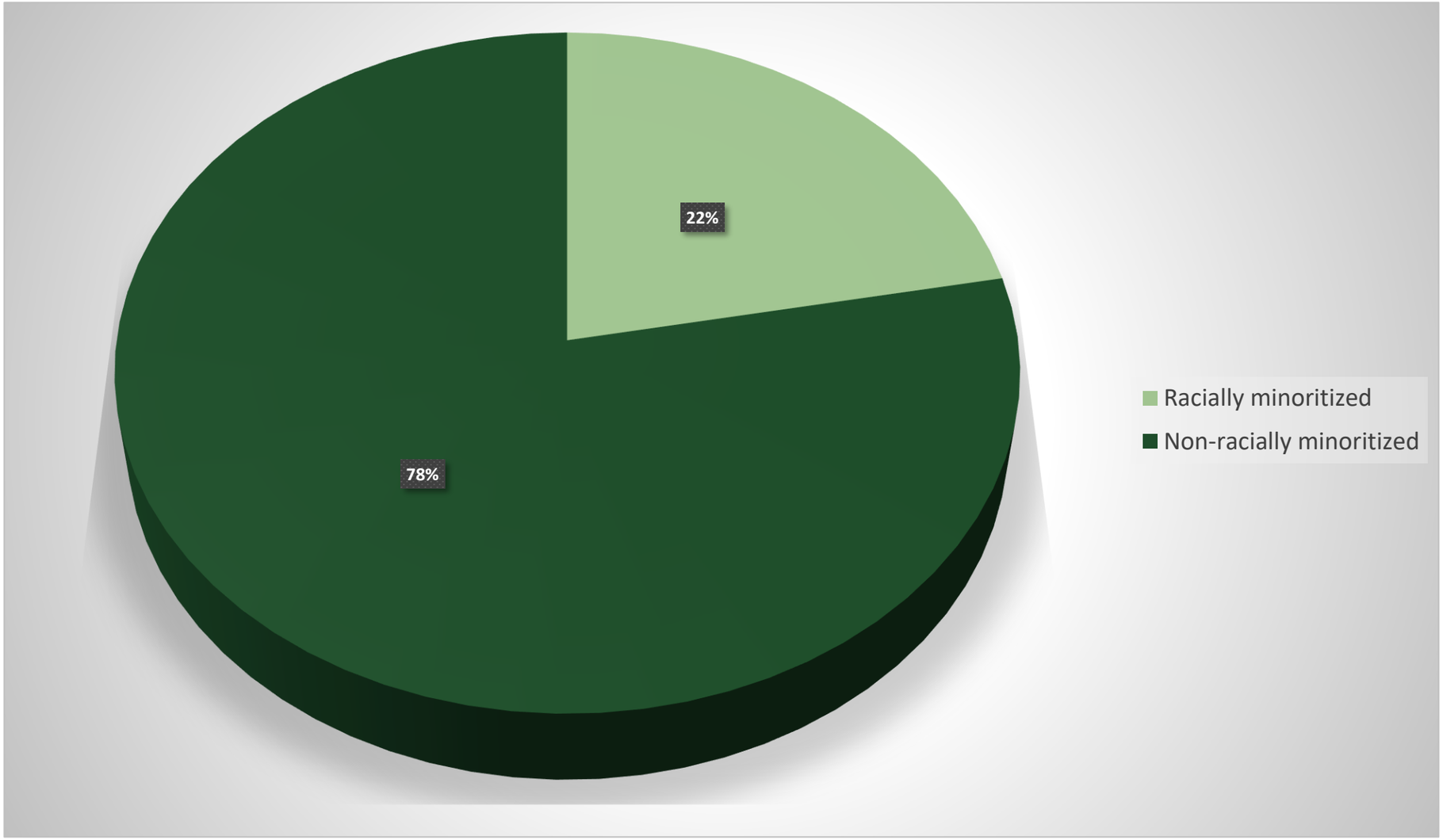
Division/Unit	Sent	Bounce	Opt-out and refusal	Completed	Response rate*
CSU Overall	7,911	27	311	3,457	44%
Athletics	120	0	8	50	42%
CEMML	518	1	11	94	18%
Central Administration	126	2	7	55	44%
College of Agricultural Sciences	403	2	16	156	39%
College of Business	282	2	15	99	35%
College of Health and Human Sciences	463	1	8	166	36%
College of Liberal Arts	677	2	31	263	39%
College of Natural Sciences	516	3	23	142	28%
College of Veterinary Medicine and Biomedical Sciences	1,085	1	43	438	40%
Colorado State Forest Service	122	2	8	39	33%
Engagement/Extension	300	2	13	152	51%
Enrollment/Access	153	0	4	98	64%
Equity, Equal Opportunity, and Title IX	15	0	3	8	53%
Graduate School	19	0	0	13	68%
Information Technology	113	0	6	61	54%
International Programs	42	0	3	30	71%
Library	70	1	7	46	67%
Operations	685	0	23	503	73%
Research	192	1	8	84	44%
Student Affairs	896	3	29	402	45%
University Advancement	140	0	12	88	63%
University Marketing + Communications	58	0	3	30	52%
Walter Scott Jr. College of Engineering	568	3	20	305	54%
Warner College of Natural Resources	348	1	10	132	38%
Unknown				3	

** Response rate = Completed / (Sent - Bounce)*

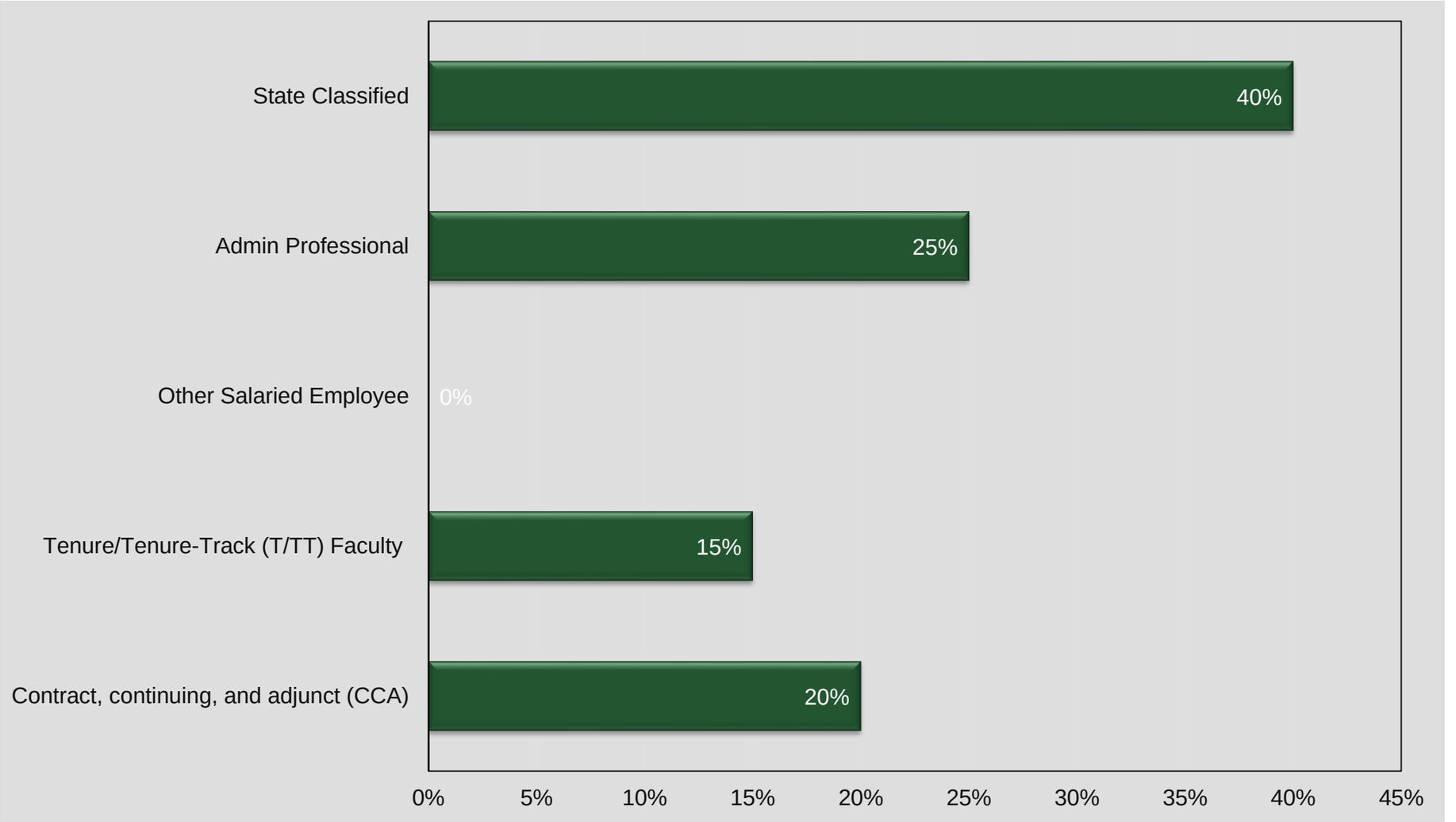
Demographics by Gender



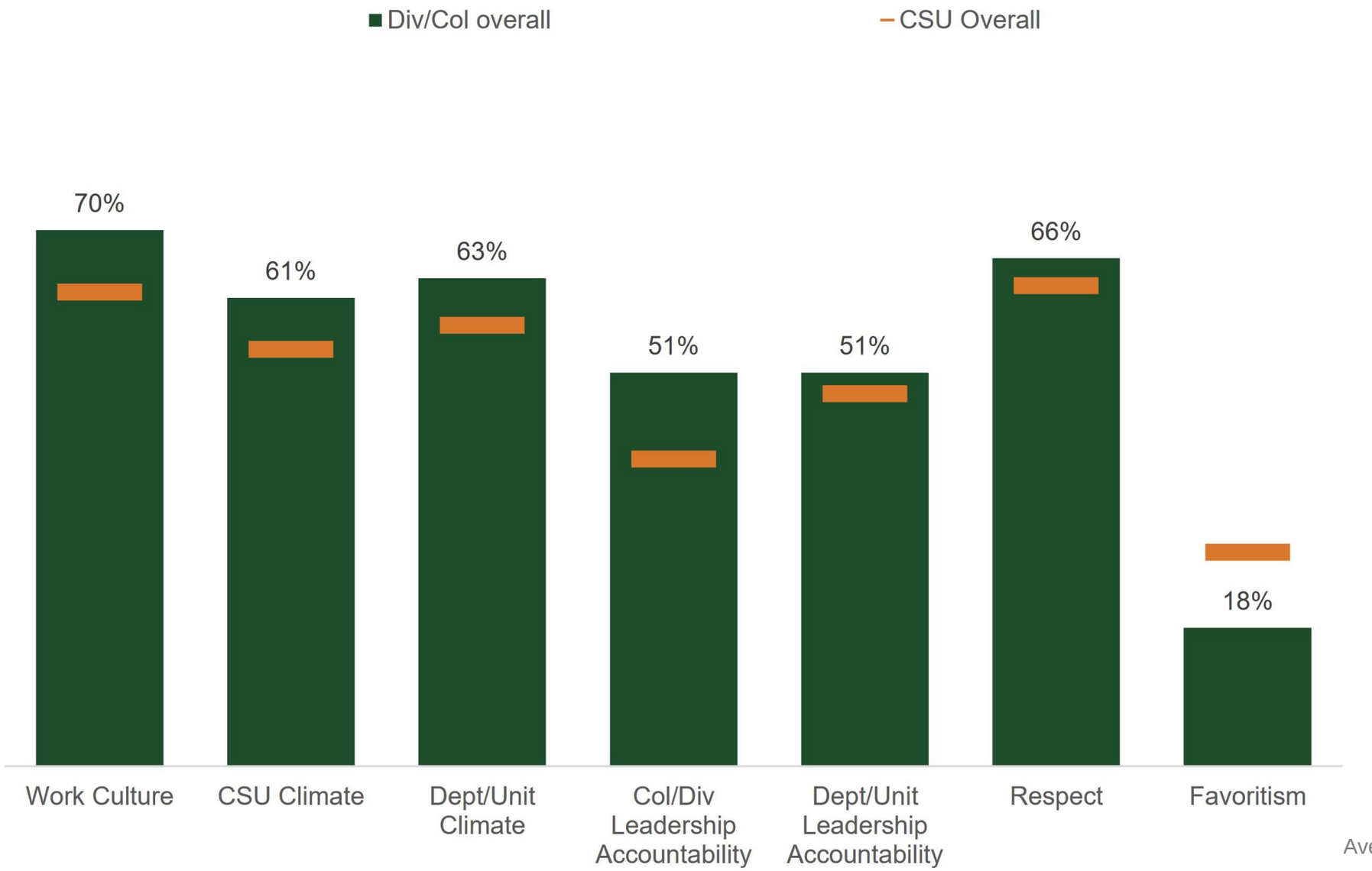
Demographics by Racially Minoritized Status



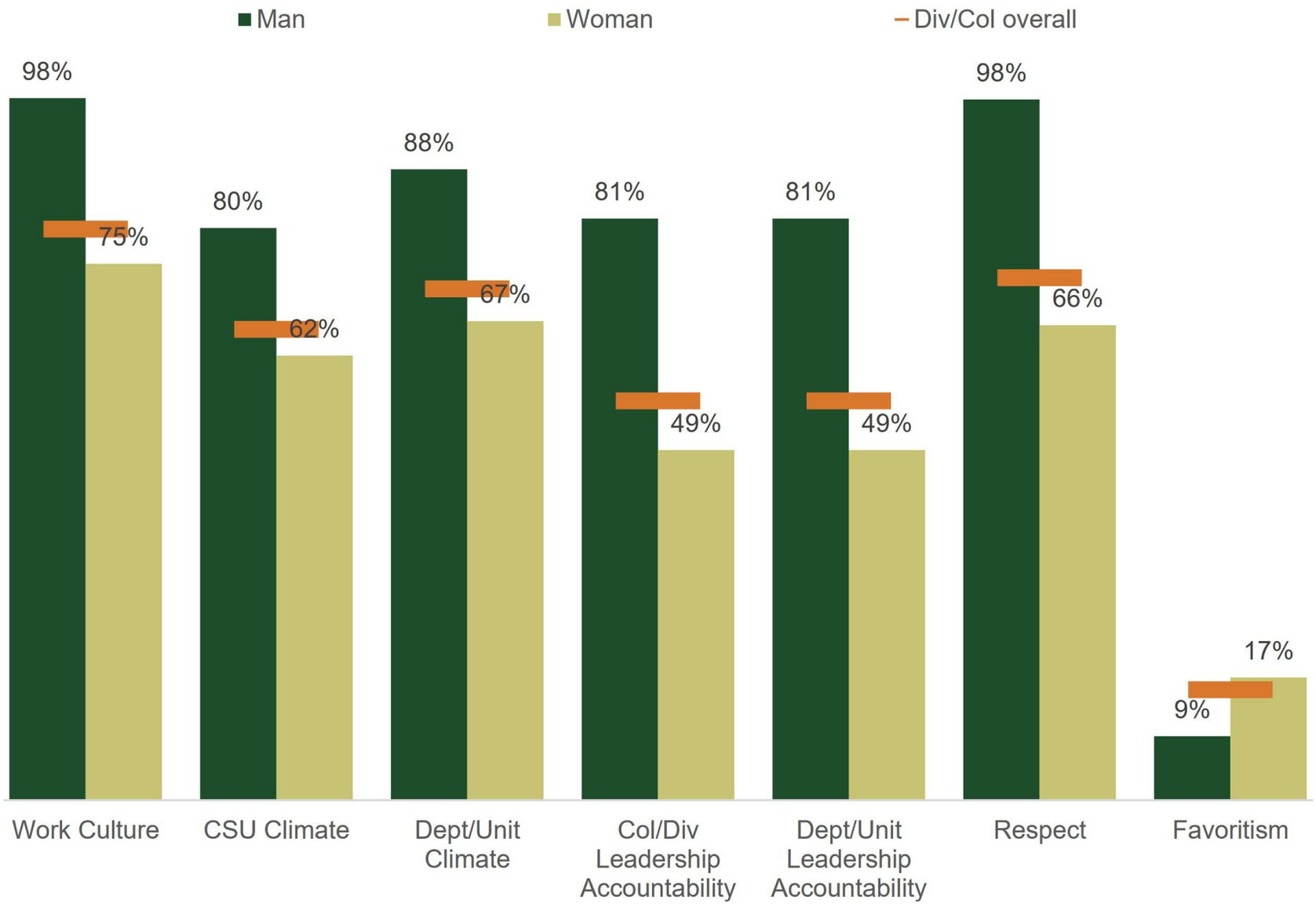
Demographics by Employee Type



Organizational Themes

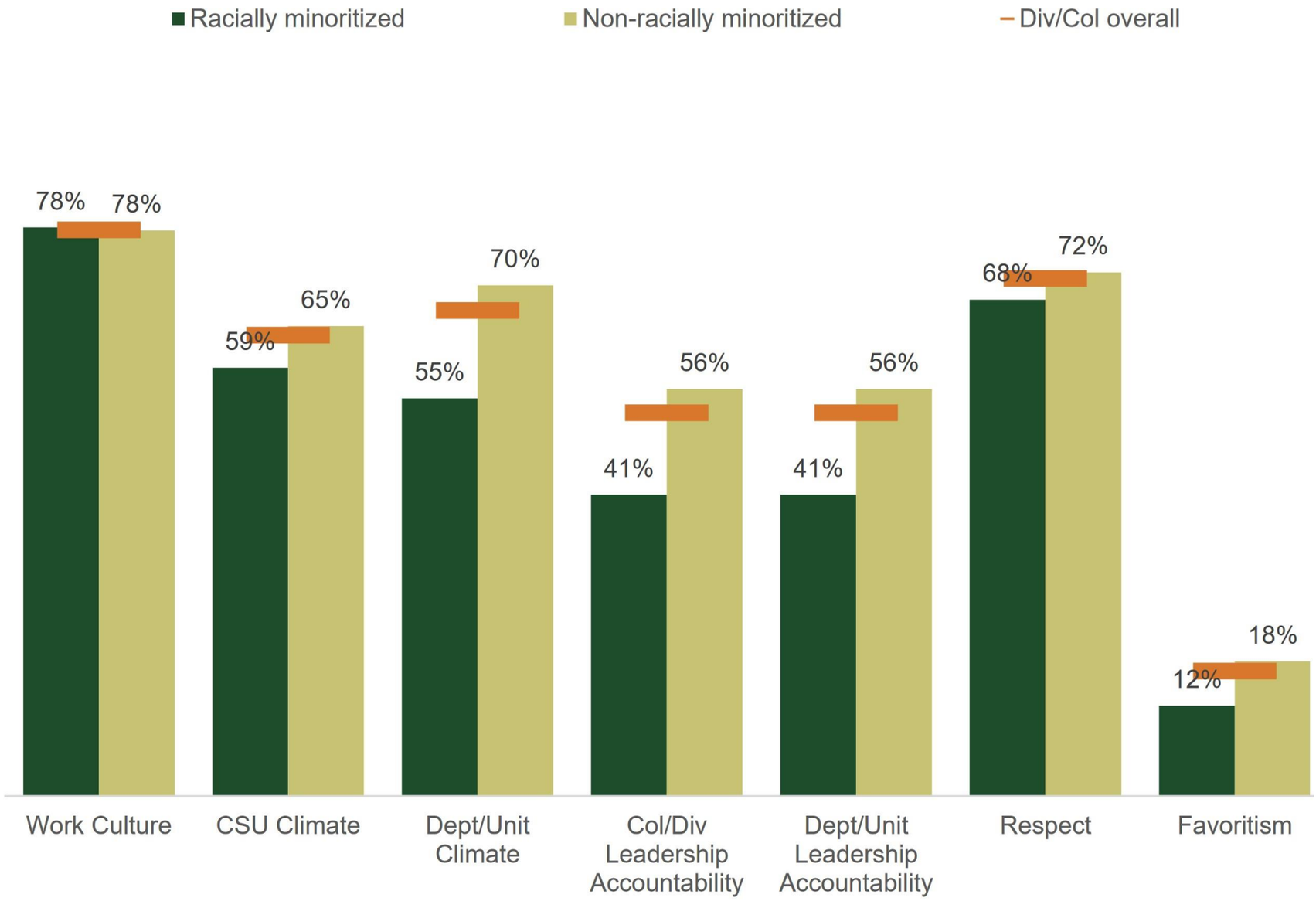


Themes by Gender



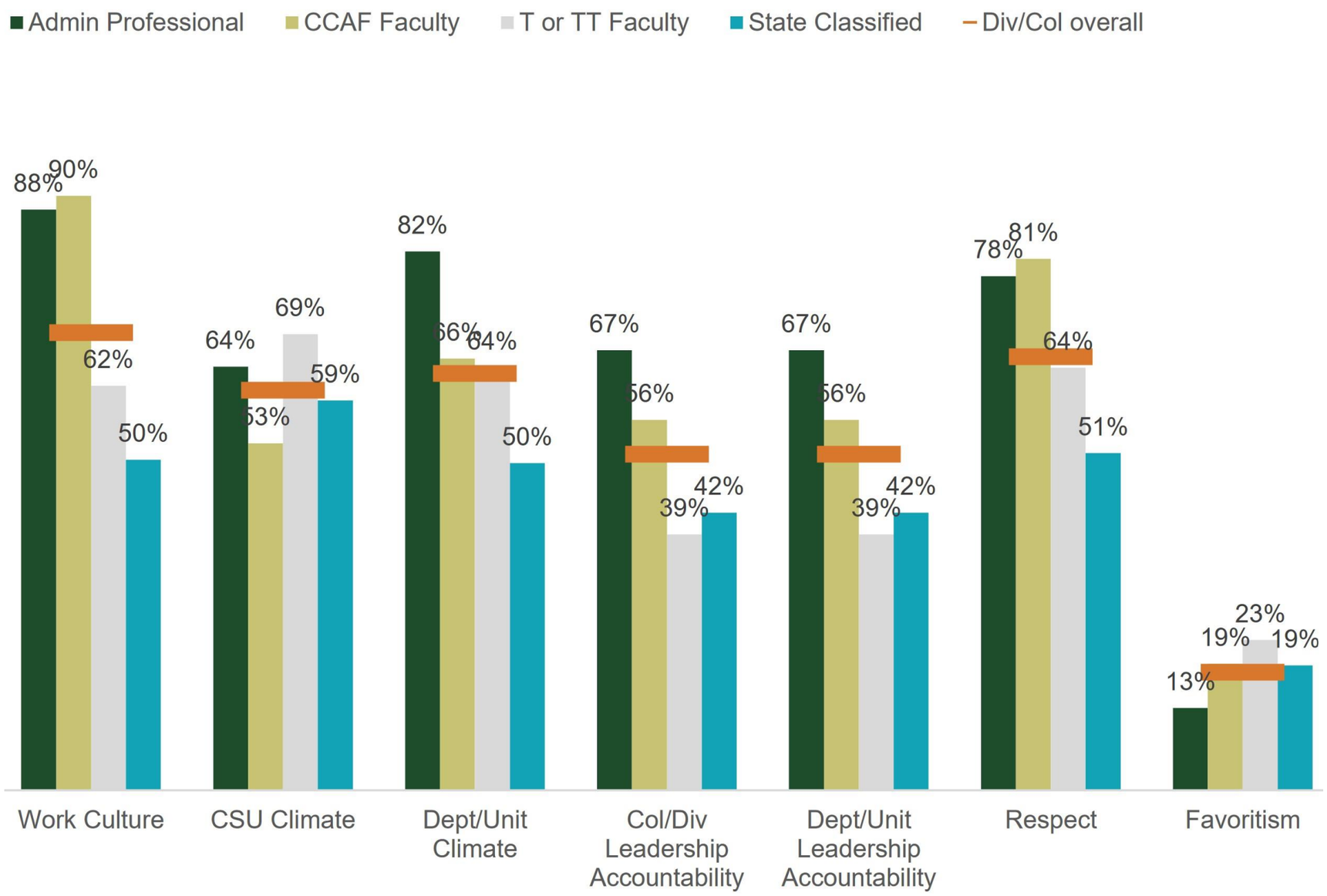
Average Percent Agreement

Themes by Racially Minoritized Status



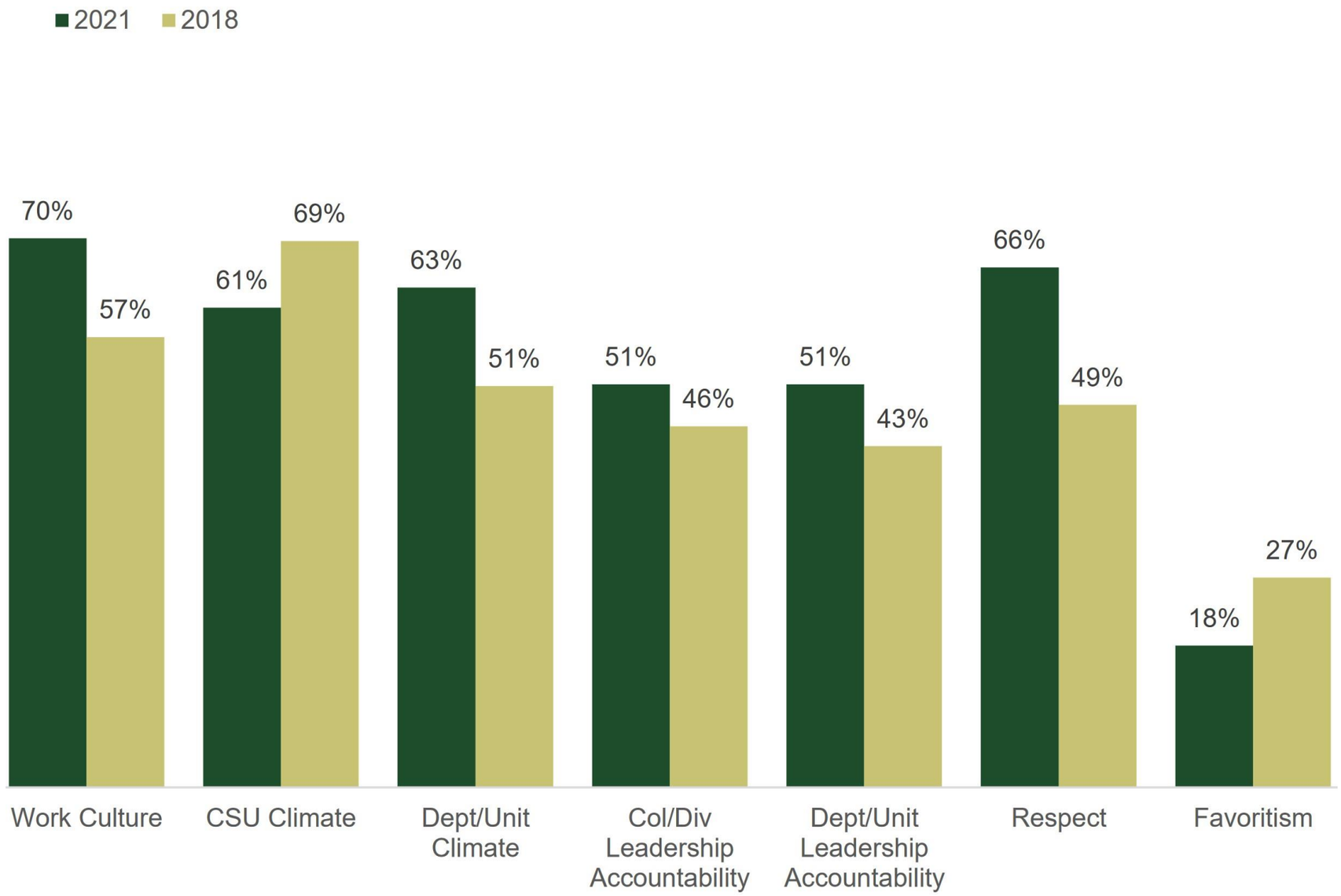
Average Percent Agreement

Themes by Employee Type



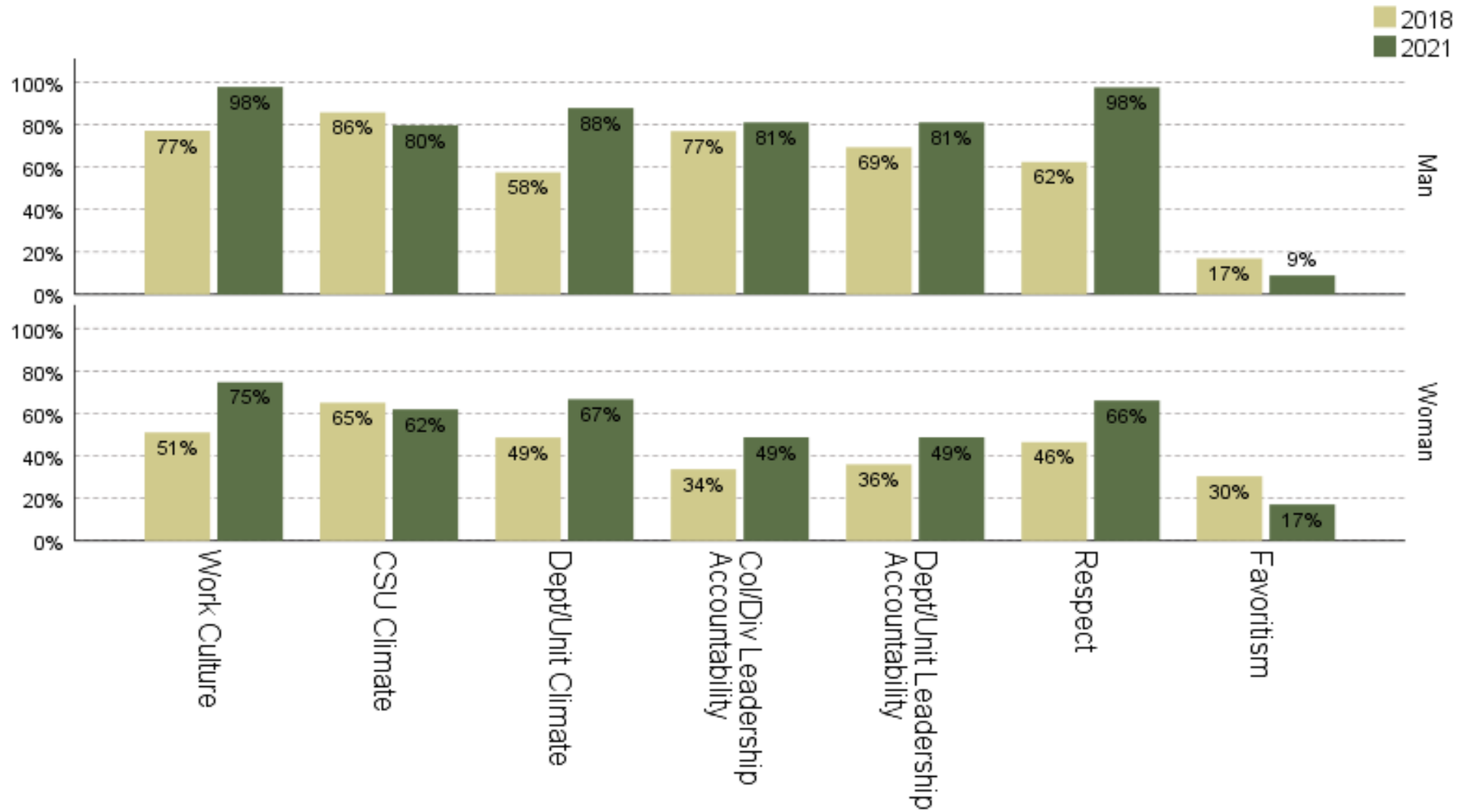
Average Percent Agreement

Themes Compared Over Time



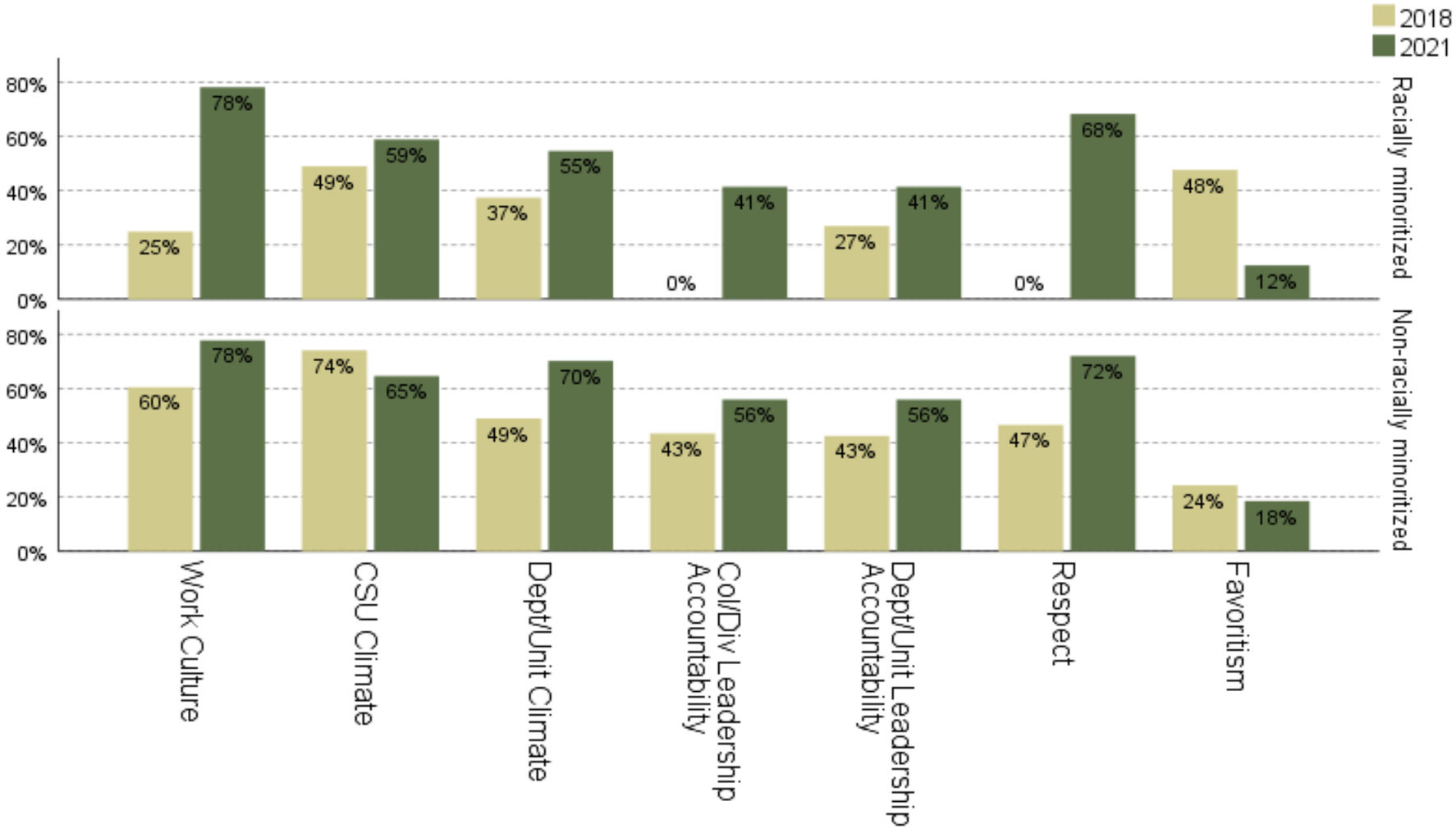
Average Percent Agreement

Themes Over Time by Gender



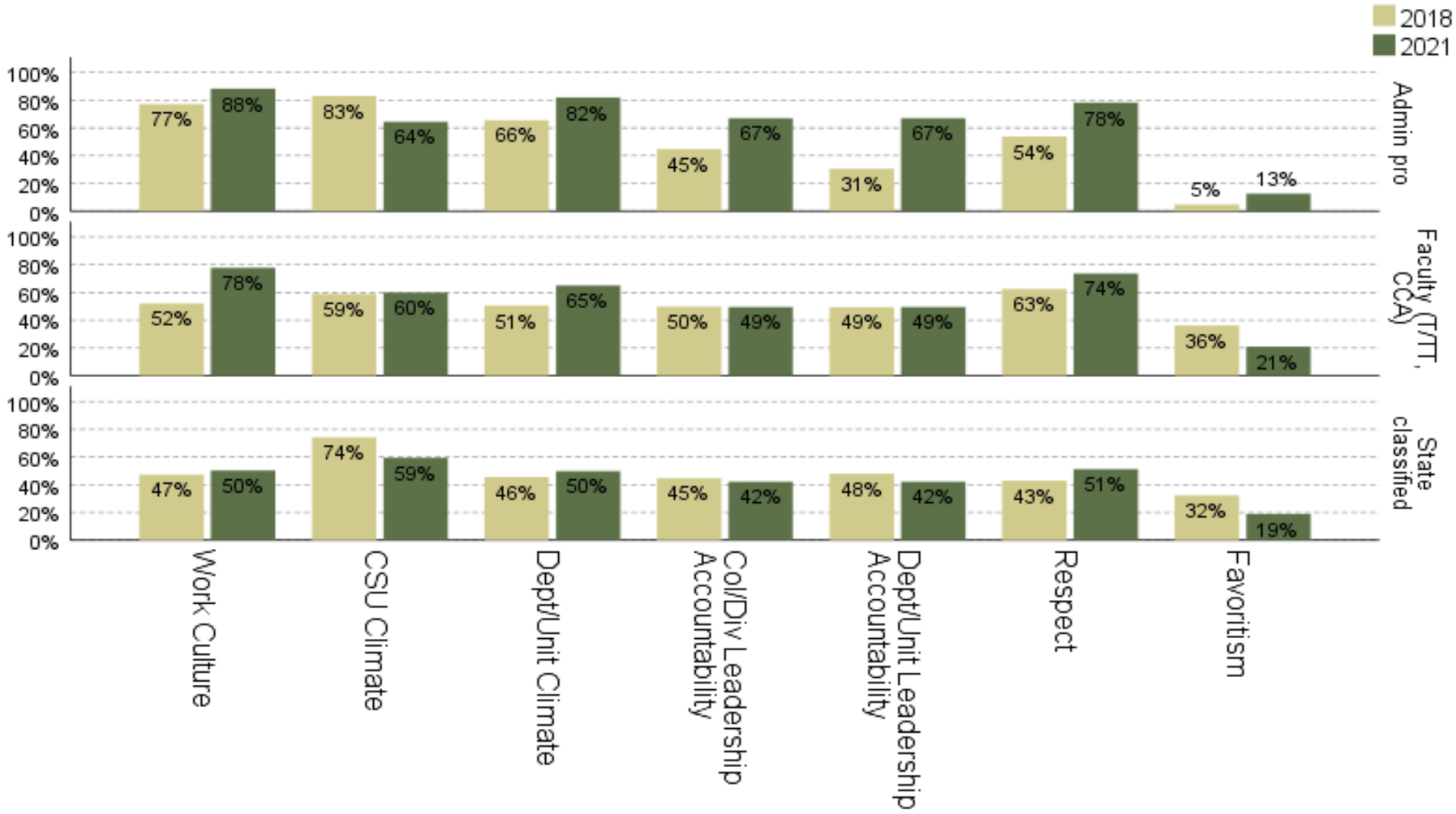
Average Percent Agreement

Themes Over Time by Racially Minoritized Status



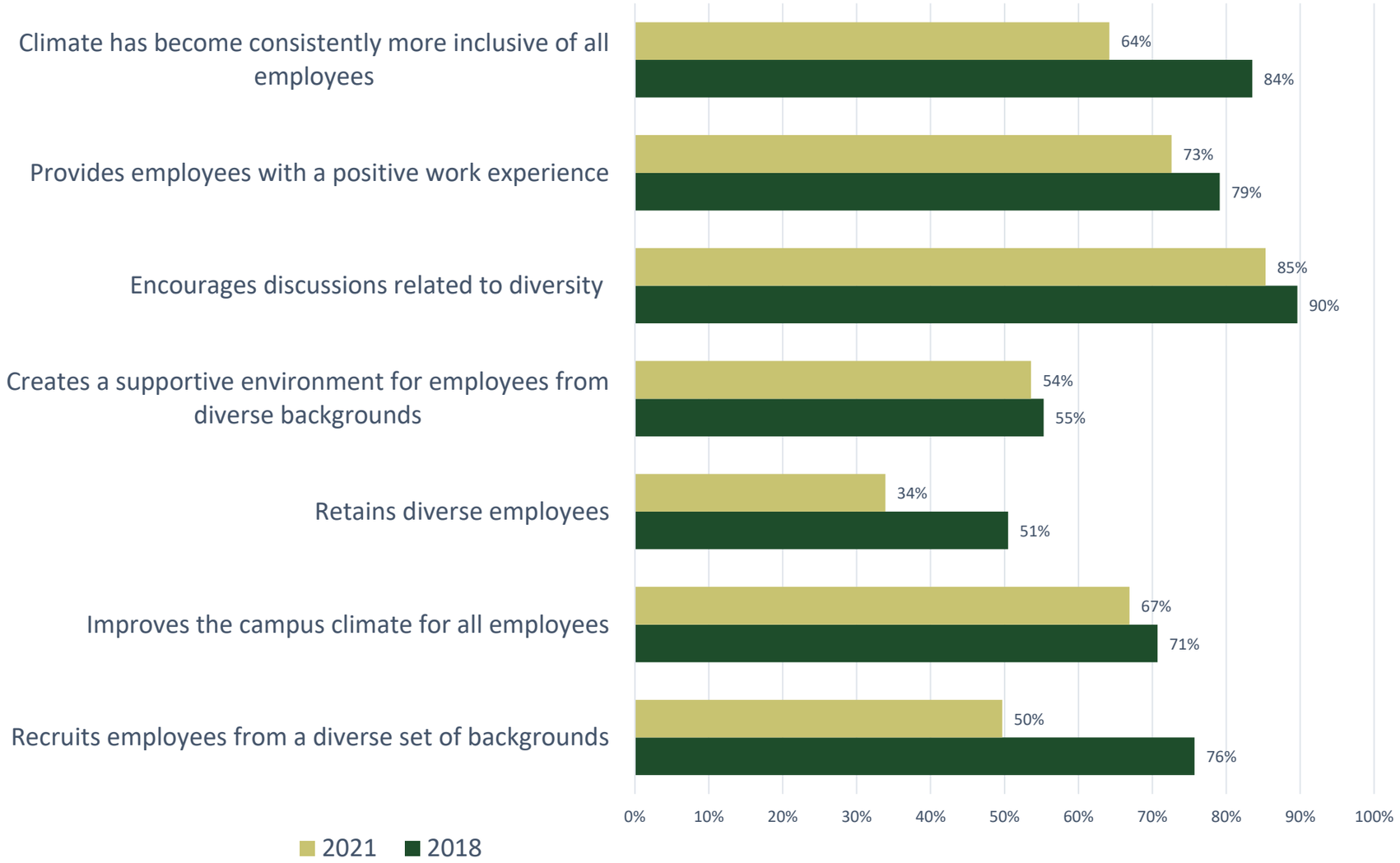
Average Percent Agreement

Themes Over Time by Employee Type



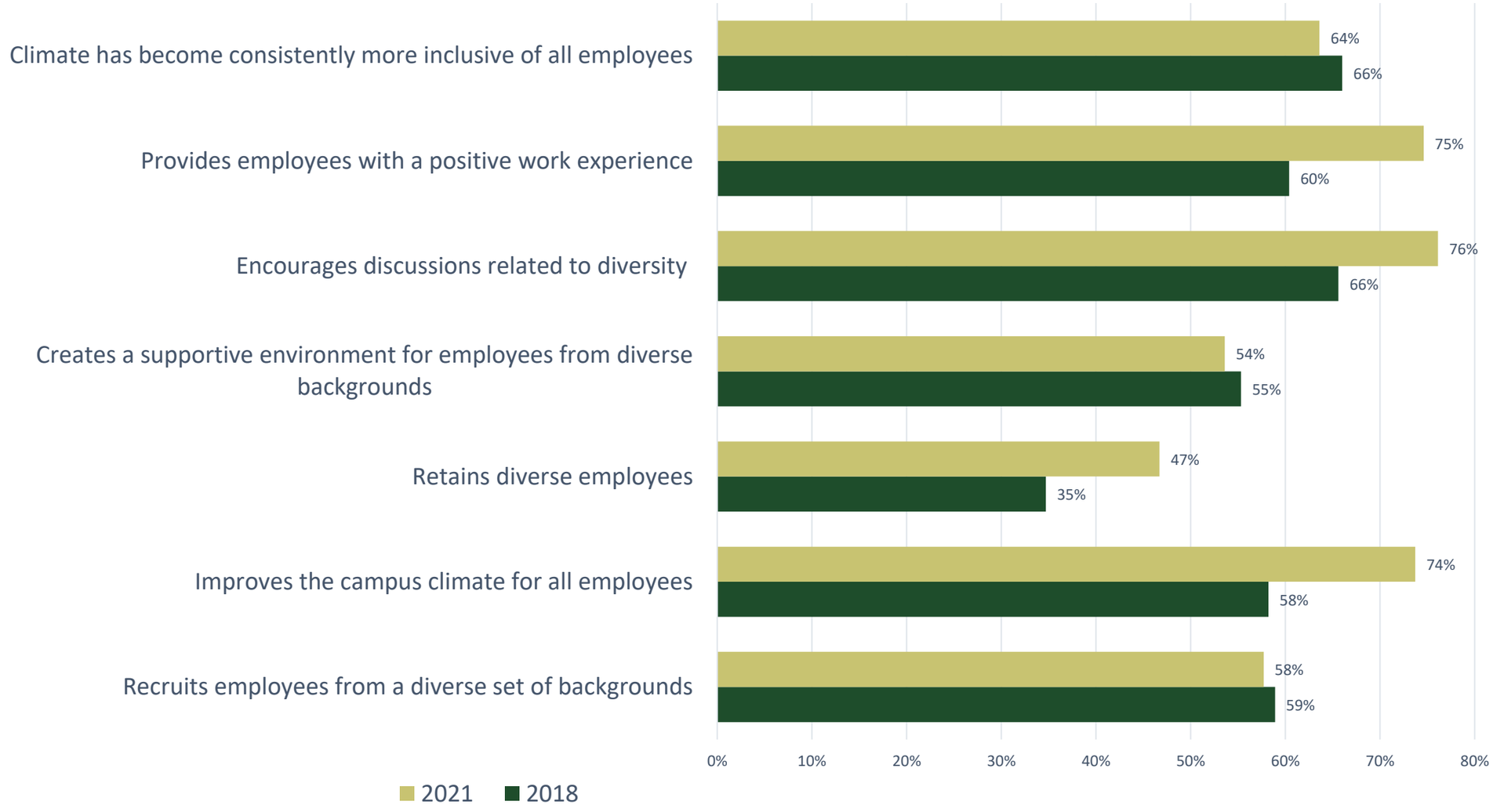
Average Percent Agreement

CSU Perceptions Over Time

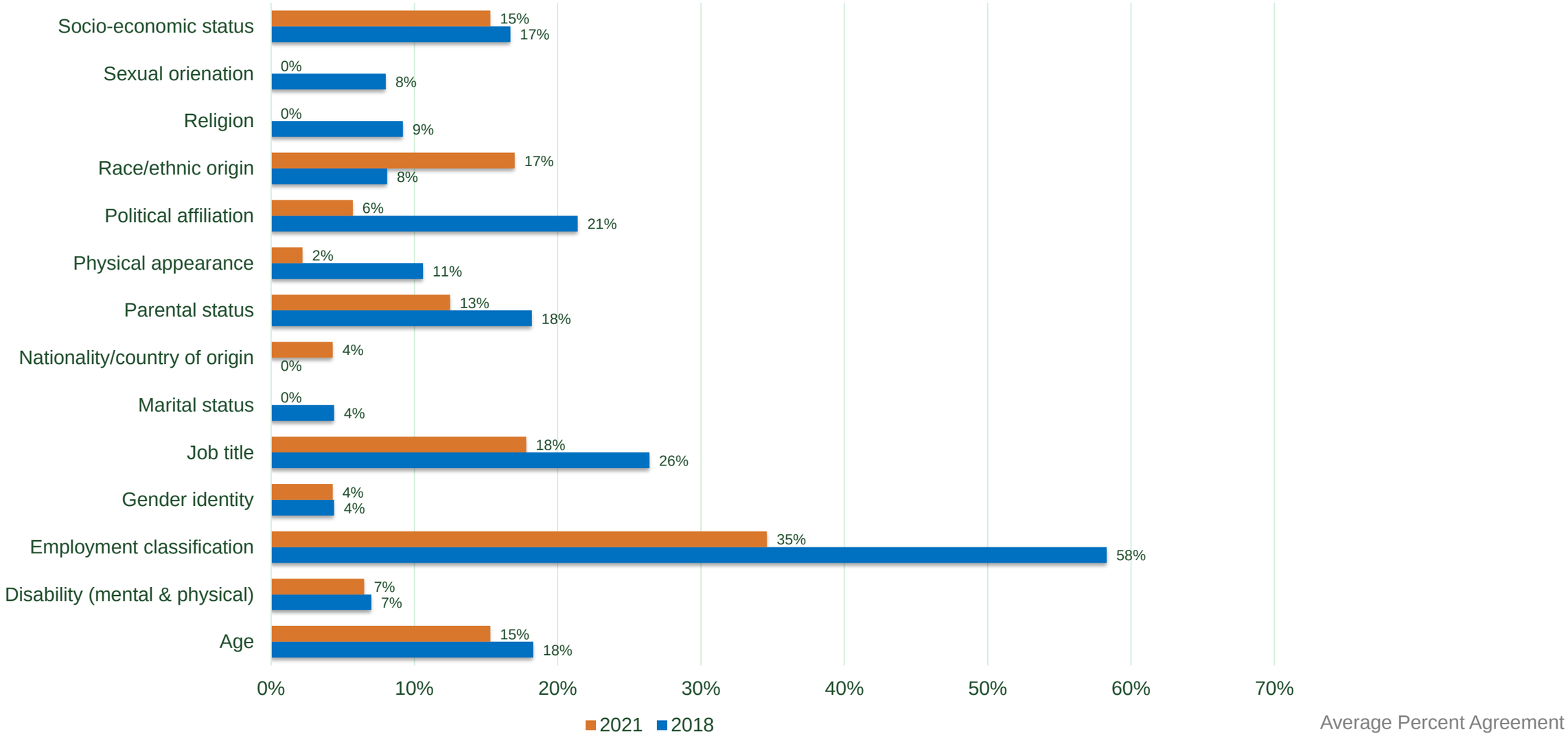


Average Percent Agreement

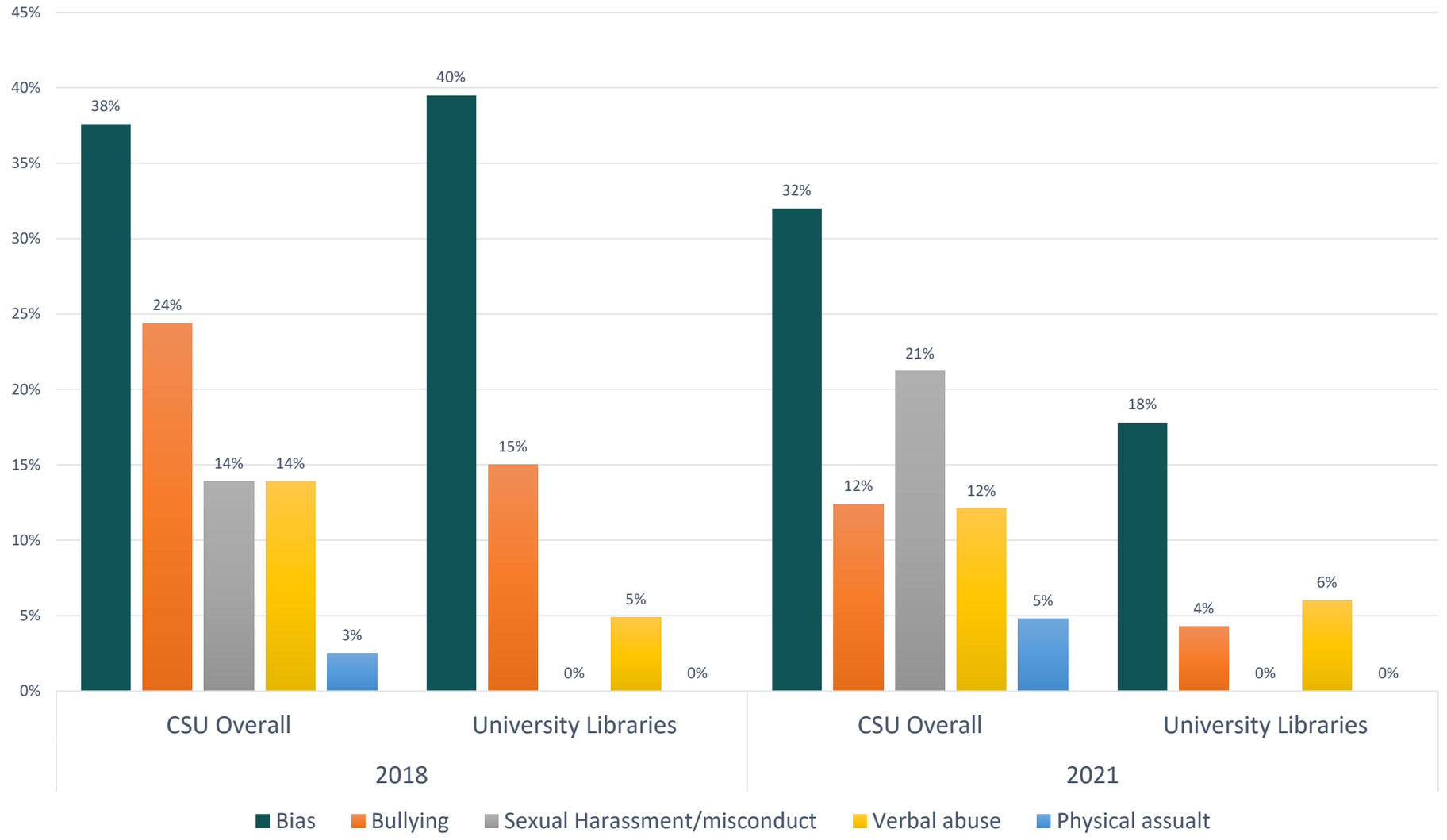
University Libraries Perceptions Over Time



University Libraries Discriminatory Attitudes Over Time



Harassment and Other Problematic Behaviors Over Time



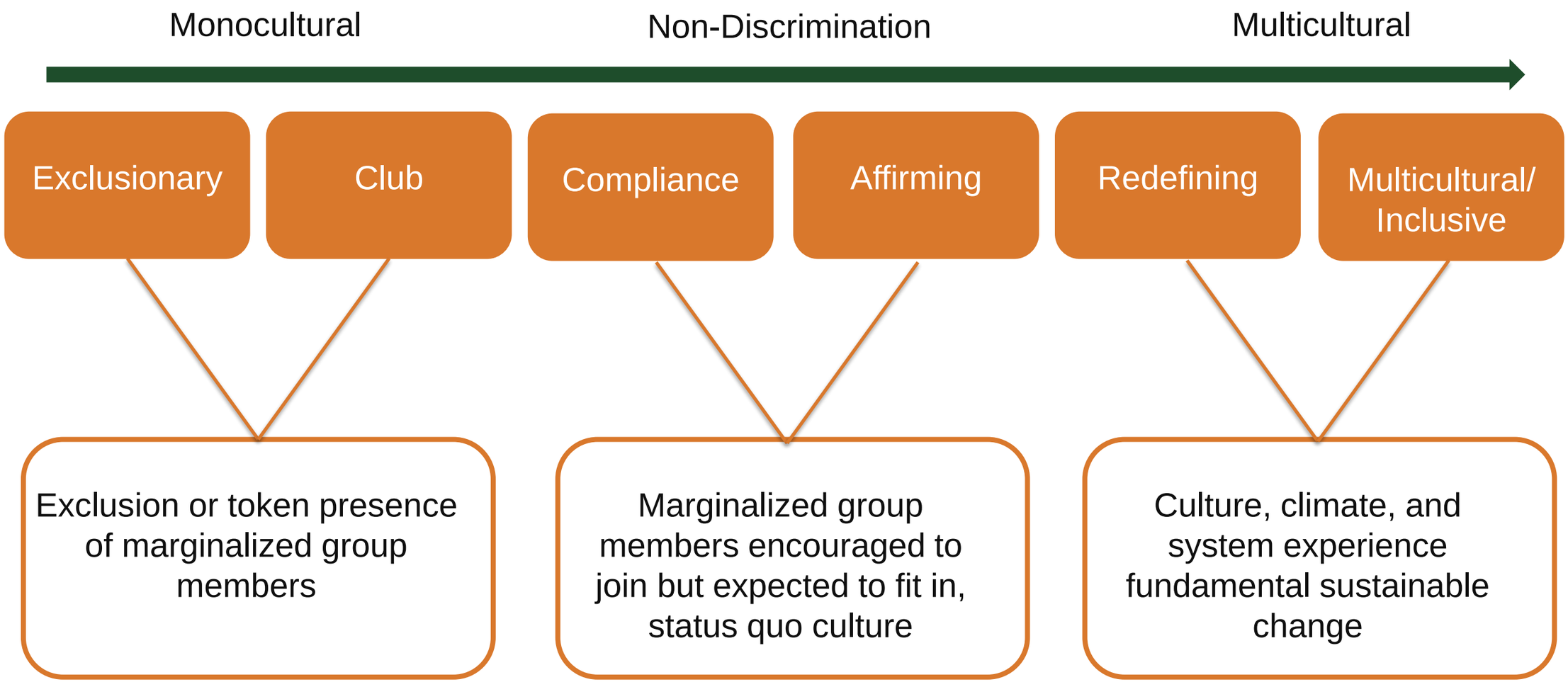
Average Percent Agreement

A Multicultural Organization

Jackson, Hardiman, and Holvino

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

Multicultural Organization Development Continuum



What do you notice?

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

How do you see yourself individually or as a team using the ECS results to create an inclusive work environment?

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

Thank you

Colorado State University