

CWC SURVEY RESULTS

STRATEGIC PLAN QUESTIONS

FEB 10, 2022 REGENT MEETING

FOUR CAMPUSES UNITED
ALL FOUR:**ONE**



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Culture Survey

Goal:

- To create and maintain an inclusive environment where everyone feels respected, supported, and valued.
- Launched survey wanting to listen to and understand people's experience of their CU community.

Action Planning:

- Campuses will bring together individuals from across their campus to plan for the response to the survey and develop action steps.
- Survey results will provide a baseline. Progress on action will be evaluated through strategic metrics and assessment.



CWC Survey Results – Survey Administration

- Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff
- Each CU Campus administered their survey independently and owns their campus data security and storage
- Across the CU System, more than 30,000 surveys were completed by employees and students (33% response rate)
 - ~13,000 Undergraduate (26% response rate)
 - ~6,000 Graduate (33% response rate)
 - ~4,100 Faculty (40% response rate)
 - ~7,000 Staff (64% response rate)



CWC Survey Results – Reporting Timeline

February 2022

April 2022

July 2022

2/10-11: BOR presentation on Strategic Plan Aligned Questions

4/7: BOR update on campus level results (highlights, key demographics, and action planning progress)

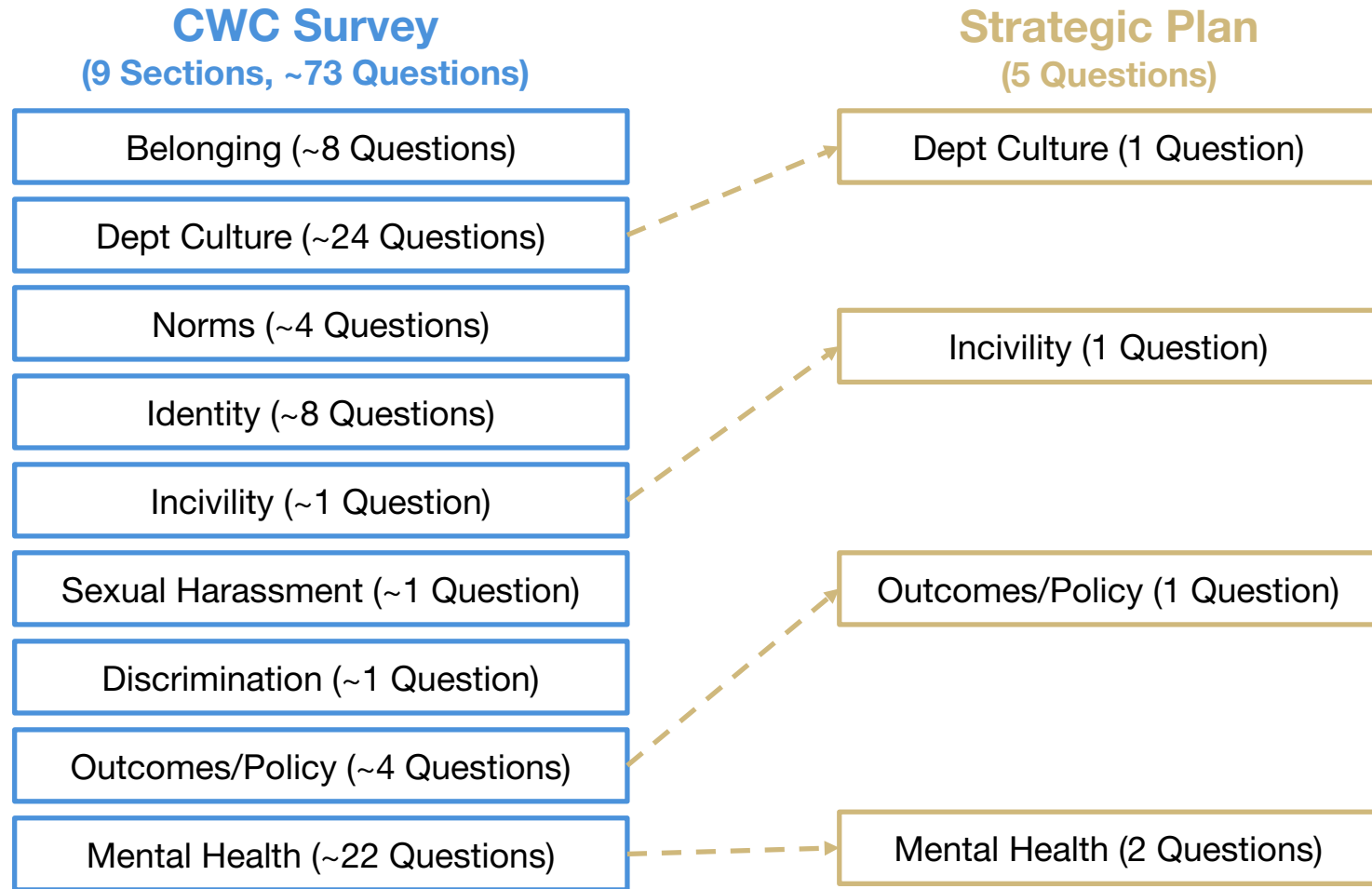
TBD: BOR update on campus level action planning

Campus data processing, analysis, and begin internal sharing of results when available

April: Release of survey results to campus



CWC Survey & Strategic Plan Alignment



~Number of questions per survey administration may vary by staff/student surveys and possible campus customizations to survey instrument. Approximate count doesn't include follow up questions.



CWC Survey Results – Dept Culture Question

Acceptance/Culture

- **Undergraduate Students:** In most of my courses...
 - *I am comfortable expressing ideas or opinions in class without fear it will affect how people in the classroom treat me*
- **Graduate Students, Faculty, and Staff:** Indicate how strongly you disagree or agree with each of the following statements:
 - *I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me*

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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CWC Survey Results – Outcomes/Policy Question

Reporting Harassment & Discrimination

- **Students, Faculty, and Staff** - If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I feel like my concerns would be taken seriously by my campus.*

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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CWC Survey Results – Incivility Question

Civility

- **Students:** Since you have been a student at CU, ...
- **Faculty & Staff:** Within the last 12 months, ...

...have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

- Being shouted or yelled at
- Non-verbal behaviors/gestures
- Excessive criticism in front of others
- Someone constantly interrupting or talking over you
- Being mocked, scorned, ridiculed
- Condescension or dismissive remarks
- Being deliberately ignored or excluded
- Hostile electronic communication
- Inappropriate jokes/humor (verbal or written)
- Insults or derogatory remarks
- Someone plagiarizing your work
- Someone taking credit for your work/ideas
- Complaints being made about you behind your back
- Your property being vandalized, destroyed, or stolen
- Non-responsiveness or slow responsiveness to emails
- Your work being undermined or impeded
- Rumors being spread about you
- Feeling physically threatened
- Unwanted physical contact
- Unjustified denial of access to resources
- Threats to your employment status (fac/staff) / funding (grad) / financial support (ugrd)
- Threats to your professional status (fac/staff) / progress toward your degree (grad)
- Someone sabotaging the timely completion of your degree (grad/ugrd)
- Demands of excessive sacrifices on your time, health, or social life (grad)



Mental Health and Wellness Perceptions

Wellness Programs

- **Faculty & Staff:** Please indicate whether each of the following are a *barrier that prevents you from participating in wellness-at-work programs.* (Yes/No)
 - Job responsibilities make it difficult to participate (shift work, coverage, fee based work)
 - I forget to attend or participate
 - Concerns about confidentiality
 - Lack of personal motivation
 - Time management (have trouble fitting anything else into my busy schedule)
 - Schedule of programs do not work for me
 - Wellness programs are not offered at a convenient location
 - My supervisor does not allow me to attend
 - Lack of interest in wellness activities available to me
 - Injury or disability
 - Cost
 - Not supported by coworkers
 - Do not feel comfortable participating in wellness-at-work programs
 - Do not have the knowledge needed to participate
 - Other



Mental Health and Wellness Perceptions

Work Life Balance

- **Faculty, and Staff:** Within the last 12 months I have felt...
 - *My department values the balance between my job and life outside the work setting*

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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System Office Administration



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

CWC Survey Response Rates – System Office

	# Emails Delivered	# Survey Responses	% Response
Staff	566	502	89%

Number of Survey Responses include those who submitted a survey response, even if the response was partially complete or they selected “I decline to participate”

Survey administered between Oct 15 and Nov 19, 2021
Source: System Office of Institutional Research



CWC Survey Results – System Office

Acceptance/Culture

... I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Staff	15%	13%	70%	496	4.7



CWC Survey Results – System Office

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment... I feel like my concerns would be taken seriously by my campus

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Staff	6%	6%	84%	491	5.2



CWC Survey Results – System Office

Civility

...have you experienced any of these behaviors in the context of your CU-related activities

	% Reporting Incivility Behaviors	Top Three Incivilities Reported (%)
Staff	39%	<ol style="list-style-type: none"> 1) Non-responsiveness or slow responsiveness to emails or requests (23%, 111) 2) Condescension or dismissive remarks (16%, 81) 3) Someone constantly interrupting or talking over you (12%, 60)



CWC Survey Results – System Office

Wellness Programs

...barriers preventing wellness-at-work program participation

	% Reporting Participation Barriers	Top Three Barriers Reported (%)
Staff	77%	<ol style="list-style-type: none"> 1) Time management (having trouble fitting anything else into my busy schedule) (51%, 250) 2) Lack of personal motivation (30%, 148) 3) Lack of interest in wellness activities available to me (27%, 135)



CWC Survey Results – System Office

Work Life Balance

My department values the balance between my job and life outside the work setting.

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Staff	10%	10%	80%	486	5.1





CWC Survey Response Rates – CU Anschutz

	# Emails Delivered	# Survey Responses	% Response
Undergraduate Students	413	107	26%
Graduate Students	3,810	1,044	27%
Faculty	4,839	1,168	24%
Staff	4,374	2,138	49%
TOTAL	16,791	4,582	31%

Number of Survey Responses includes those who submitted a survey response, even if the response was partially complete or they selected “I decline to participate,” but excludes those who opened the survey and then took no further actions.

Immediately after the survey collection was completed, engagement rates for the survey were published in a communique from Chancellor Elliman and Vice Chancellor Richards. Those rates reflect the percent of respondents who opened their surveys, even if they took no further action. As such, those rates were slightly higher than the rates shown here, with an overall engagement rate of approximately 35%.



CWC Survey Results – CU Anschutz

Acceptance/Culture

...I am comfortable expressing ideas or opinions in [my department/class] without fear it will affect how people treat me

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Undergrad Students	32%	20%	47%	90	4.1
Graduate Students	26%	16%	55%	949	4.3
Faculty	29%	17%	53%	1,149	4.2
Staff	24%	21%	54%	1,948	4.3



CWC Survey Results – CU Anschutz

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment... I feel like my concerns would be taken seriously by my campus

	Distribution Summary				Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	*Don't Know/Not Sure	#	Avg (1 – 6)
Undergrad Students	14%	26%	38%	21%	84	4.3
Graduate Students	13%	15%	60%	13%	900	4.7
Faculty	12%	14%	65%	9%	1,119	4.8
Staff	12%	12%	65%	11%	1,886	4.8

*This category was included due to comparably much higher figures being observed, relative to the other agreement questions



CWC Survey Results – CU Anschutz

Civility

...have you experienced any of these behaviors in the context of your CU-related activities

	% Reporting Incivility Behaviors	Top Three Incivilities Reported (%)
Undergrad Students	56%	1) Condescension or dismissive remarks (40%) 2) Someone constantly interrupting or talking over you (27%) 3) *Non-verbal behaviors/gestures like eye-rolling, making faces in response to you Excessive criticism in front of others (17%)
Graduate Students	49%	1) Non-responsiveness or slow responsiveness to emails or requests (29%) 2) Condescension or dismissive remarks (20%) 3) **Demands of excessive sacrifices in your time, health, or social life (17%)
Faculty	55%	1) Non-responsiveness or slow responsiveness to emails or requests (32%) 2) Condescension or dismissive remarks (23%) 3) Someone constantly interrupting or talking over you (15%)
Staff	51%	1) Non-responsiveness or slow responsiveness to emails or requests (33%) 2) Condescension or dismissive remarks (23%) 3) *Being deliberately ignored or excluded Complaints being made about you to others behind your back (16%)

*Both prompts had the exact same selection rate

** This prompt was only provided to graduate students



CWC Survey Results – CU Anschutz

Wellness Programs

...barriers preventing wellness-at-work program participation

	% Reporting Participation Barriers	Top Three Barriers Reported (%)
Faculty	90%	<ol style="list-style-type: none">1) Time management (have trouble fitting anything else into my busy schedule) (68%)2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (46%)3) Schedule of programs does not work for me (36%)
Staff	88%	<ol style="list-style-type: none">1) Time management (have trouble fitting anything else into my busy schedule) (58%)2) Cost (41%)3) Lack of personal motivation (36%)



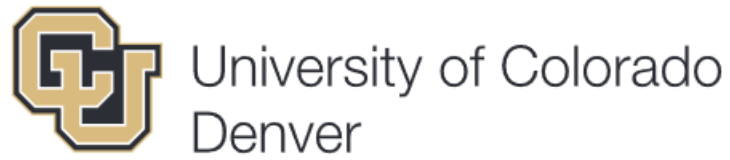
CWC Survey Results – CU Anschutz

Work Life Balance

My department values the balance between my job and life outside the work setting.

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Faculty	27%	24%	49%	1,093	4.2
Staff	19%	20%	61%	1,836	4.5





CWC Survey Response Rates – CU Denver

	# Emails Delivered	# Survey Responses	% Response
Undergraduate Students	9,926	1,684	17%
Graduate Students	4,934	1,017	21%
Faculty	1,113	481	43%
Staff	818	553	68%
TOTAL	16,791	3,735	22%

Number of Survey Responses includes those who submitted a survey response, even if the response was partially complete or they selected “I decline to participate,” but excludes those who opened the survey and then took no further actions.

Immediately after the survey collection was completed, **engagement** rates for the survey were published in a communique from Chancellor Marks and Vice Chancellor Farias. Those rates reflect the percent of respondents who opened their surveys, even if they took no further action. As such, those rates were slightly higher than the rates shown here, with an overall engagement rate of 25%



CWC Survey Results – CU Denver

Acceptance/Culture

... I am comfortable expressing ideas or opinions in [my department/class] without fear it will affect how people treat me

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Undergrad Students	18%	16%	63%	1,477	4.6
Graduate Students	17%	14%	64%	919	4.6
Faculty	26%	19%	52%	454	4.3
Staff	21%	17%	62%	518	4.5



CWC Survey Results – CU Denver

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment... I feel like my concerns would be taken seriously by my campus

	Distribution Summary				Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	*Don't Know/Not Sure	#	Avg (1 – 6)
Undergrad Students	12%	12%	61%	15%	1,357	4.8
Graduate Students	10%	11%	60%	18%	863	4.9
Faculty	19%	15%	56%	11%	442	4.5
Staff	16%	15%	60%	9%	508	4.7

*This category was included due to comparably much higher figures being observed, relative to the other agreement questions



CWC Survey Results – CU Denver

Civility

...have you experienced any of these behaviors in the context of your CU-related activities

	% Reporting Incivility Behaviors	Top Three Incivilities Reported (%)
Undergrad Students	35%	1) Condescension or dismissive remarks (16%) 2) Someone constantly interrupting or talking over you (12%) 3) Your work being undermined or impeded (11%)
Graduate Students	37%	1) Non-responsiveness or slow responsiveness to emails or requests (21%) 2) Condescension or dismissive remarks (15%) 3) *Demands of excessive sacrifices in your time, health, or social life (12%)
Faculty	49%	1) Non-responsiveness or slow responsiveness to emails or requests (26%) 2) Condescension or dismissive remarks (22%) 3) Someone constantly interrupting or talking over you (14%)
Staff	61%	1) Non-responsiveness or slow responsiveness to emails or requests (41%) 2) Condescension or dismissive remarks (28%) 3) Someone constantly interrupting or talking over you (26%)

*This prompt was only asked of graduate students



CWC Survey Results – CU Denver

Wellness Programs

...barriers preventing wellness-at-work program participation

	% Reporting Participation Barriers	Top Three Barriers Reported (%)
Faculty	92%	1) Time management (have trouble fitting anything else into my busy schedule) (70%) 2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (35%) 3) Schedule of programs does not work for me Lack of interest in wellness activities available to me (*32%)
Staff	90%	1) Time management (have trouble fitting anything else into my busy schedule) (67%) 2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (43%) 3) Schedule of programs does not work for me Cost (*39%)

*Both items were selected at exact same rate



CWC Survey Results – CU Denver

Work Life Balance

My department values the balance between my job and life outside the work setting.

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Faculty	25%	20%	55%	394	4.3
Staff	23%	19%	58%	503	4.4





University of Colorado
Colorado Springs



CWC Survey Response Rates – UCCS

	# Emails Delivered	# Survey Responses	% Response
Undergraduate Students	9,595	1,928	20%
Graduate Students	1,950	417	21%
Faculty	854	414	48%
Staff	799	582	73%
TOTAL	13,198	3,341	25%

Respondents include partial completers



CWC Survey Results – UCCS

Acceptance/Culture

... I am comfortable expressing ideas or opinions in [my department/class] without fear it will affect how people treat me

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Undergrad Students	15%	17%	57%	1,928	4.6
Graduate Students	16%	13%	66%	386	4.7
Faculty	25%	15%	60%	382	4.4
Staff	23%	16%	61%	558	4.5



CWC Survey Results – UCCS

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment... I feel like my concerns would be taken seriously by my campus

	Distribution Summary				Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	*Don't Know/Not Sure	#	Avg (1 – 6)
Undergrad Students	10%	11%	47%	33%	1,928	4.7
Graduate Students	11%	10%	68%	11%	359	4.9
Faculty	15%	12%	55%	22%	414	4.8
Staff	14%	11%	58%	17%	582	4.8

*This category was included due to comparably much higher figures being observed, relative to the other agreement questions



CWC Survey Results – UCCS

Incivility

...have you experienced any of these behaviors in the context of your CU-related activities

	% Reporting Incivility Behaviors	Top Three Incivilities Reported (%)
Undergrad Students	30%	1) Interrupting (11%) 2) Condescension (10%) 3) Non-verbal gestures (9%)
Graduate Students	35%	1) Non-responsiveness (17%) 2) Condescension (15%) 3) Interrupting (13%)
Faculty	43%	1) Condescension (22%) 2) Non-responsiveness (21%) 3) Interrupting (15%)
Staff	55%	1) Non-responsiveness (30%) 2) Condescension (22%) 3) Complaints behind back (17%)



CWC Survey Results – UCCS

Wellness Programs

...barriers preventing wellness-at-work program participation

	% Reporting Participation Barriers	Top Three Barriers Reported (%)
Faculty	83%	1) Busy schedule (64%) 2) Job responsibilities (52%) 3) Program schedule (42%)
Staff	87%	1) Busy schedule (66%) 2) Job responsibilities (59%) 3) Program schedule (45%)



CWC Survey Results – UCCS

Work Life Balance

My department values the balance between my job and life outside the work setting.

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Faculty	23%	18%	59%	363	4.5
Staff	22%	17%	62%	535	4.3





CWC Survey Response Rates – CU Boulder

	# Emails Delivered	# Survey Responses	% Response
Undergraduate Students	30,272	9,200	30%
Graduate Students	7,016	3,358	48%
Faculty	3,586	2,132	60%
Staff	4,510	3,289	73%
TOTAL	45,384	17,979	40%

Number of Survey Responses includes completed and partially completed surveys submitted. It does not include those where the respondent selected 'I decline to participate' or did not provide responses to any survey questions.



CWC Survey Results – CU Boulder

Acceptance/Culture

...I am comfortable expressing ideas or opinions in [my department/class] without fear it will affect how people treat me

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Undergrad Students	21%	22%	58%	8,430	4.4
Graduate Students	20%	19%	61%	3,133	4.5
Faculty	32%	17%	52%	2,009	4.1
Staff	22%	16%	62%	3,215	4.5



CWC Survey Results – CU Boulder

Reporting Harassment and Discrimination

If I reported a problem related to identity-based discrimination or harassment... I feel like my concerns would be taken seriously by my campus

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Undergrad Students	29%	21%	51%	6,953	4.1
Graduate Students	19%	18%	63%	2,691	4.6
Faculty	19%	19%	62%	1,795	4.6
Staff	12%	15%	73%	2,939	4.9



CWC Survey Results – CU Boulder

Civility

...have you experienced any of these behaviors in the context of your CU-related activities

	% Reporting Incivility Behaviors	Top Three Incivilities Reported (%)
Undergrad Students	44%	1) Someone constantly interrupting or talking over you (17%) 2) Condescension or dismissive remarks (16%) 3) Inappropriate jokes/humor (verbal or written) (15%)
Graduate Students	47%	1) Non-responsiveness or slow responsiveness to emails or requests (24%) 2) Condescension or dismissive remarks (21%) 3) Demands of excessive sacrifices in your time, health, or social life (18%)
Faculty	49%	1) Non-responsiveness or slow responsiveness to emails or requests (26%) 2) Condescension or dismissive remarks (20%) 3) Complaints being made about you to others behind your back (14%)
Staff	49%	1) Non-responsiveness or slow responsiveness to emails or requests (31%) 2) Condescension or dismissive remarks (21%) 3) Complaints being made about you to others behind your back (15%)



CWC Survey Results – CU Boulder

Wellness Programs

...barriers preventing wellness-at-work program participation

	% Reporting Participation Barriers	Top Three Barriers Reported (%)
Faculty	85%	1) Time management (have trouble fitting anything else into my busy schedule) (63%) 2) Lack of interest in wellness activities available to me (36%) 3) Lack of personal motivation (30%)
Staff	84%	1) Time management (have trouble fitting anything else into my busy schedule) (57%) 2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (36%) 3) Schedule of programs does not work for me (32%)



CWC Survey Results – CU Boulder

Work Life Balance

My department values the balance between my job and life outside the work setting.

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Faculty	26%	22%	52%	1,954	4.3
Staff	17%	17%	66%	3,177	4.6

