

2023 CWC SURVEY DEMOGRAPHICS

System Administration
November 2023



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

About the 2023 Campus & Workplace Culture Survey

- Campus and Workplace Culture (CWC) Survey was administered in October and November 2023.
- System Administration Only.
- All employees in their positions as of September 1, 2023 received an invitation.
- Respondents received personalized survey invitation delivered to their CU email address.
- Survey was communicated heavily to campuses in advance.
- Survey reminders were sent throughout administration period.
- While response rates are an early indicator of engagement, representativeness of the response population across institutional areas and demography are key to a successful result.



Campus & Workplace Culture Survey (Fall 2023)

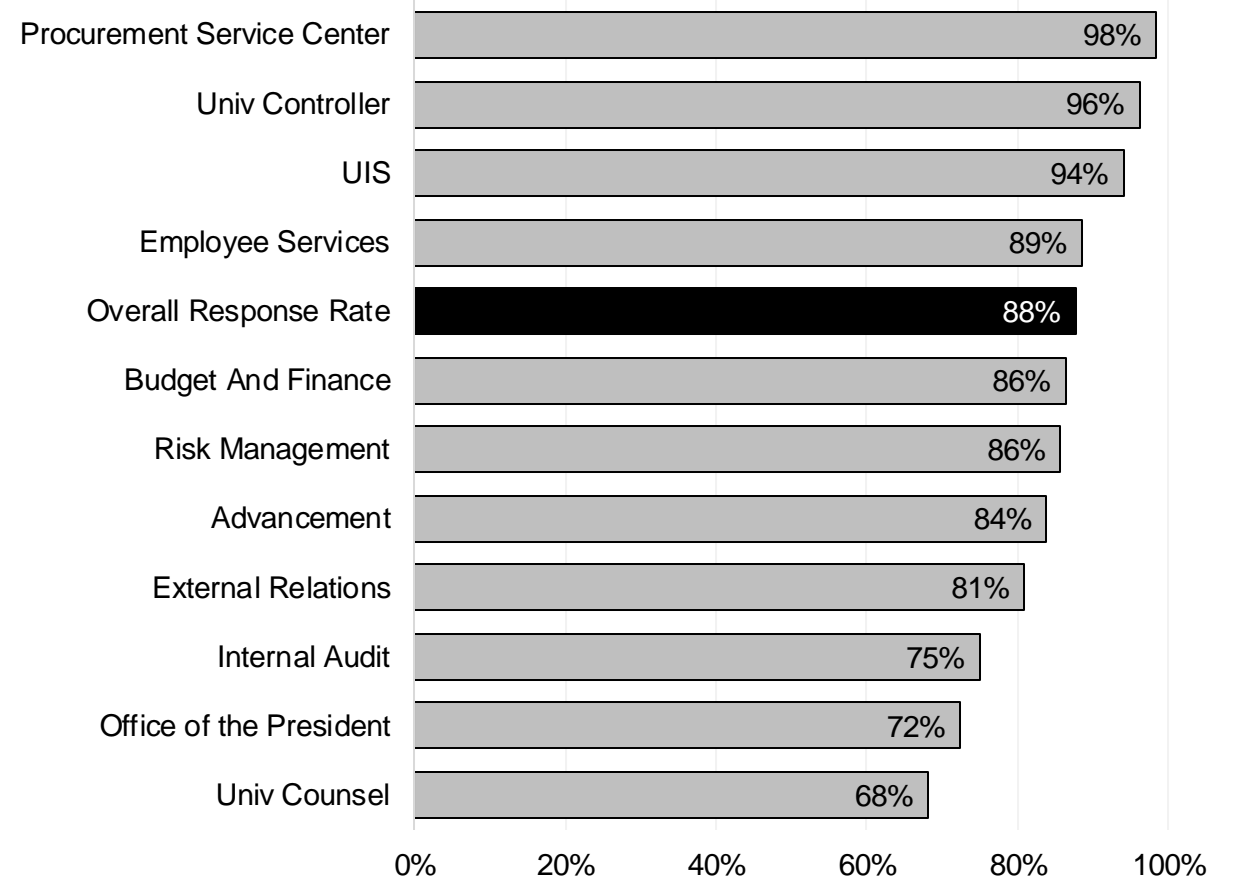
Background

- CU System Office Administration Only
- In the field between Oct 23 and Nov 10
- **GOAL = 75% response rate**

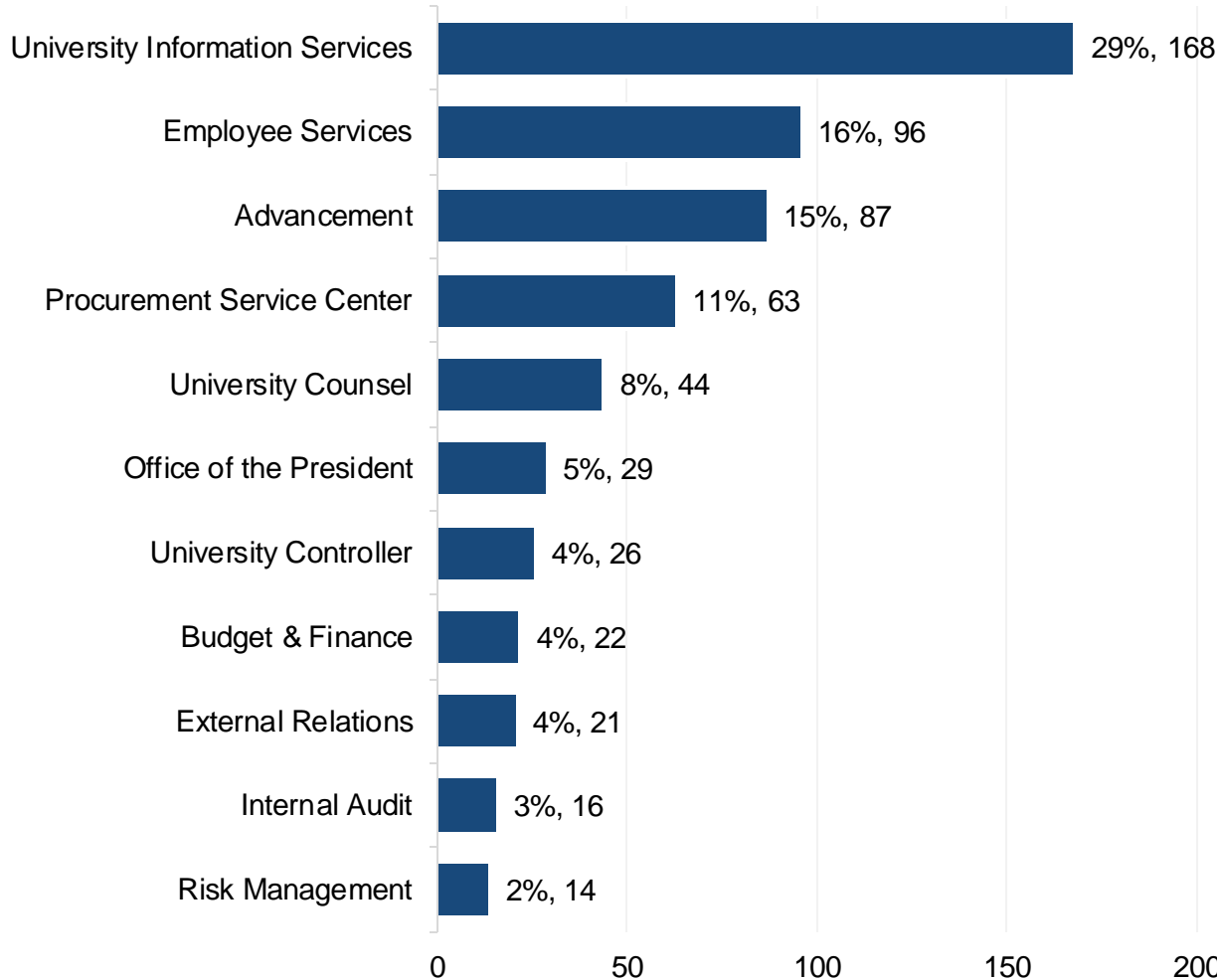
Final Results (as of 11/10/23)

- **586** System Office employees
- **514** total responses
- **87.7% response rate**

88% Overall Response Rate (514/586)
Final Response Rates (as of 11/10 5PM)



Population by Department Groups



Department Notes

Budget & Finance includes Budget & Finance, Treasurer

Employee Services includes CU Health Plan Administration

Office of the President includes Chief of Staff, Diversity Equity & Inclusion (DEI), Regent Operations, University Relations, Academic Affairs

Data based on employee HCM records. "HCM" (Human Capital Management) refers CU's HR system

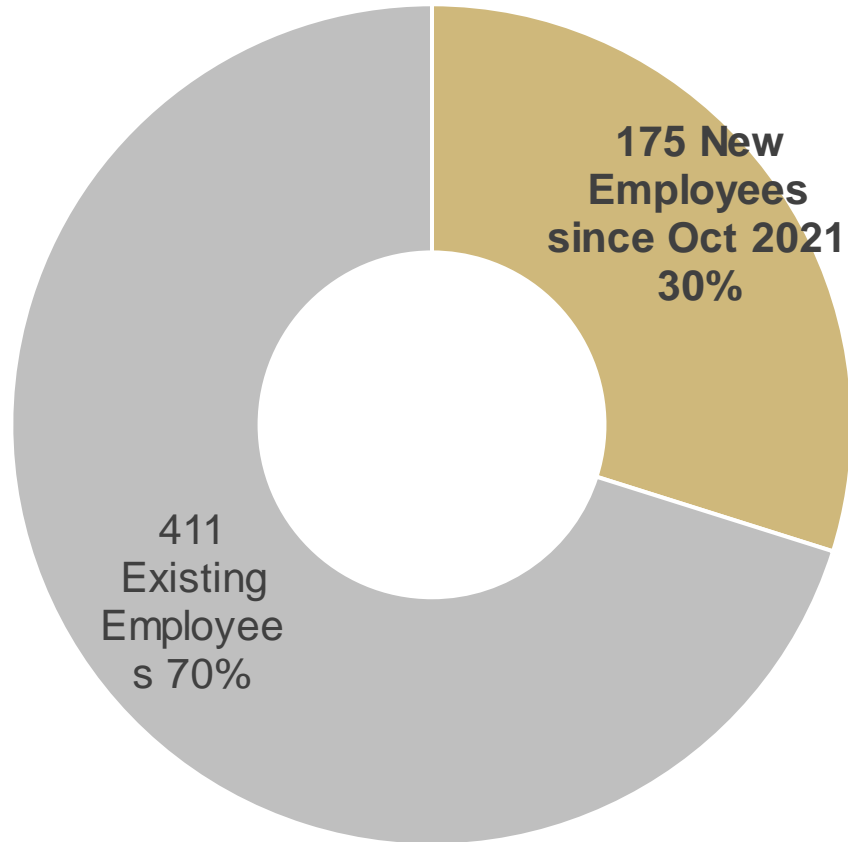
Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research



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Population by Hired Date Range



Hired Date Range

Employee hired date range is calculated as of 9/1/2023. Based on Original Hire Date, so breaks in service may not be reflected in the calculation.

Data based on employee HCM records. "HCM" (Human Capital Management) refers CU's HR system

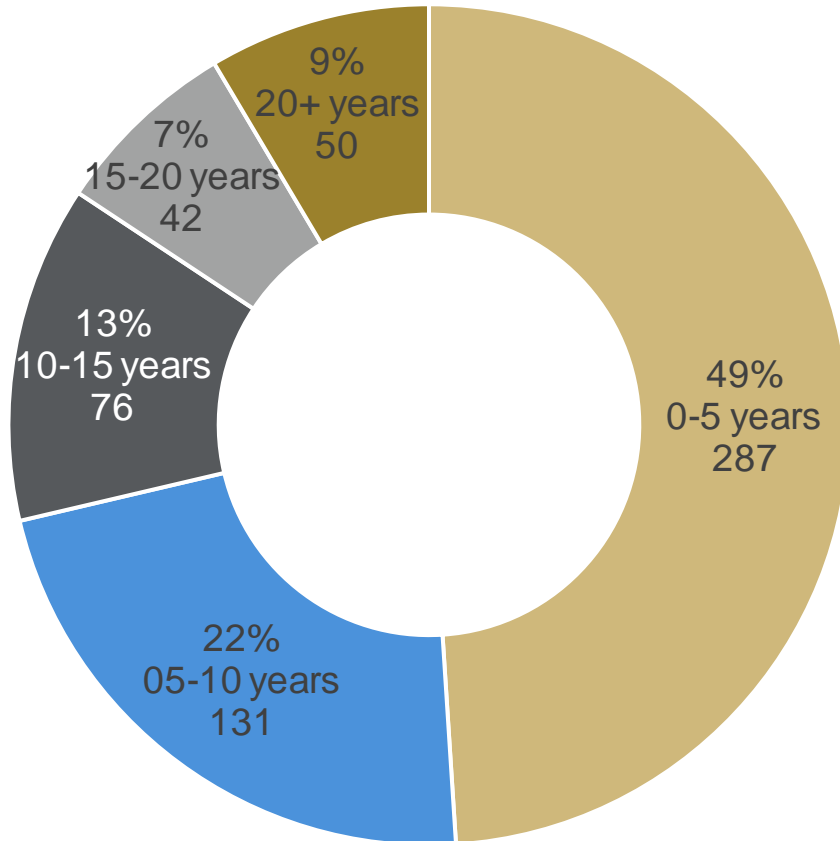


Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research

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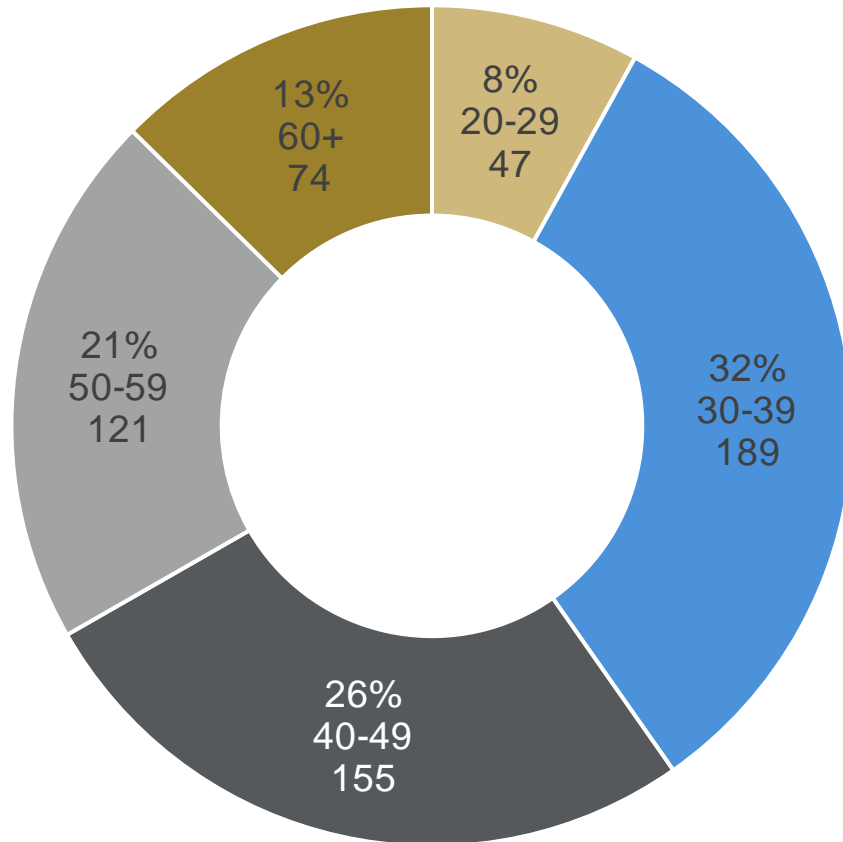


Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research

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Population by Age Range



Age

Employee age is calculated as of 10/1/2021

Data based on employee HCM records. "HCM" (Human Capital Management) refers CU's HR system

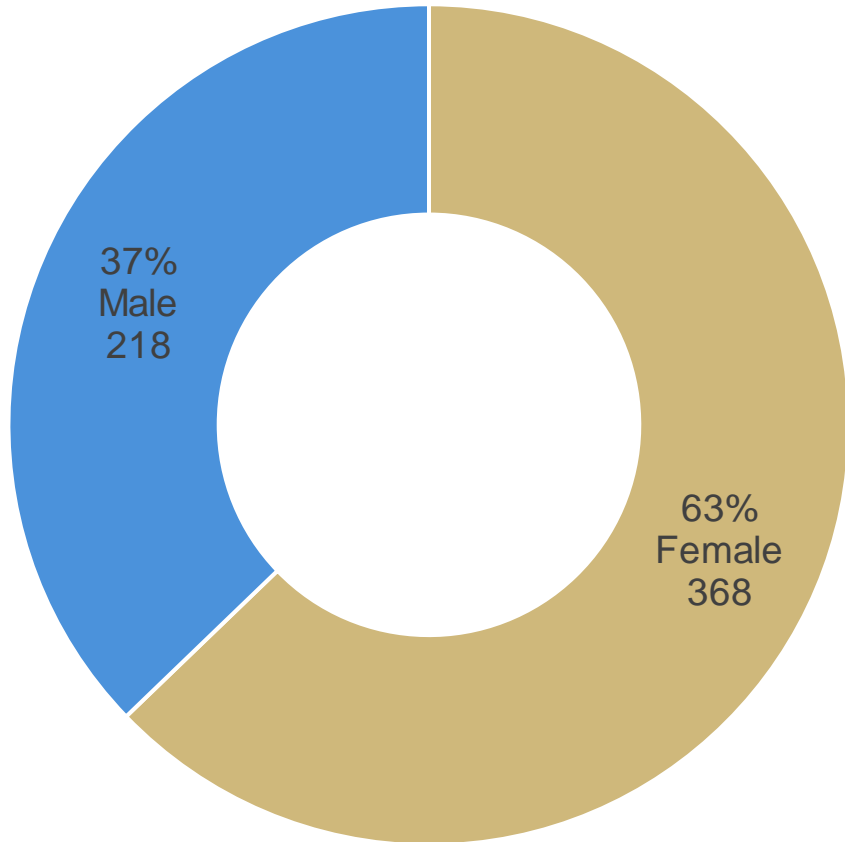


Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research

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Population by Sex



Sex and Gender

Sex, gender identity, and gender expression are different, but all three are protected classes. Currently, data collection at CU asks about an individual's sex. Both student and employee data regarding sex are self-reported by the individual.

Employee data systems are limited to binary options (female or male) and marking the selection unknown.

Binary Options

Reported as either **female** or **male**, with no selection reported as **unspecified**.

Data based on employee HCM records. "HCM" (Human Capital Management) refers CU's HR system.

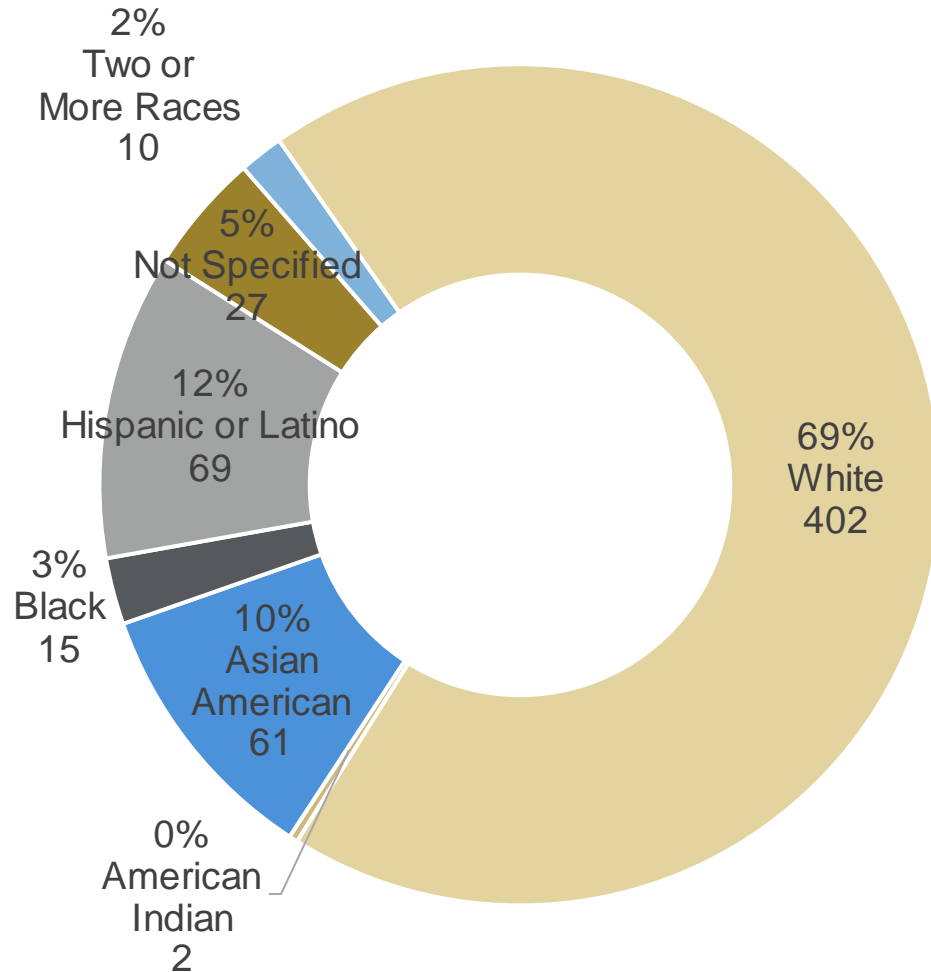


Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research

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Population by Race/Ethnicity



Race and Ethnicity Categories

Employee data regarding race and ethnicity are **self-reported by the individual**.

- *American Indian or Alaska Native*
- *Asian or Asian American*
- *Black or African American*
- *Hispanic or Latino*
- *Native Hawaiian or Pacific Islander*
- *Two or More Races*
- *White*
- *Not Specified*

Data based on employee HCM records. “HCM” (Human Capital Management) refers CU’s HR system.

Display Note: Some individual selections are combined in the chart due to small population size.



Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research

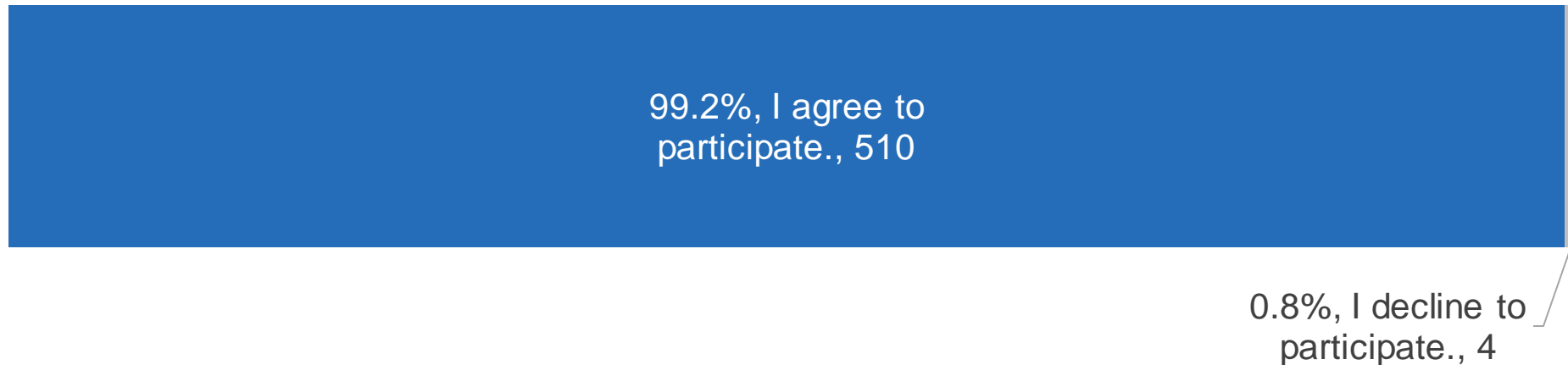
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Campus & Workplace Culture Survey (Fall 2023)

Participation Rate

- **99.2% participation rate** (510 of 514) completed responses selected “I Agree to Participate”



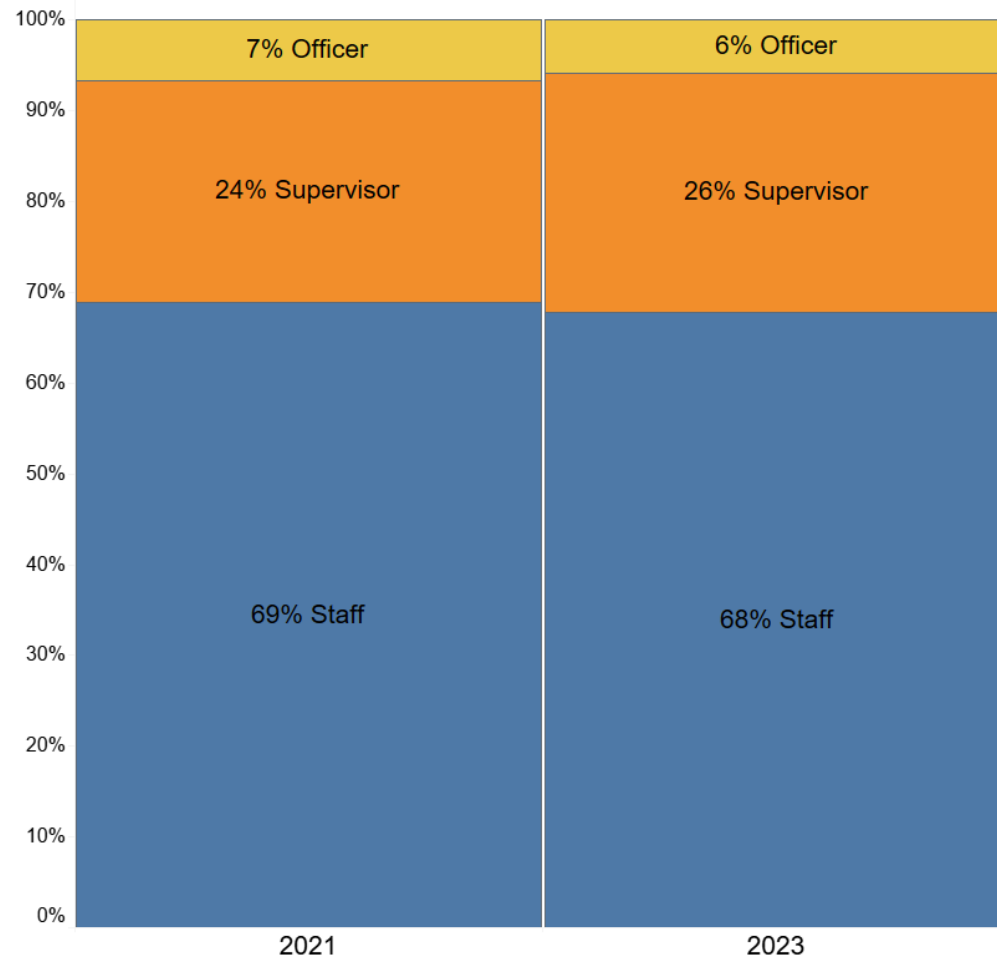
Data Appendix:

Demographic Results from the 2023 CWC Survey Administration (System Administration Only)



Job Category

Based on HCM: Staff, Supervisor, or Officer as of 9/1/2023.



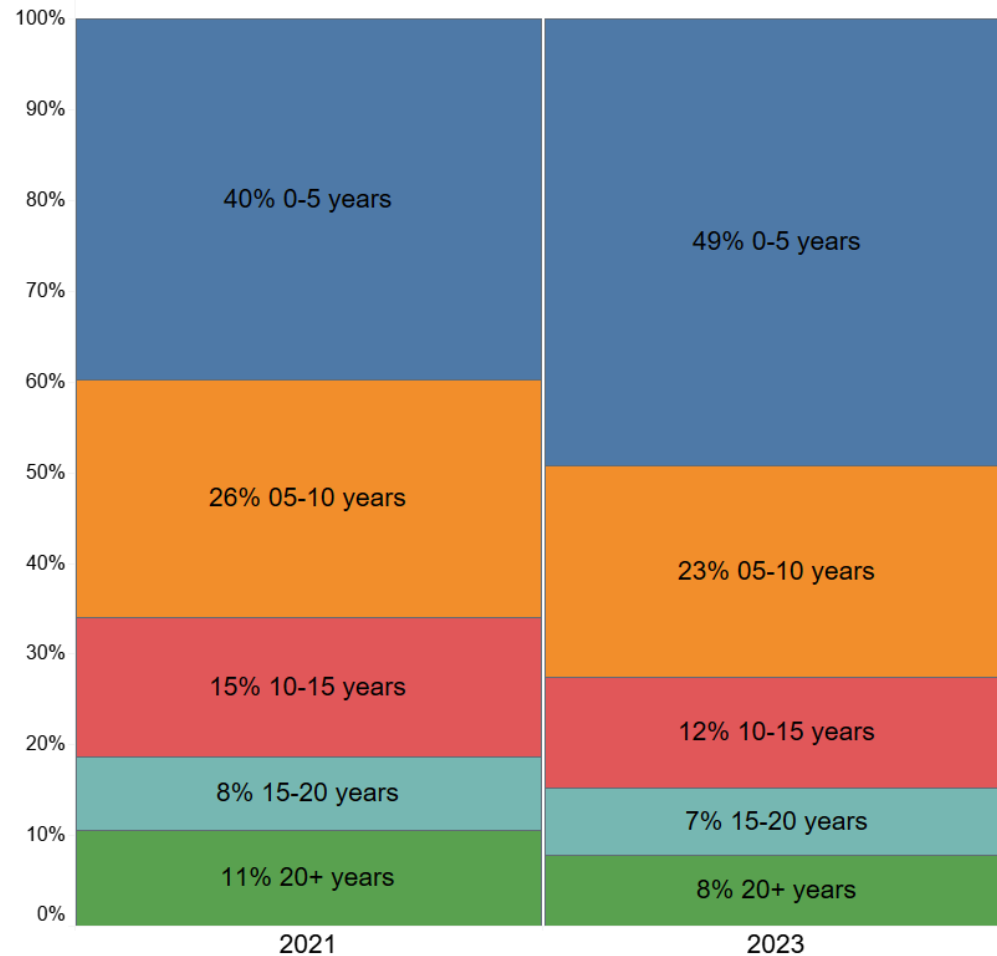
	Year			
	2021		2023	
	N	% Share	N	% Share
Officer	33	6.7%	30	5.9%
Supervisor	120	24.3%	134	26.3%
Staff	340	69.0%	346	67.8%
Grand Total	493	100.0%	510	100.0%

■ Officer
■ Supervisor
■ Staff

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Hired Date Range

Based on HCM: Employee hired date range is calculated as of 9/1/2023. Based on Original Hire Date, breaks in service may not be reflected in the calculation.



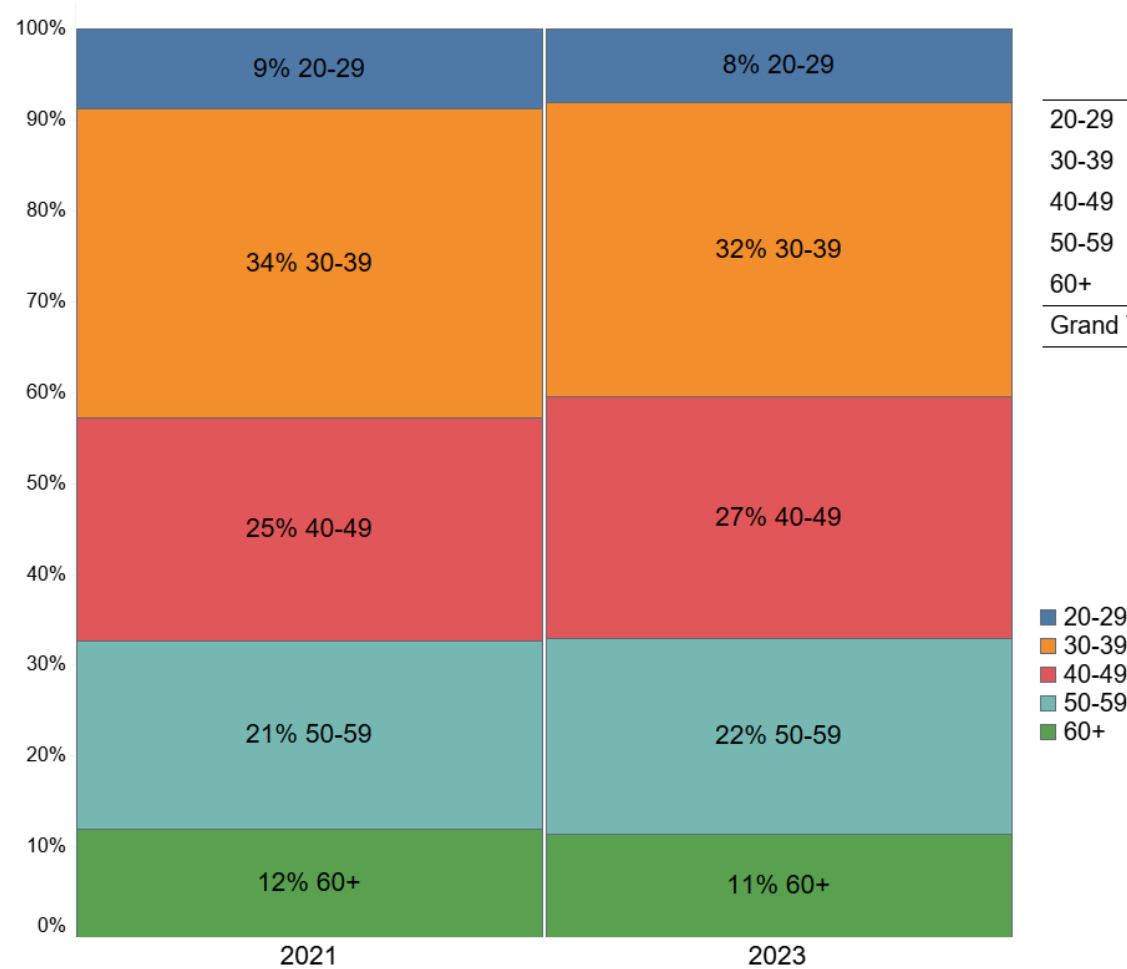
	Year			
	2021		2023	
	N	% Share	N	% Share
0-5 years	196	39.8%	251	49.2%
05-10 years	129	26.2%	119	23.3%
10-15 years	76	15.4%	62	12.2%
15-20 years	40	8.1%	38	7.5%
20+ years	52	10.5%	40	7.8%
Grand Total	493	100.0%	510	100.0%

- 0-5 years
- 05-10 years
- 10-15 years
- 15-20 years
- 20+ years

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Age Range

Based on HCM: Employee age is calculated as of 10/1/2021



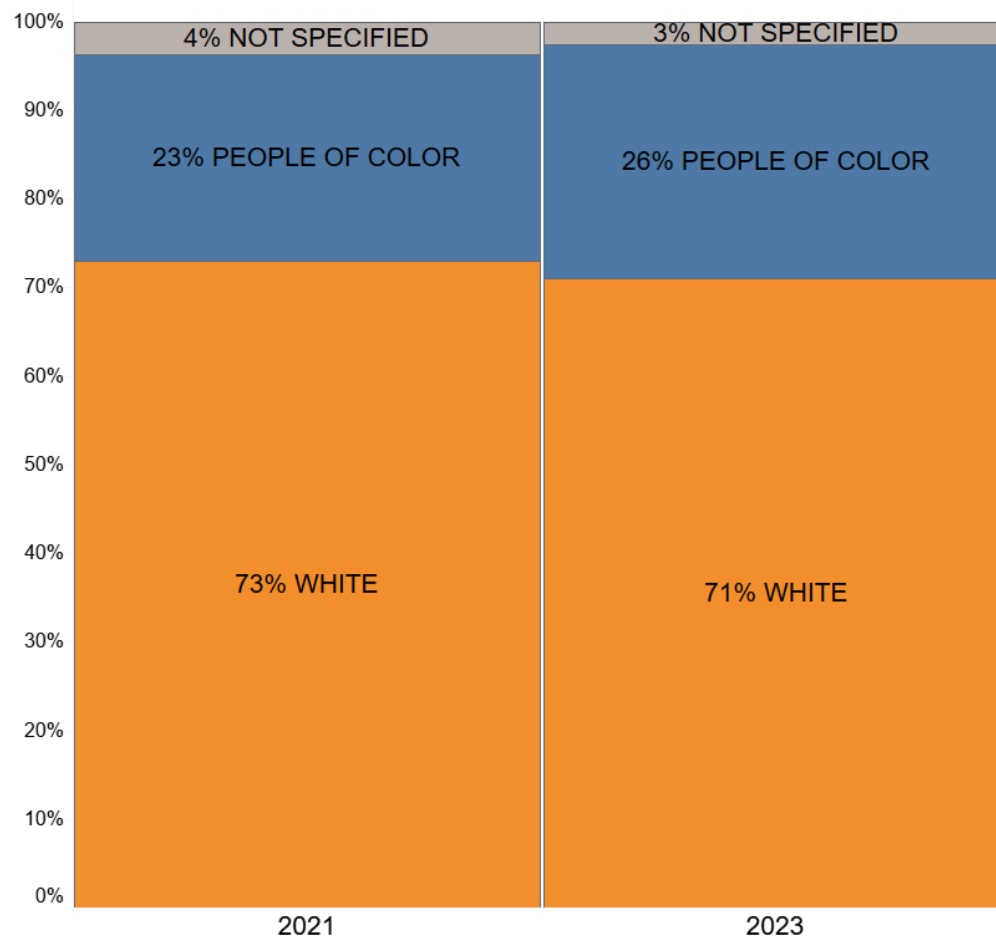
	Year			
	2021		2023	
	N	% Share	N	% Share
20-29	43	8.7%	41	8.0%
30-39	168	34.1%	165	32.4%
40-49	121	24.5%	136	26.7%
50-59	102	20.7%	110	21.6%
60+	59	12.0%	58	11.4%
Grand Total	493	100.0%	510	100.0%

- 20-29
- 30-39
- 40-49
- 50-59
- 60+

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Race/Ethnicity (Aggregated)

Survey Question: How do you identify in terms of your race/ethnicity? (Check all that apply: American Indian or Alaska Native, Asian or Asian American, Black or African American, Latina, Latino, Latinx, or Hispanic, Middle Eastern or North African, Native Hawaiian or other Pacific Islander, White)



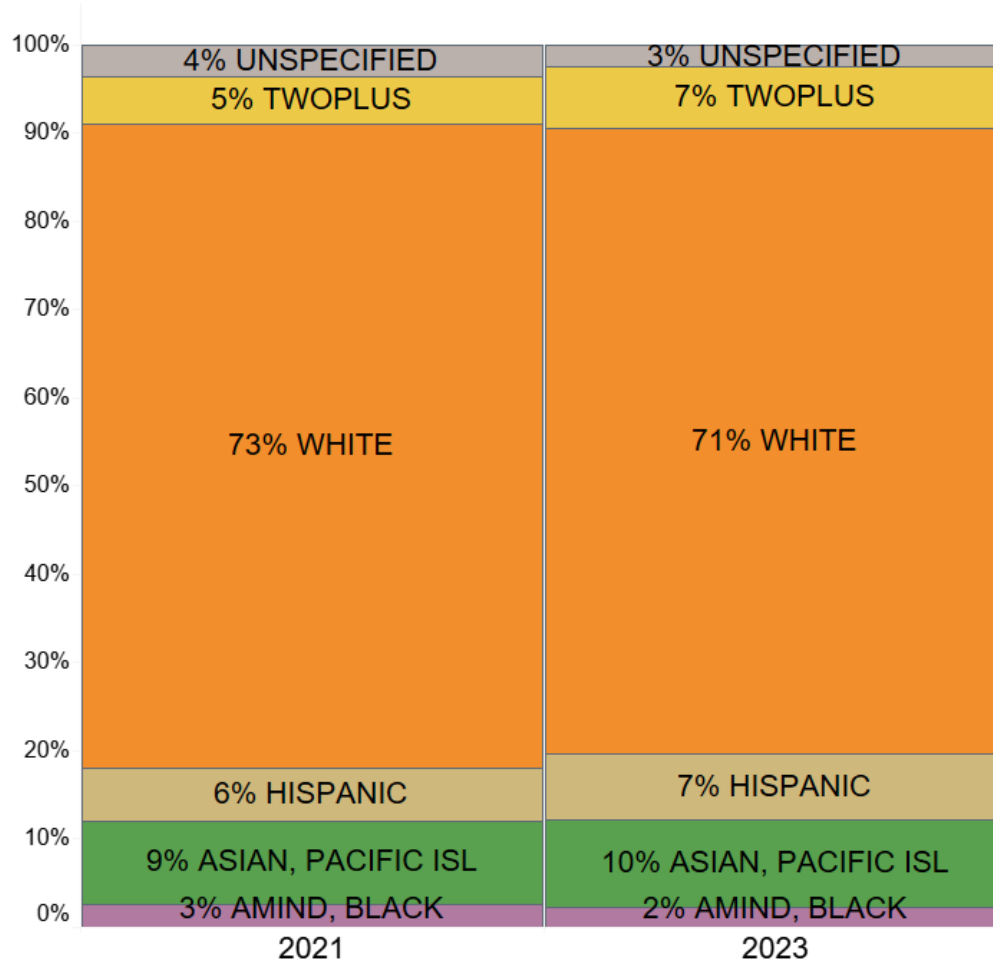
	Year			
	2021		2023	
	N	% Share	N	% Share
NOT SPECIFIED	18	3.7%	13	2.5%
PEOPLE OF COLOR	115	23.3%	135	26.5%
WHITE	360	73.0%	362	71.0%
Grand Total	493	100.0%	510	100.0%

■ NOT SPECIFIED
■ PEOPLE OF COLOR
■ WHITE

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Race/Ethnicity

Survey Question: How do you identify in terms of your race/ethnicity? (Check all that apply: American Indian or Alaska Native, Asian or Asian American, Black or African American, Latina, Latino, Latinx, or Hispanic, Middle Eastern or North African, Native Hawaiian or other Pacific Islander, White)



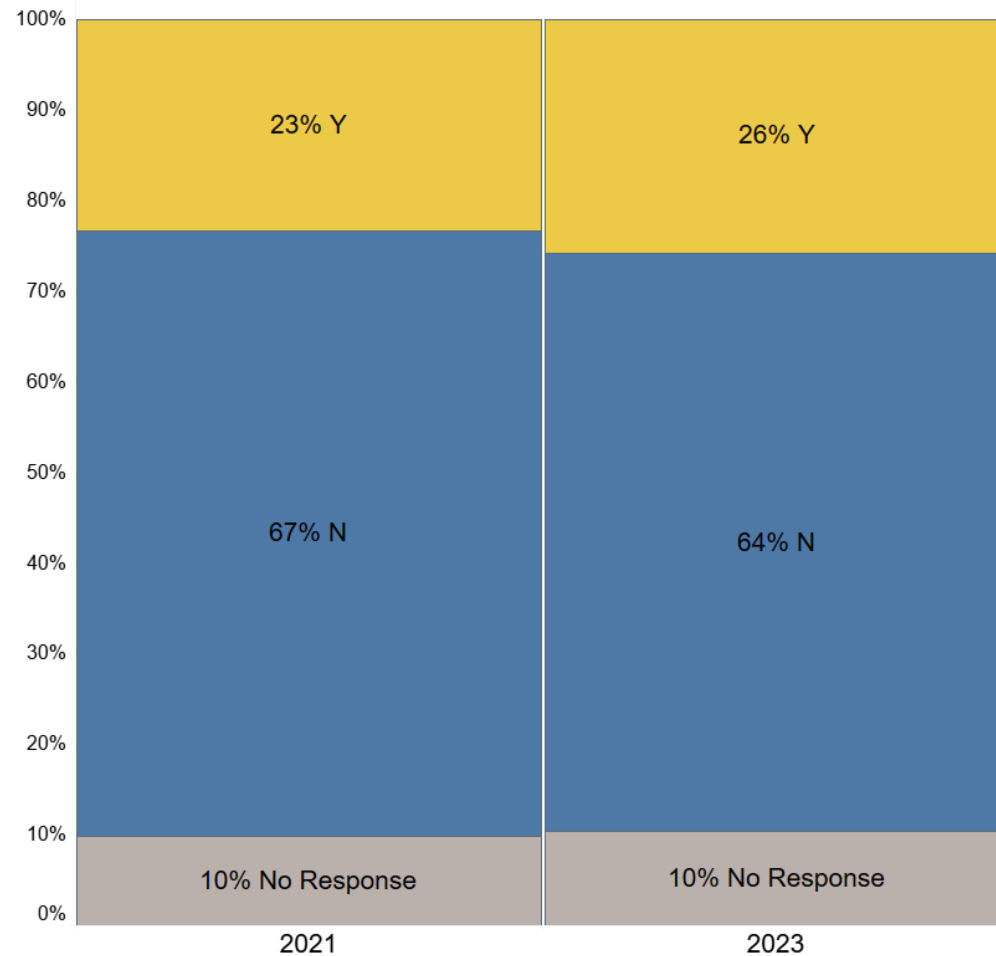
	Year			
	2021		2023	
	N	% Share	N	% Share
UNSPECIFIED	18	3.7%	13	2.5%
TWOPLUS	26	5.3%	35	6.9%
WHITE	360	73.0%	362	71.0%
HISPANIC	30	6.1%	38	7.5%
ASIAN, PACIFIC ISL	46	9.3%	50	9.8%
AMIND, BLACK	13	2.6%	12	2.4%
Grand Total	493	100.0%	510	100.0%

- UNSPECIFIED
- TWOPLUS
- WHITE
- HISPANIC
- ASIAN, PACIFIC ISL
- AMIND, BLACK

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Disability (Y/N)

Survey Question: Do you have any of the following disabilities or conditions? (Select all that apply: Learning disability or ADHD, Mobility or sensory disability, Chronic mental health condition, Chronic medical condition, Other disability or chronic condition)



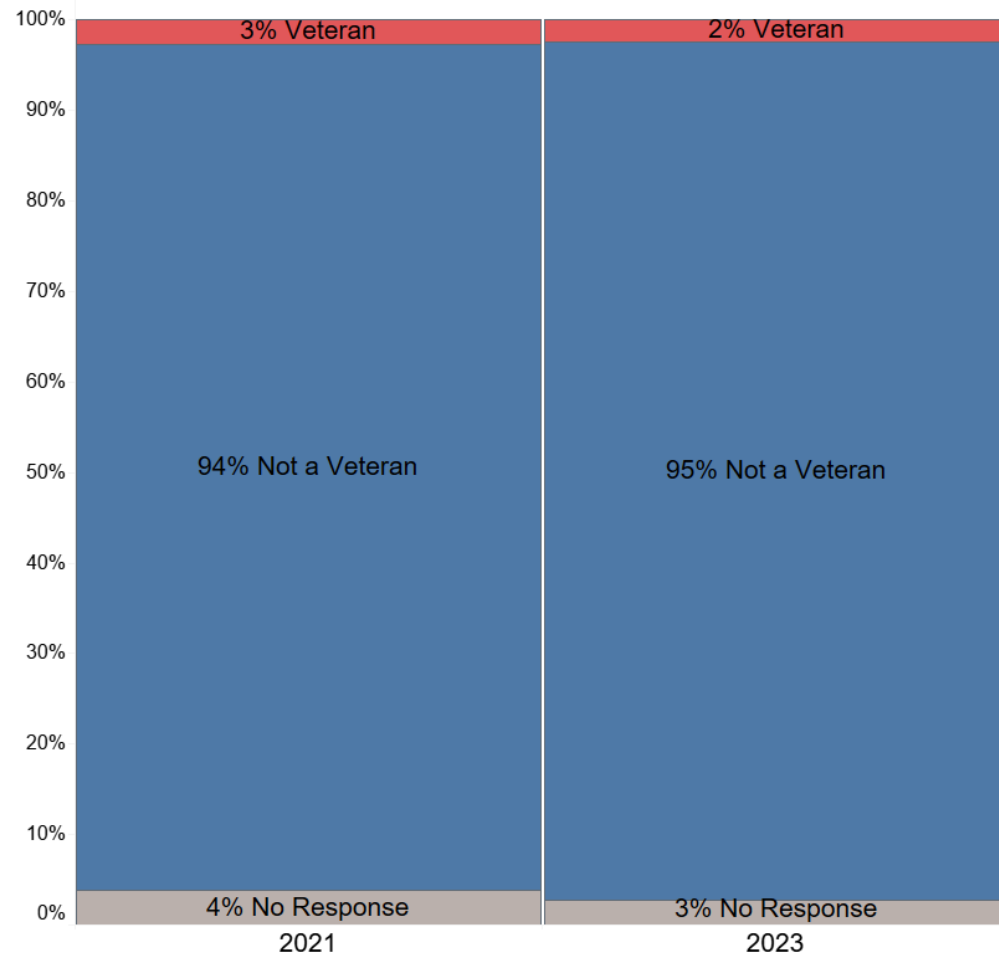
	Year			
	2021 N	% Share	2023 N	% Share
Y	115	23.3%	131	25.7%
N	329	66.7%	326	63.9%
No Response	49	9.9%	53	10.4%
Grand Total	493	100.0%	510	100.0%

■ Y
■ N
■ No Response

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Veteran Status

Survey Question: What is your veteran status? A veteran is a former active duty or reserve service member of the armed forces including Army, Navy, Air Force, Marines, Coast Guard. Protected Class Veteran includes (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans.



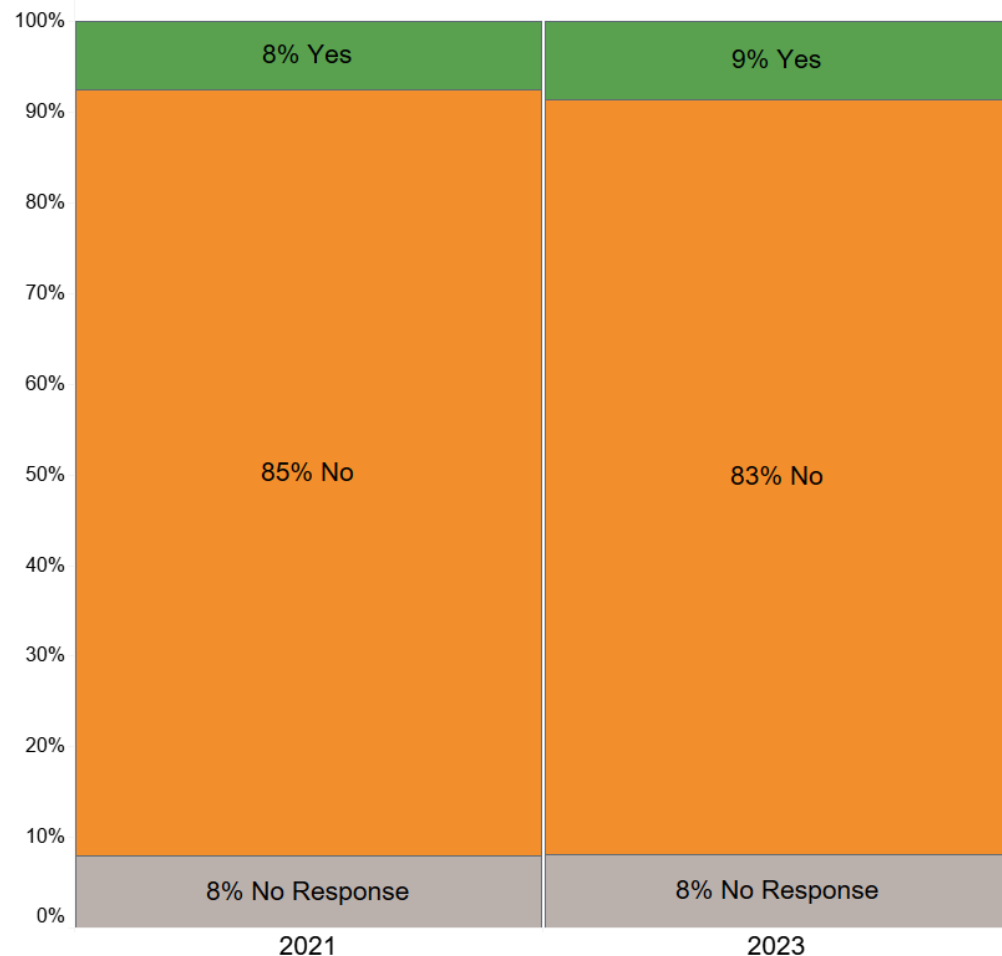
	Year			
	2021		2023	
	N	% Share	N	% Share
Veteran	13	2.6%	12	2.4%
Not a Veteran	461	93.5%	484	94.9%
No Response	19	3.9%	14	2.7%
Grand Total	493	100.0%	510	100.0%

■ Veteran
■ Not a Veteran
■ No Response

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Gender Identity/Sexual Orientation (Y/N)

Survey Question: Are you a member of a historically marginalized identity pertaining to sex assigned at birth, gender identity, or sexual orientation identity? This includes, but is not limited to, gay, lesbian, pansexual, bisexual, asexual, intersex, transgender, non-binary, fluid, genderqueer, and agender.



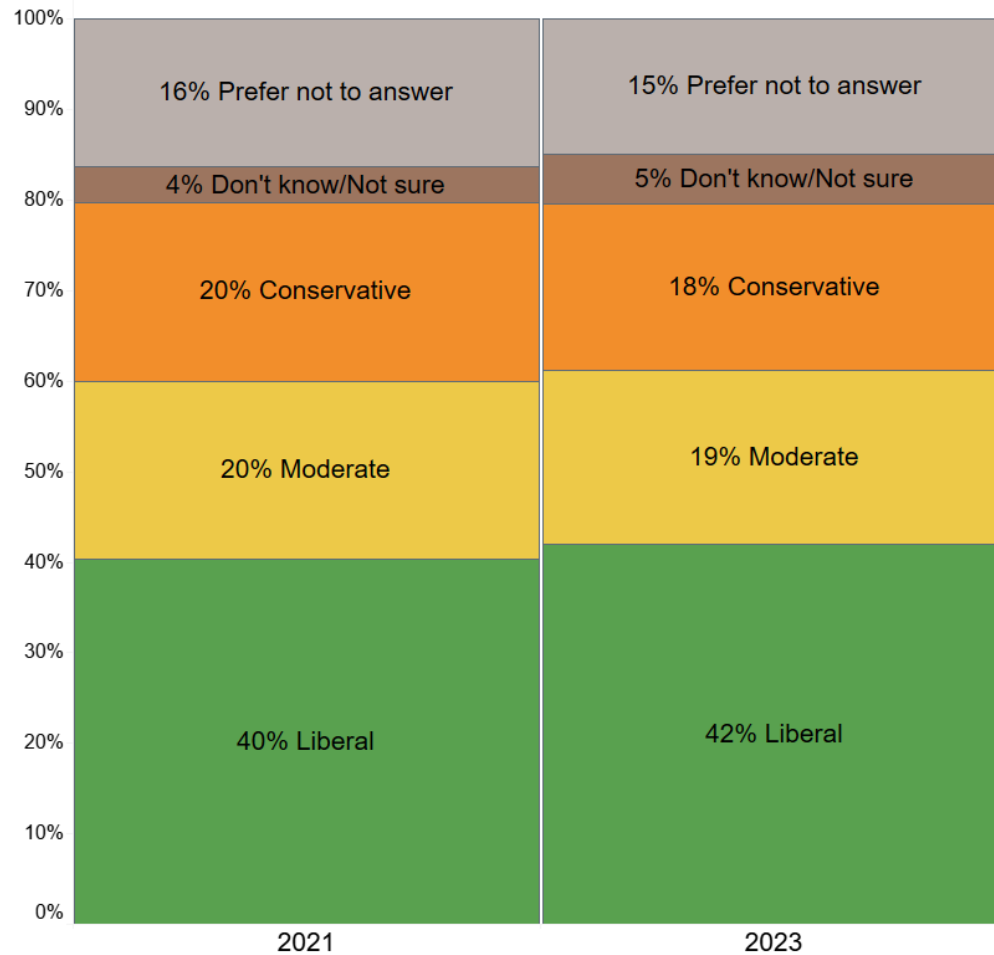
	Year			
	2021		2023	
	N	% Share	N	% Share
Yes	37	7.5%	44	8.6%
No	417	84.6%	425	83.3%
No Response	39	7.9%	41	8.0%
Grand Total	493	100.0%	510	100.0%

■ Yes
■ No
■ No Response

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Political Economics View - Aggregated

Survey Question: Where would you place yourself on this scale in terms of **economic** issues?



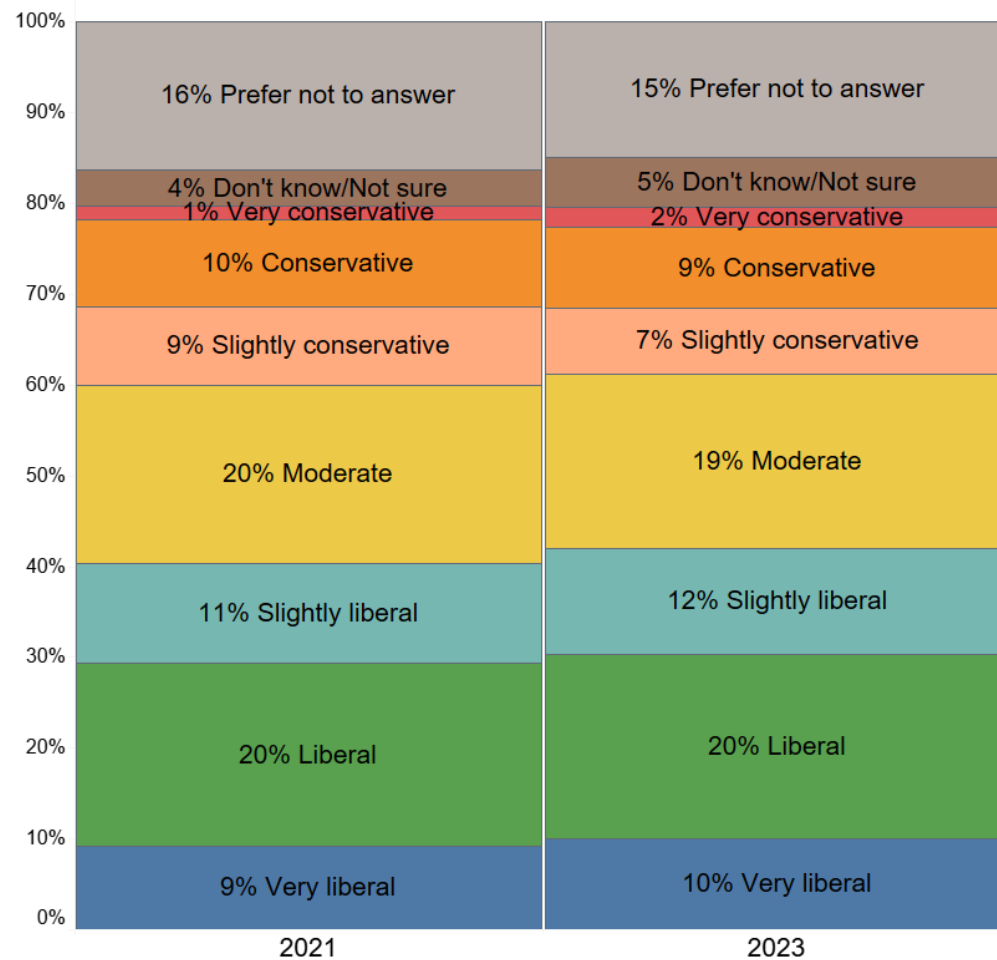
	Year			
	2021 N	% Share	2023 N	% Share
Prefer not to answer	80	16.2%	76	14.9%
Don't know/Not sure	20	4.1%	28	5.5%
Conservative	97	19.7%	94	18.4%
Moderate	97	19.7%	98	19.2%
Liberal	199	40.4%	214	42.0%
Grand Total	493	100.0%	510	100.0%

- Prefer not to answer
- Don't know/Not sure
- Conservative
- Moderate
- Liberal

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Political Economics View – Individual Responses

Survey Question: Where would you place yourself on this scale in terms of **economic** issues?



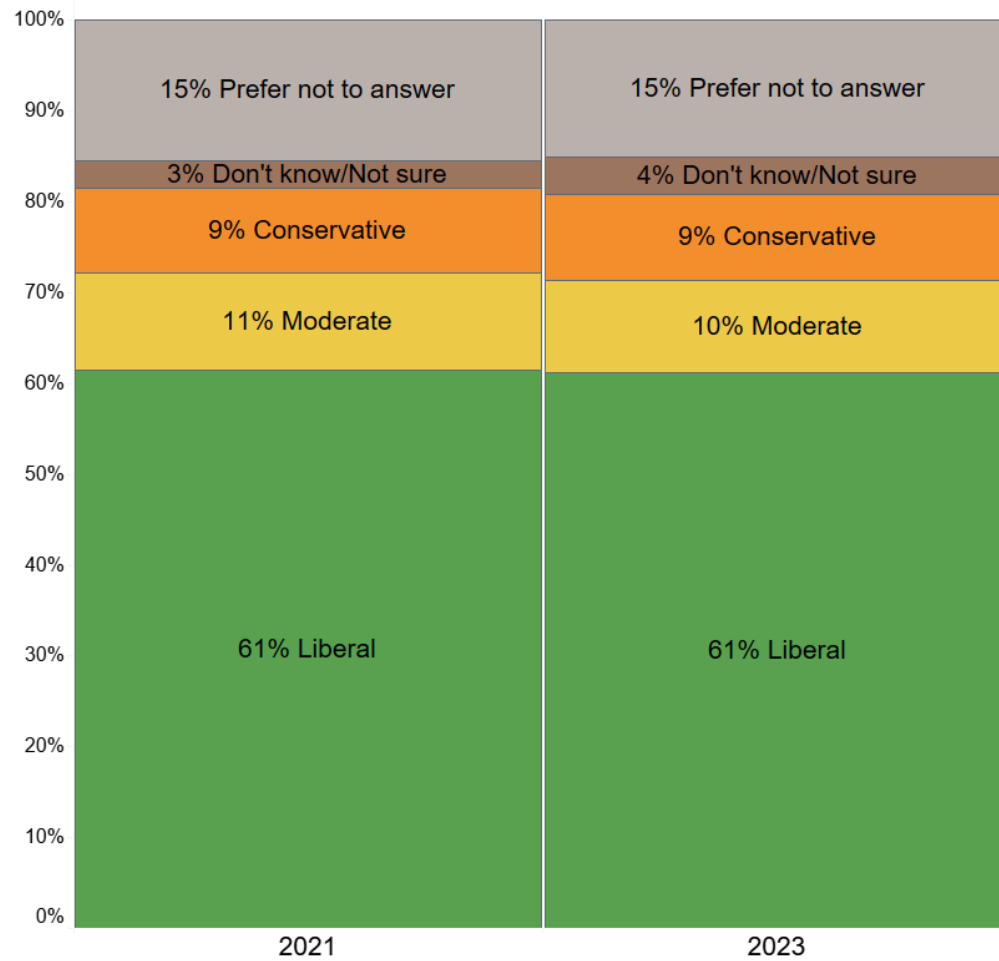
	Year			
	2021		2023	
	N	% Share	N	% Share
Prefer not to answer	80	16.2%	76	14.9%
Don't know/Not sure	20	4.1%	28	5.5%
Very conservative	7	1.4%	11	2.2%
Conservative	48	9.7%	46	9.0%
Slightly conservative	42	8.5%	37	7.3%
Moderate	97	19.7%	98	19.2%
Slightly liberal	54	11.0%	59	11.6%
Liberal	100	20.3%	104	20.4%
Very liberal	45	9.1%	51	10.0%
Grand Total	493	100.0%	510	100.0%

- Prefer not to answer
- Don't know/Not sure
- Very conservative
- Conservative
- Slightly conservative
- Moderate
- Slightly liberal
- Liberal
- Very liberal

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Political Social View - Aggregated

Survey Question: Where would you place yourself on this scale in terms of **social** issues?



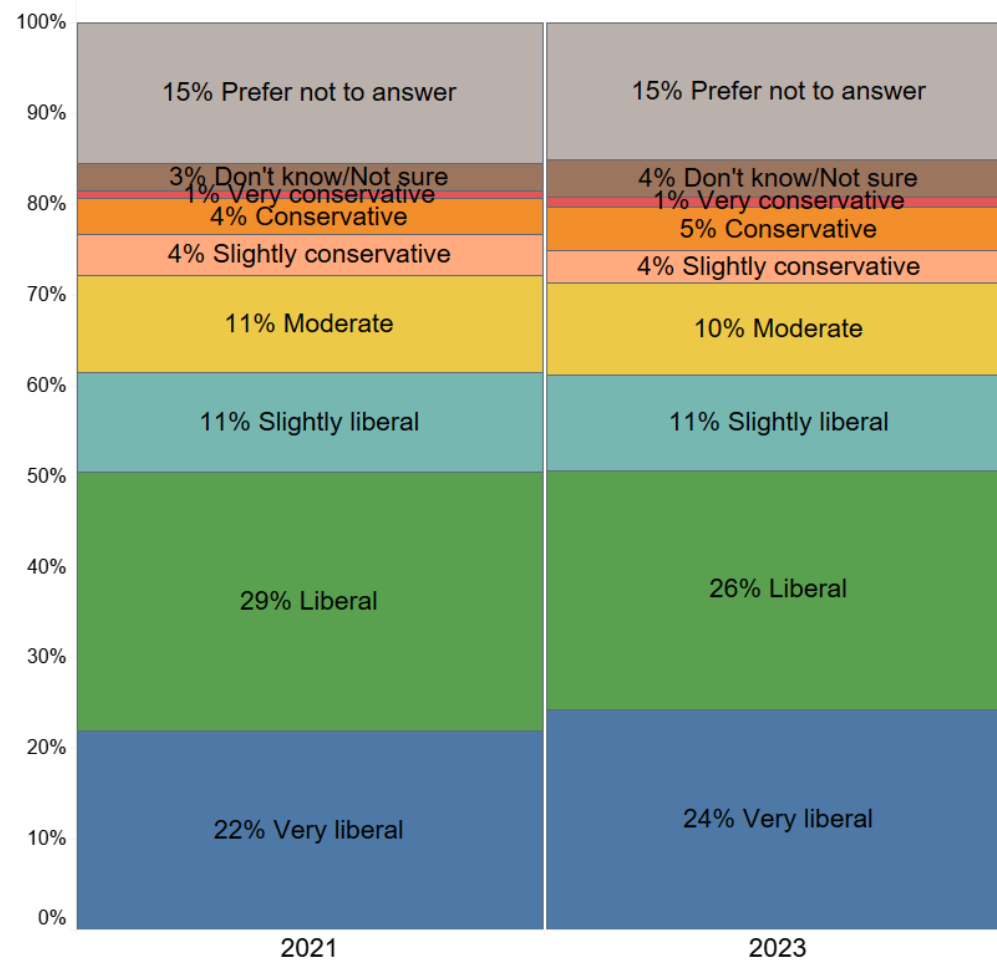
	Year			
	2021 N	% Share	2023 N	% Share
Prefer not to answer	76	15.4%	77	15.1%
Don't know/Not sure	15	3.0%	21	4.1%
Conservative	46	9.3%	48	9.4%
Moderate	53	10.8%	52	10.2%
Liberal	303	61.5%	312	61.2%
Grand Total	493	100.0%	510	100.0%

- Prefer not to answer
- Don't know/Not sure
- Conservative
- Moderate
- Liberal

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Political Social View – Individual Responses

Survey Question: Where would you place yourself on this scale in terms of **social** issues?



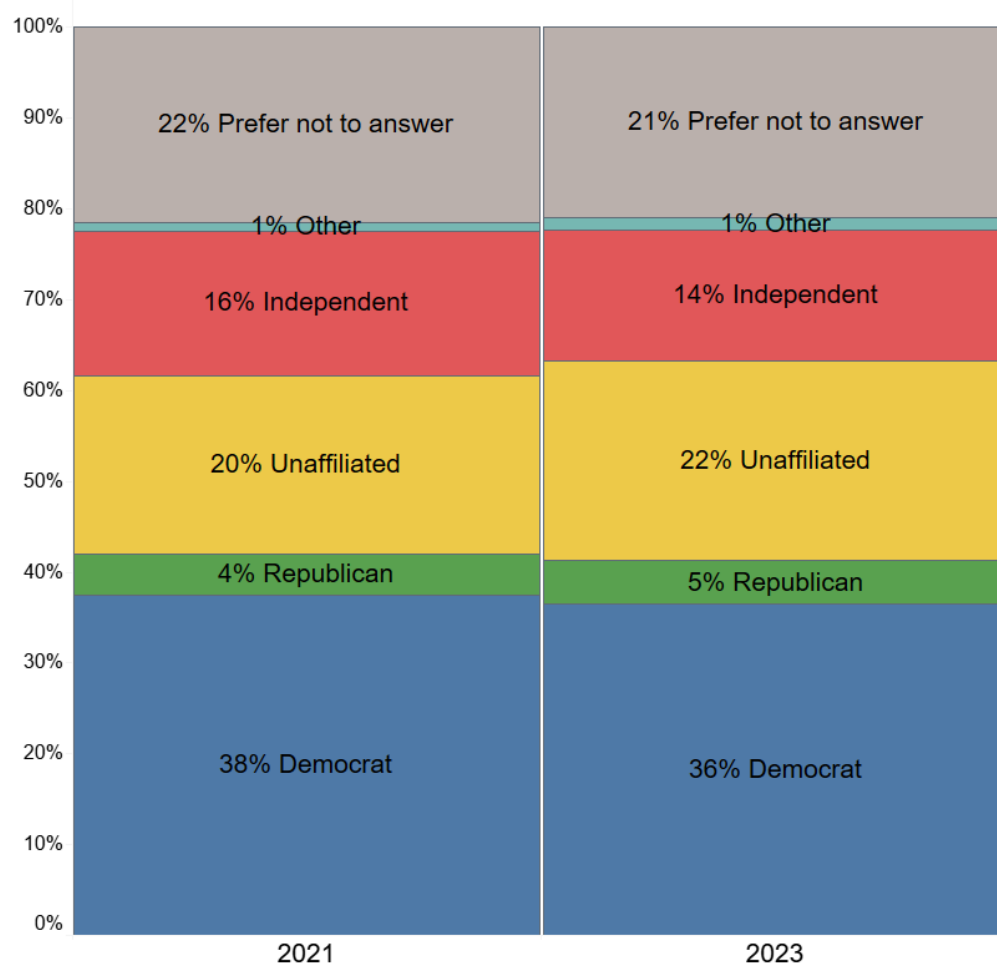
	Year			
	2021		2023	
	N	% Share	N	% Share
Prefer not to answer	76	15.4%	77	15.1%
Don't know/Not sure	15	3.0%	21	4.1%
Very conservative	4	0.8%	5	1.0%
Conservative	20	4.1%	25	4.9%
Slightly conservative	22	4.5%	18	3.5%
Moderate	53	10.8%	52	10.2%
Slightly liberal	54	11.0%	54	10.6%
Liberal	141	28.6%	134	26.3%
Very liberal	108	21.9%	124	24.3%
Grand Total	493	100.0%	510	100.0%

- Prefer not to answer
- Don't know/Not sure
- Very conservative
- Conservative
- Slightly conservative
- Moderate
- Slightly liberal
- Liberal
- Very liberal

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Political Party Affiliation

Survey Question: What is your political party affiliation?



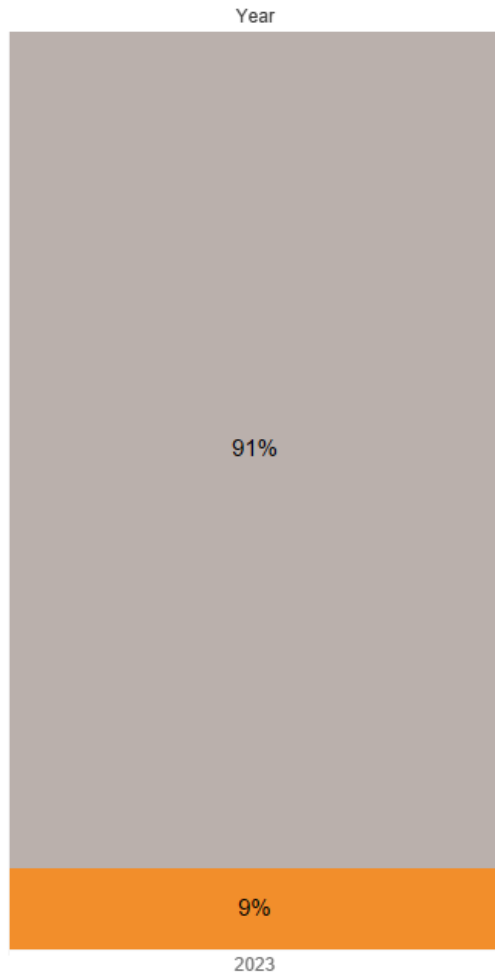
	Year			
	2021		2023	
	N	% Share	N	% Share
Prefer not to answer	106	21.5%	107	21.0%
Other	5	1.0%	7	1.4%
Independent	78	15.8%	73	14.3%
Unaffiliated	97	19.7%	112	22.0%
Republican	22	4.5%	25	4.9%
Democrat	185	37.5%	186	36.5%
Grand Total	493	100.0%	510	100.0%

- Prefer not to answer
- Other
- Independent
- Unaffiliated
- Republican
- Democrat

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

Disability (Y/N) (HCM Data Issues)

Survey Population
% Disability (HCM)



Survey Results
% Disability (HCM)



■ N
■ Y

■ No Response
■ N
■ Y

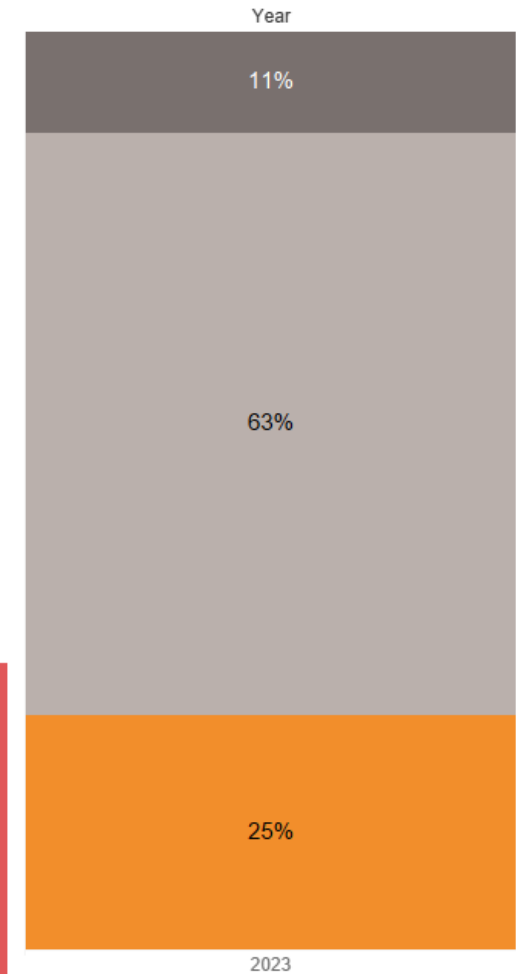
Notes

Disability Status is self-reported in the HCM employee portal (my.cu.edu) and asked separately in the CWC Survey. Disability Status includes physical and mental health status.

For full definitions of what is listed in the employee portal and in the survey, visit the glossary posted on our website:

Visit the CWC Survey Glossary at <https://www.cu.edu/cwc-glossary>

Survey Results
% Disability (CWC)



Data Discrepancy

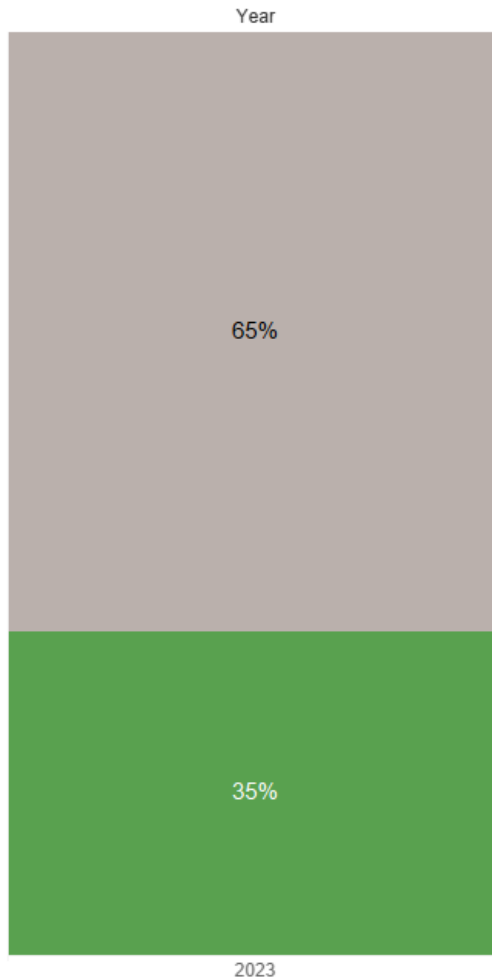
Survey results reveal a reporting discrepancy between HCM (Employee Records) and CWC results (Survey Response).

(Far Left) HCM reports 8-9% of employees with disabilities
(Right) CWC reports 23-25% of employees with disabilities

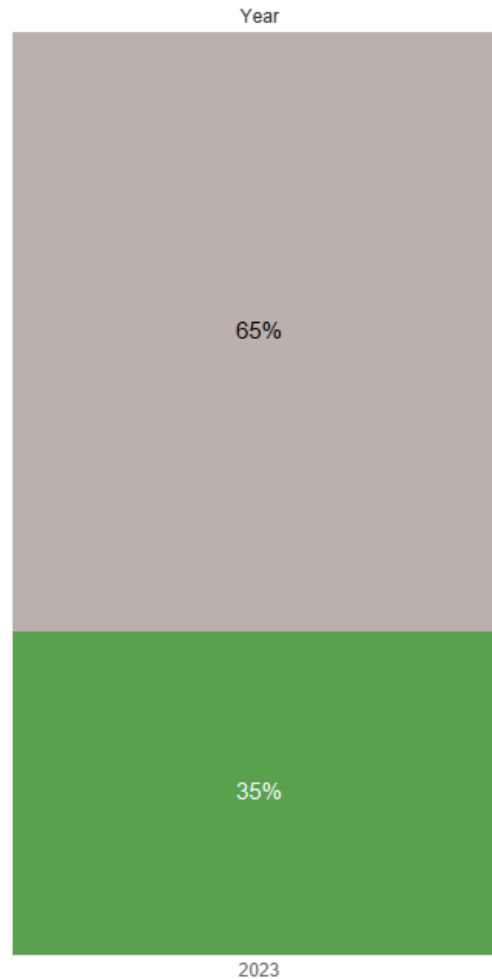


Veteran Status (HCM Data Issues)

Survey Population
% Veteran (HCM)



Survey Results
% Veteran (HCM)



■ NOT A VETERAN & NOT SPECIFIED
■ PROTECTED VETERAN & VETERAN

Notes

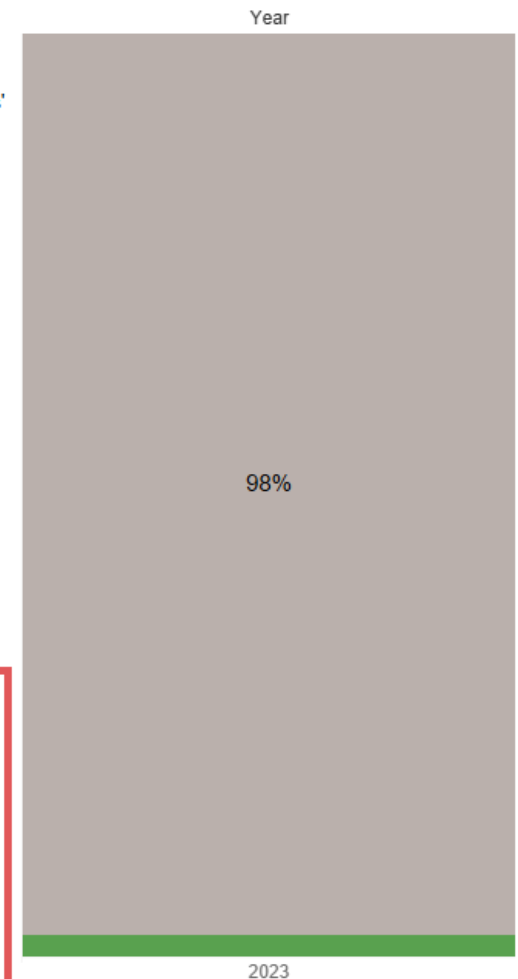
CU is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans.

These classifications are defined as follows:

- "Disabled veteran"
- "Recently separated veteran"
- "Active duty wartime or campaign badge veteran"
- "Armed Forces service medal veteran"

Visit the CWC Survey Glossary at <https://www.cu.edu/cwc-glossary>

Survey Results
% Veteran (CWC)



Data Discrepancy

Survey results reveal a reporting discrepancy between HCM (Employee Records) and CWC results (Survey Response).

(Far Left) HCM reports 28-35% of employees are Veterans (Right) CWC reports only 2-3% of employees are Veterans

