

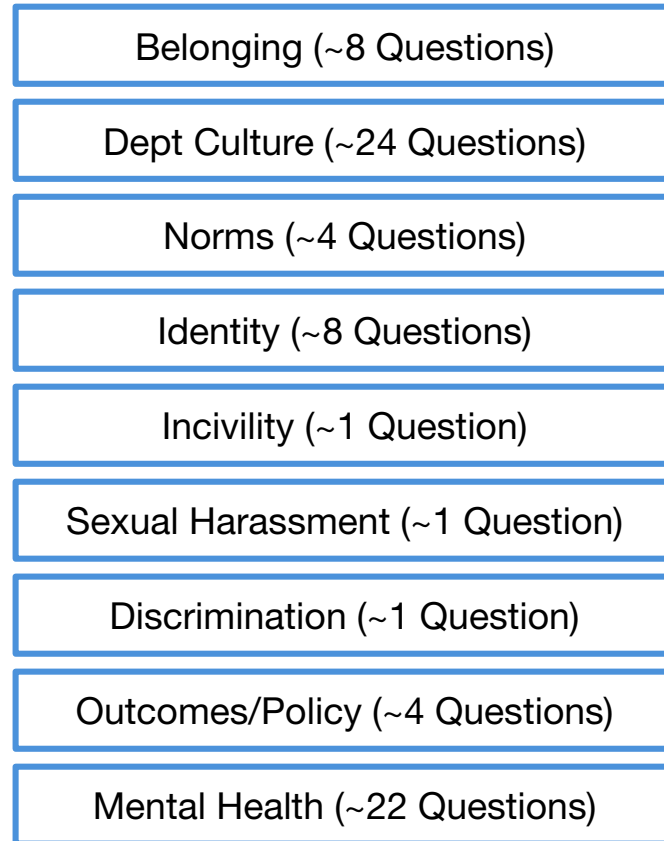
# Campus and Workplace Culture (CWC) Survey

- Campus and Workplace Culture (CWC) Survey was distributed in October and November 2021. All students, faculty, and staff were invited to participate.
  - 2021 CWC Survey will provide a baseline for future survey administrations
- Each CU Campus administered their survey independently and owns their campus data security and storage
- Respondents received a personalized survey invitation delivered to their CU email address
- Survey was communicated heavily to campuses in advance
- Survey reminders were sent throughout administration period
- Some campuses offered incentives to students and staff
- 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

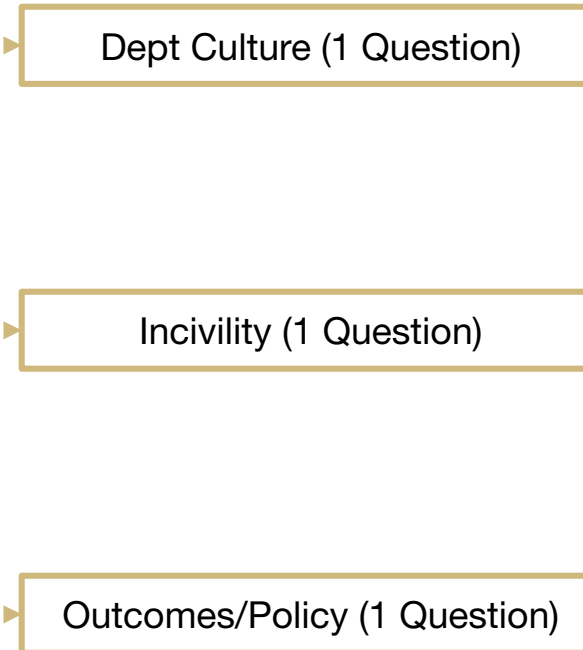


# CWC Survey & Strategic Plan Alignment

## CWC Survey (9 Sections, ~73 Questions)



## Strategic Plan Pillar 3 (3 Questions)



~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.

# Campus and Workplace Culture (CWC) Survey

## Acceptance/Culture

- The following question was asked on the 2021 Campus & Workplace Culture Survey:
- **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*

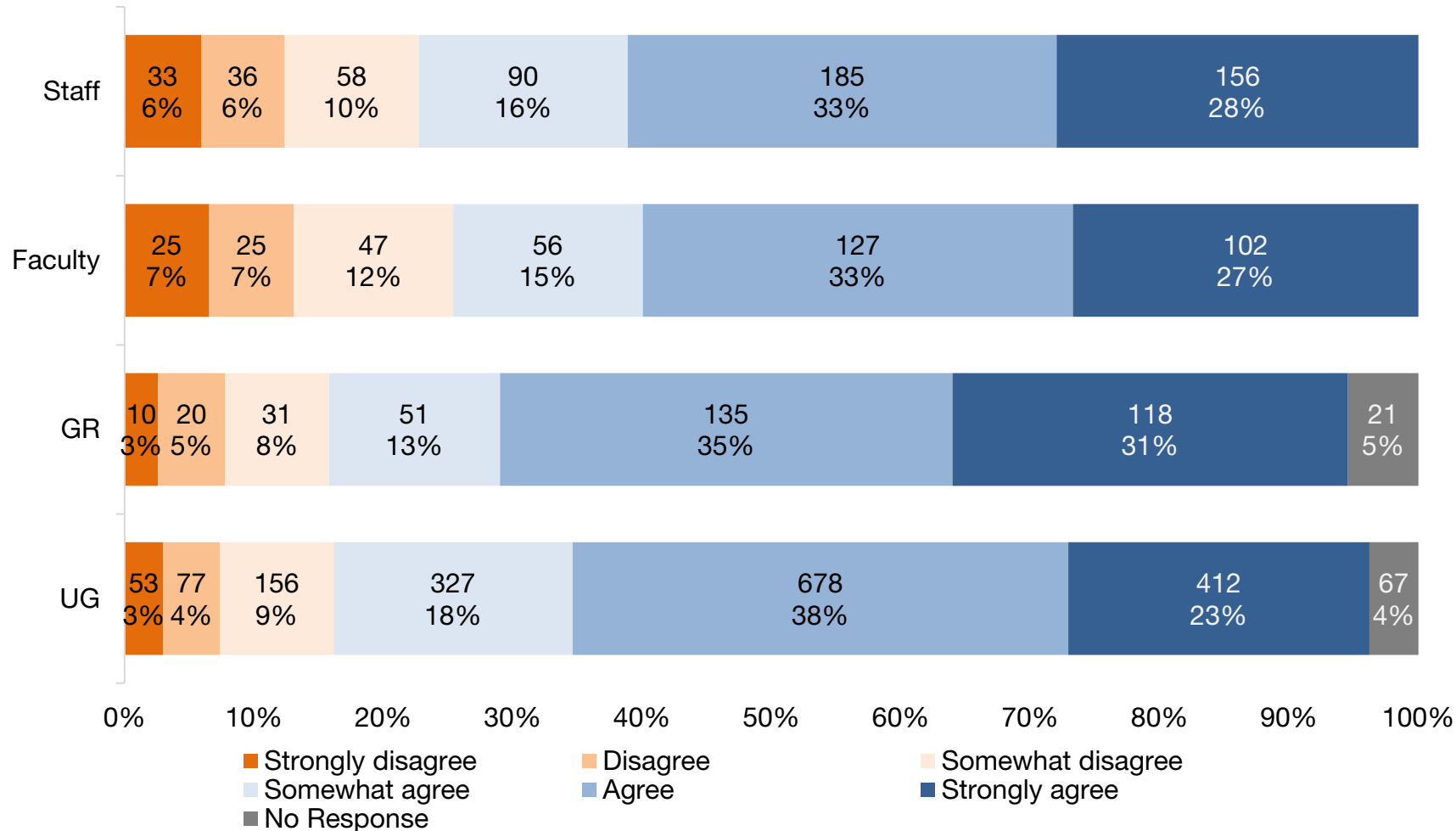
<b>Strongly Disagree (Scale=1)</b>	<b>Disagree (2)</b>	<b>Somewhat Disagree (3)</b>	<b>Somewhat Agree (4)</b>	<b>Agree (5)</b>	<b>Strongly Agree (6)</b>
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# Campus and Workplace Culture (CWC) Survey – UCCS

## Acceptance/Culture

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



### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

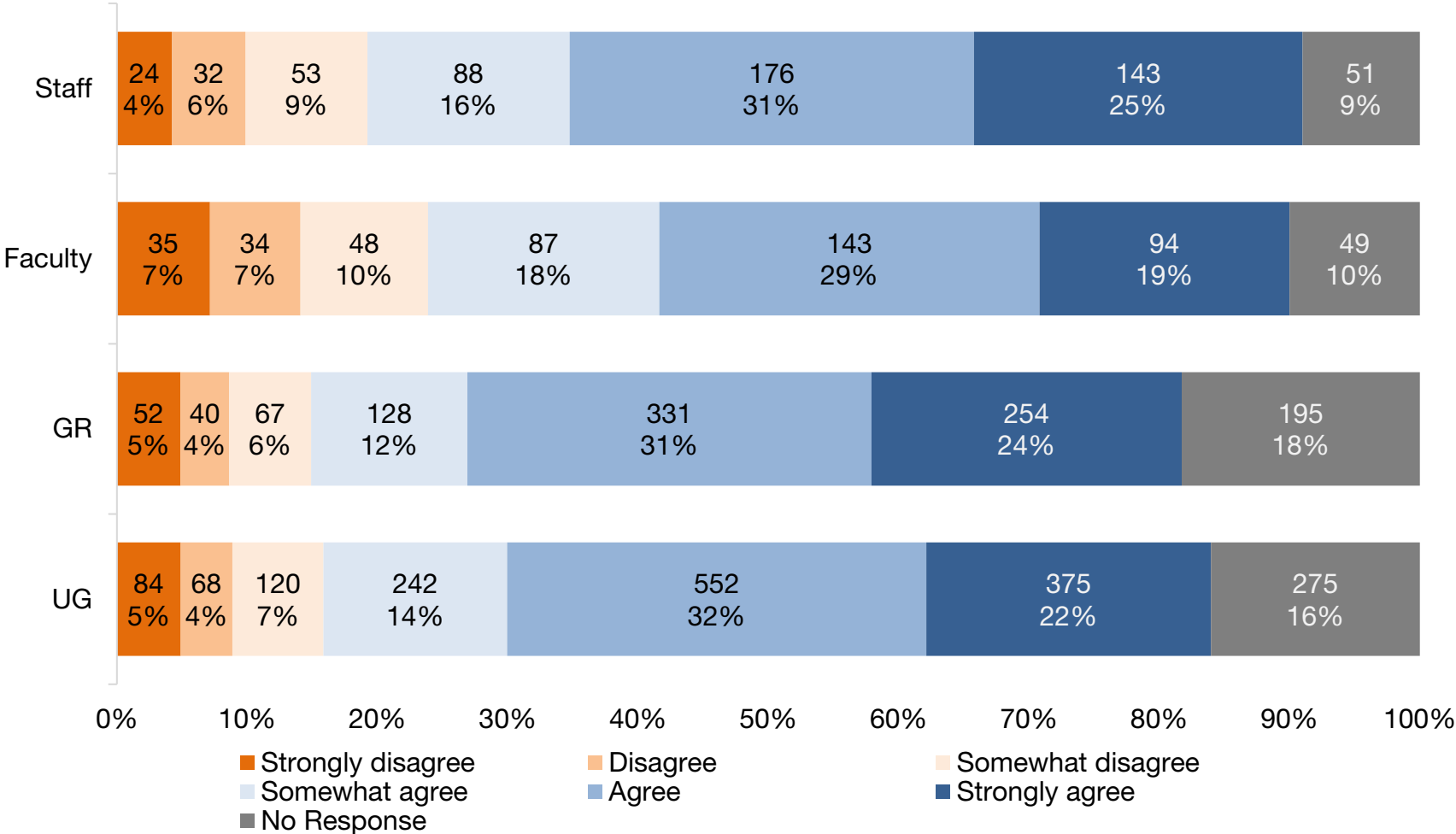
The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [uccs.edu](https://ir.uccs.edu/campus-workplace-climate-survey) – <https://ir.uccs.edu/campus-workplace-climate-survey>

# Campus and Workplace Culture (CWC) Survey – CU Denver

## Acceptance/Culture

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



**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

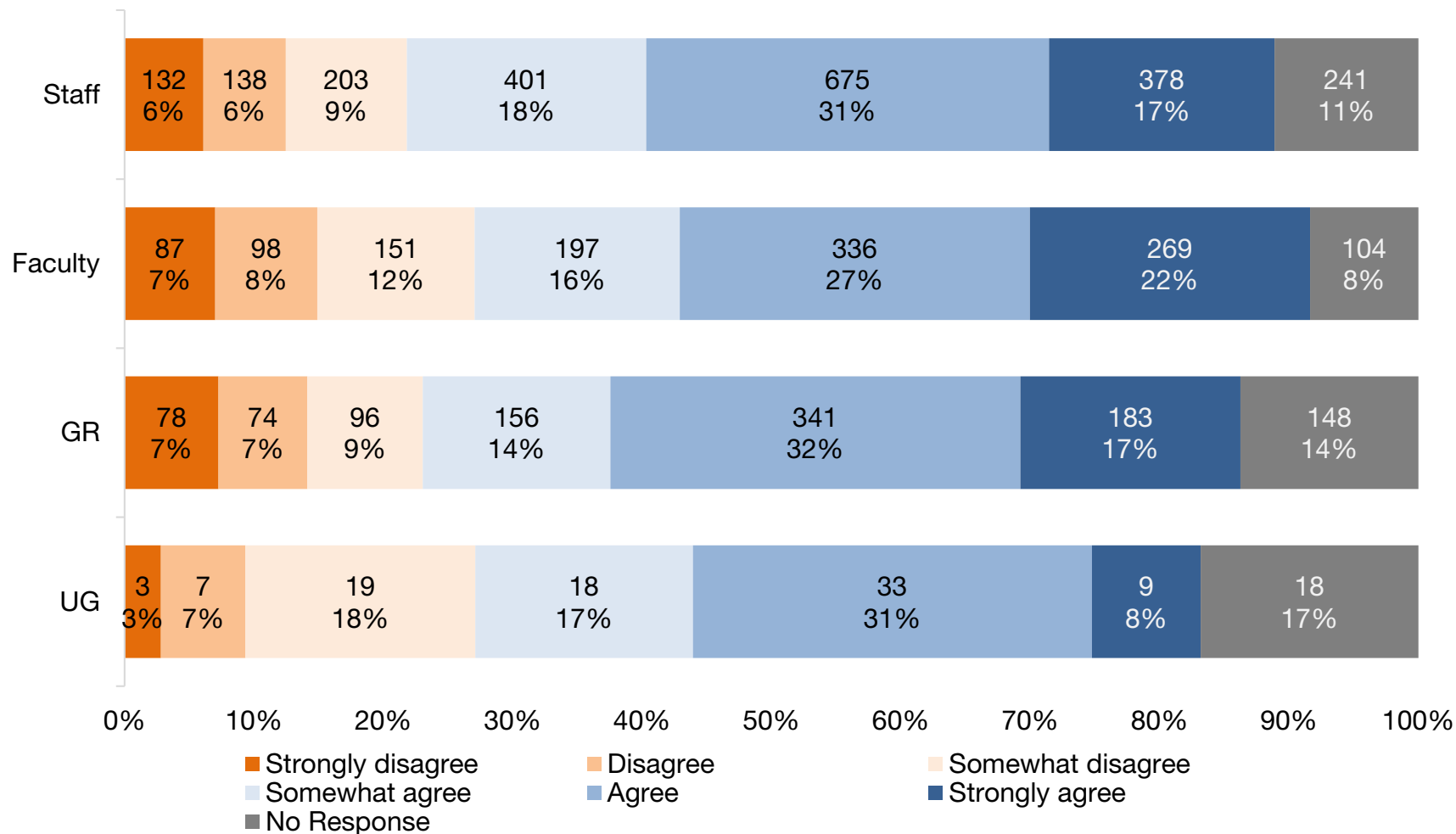
Additional resources are available on [ucdenver.edu](https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey)

# Campus and Workplace Culture (CWC) Survey – CU Anschutz

★ STRATEGIC METRIC WITH 2026 GOAL

## Acceptance/Culture

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



### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

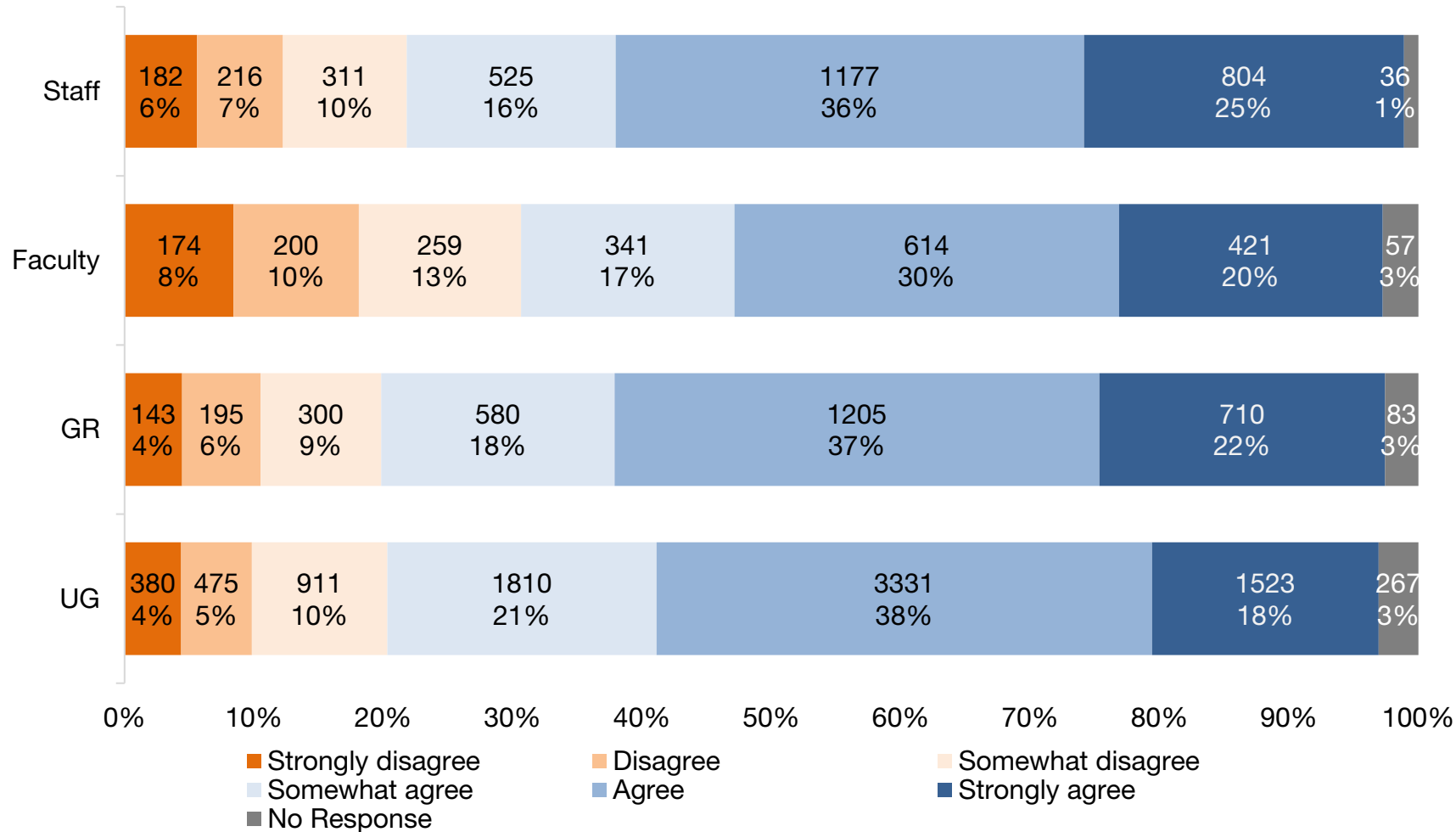
The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [cuanschutz.edu](https://www.cuanschutz.edu/commitment-to-diversity-equity-inclusion-community/cwcsurvey)  
<https://www.cuanschutz.edu/commitment-to-diversity-equity-inclusion-community/cwcsurvey>

# Campus and Workplace Culture (CWC) Survey – CU Boulder

## Acceptance/Culture

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



### Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations

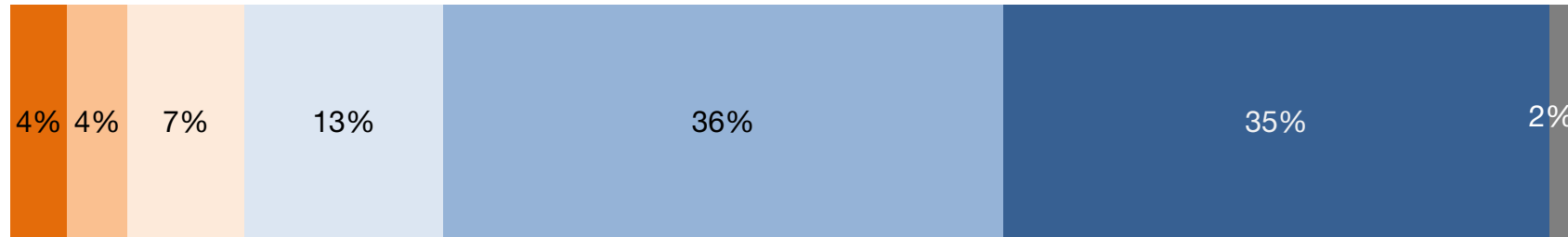
The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on colorado.edu <https://www.colorado.edu/d/ei>

# CWC Survey – CU System Administration

## Acceptance/Culture

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



- Strongly disagree
- Disagree
- Somewhat disagree
- Somewhat agree
- Agree
- Strongly agree
- No Response

Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
18	19	37	63	177	173	9	496
4%	4%	7%	13%	36%	35%	2%	

### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on cu.edu – <https://www.cu.edu/campus-and-workplace-culture-survey>



# Campus and Workplace Culture (CWC) Survey

## Reporting Harassment & Discrimination

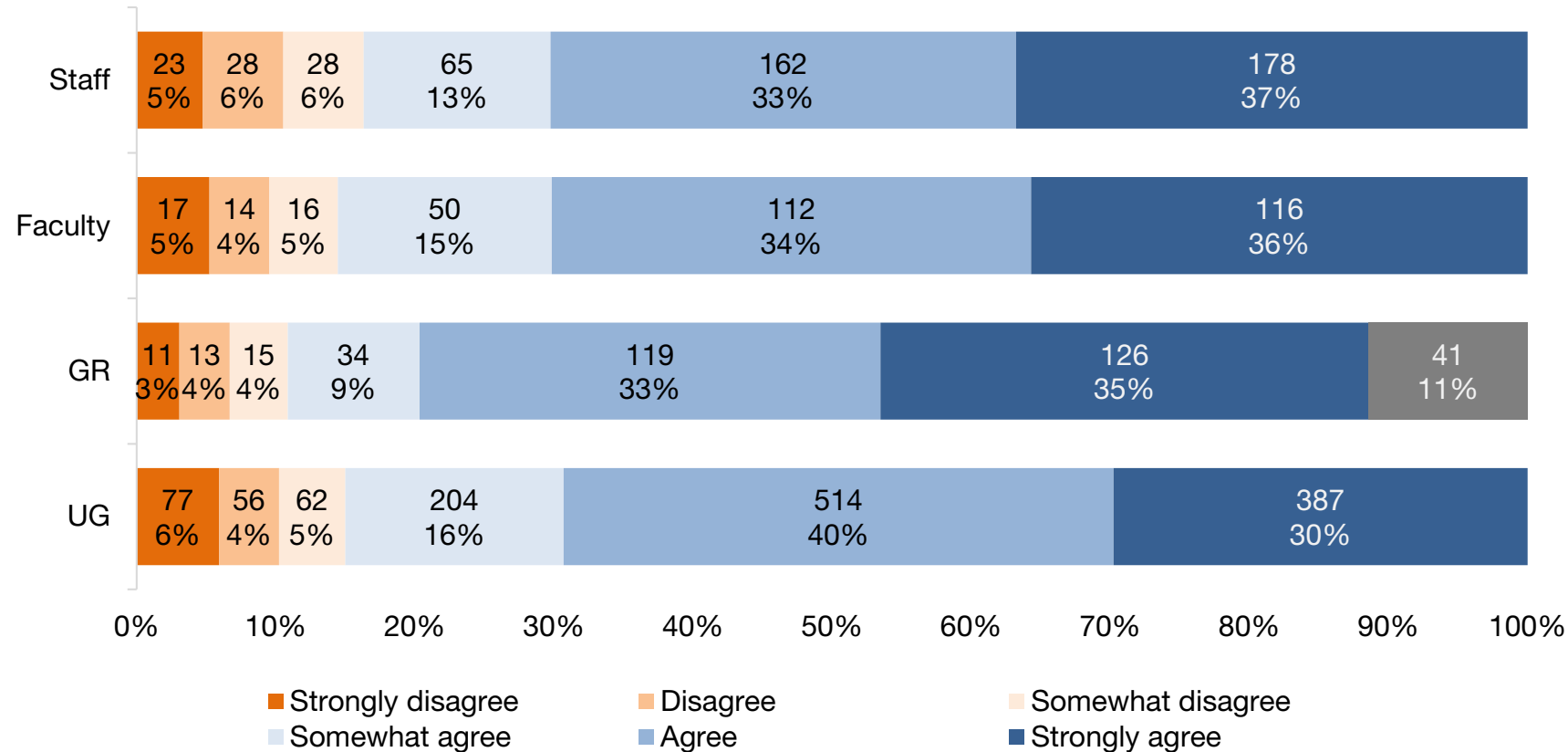
- The following question was asked on the 2021 Campus & Workplace Culture Survey:
- **Students, Faculty, and Staff** - If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I feel like my concerns would be taken seriously by my campus.*

<b>Strongly Disagree</b> (Scale=1)	<b>Disagree</b> (2)	<b>Somewhat Disagree</b> (3)	<b>Somewhat Agree</b> (4)	<b>Agree</b> (5)	<b>Strongly Agree</b> (6)
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# Campus and Workplace Culture (CWC) Survey – UCCS

## Reporting Harassment & Discrimination

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.*



### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [uccs.edu](https://ir.uccs.edu/campus-workplace-climate-survey) – <https://ir.uccs.edu/campus-workplace-climate-survey>

# Campus and Workplace Culture (CWC) Survey – CU Denver

## Reporting Harassment & Discrimination

★ STRATEGIC METRIC WITH 2026 GOAL

### Fall 2021

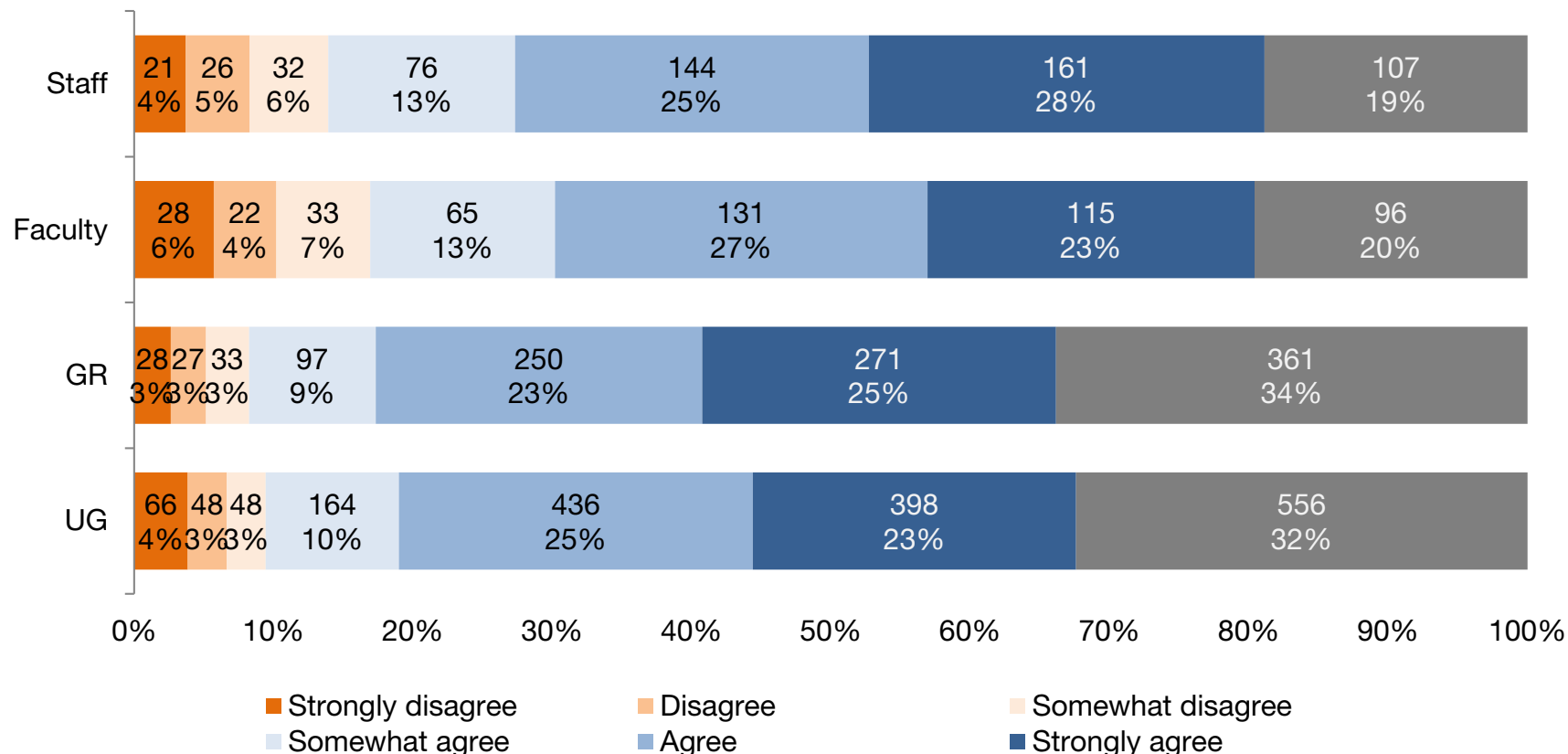
Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [ucdenver.edu](https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey)

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.*



# Campus and Workplace Culture (CWC) Survey – CU Anschutz

## Reporting Harassment & Discrimination

### Fall 2021

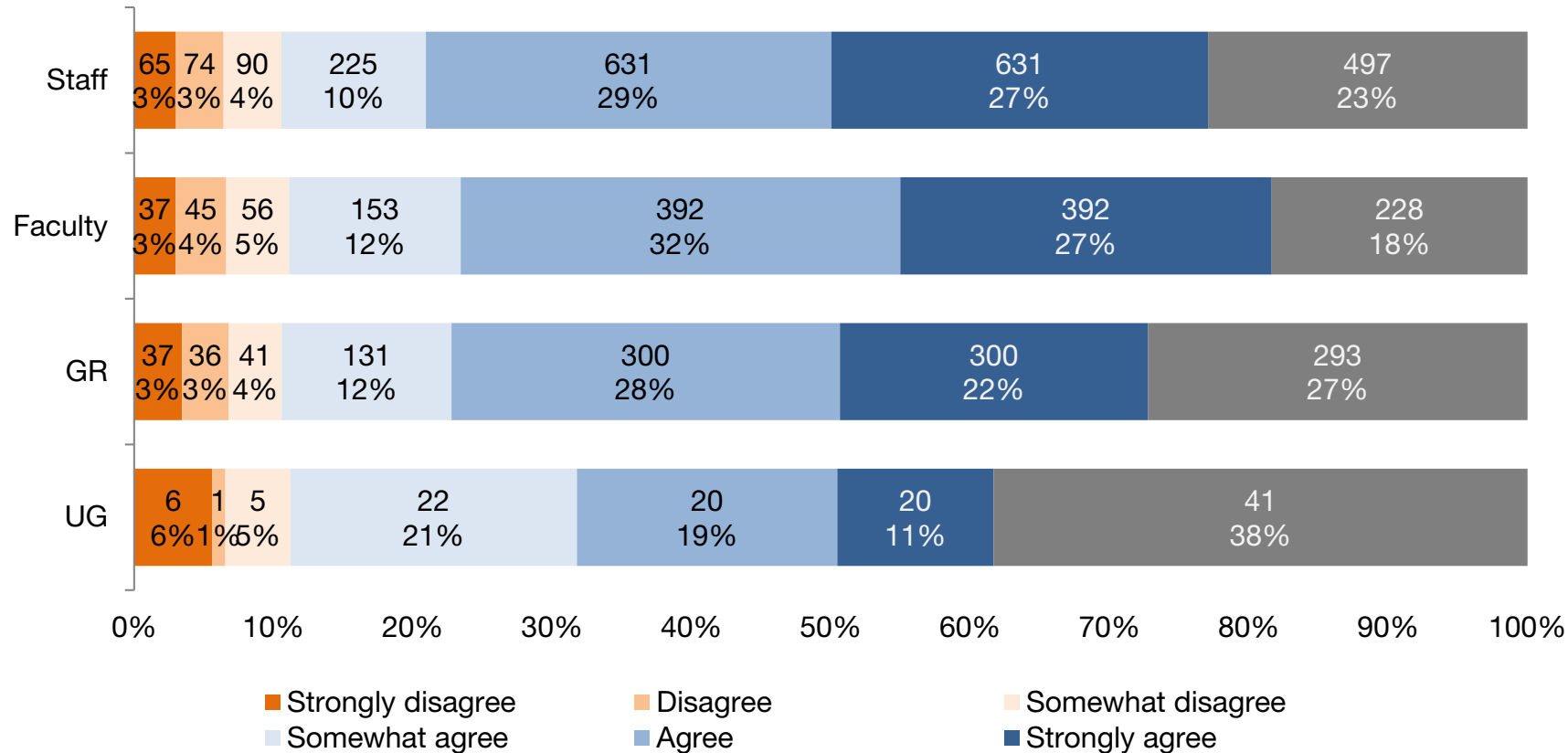
Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

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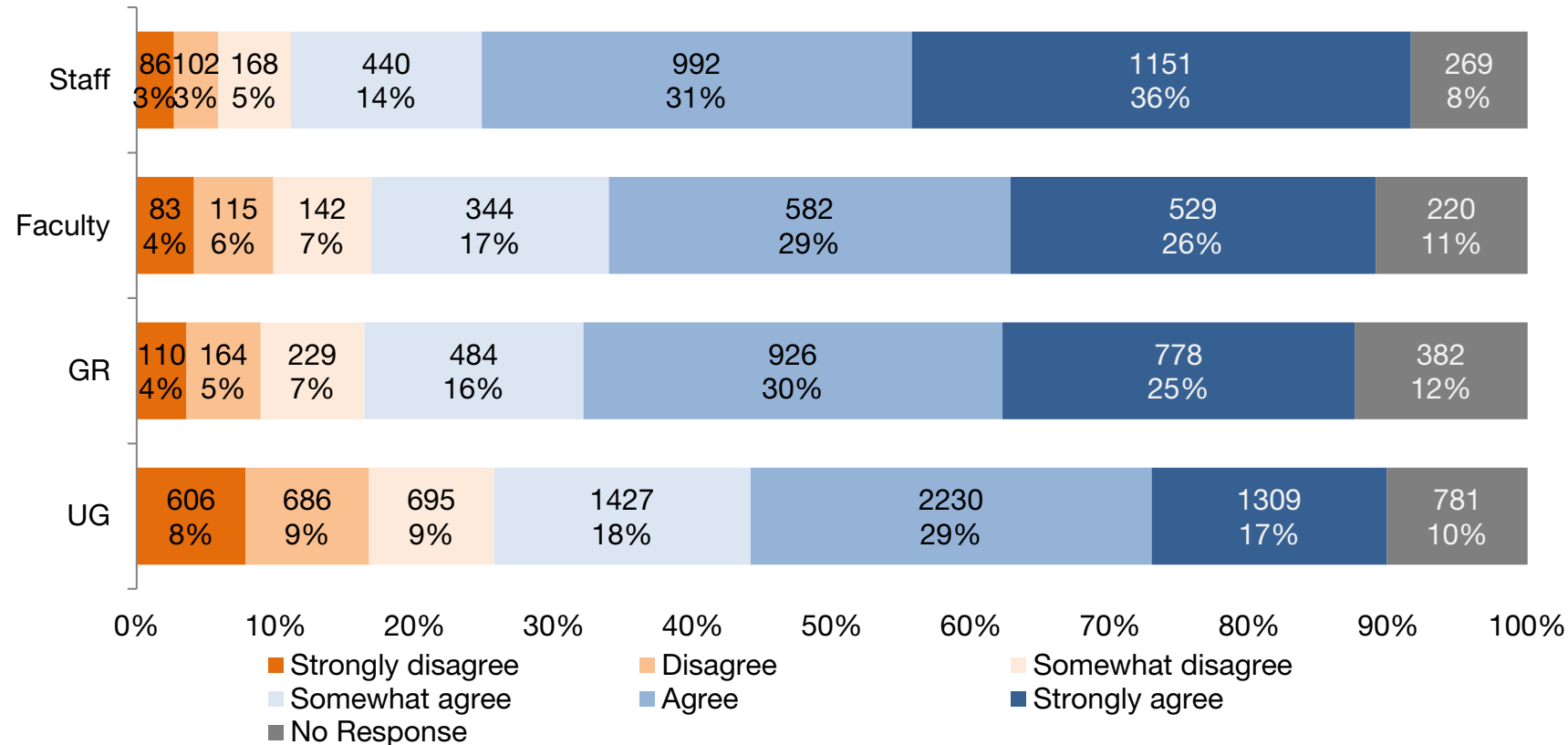
If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I feel like my concerns would be taken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



# Campus and Workplace Culture (CWC) Survey – CU Boulder

## Reporting Harassment & Discrimination

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.*



### Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [colorado.edu](https://www.colorado.edu/d/ei)

# CWC Survey – CU System Administration

## Reporting Harassment & Discrimination

### Fall 2021

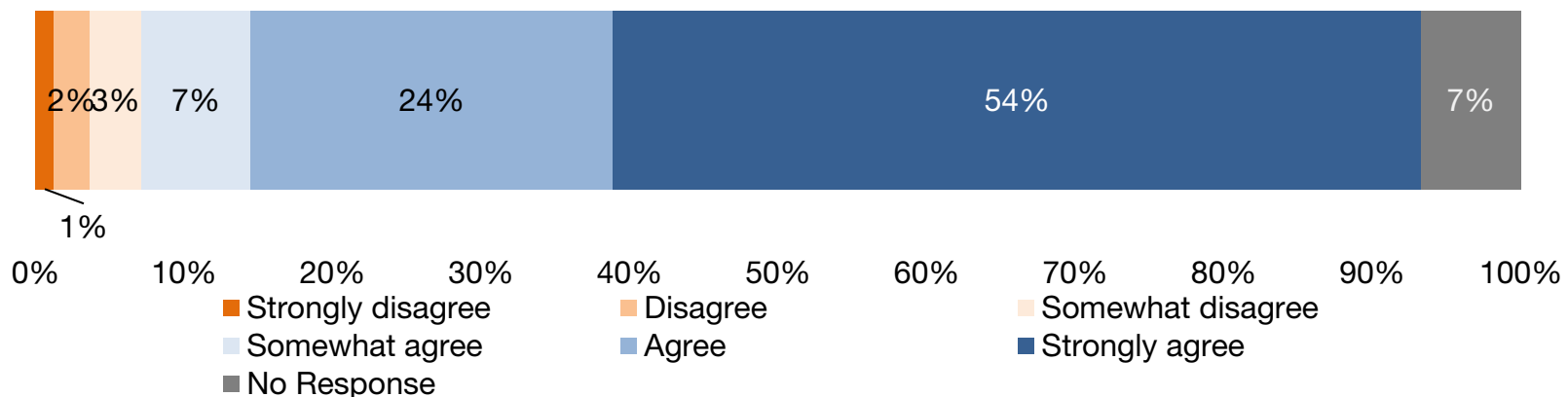
Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on cu.edu – <https://www.cu.edu/campus-and-workplace-culture-survey>

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	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
6	12	11	31	103	308	20	491
1%	2%	2%	6%	21%	63%	4%	

# Campus and Workplace Culture (CWC) Survey

## Civility

- The following question was asked on the 2021 Campus & Workplace Culture Survey:
- **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.*

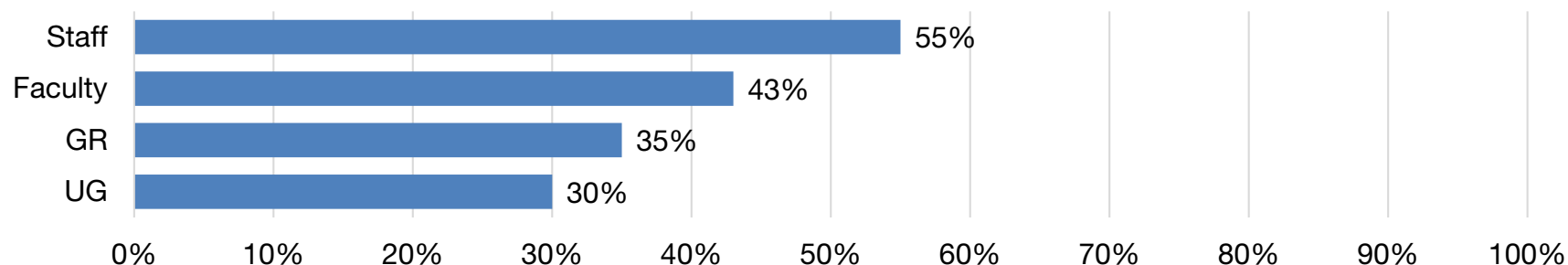
- Being shouted or yelled at
- Non-verbal behaviors/gestures
- Excessive criticism in front of others
- Someone constantly interrupting or talking over you
- Being mocked, scorned, ridiculed
- Condescension or dismissive remarks
- Being deliberately ignored or excluded
- Hostile electronic communication
- 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)



# Campus and Workplace Culture (CWC) Survey – UCCS

## Civility

Faculty & Staff: Within the last 12 months, ...  
 Students: Since you have been a student at CU, ...  
 have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.



	#1 Behavior Reported	#2 Behavior Reported	#3 Behavior Reported
UG	Interrupting (11%)	Condescension (10%)	Non-verbal gestures (9%)
GR	Non-responsiveness (17%)	Condescension (15%)	Interrupting (13%)
Faculty	Condescension (22%)	Non-responsiveness (21%)	Interrupting (15%)
Staff	Non-responsiveness (30%)	Condescension (22%)	Complaints behind back (17%)

### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

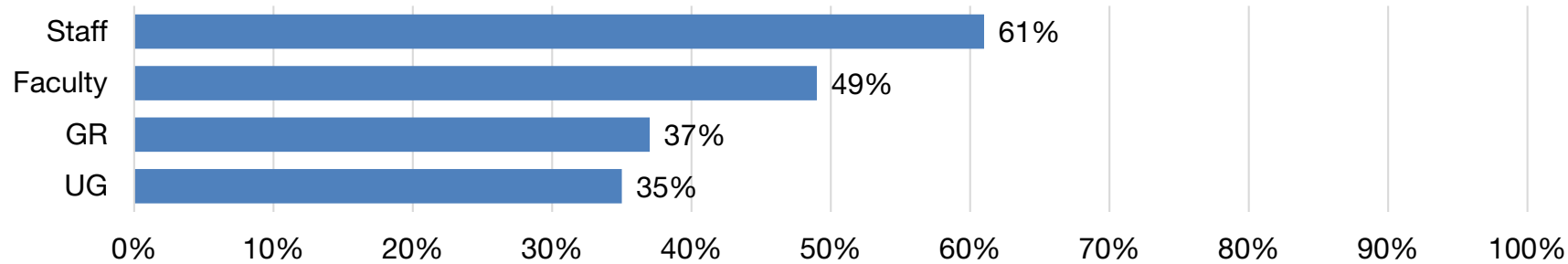
Additional resources are available on [uccs.edu](https://ir.uccs.edu/campus-workplace-climate-survey) – <https://ir.uccs.edu/campus-workplace-climate-survey>



# Campus and Workplace Culture (CWC) Survey – CU Denver

## Civility

Faculty & Staff: Within the last 12 months, ...  
 Students: Since you have been a student at CU, ...  
 have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.



	#1 Behavior Reported	#2 Behavior Reported	#3 Behavior Reported
UG	Condescension or dismissive remarks (16%)	Someone constantly interrupting or talking over you (12%)	Your work being undermined or impeded (11%)
GR	Non-responsiveness or slow responsiveness to emails or requests (21%)	Condescension or dismissive remarks (15%)	*Demands of excessive sacrifices in your time, health, or social life (12%)
Faculty	Non-responsiveness or slow responsiveness to emails or requests (26%)	Condescension or dismissive remarks (22%)	Someone constantly interrupting or talking over you (14%)
Staff	Non-responsiveness or slow responsiveness to emails or requests (41%)	Condescension or dismissive remarks (28%)	Someone constantly interrupting or talking over you (26%)

### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

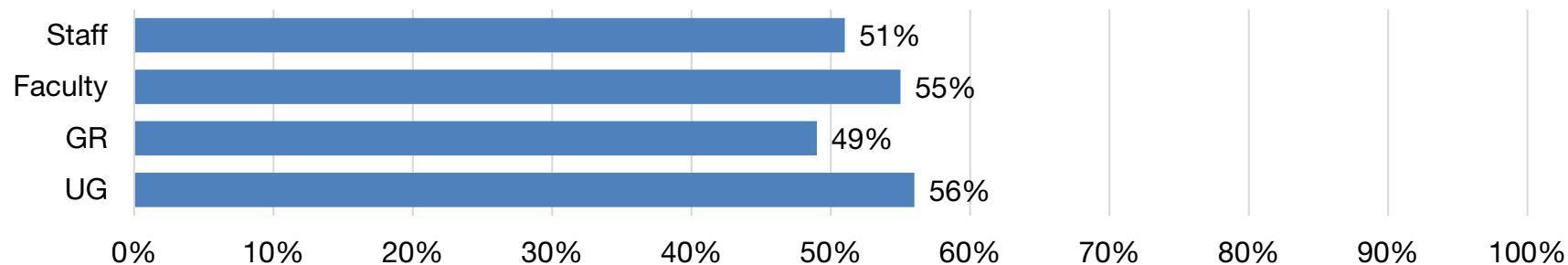
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<https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey>

\*This prompt was only asked of graduate students

# Campus and Workplace Culture (CWC) Survey – CU Anschutz

## Civility

Faculty & Staff: Within the last 12 months, ...  
 Students: Since you have been a student at CU, ...  
 have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.



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

### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

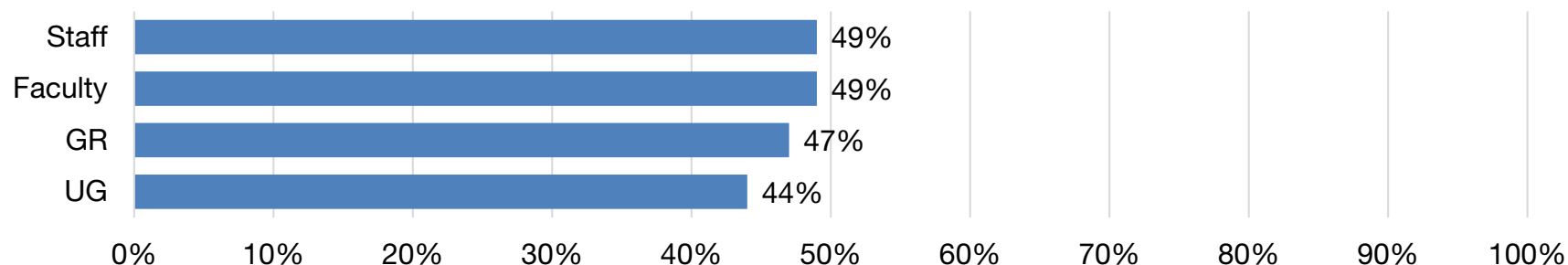
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<https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey>

\* Both prompts had the exact same selection rate  
 \*\* This prompt was only provided to graduate students

# Campus and Workplace Culture (CWC) Survey – CU Boulder

## Civility

Faculty & Staff: Within the last 12 months, ...  
Students: Since you have been a student at CU, ...  
have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.



	#1 Behavior Reported	#2 Behavior Reported	#3 Behavior Reported
UG	Someone constantly interrupting or talking over you (17%)	Condescension or dismissive remarks (16%)	Inappropriate jokes/humor (verbal or written) (15%)
GR	Non-responsiveness or slow responsiveness to emails or requests (24%)	Condescension or dismissive remarks (21%)	Demands of excessive sacrifices in your time, health, or social life (18%)
Faculty	Non-responsiveness or slow responsiveness to emails or requests (26%)	Condescension or dismissive remarks (20%)	Complaints being made about you to others behind your back (14%)
Staff	Non-responsiveness or slow responsiveness to emails or requests (31%)	Condescension or dismissive remarks (21%)	Complaints being made about you to others behind your back (15%)

### Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

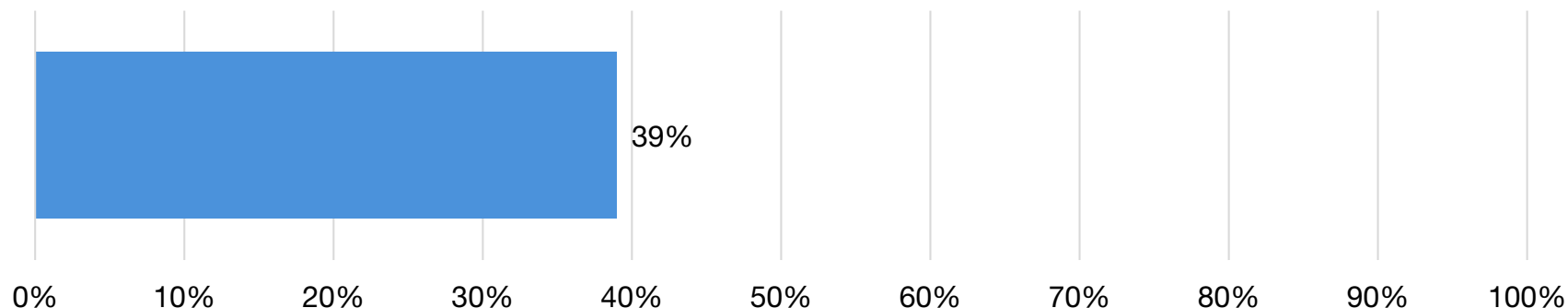
Additional resources are available on [colorado.edu](https://www.colorado.edu/di) <https://www.colorado.edu/di>

# CWC Survey – CU System Administration

## Civility

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.



### Top 3 Behaviors Reported

- (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)

### Fall 2021

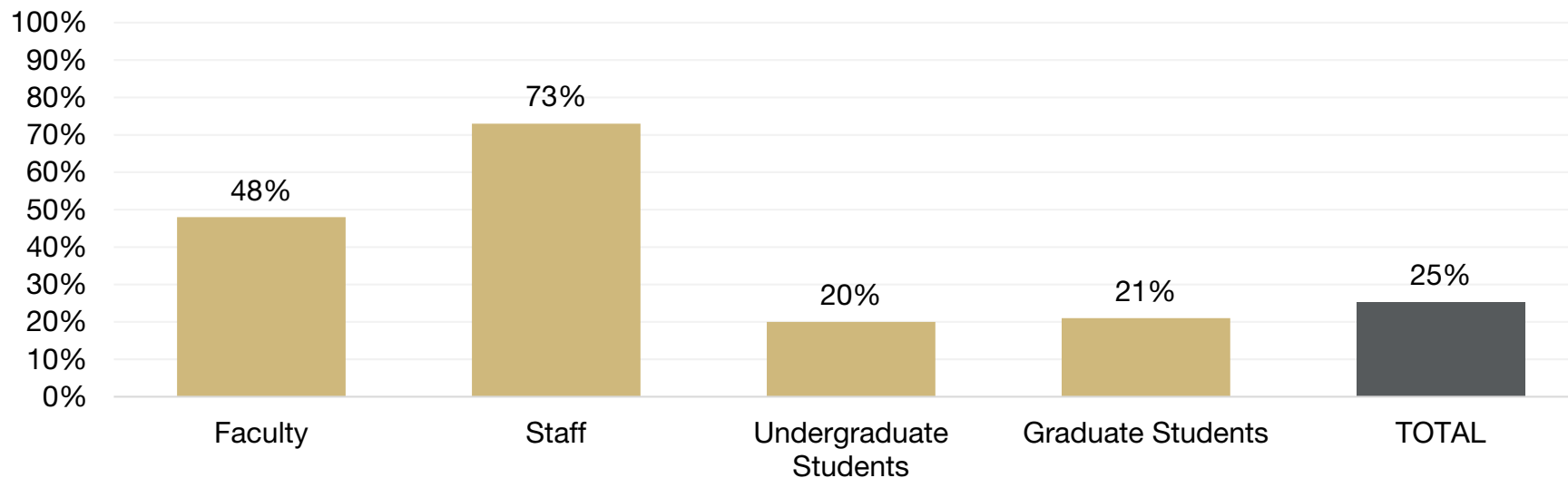
Survey administered between Oct-Nov 2021

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Additional resources are available on cu.edu – <https://www.cu.edu/campus-and-workplace-culture-survey>

# Campus and Workplace Culture (CWC) Survey– UCCS

## Response Rates



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

	Faculty	Staff	UG Students	Graduate Students
Women	44%	69%	19%	19%
Men	35%	52%	12%	17%
People of Color (BIPOC)**	41%	66%	19%	24%
White	53%	75%	21%	21%

### Fall 2021

Survey administered between Oct-Nov 2021

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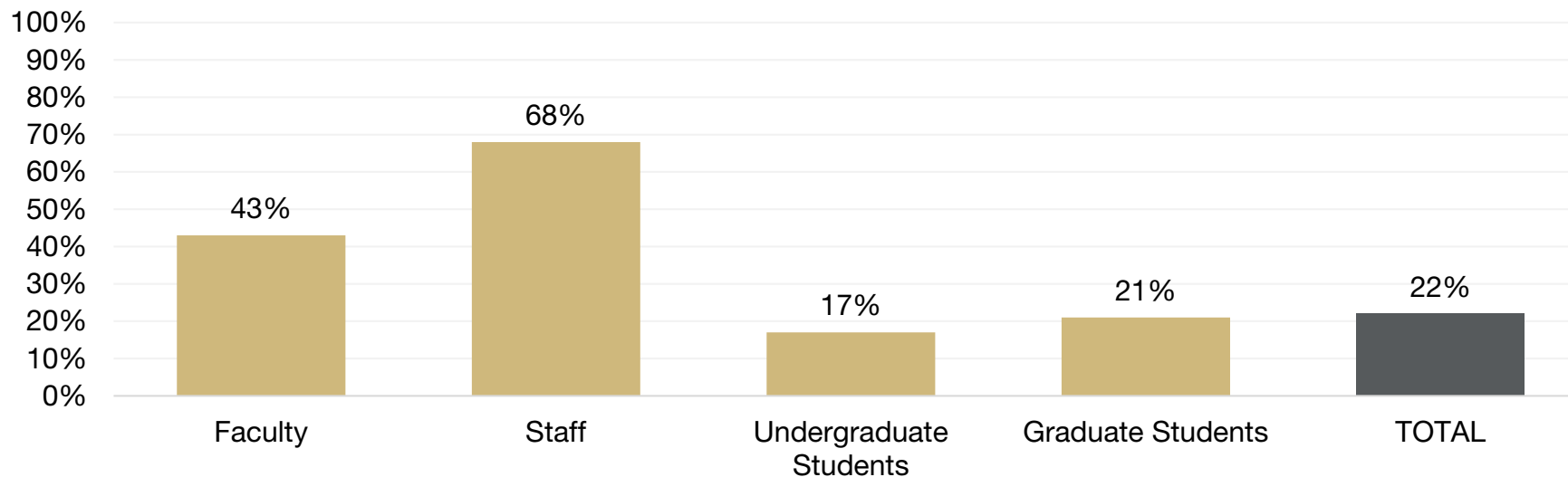
Additional resources are available on [uccs.edu](https://ir.uccs.edu/campus-workplace-climate-survey) – <https://ir.uccs.edu/campus-workplace-climate-survey>

\*\*People of Color (BIPOC) includes:

- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

# Campus and Workplace Culture (CWC) Survey– CU Denver

Response Rates



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

	Faculty	Staff	UG Students	Grad Students
Women	43%	68%	17%	21%
Men	40%	71%	20%	22%
People of Color (BIPOC)**	40%	66%	16%	21%
White	47%	69%	19%	20%

## Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

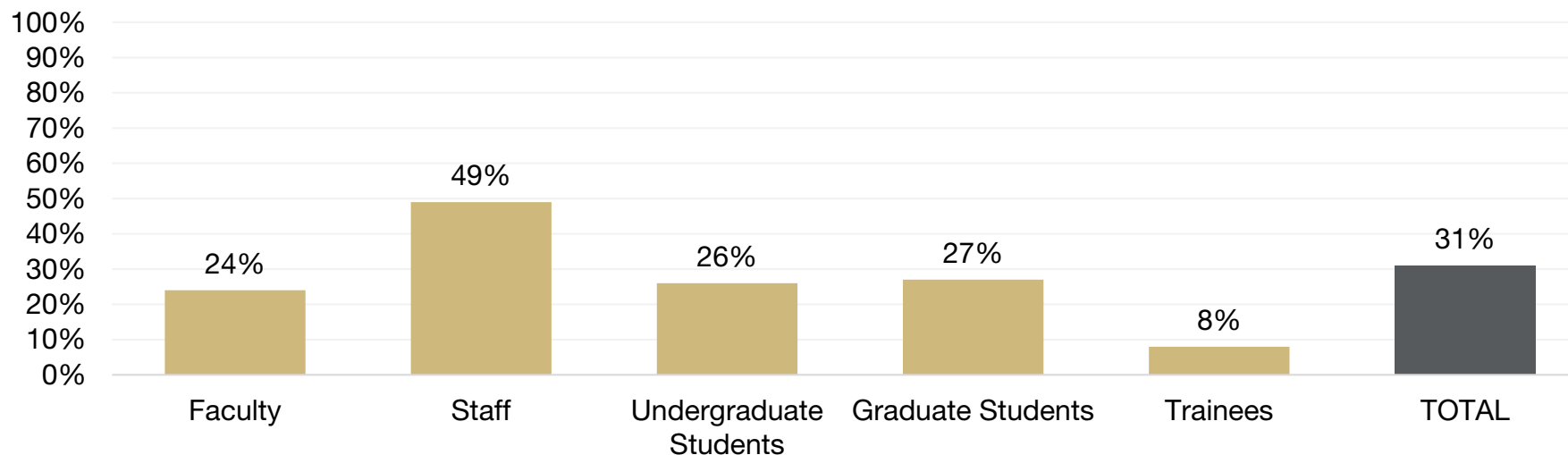
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\*\*People of Color (BIPOC) includes:

- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

# Campus and Workplace Culture (CWC) Survey – CU Anschutz

Response Rates



	Emails Delivered #	Survey Responses #	Response %		Faculty	Staff	UG Students	Graduate Students
Faculty	4,839	1,168	24%	Women	26%	53%	25%	28%
Staff	4,374	2,138	49%	Men	21%	39%	25%	26%
UG Students	413	107	26%	People of Color (BIPOC)**	25%	42%	22%	22%
Graduate Students	3,810	1,044	27%	White	27%	53%	28%	29%
Trainees	1,525	125	8%					
TOTAL	14,961	4,582	31%					

## Fall 2021

Survey administered between Oct-Nov 2021

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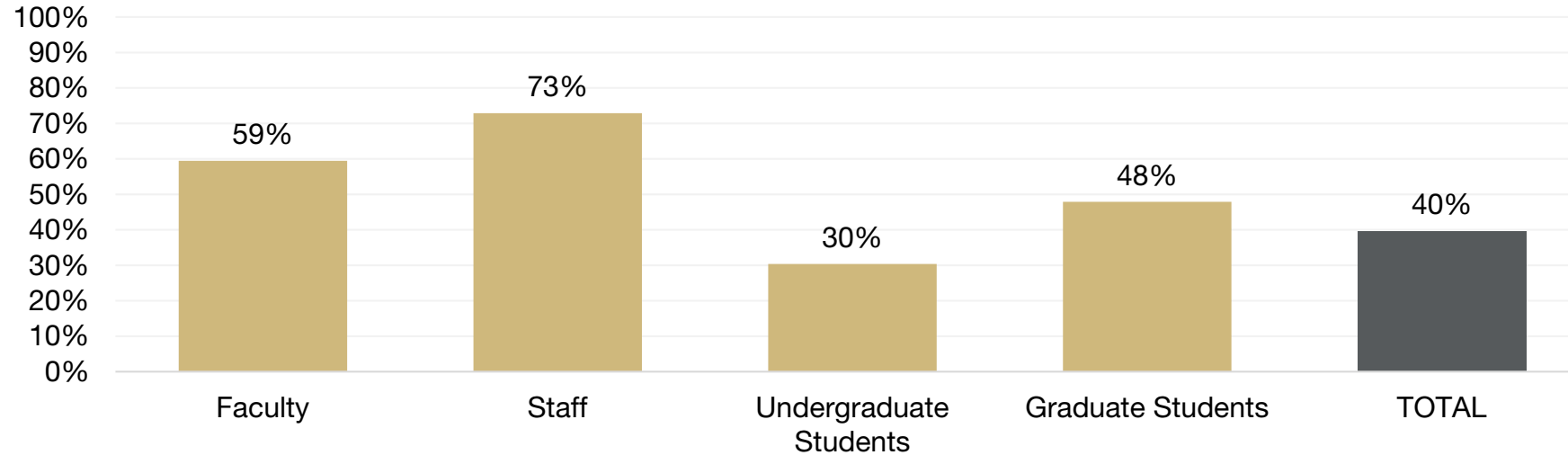
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\*\*People of Color (BIPOC) includes:

- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

# CWC Survey Response Rates – CU Boulder

Response Rates



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

	Faculty	Staff	UG Students	Graduate Students
Women	65%	79%	37%	54%
Men	56%	65%	25%	43%
People of Color (BIPOC)**	58%	61%	33%	44%
White	62%	78%	30%	46%

## Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on [colorado.edu](https://www.colorado.edu/d/ei) <https://www.colorado.edu/d/ei>

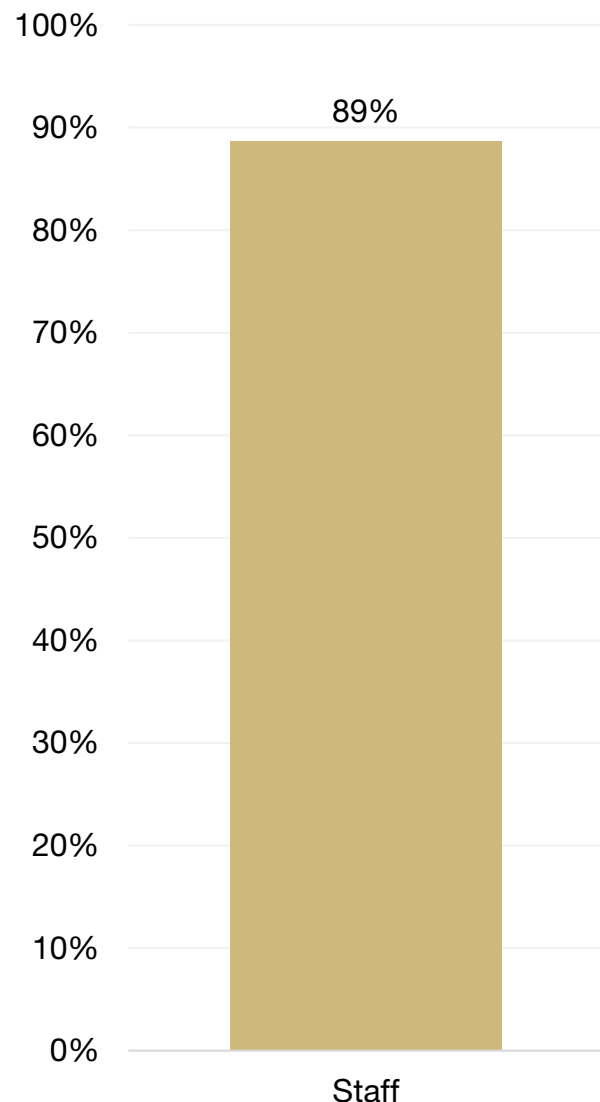
\*\*People of Color (BIPOC) includes:

- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race



# CWC Survey Response Rates – CU System Administration

## Response Rates



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

System Office	Staff
Women	90%
Men	87%
People of Color (BIPOC)	81%
White	92%

### Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on cu.edu – <https://www.cu.edu/campus-and-workplace-culture-survey>

\*\*People of Color (BIPOC) includes:

- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race