

# 2021 CAMPUS & WORKPLACE CULTURE SURVEY

## CU System Office Population & Survey Demographics

March 2022

FOUR CAMPUSES UNITED  
ALL FOUR: **ONE**



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# 2021 Campus & Workplace Culture Survey

- 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
- 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
- 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

# 2021 Campus & Workplace Culture Survey – System Office

## CU System Office Survey Administration

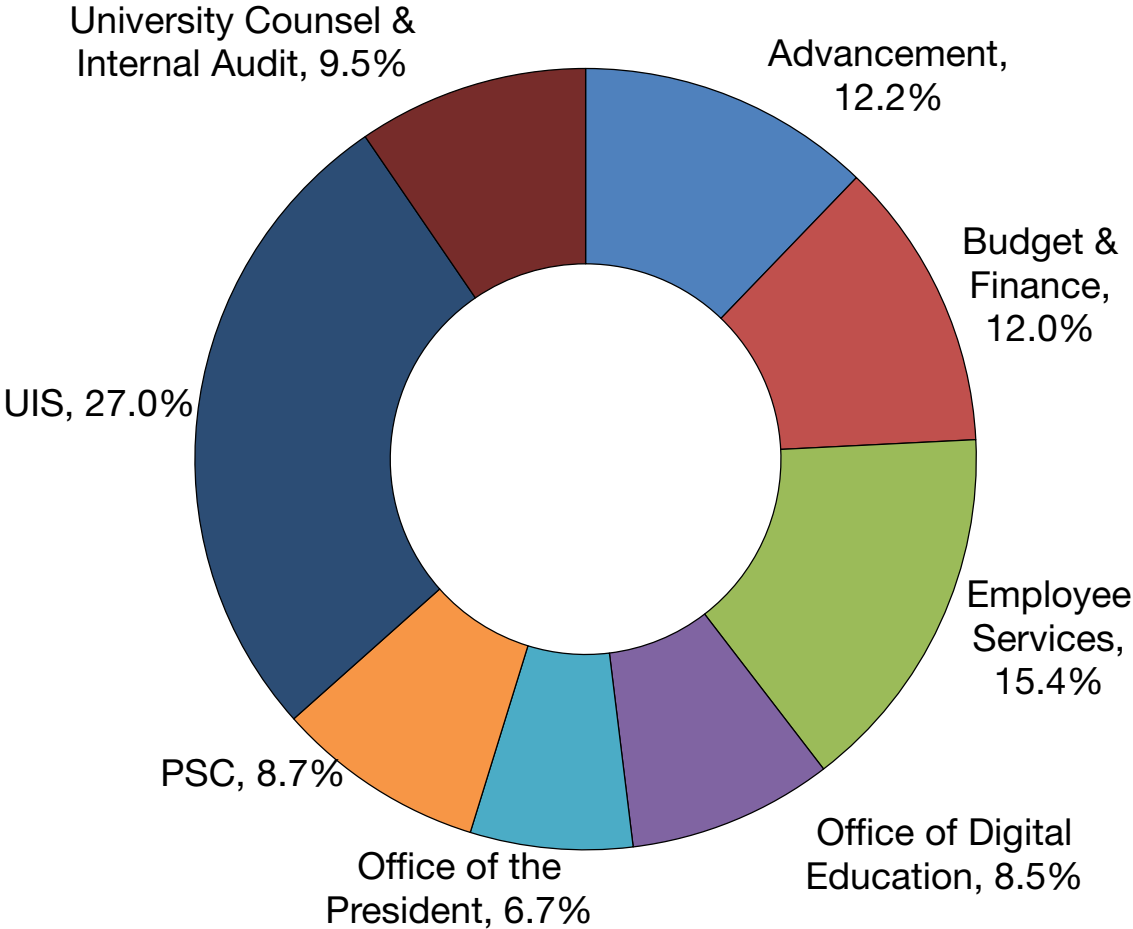
- Survey launched October 15 and closed November 15, 2021
- Results summarize system office employees active as of October 1 who completed the survey
- Survey planning team included:
  - Diversity, Equity, Inclusion (DEI)
  - Institutional Research (IR)
  - Employee Services (ES)
- Planning team met with every department between September and October 2021, providing updates on the survey timeline, data security, and planned post-survey activities
- Department competition designed to promote participation across all departments
  - Overall, System Office met the 75% goal and earned a food-based treat, scheduled after return to office
  - Department incentives included tickets to Meow Wolf Denver and virtual team activities



# Population Demographics

Survey Population for 2021 CWC Survey Administration

# Population by Department



### Department Notes

**Budget & Finance** includes Budget & Finance, Risk Management, State & Federal Relations, Treasurer, University Controller

**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

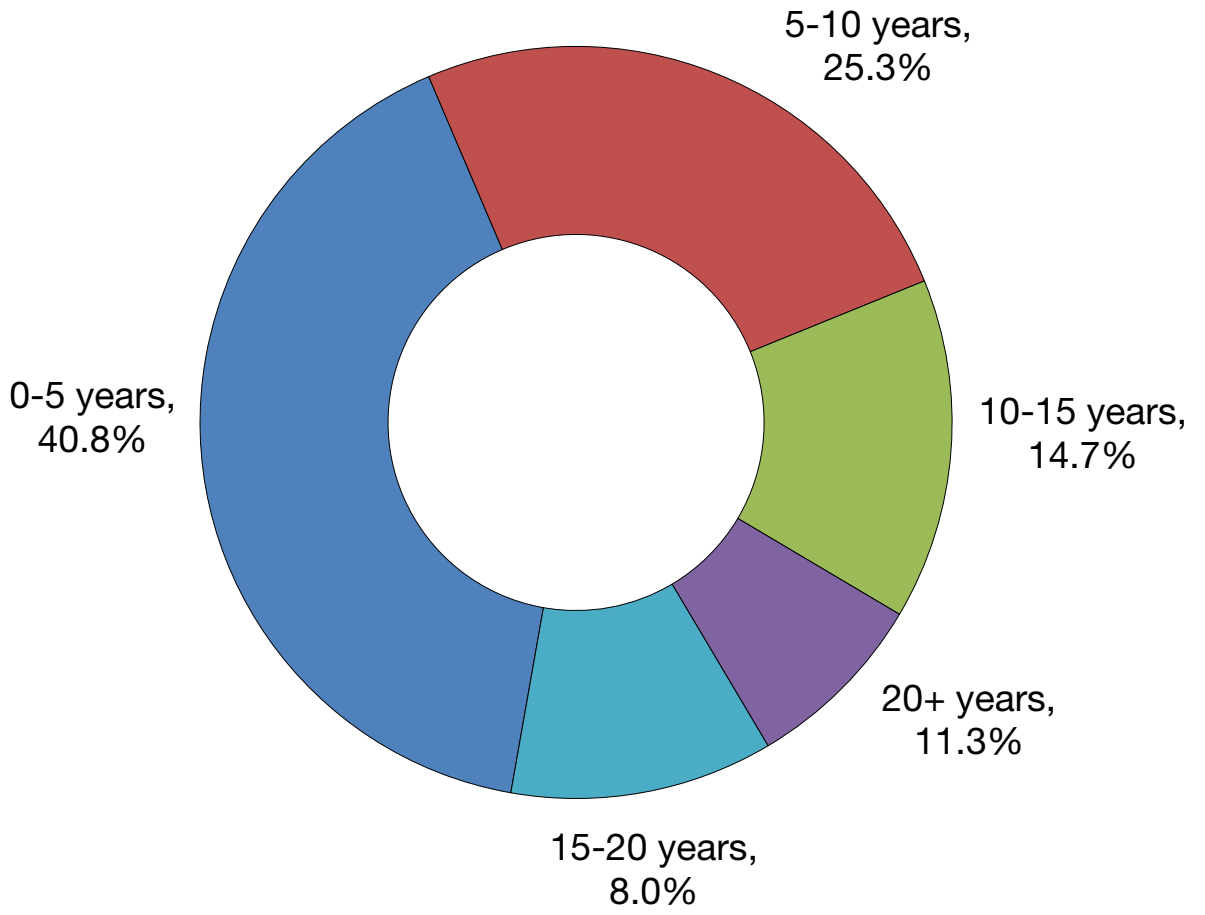
**UIS** = University Information Services

**PSC** = Procurement Service Center

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



# Population by Hired Date Range

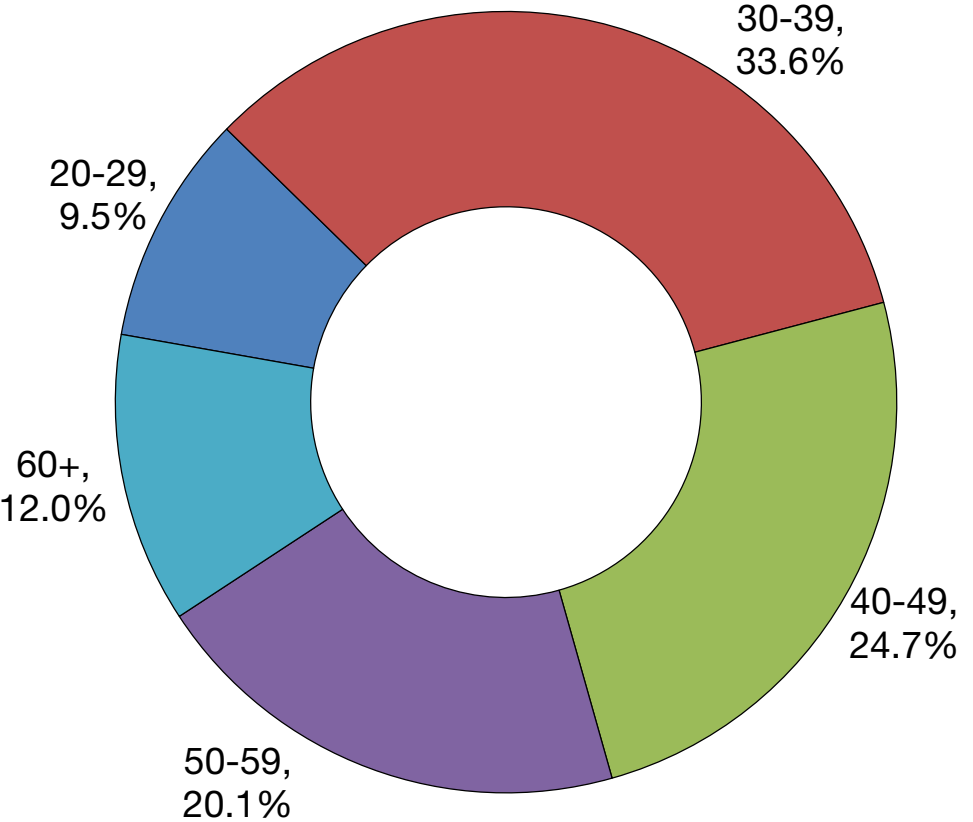


## Hired Date Range

Employee hired date range is calculated as of 10/1/2021. 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*

# Population by Age Range

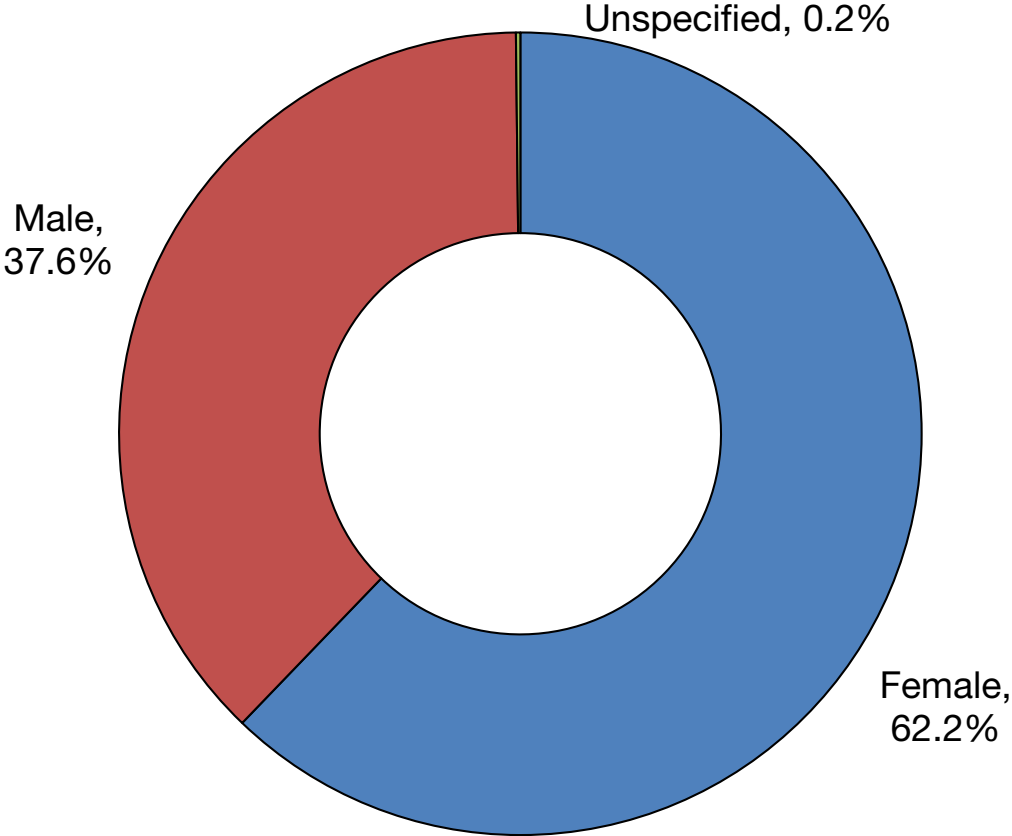


### Age

Employee age is calculated as of 10/1/2021

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

# 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.

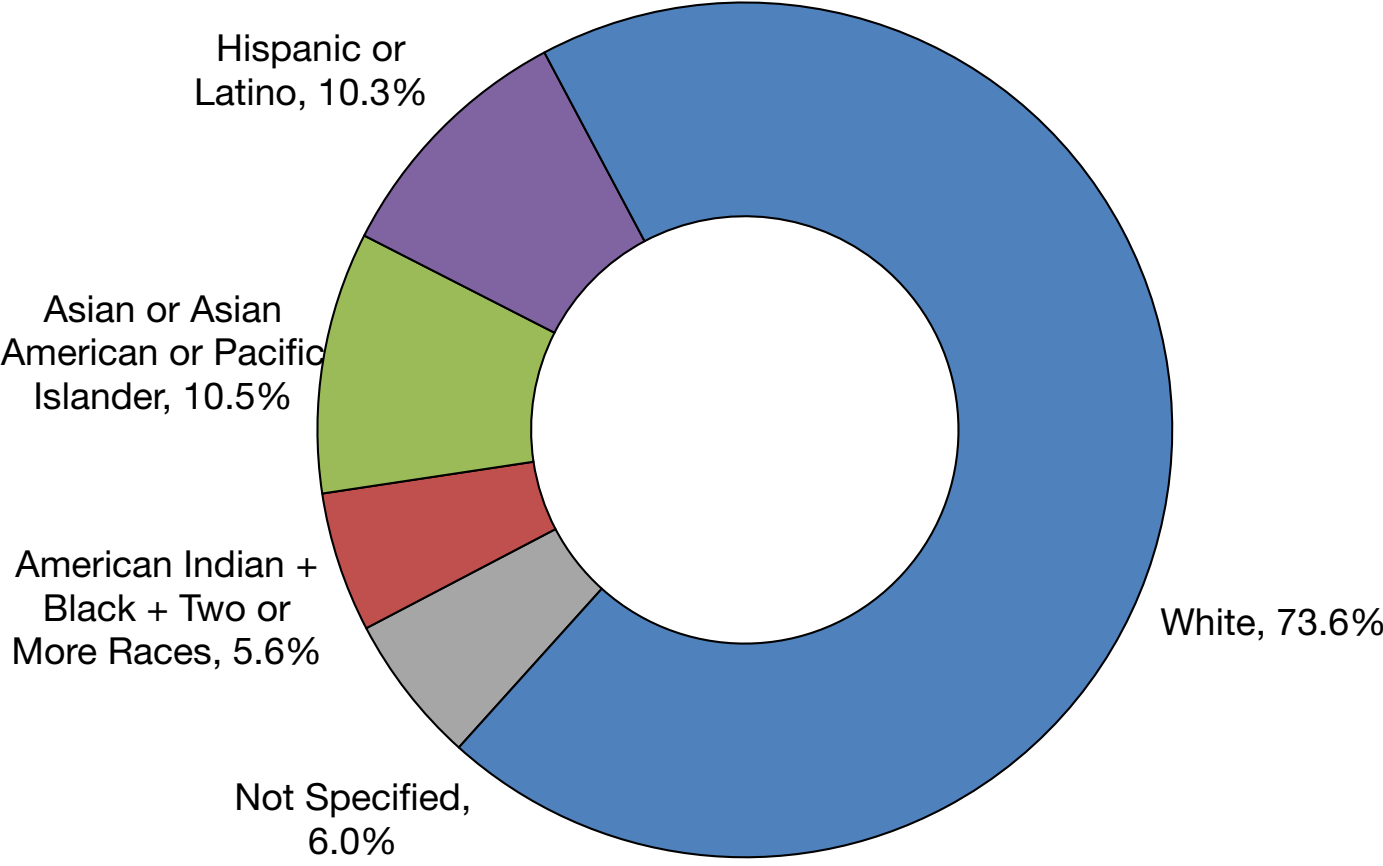
### *Binary Options*

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.*



# Population by Race/Ethnicity



## Race and Ethnicity Categories

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

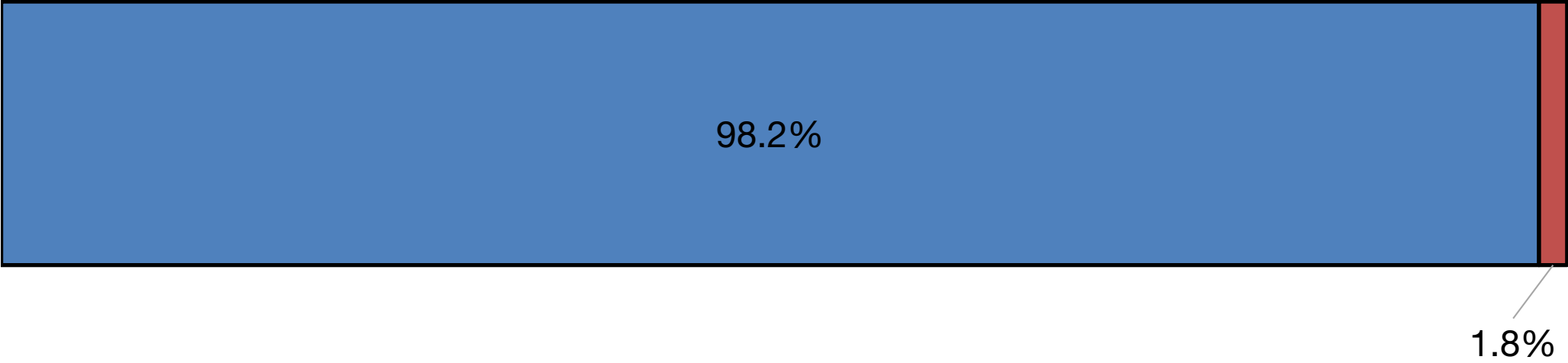
- *American Indian or Alaska Native*
- *Asian or Asian American*
- *Black or African American*
- *Hispanic or Latino*
- *Native Hawaiian or Pacific Islander*
- *Two or More Races*
- *White*
- *Not Specified*

*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.*

# Participation Rate

■ I agree to participate.   ■ I decline to participate.

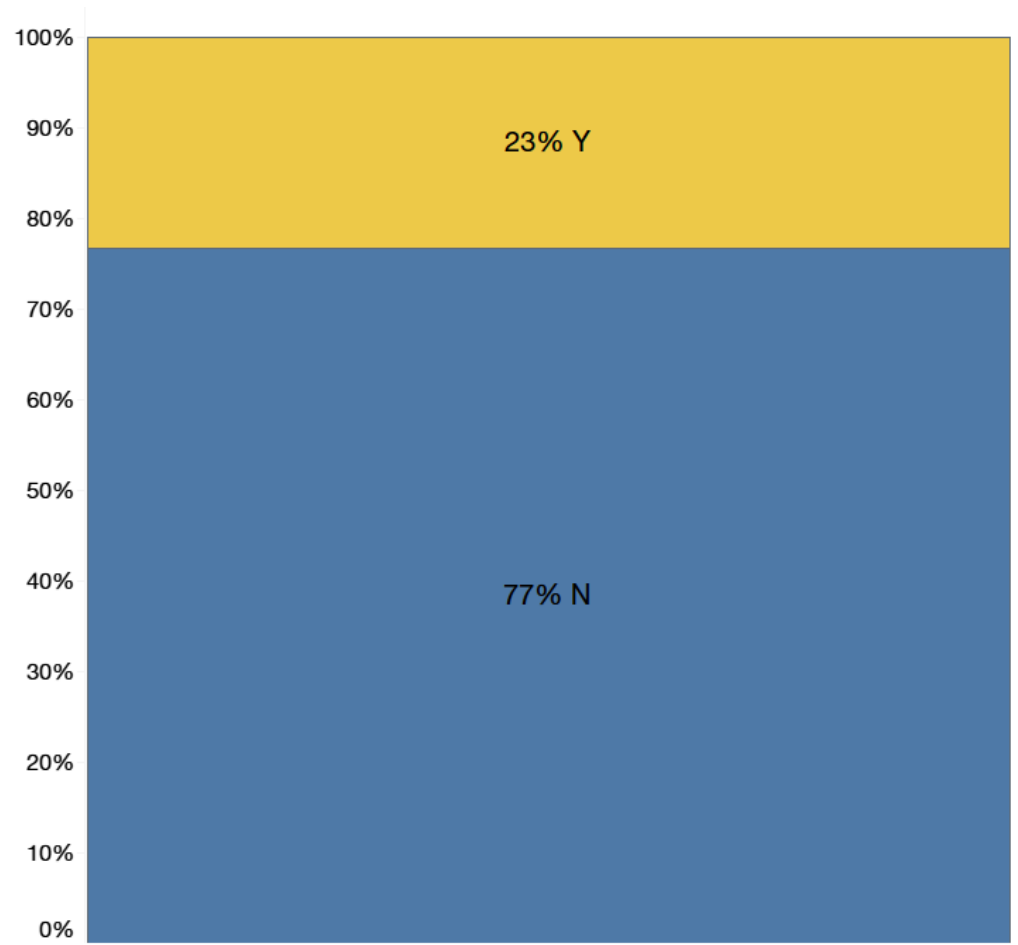


# CWC Survey Demographic Responses

Survey Demographic Results from the 2021 CWC Survey Administration

# 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)

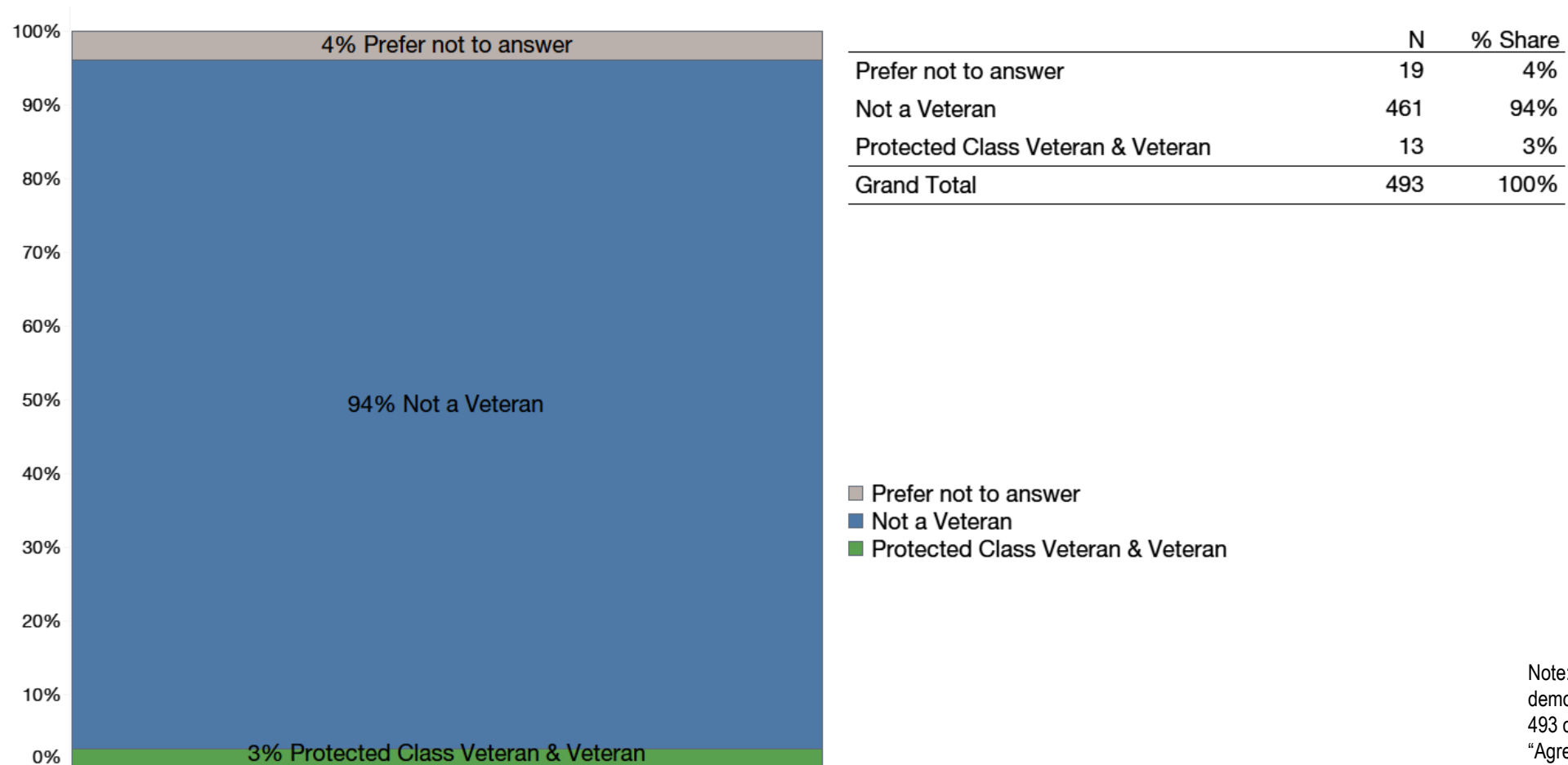


	N	% Share
Y	115	23%
N	378	77%
Grand Total	493	100%

Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

# Veteran Status

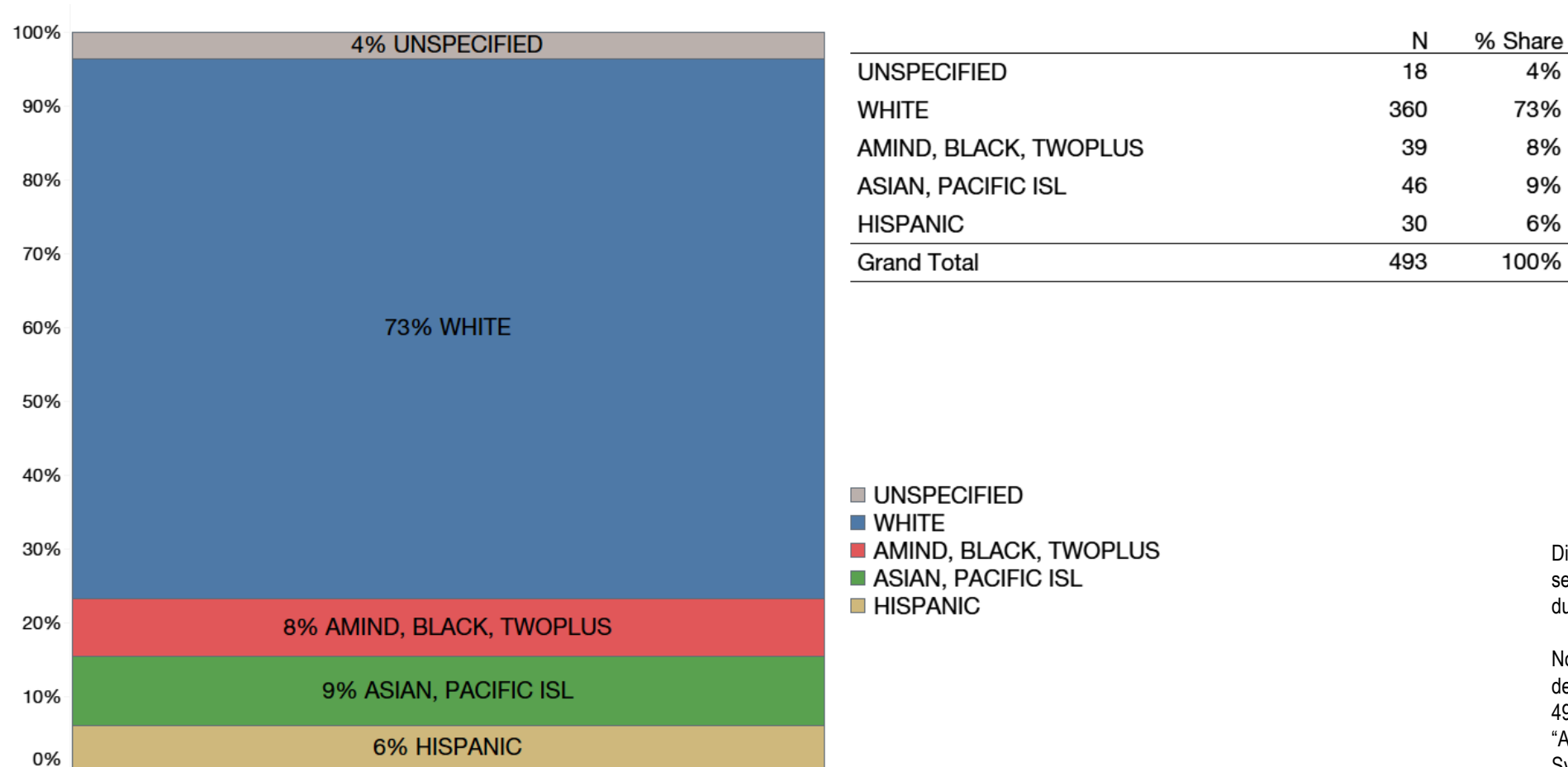
Survey Question: What is your veteran status? A veteran is a former active duty or reserve service member of the armed forces including Army, Navy, Air Force, Marines, Coast Guard. Protected Class Veteran includes (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign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



Note: 2021 CWC Survey demographic percentages based on 493 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)



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

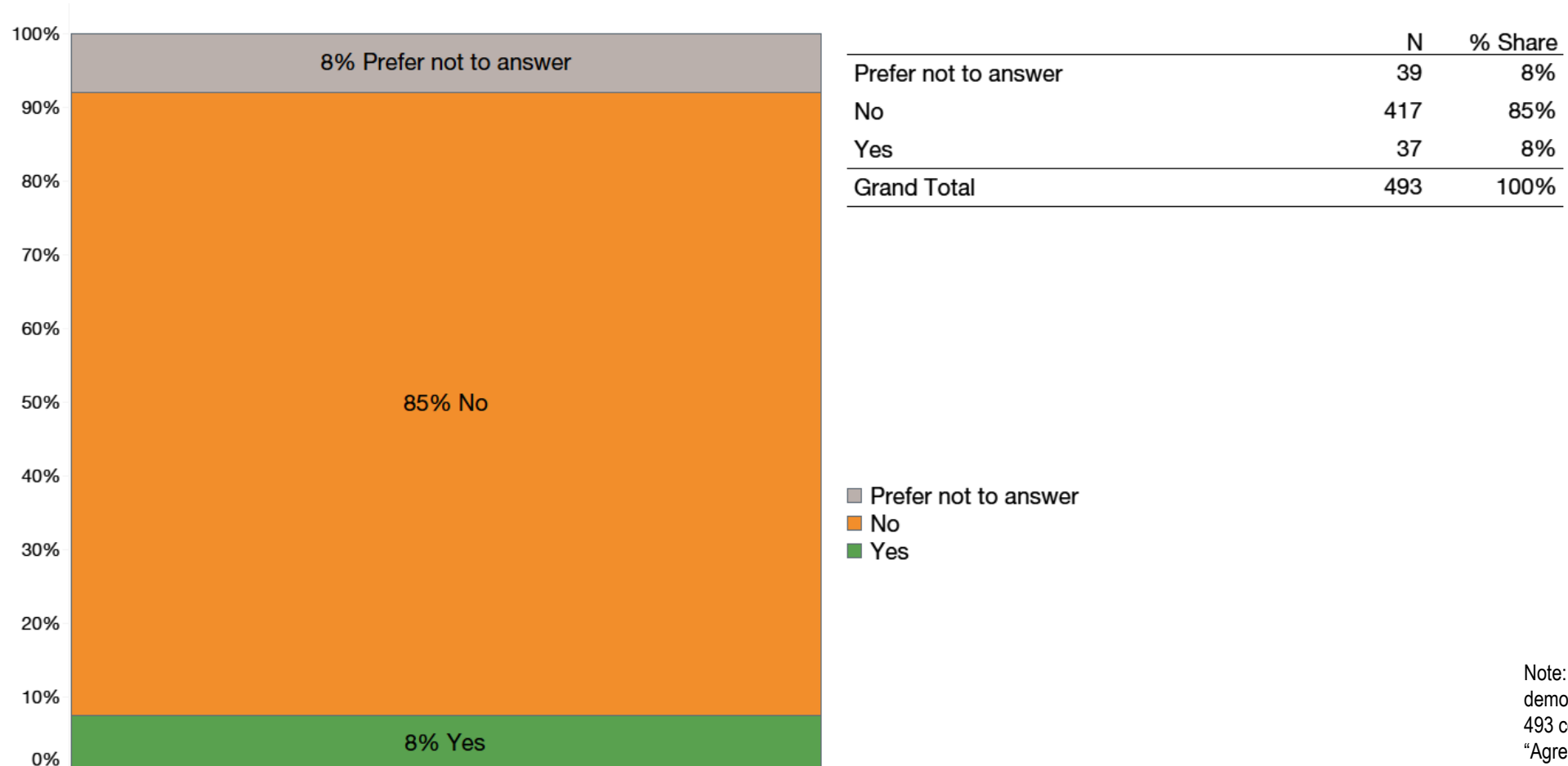
Display Note: Some individual selections are combined in the chart due to small counts (<10)

Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research



# Gender Identity/Sexual Orientation (Y/N)

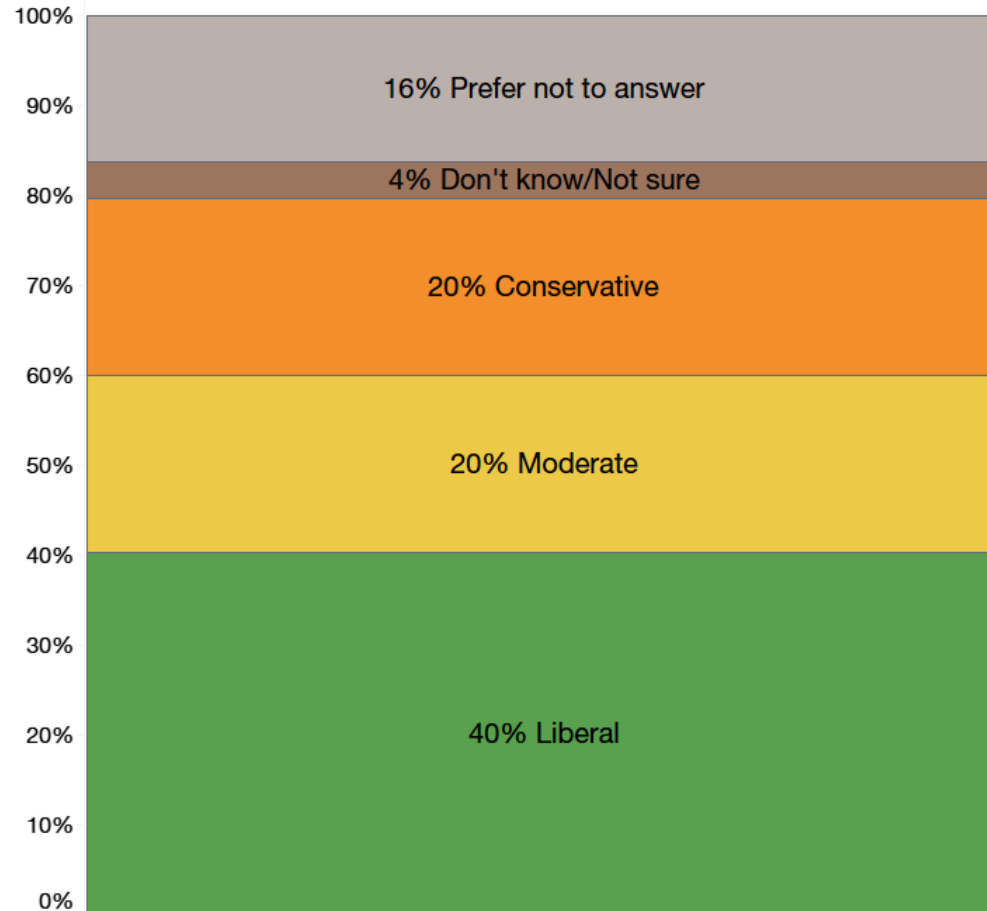
Survey Question: Are you a member of a historically marginalized identity pertaining to sex assigned at birth, gender identity, or sexual orientation identity? This includes, but is not limited to, gay, lesbian, pansexual, bisexual, asexual, intersex, transgender, non-binary, fluid, genderqueer, and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



Note: 2021 CWC Survey demographic percentages based on 493 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?



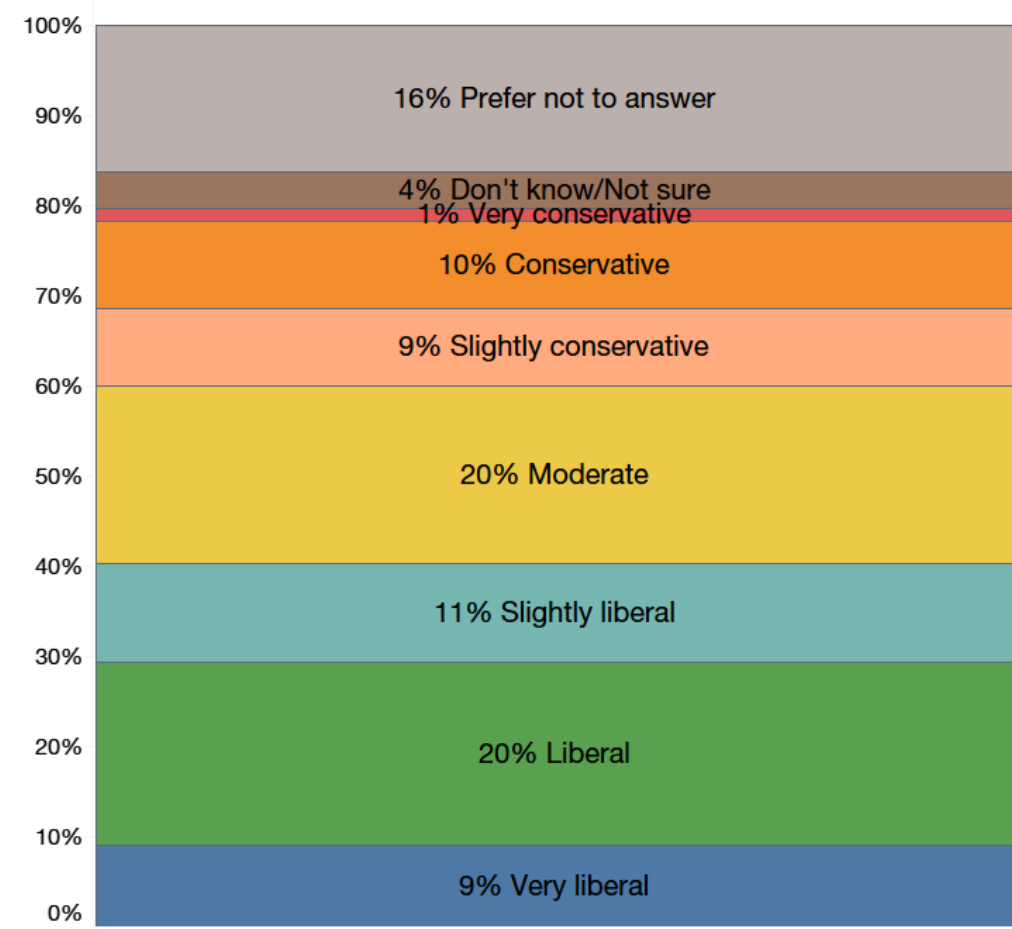
	N	% Share
Prefer not to answer	80	16%
Don't know/Not sure	20	4%
Conservative	97	20%
Moderate	97	20%
Liberal	199	40%
Grand Total	493	100%

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

Note: 2021 CWC Survey demographic percentages based on 493 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?



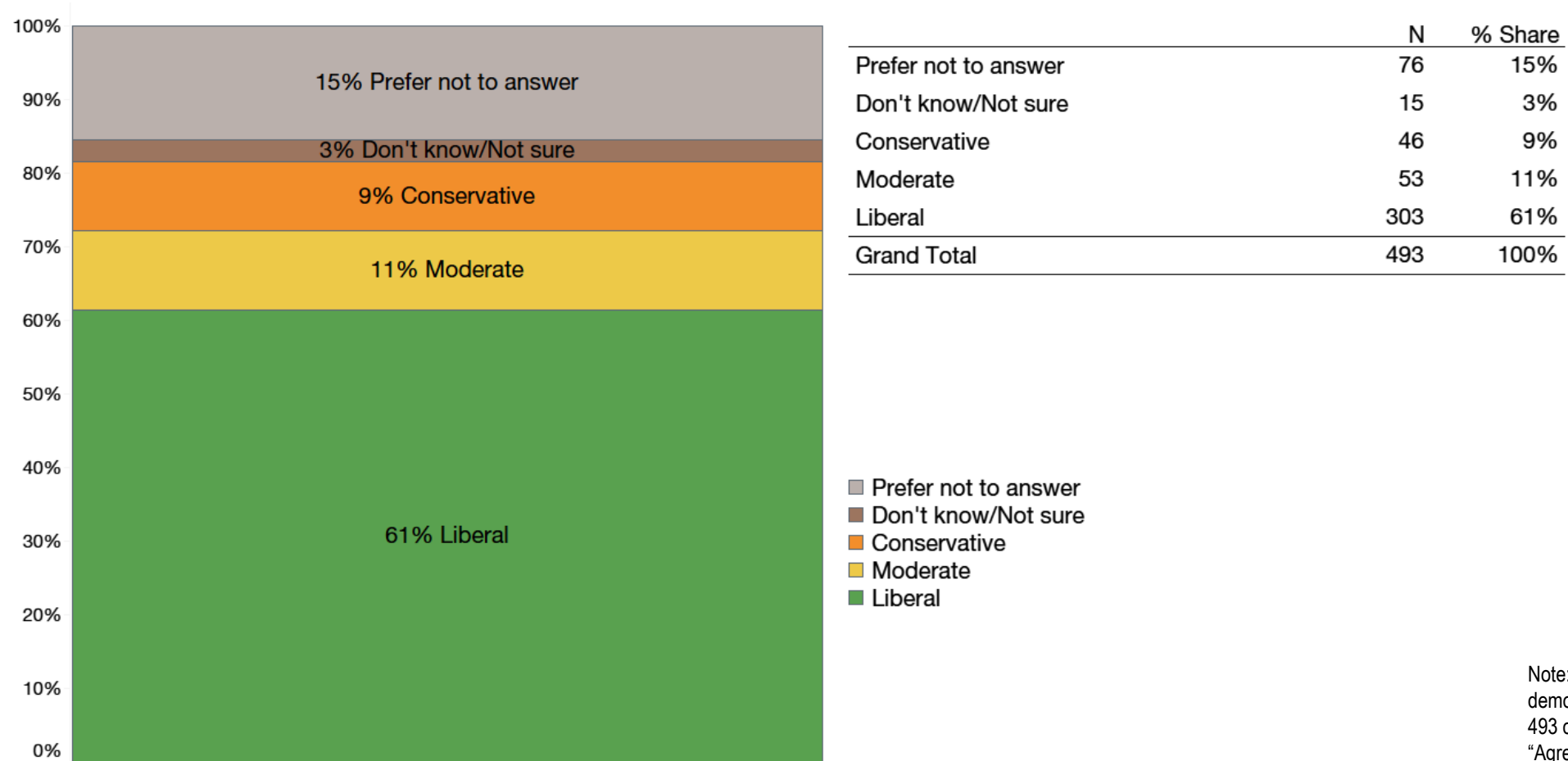
	N	% Share
Prefer not to answer	80	16%
Don't know/Not sure	20	4%
Very conservative	7	1%
Conservative	48	10%
Slightly conservative	42	9%
Moderate	97	20%
Slightly liberal	54	11%
Liberal	100	20%
Very liberal	45	9%
<b>Grand Total</b>	<b>493</b>	<b>100%</b>

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

Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

# Political Social View - Aggregated

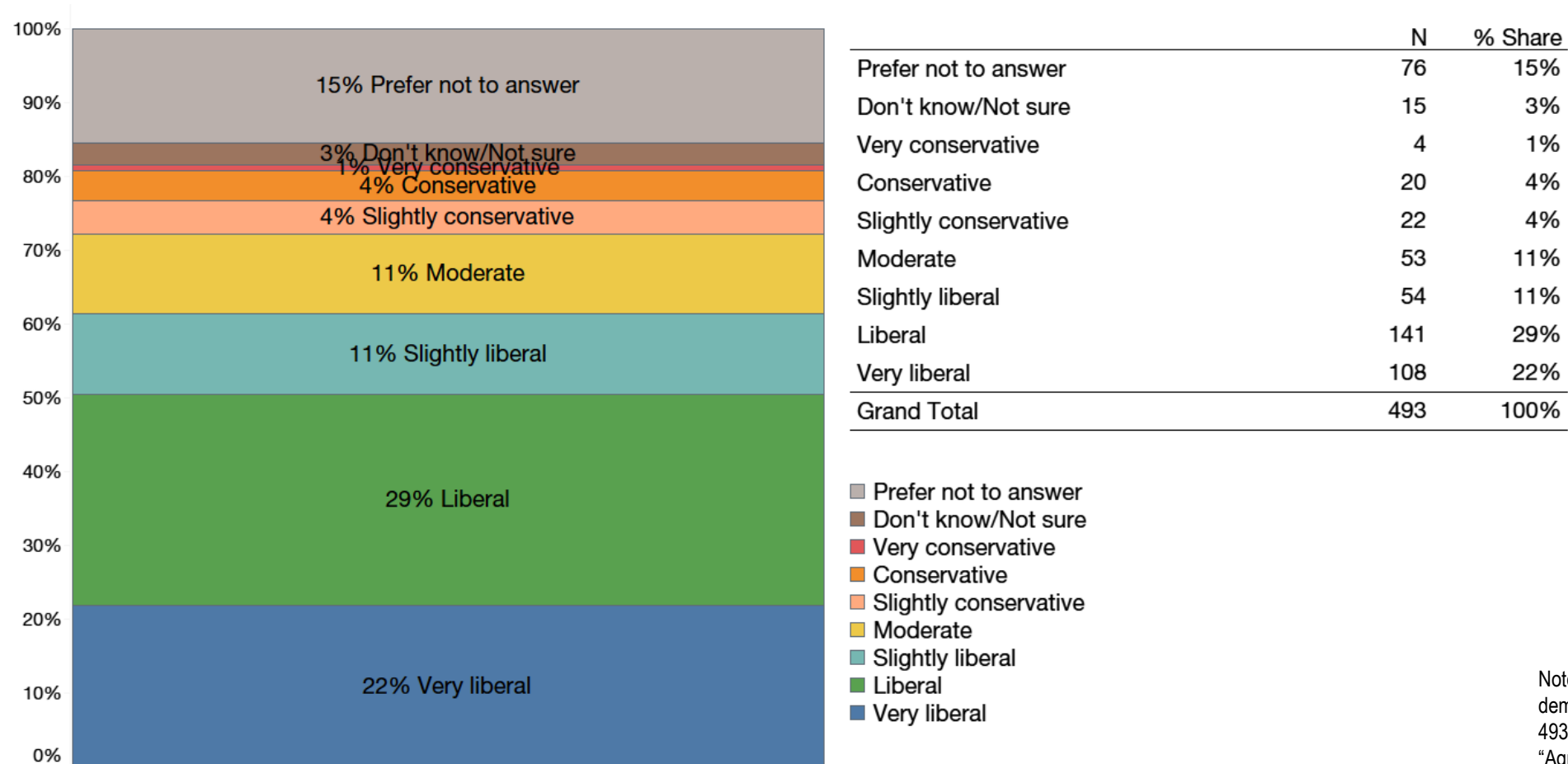
Survey Question: Where would you place yourself on this scale in terms of **social** issues?



Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

# Political Social View – Individual Responses

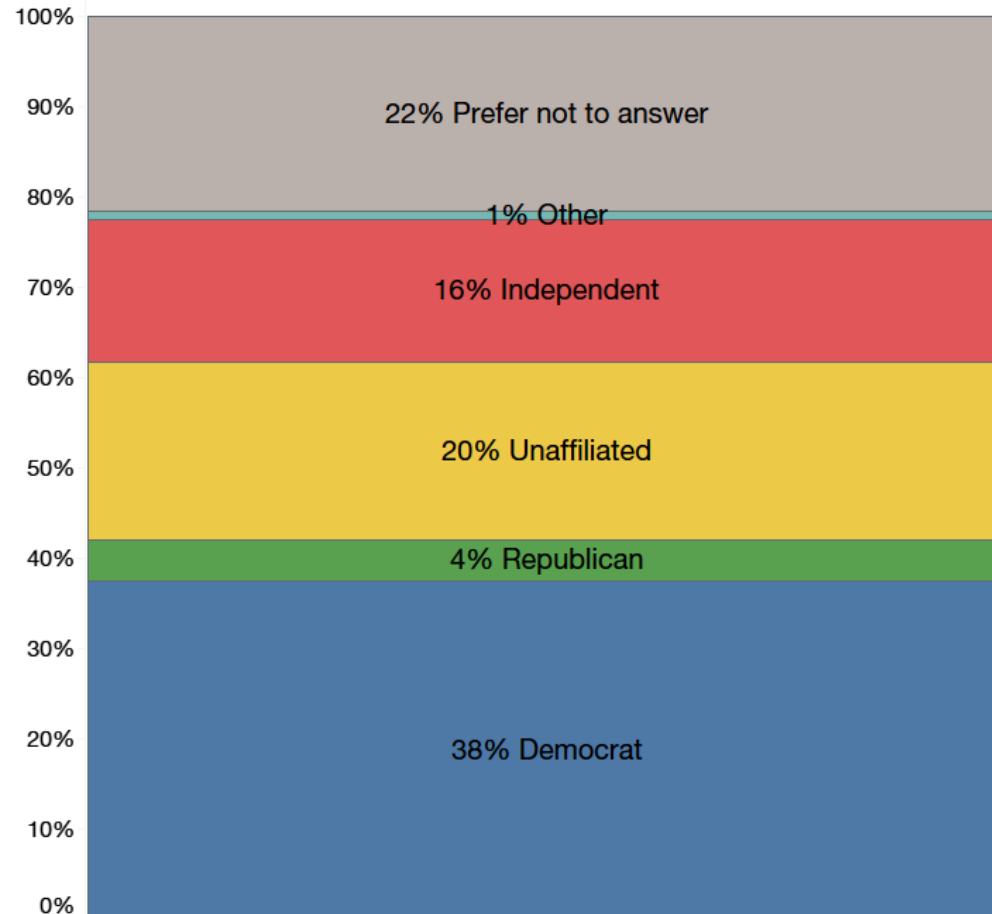
Survey Question: Where would you place yourself on this scale in terms of **social** issues?



Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

# Political Party Affiliation

Survey Question: What is your political party affiliation?



	N	% Share
Prefer not to answer	106	22%
Other	5	1%
Independent	78	16%
Unaffiliated	97	20%
Republican	22	4%
Democrat	185	38%
<b>Grand Total</b>	<b>493</b>	<b>100%</b>

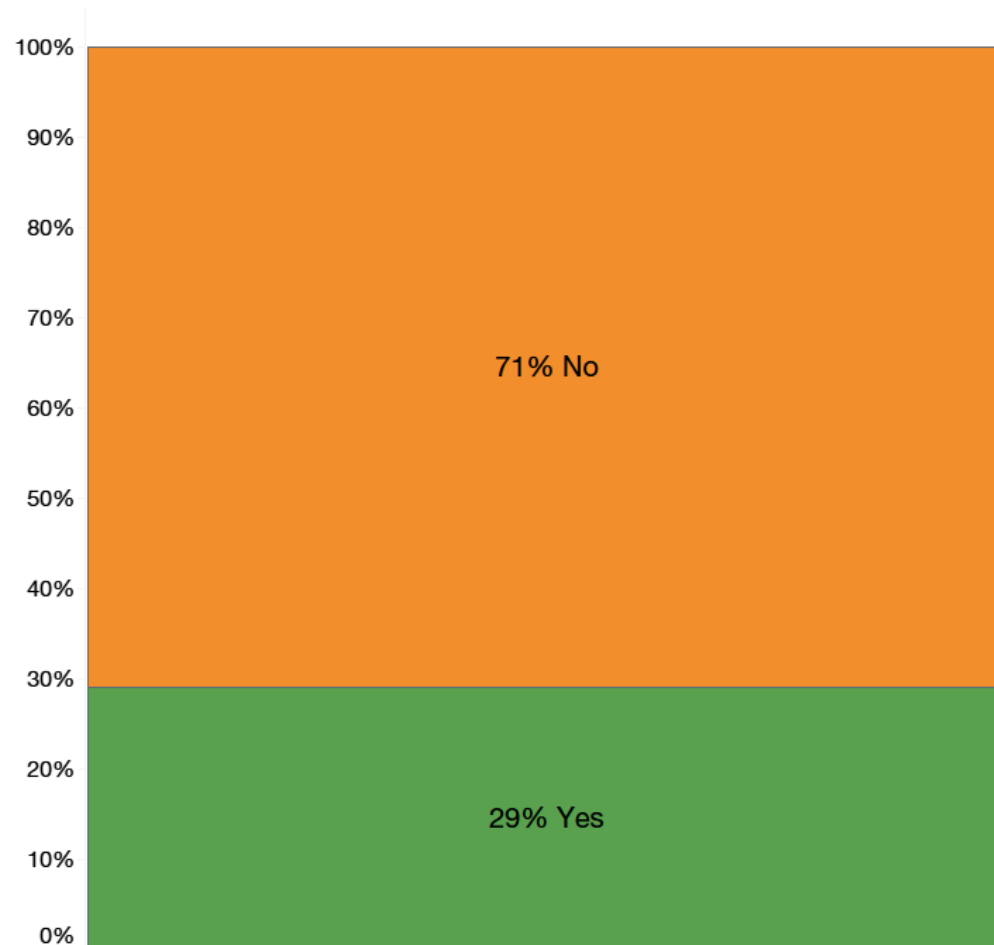
- Prefer not to answer
- Other
- Independent
- Unaffiliated
- Republican
- Democrat

Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research



# Supervisor (Yes/No)

Survey Question: Do you directly supervise one or more department staff members?

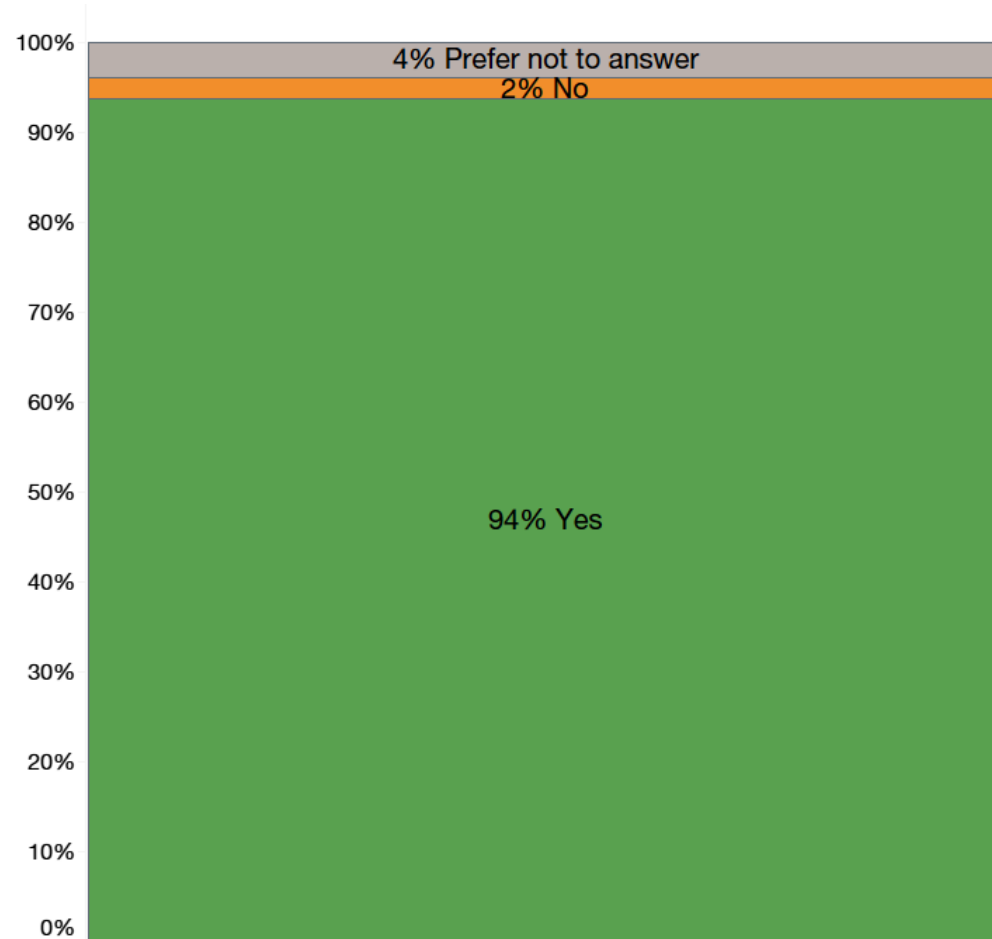


	N	% Share
No	350	71%
Yes	143	29%
Grand Total	493	100%

2021 CWC Survey  
Graphic percentages based on  
completed surveys selecting  
"Do Not Participate". Source: CU  
System Office of Institutional  
Research

# U.S. Home Country (Yes/No)

Survey Question: Do you consider the U.S. to be your home country?



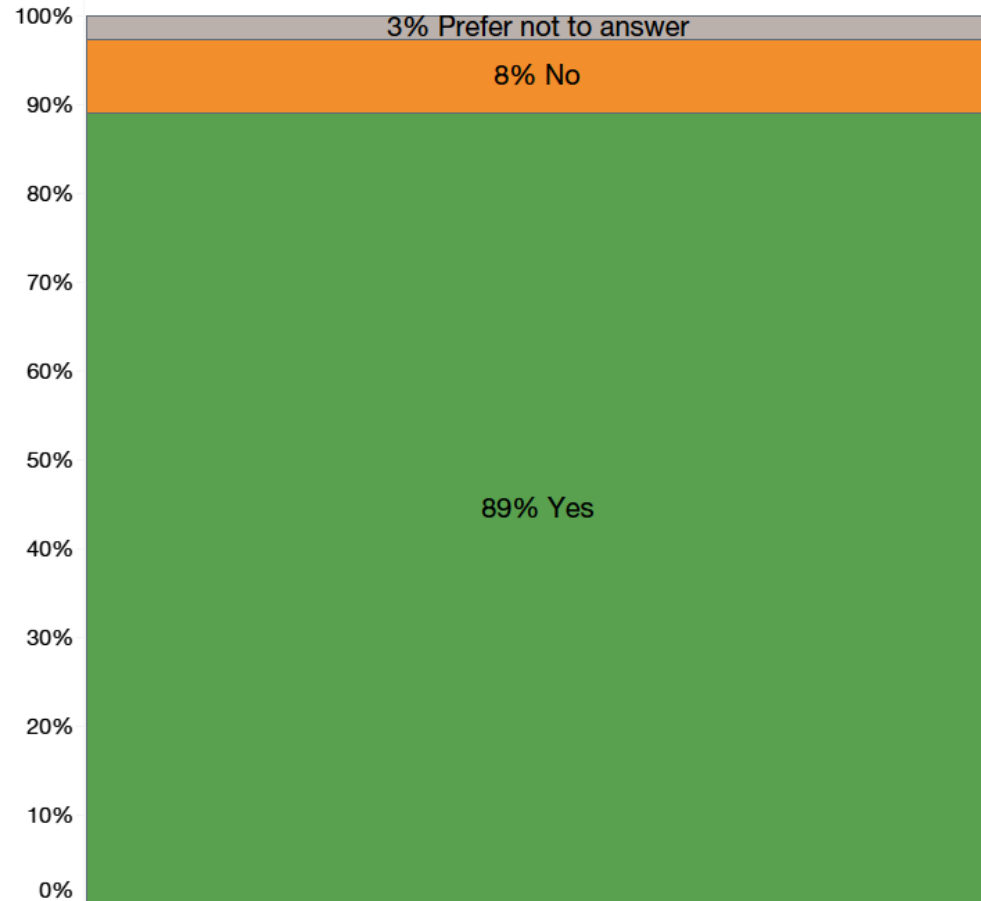
	N	% Share
Prefer not to answer	19	4%
No	12	2%
Yes	462	94%
Grand Total	493	100%

- Prefer not to answer
- No
- Yes

Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research

# English Primary Language (Yes/No)

Survey Question: Is English a/the primary language you grew up speaking at home?



	N	% Share
Prefer not to answer	13	3%
No	41	8%
Yes	439	89%
<b>Grand Total</b>	<b>493</b>	<b>100%</b>

- Prefer not to answer
- No
- Yes

Note: 2021 CWC Survey demographic percentages based on 493 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research